



April 28, 2017

Dear IAWP Members,

Over the past week, we have heard from a number of you with questions about the proposed changes to the bylaws. As Chairperson for the Board Restructuring workgroup, I want respond to as many of the questions as I can.

The genesis for these proposed changed came directly at the request of members who no longer feel that Districts are viable for a number of reasons including:

- Not just decreasing, but also a lack of membership in most states
- A lack of engagement by districts and district directors at the International Board
- In some instances, directors represent their state or chapter but not the district as a whole
- We have several states without members, yet they are represented by district directors
- International can provide tools to support chapters that cannot be provided by district directors
- Limited or non-existent opportunities for individuals outside the District establishment to run for office
- System does not focus on delivering benefits or value in terms a ROI on membership dues

To address these issues, President Pasternik appointed a workgroup at the September 2016 board meeting. The workgroup met over the course of many months on a multiple ideas for how to best structure the board. These proposals included ways of differently grouping states/chapters or how to categorize based on membership numbers. Ultimately, the workgroup, based on feedback from the board, including district directors, decided that any proposal grouping by geography or numbers was simply moving the boxes and not really doing anything to address the issues outlined above. The workgroup presented the Director at Large solution to the board and it was approved it on a unanimous vote.

The idea of Directors at Large is that we need to be taking a bigger, more holistic and comprehensive view of our association and the issues we are facing including membership. A member should understand the needs of members regardless of where in the country or world they reside. We are a professional association dedicated to the betterment of the workforce profession... that is universal, not state by state or country by country. Our Chapters will continue to exist to meet the needs at the local level. International needs to focus on the bigger picture with board members who are engaged at that level and not pitting districts chapters or states against one another.

The Board is holding two upcoming conference calls to answer any questions you may have: May 3 and May 17. Please feel free join either or both of these calls so that we can answer your questions. Please [click here](#) for details.

The following pages try answer some of the specific questions have heard over the past week.

Thank you for your continued support and dedication to IAWP.

Sincerely,

Vice-President, International Association of Workforce Professionals

How will directors at large be nominated and elected?

The Board approved plan sets up a nomination and election process for Directors-at-Large. These details will be in our policy and procedure manual.

Candidates for Directors-at-Large must meet the following minimum criteria:

- Full or Retiree member who is current on dues
- Member for at least three years
- Experience in leading groups and/or previous board experience
- Demonstrates effective verbal and written communication skills
- Demonstrates strategic thinking
- Demonstrates a strong commitment to the workforce profession
- Active in the promotion of IAWP in their community
- If located in an area with a chapter, letter of support from the chapter. If not, signatures of at least ten current full or retiree members
- If currently working, letter of support of organization's leadership

Nominations for Directors-at-Large may come to the nomination committee in one of two ways:

- 1) A current, active chapter may forward a qualified name chosen by a vote of their board or membership to be placed in nomination for a delegate position OR
- 2) If the state or country the member is in does not have an active chapter, the member may place their name in nomination by submitting a petition of nomination with the signatures or letter of support of at least ten full or retiree members to the nomination committee.

All eligible members may cast a vote in the election for ALL Directors-at-Large. Directors will serve staggered two year terms, with each year half of the director positions up for election. To get on a staggered election cycle, in the first election (2018) half the Directors-at-Large will be elected to a one year term, the other half to a two year term.

Why are these details not included in the proposed bylaws?

Often, when Congress or your state legislature passes a law, it is high level. The implementing agency writes the rules, regulations, and plans for implementation with input from stakeholders. This is the same thing we are doing. We want the bylaws to set our framework while our policies and procedures outline the how. We are working on the policy and procedure manual now and expect to share it with District Director for input in Mid-May. We will also post on our website so that members can provide feedback.

Does this eliminate the ability for international members to serve on the board?

NO! In fact, we want to encourage any member with an interest in serving as a Director-at-Large to run for office. The nomination process is set-up to allow that with a member needing just 10 signatures to submit their name into nomination.

Will this plan limit the number of people who can get involved in the Board of Directors?

We do not seem to have a large number of people knocking on our door now to serve at the international level. In fact, what we often hear, is that many members feel International is a cliquish group that cycles through the same people year to year. The hope is this change breaks down some of those barriers by allowing any member in good standing to run for Director at Large. In addition, the revised policy and procedure manual will require the standing committees to actually have members on them beyond just the chair. This will allow an entry point for those wanting to get involved without running for office or being a chairperson.

Why not do something geographically so it is more fair and representative?

We tried solving our structural issues by redistricting a few years ago; and here we are today still trying to address some of the same issues. We are simply too small to have a robust geographic based structure. Part of the reason for Districts prior was to get communication and messaging out from the Administrative Office and/or Board. With today's technology (e-mail, website, text messages, Twitter, Facebook, etc.), it is actually quicker and more efficient for the Administrative Office to communicate directly with members and Chapter Leaders.

Is it fair to let everyone vote for all the Directors-at-Large?

In most Districts, it is a small number of super active members who are attending the conference who ultimately vote on who will serve as District Director. As such, many directors serve on a rotating basis and are repeatedly appointed to their positions. The new proposal ensures that Directors are actually elected by the entire membership and not just appointed by a few.

Where will Directors at Large come from? Could they all be from one part of the country?

The short answer to this is yes, they could all come from the west coast or the mid-west. However, we hope that there will be great competition for the limited Director at Large positions. It would be exciting to see EVERY state nominate someone and have a competitive election that elevates the level of discourse and the ideas about where we go as an association. Campaigns and competition can be good for organizations and as of late there have been few contested races.

We moved from floor voting to online voting with the hope of engaging more members and that did not seem to work. Will this proposed model hurt the Association even more?

I was not part of floor voting (although I wish I had been!) nor was I around when the decision to move away from that was made. Right now, doing nothing different is a fatal mistake. We continue to bleed members and have to make decisive decisions to try to save this association we all care deeply about. We need to try something bold and new as work to regroup and move forward.

There is some odd language throughout these proposed bylaws, including the requirements for removing officers and directors-at-large. Why is that?

Outside of the sections on Directors-at-Large and adding language required by law or suggested by our attorney, very few changes were made to the bylaws. Much of the oddly worded language (like the

removal sections) come directly from our current bylaws. We carried over much of the language so that we were not making multiple drastic changes all at once.

If the proposed bylaws pass, we know, as with all new processes, some tweaks will need to happen. That will also provide us a chance to “fix” some of these new concerns we have heard from you over the past weeks. So, yes, expect to get to vote on bylaws again in the next year or so!

I see you added an article on dissolution, is this because you expect IAWP to fold?

NO, NO, NO!!! An article on dissolution is standard language for tax exempt organizations. It’s to prevent an individual from personal enrichment and is in essence an ethics matter. It is surprising our current and previous bylaws did not have this statement. And, in fact, all chapters also need a similar statement in their bylaws.

The bylaws are meant to be the broad brush strokes of our organization. The new policy and procedure handbook will provide many of the details. That is currently under construction with the hope to share with the full board for feedback by mid-May. The document will go to District Directors, so I would encourage you to keep in touch with her.

I remind you, we did try restructuring based on geography just a few years ago. The same issues we tried to address then, still exist today and are only more glaring as our membership decreases. No one wants to see that, especially me. I want to see us not only thrive, but to overtake NAWDP as the go-to association in our profession. To make that happen, we have to make some bold, well thought out moves and uncomfortable changes. This is one of those.

I am happy to talk further. You can reach me at grant.a.axtell@oregon.gov or 503-999-2454. Grant