



STRATEGIC PLAN 2023-2024

VISION: Empower and support military spouse attorneys.

MISSION: Military Spouse JD Network (MSJDN) and Military Spouse JD Network Foundation (MSJDNF) strive to build equity and opportunity for military spouses to have meaningful career opportunities within the realities of a military lifestyle.

GOALS:

1. Executive Board:

- Objective: Streamline the operations of MSJDN by developing Standard Operating Procedures (SOPs) and improving tech efficiencies.
- Action Steps:
 - a. Conduct a comprehensive assessment of current operations to identify areas for improvement.
 - b. Develop SOPs for key organizational processes to ensure consistency and efficiency.
 - c. Implement appropriate technology solutions to enhance operational effectiveness.
 - d. Provide training and support to board members and staff for effective implementation of SOPs and technology solutions.

2. Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee:

- Objective: Amplify the voices and address the needs of double and triple minority members through advocacy on Board initiatives and targeted programming.
- Action Steps:
 - a. Conduct an in-depth needs assessment to identify challenges faced by double and triple minority members.
 - b. Develop and implement advocacy initiatives within the organization and the legal profession to address these challenges.
 - c. Create targeted programming that promotes diversity, equity, inclusion, and accessibility.
 - d. Collaborate with external organizations and stakeholders to advance DEIA goals.

3. Membership Committee:

- Objective: Expand and enhance member programming by organizing increased local programming and fostering partnerships with local firms.
- Action Steps:
 - a. Establish strategic partnerships with local law firms, corporations, and organizations to provide diverse opportunities for members.
 - b. Develop a comprehensive multi-generational and multi-career stage outreach strategy to engage law school students, junior attorneys, and senior attorneys.
 - c. Facilitate the MSJDN mentorship program to support career development and foster meaningful connections.

- d. Continuously assess member needs and interests to tailor programming accordingly.

4. State Licensing Committee:

- Objective: Acquire licensing for the remaining 5 states and revise rules for states with overly burdensome regulations.
- Action Steps:
 - a. Conduct thorough research and analysis of licensing requirements and regulations in targeted states.
 - b. Develop robust advocacy strategies to influence regulatory bodies and promote changes to overly burdensome rules.
 - c. Collaborate with local bar associations and legal professionals to gather support for licensing initiatives.
 - d. Leverage legal expertise and resources to navigate the licensing process effectively.

5. Homefront to Hired Committee:

- Objective: Address the issue of milspouse attorney unemployment and underemployment through increased engagement with hiring entities.
- Action Steps:
 - a. Increase the number of MSJDN Hiring Partners by actively seeking partnerships with law firms, corporations, and other hiring entities.
 - b. Facilitate MSJDN hiring events to connect job-seeking military spouse attorneys with potential employers.
 - c. Educate hiring entities about the unique skills and experiences military spouse attorneys bring to the table.
 - d. Develop and nurture relationships with law firms, corporations, and other hiring entities to promote employment opportunities for military spouse attorneys.

6. Events Committee:

- Objective: Plan, execute, and elevate MSJDN Events, especially the Annual Gala and professional development conference.
- Action Steps:
 - a. Conduct comprehensive event planning, including venue selection, speaker recruitment, and program development.
 - b. Enhance the quality and content of the Annual Gala and professional development conference to provide exceptional value to attendees.
 - c. Provide necessary resources and support to the Membership Committee to facilitate local events and networking opportunities.
 - d. Regularly evaluate the success of events and collect feedback to inform future improvements and enhancements.

7. Development Committee:

- Objective: Secure \$75,000 in grants and sponsorships to effectively execute the goals of the Network and Foundation Committees.
- Action Steps:
 - a. Identify and pursue potential grant opportunities and sponsorships that align with the mission and vision of MSJDN.
 - b. Develop compelling grant proposals and sponsorship packages to attract funding and support.
 - c. Cultivate strong relationships with potential donors, sponsors, and philanthropic organizations.
 - d. Effectively communicate the impact and outcomes of MSJDN initiatives to showcase the value of supporting the organization.
 - e. Maintain accurate financial records and ensure transparency in financial reporting.

Implementation and Evaluation:

- The Strategic Plan will be implemented through a collaborative effort involving board members, committees, staff, and volunteers.
- Regular progress reviews and evaluations will be conducted, with adjustments made as necessary to ensure the plan's effectiveness.
- Key performance indicators and metrics will be established to measure the success of each goal and associated action steps.
- The Board will conduct periodic assessments of the strategic plan's effectiveness, making necessary refinements to align with the organization's mission and vision.

By executing this comprehensive strategic plan, MSJDN aims to advance its mission, empower military spouse attorneys, and provide them with equitable opportunities for professional growth and success.