

USHJA POLICY STATEMENT

Subject: Program Planning, Development, and Implementation

Policy Number: GA106

Initial Date of Board Adoption: July 14, 2025

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This Program planning and development guide is a required process for the creation or modification of USHJA programs.

All proposed programs, new or modified, must meet the following criteria:

1. Must be financially viable and at a minimum budget neutral (sustainable revenue is defined as below in 1.d.) within three (3) years of operation (with the exception of educational programs as approved by the Board), and
2. Does not compete with an existing program/over service a specific segment of the membership, and
3. Must align within the mission and vision of USHJA, and fit within goals of the current USHJA Strategic Plan, or
4. Meet an extraordinary need due to current member or industry conditions not originally recognized at the time of the current USHJA Strategic Plan approval.