

# **TEA Answering Tough Questions**

## ***I don't agree with the association's position on state option.***

### ***Why should I convert to EFT?***

Organizational capacity is the manifestation of an organization's power to achieve its mission or purpose. An organization's capacity is always in a changing, dynamic state. Effective organizations must consciously develop systems to build, sustain and renew their capacity throughout the lifecycle of the organization. State option will not interrupt the services you currently receive as a local option organization. You will continue to function as a democratic body as in the past. Local leadership and staff will address your concerns, you will maintain control of your local budget and decisions regarding direction of the local will be established by the members and leadership of the local. If there are things that you would like to change in the organization, we encourage you to get active and try to change its course.

### ***Why is my continued membership important?***

Members are the fundamental building block of our organization. Solvent membership will provide us the opportunity to meet the programmatic and advocacy needs of our members. In terms of staffing, professional staff play an essential role in developing the systems for building, sustaining and renewing an organization's capacity. The staff designs the systems and processes to recruit members, develop leaders, monitor the organization's financial health and deliver its programs. Membership dues support staff salaries. It is important to continue to grow our membership to ensure we have the personalized staff support.

### ***How will the association change as a result of state option?***

The association's role will not change. We will continue to define what we stand for and how we respond and reposition how we're portrayed both as individuals and as an organization of professionals. We're committed to keeping our members engaged around the issues that matter to them.

### ***What do my dues pay for?***

Without the association, individual employees are pretty much on their own; without the association, organizing for a better future becomes really difficult. We understand your concerns about dues, but without dues the association isn't able to:

- Employ professional staff to build the association's strength by organizing members;
- Employ lobbyists that fight for educators, fair school funding and other issues at the Capitol;
- Retain legal counsel to protect and serve members;
- Keep members informed;
- Promote the profession through the media; and
- Provide support in your efforts to sustain and grow your professional practices to meet the needs of students.



**Membership strengthens your association's voice.**

