THE ASSOCIATION FOR THE STUDY OF AFRICAN AMERICAN LIFE AND HISTORY, INC

.

**PROPOSED CONSTITUTIONAL/BYLAWS AMENDMENT**

Article Number \_\_\_111\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Article Title: Officers \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Section Number \_2\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Section Title: Qualifications, Elections, and Terms \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Page Number \_3\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Current Language

“a). . . The President shall be elected by the members of the Association for a term of three (3) years and shall be eligible to be elected for a second three-year term.

b). . . The Vice President for Membership shall . . . be elected by the Members of the Association and shall be eligible to succeed himself or herself…

c). . . The Vice President for Programs. . . shall be elected by the members of the Association for a term of three (3) years.

d). . . The Secretary shall be elected by the Members of the Association for the term of three (3) years. . .

e). . . The Treasurer shall be elected by the Members of the Association for a term of three (3) years . . .

Proposed Language

Creating the conditions for success involves building an organizational structure that supports and manages the processes of change. The Nominating Committee recommends that elections for the Leadership Team of the Association be staggered. The Leadership Team consists of the President, the Vice President for Membership, the Vice President for Programs, the Secretary, the Treasurer.

For one election cycle, at the end of year 3 of the class elected in 2021, the positions of President, Vice President for Programs, and Treasurer, will open for election. All current officers will be eligible for re-election. What this also means is that the Vice President for Membership and the Secretary will serve an additional year and run for elections after year 4, 2025. The latter two members are also eligible for re-election.

After this one time when The President, the Vice President for Programs, and the Treasurer serve for three years while the Vice President for Membership and the Secretary serve four years, all members in leadership positions revert to serving three-year terms.

Rationale

The departure of the entire leadership team poses a significant threat to the stability of the organization. Organizational conditions and culture which are necessary for success become uneven. The Association loses a sense of continuity, appropriate changes are not identified, and significant initiatives are not developed. This kind of departure disrupts relationship building, stalls initiatives, and sometimes, erodes the evolution of long-term vision and strategy.

The new members, as excited and as energetic as they may be, do not know enough about the working of the organization to identify and make appropriate changes. By the time they get through the “honeymoon period” of learning about the organization, time would have passed, and turmoil and hostility which sometimes come after such a move, will make it harder to get major change done. The process of correcting a false start can cause years of work on programs to be postponed.

With this new arrangement, there will be institutional memory to explain where the organization is, in the execution of its plans, and what are likely to be the organization’s short and long-term challenges.

Impact:

The President, Vice President for Programs, and the Treasurer elected in 2021 will serve a three-year term. (2021-2022-2023-2024). Elections to these positions will take place in 2024 and every three years hereafter.

The Vice President for Membership and the Secretary elected in 2021 will serve a four-year term (2021- 2022-2023-2024-2025). Elections to these positions will take place in 2025 and every three years hereafter.

Proposed Amendment Fiscal Impact \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Nil\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Proposed Amendment Resource Impact (Personnel, Time) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Nil\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Proposed Amendment Submitted By\_Annette Palmer/Nominating Committee Co-chair\_\_\_\_\_\_\_\_\_

Date April 23, 2021\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_