

Transition Team Report (revised)

April 3, 2022

On January 20, 2022, a Motion was passed by the IBT of the WBCCI to amend the Constitution to restructure the Administrative Branch of the IBT, currently known as the *Executive Committee*, to become a new entity known as the EXECUTIVE COUNCIL. Based upon the parameters defined in the Motion, the WBCCI President Tye Mott requested that a special committee, known as the Transition Team, review this Motion and develop the recommendations for proceeding with the changes if this Motion is passed by the Delegates in July 2022.

The recommendations contained within this Transition Team Report are separated into two discreet timeframes. It may seem counterintuitive that “Part One” refers to the Executive Council format from August 2023 and beyond, and that “Part Two” references the twelve-month period before “Part One”, however, to truly understand how we proceed in the transitional year of August 2022 until August 2023, we need to know exactly what we are aiming toward for our future leadership model.

This product is the final result of the diligent efforts on the part of over 21 members of the WBCCI, as Phase 3 of a three-part process. Phase 1 began on October 11, 2021, with the Special Committee assembled to evaluate a shift from one-year leadership terms to two-year terms, chaired by Past President Jim Cocke. This led to an investigation into alternative leadership models and questioning the necessity of any changes. One of the greatest challenges our past Presidents have faced was a time constraint that prevented the completion of projects or goals inspired by their leadership. By re-structuring the officer terms to two-years, it provides a more favorable opportunity for accomplishing goals for the entire Club, as defined in the Long-Range Strategic Plan. This Special Committee submitted recommendations to the IBT suggesting a comprehensive shift in three aspects of the IBT leadership structure: a) Numbers of officers, b) election protocols, and c) terms of office. Given these significant changes, a second Special Committee, also chaired by Past President Jim Cocke, was formed as Phase 2 to help develop the framework for the Motion presented on January 20, 2022. Finally, Phase 3 (the subject of this report) was initiated as the “Transition Team”, tasked with creating the recommendations for initiation and integration of these proposed changes...*how we get from a proposal to a working leadership model, and what do we do in the interim?*

Inquiry, discussion, debate, and collaboration have yielded the recommendations contained below. We all have approached this responsibility with the sincere attempt to provide a platform that encourages and inspires all members to participate in the operation of their Club, and to attract those individuals that can enhance the administrative and management sectors of the WBCCI by bringing together the broadest possible skillsets and insights to continue to respond to our members' needs.

Jenny Schnettler, Chair - Transition Team

PART ONE *The Suggested Path Forward from August 1, 2023 and Beyond*

The International Board of Trustees (IBT) is the Governing Body of the Wally Byam Caravan Club International, Inc. (WBCCI). The IBT consists of 22 voting members – 12 Region Presidents and 10 members of the Executive Council.

10 Member Executive Council

1 President, 1 Vice-President, 1 Secretary, 1 Treasurer, 5 Council Seats, 1 Immediate Past International President* (IPIP*)

All members of Executive Council (EC) are elected^ to serve a two-year term, with the exception of the IPIP who will not need to be elected, rather is designated as the IPIP.

Members serving on the Executive Council may serve in the same officer role for no more than 2 two-year terms (total of 4 years).

Members serving on the Executive Council may serve in different officer roles.

Members on the Executive Council will be eligible for an officer position only if they have served a minimum of 1 full term on the IBT (1 two-year term on the EC or 1 two-year term as a Region President).

No member of the Executive Council, with the exception of the IPIP, may serve on the Executive Council more than 3 consecutive terms (6 years).

Elections for the Executive Council occur every 2 years, on the “odd-numbered” year. **Although there will always be 10 members on the Executive Council, the elections will be for 9 open seats, since the IPIP is not up for election, but is appointed to this seat by the IBT.**

The 9 members are voted on by the entire WBCCI membership for a seat on the Executive Council, and then the IBT chooses the officers of the Executive Council from the **eligible** Executive Council members who have indicated their interest in these officer roles. A 51% vote of the IBT is required for these offices.

**The role of the IPIP is unique. The IPIP may have served as the President for a single 2-year term, or two 2-year terms. After their President service expires, they automatically are granted the distinction of the IPIP. If the former President transitions into the role of the IPIP after completing 6 consecutive years on the Executive Council, it is recommended that for the role of the IPIP only, that person is allowed an additional term of 2 years in the role of the IPIP, thus allowing a total of 8 years of service.*

If the successor President in fact serves two consecutive terms as well, the IPIP will only be allowed to serve a maximum of 8 years, and then must cycle off. In this event, the IBT will seek to fill the open one-term IPIP position from prior Past International Presidents (PIP). The PIP candidate must secure a 2/3 vote from the IBT.

^Elections occur every two years, during June of the odd-calendar year, as the entire WBCCI membership elects the 9 seats for the Executive Council. The IPIP is not elected, but is granted succession into this officer role. The Nominations Standing Committee (NSC) evaluates all candidates seeking a seat on the Executive Council, vetting each for approval of candidacy. It is important to remember that these elections are not for specific officer positions, but for a seat on the Executive Council. ALL seats on the Executive Council with the

exception of the IPIP, are up for election every 2 years. NINE seats are voted on, plus the TENTH seat is filled by the IPIP.

PART TWO **The Transition Year, August 1, 2022 – July 31, 2023**

Although the Transition Year is 12 months, we recommend that it is considered a FULL TERM for the purposes of defining term limits of Executive Council members.

Given this presumption, we recommend that the following occur:

In July 2022, the WBCCI will elect officers following the current format of President, First Vice-President, Second Vice-President, Third Vice-President, and Immediate Past International President (IPIP), Secretary, and Treasurer. These officers of the current *Executive Committee* are elected to serve the WBCCI for a term of one year in the new EXECUTIVE COUNCIL.

With passage in July, 2022 of the Constitutional Amendment proposed at the 2022 Mid-Winter IBT Meeting in Savannah, the new Executive Council will be seated on August 1, 2022. It is our recommendation that the 7 officers just elected in July 2022 under the prior *Executive Committee* format transfer their service as members on the new Executive Council. The roles of President, Vice-President, and the IPIP are to be served by those same individuals elected into these positions in July 2022. Those individuals voted as the Second Vice-President and the Third Vice-President in July 2022 serve as members of the Executive Council. The Secretary and the Treasurer voted in July 2022 will also serve their same roles on the new Executive Council.

The Executive Council has 10 members. With the 7 members described above, there remain three vacant seats on the first

Executive Council. It is the recommendation of this Transition Team that these three vacant seats NOT be filled in the Transition Year. There is not enough time to re-convene the present Nominations Standing Committee and for them to seek qualified candidates, then submit these candidates to the membership for a vote for what would ultimately result in less than six months service remaining in that first term. The new Nominations Standing Committee will be seeking nominees for the future election of 2023 and cannot be tasked with simultaneously looking for candidates for these short-term positions.

A change in leadership structure this comprehensive requires certain compromises. The individuals that serve on this inaugural Executive Council will enter into it with the understanding that their ultimate service time (assuming re-election by the membership during the odd-year elections), will result in a maximum of 5 consecutive years on the Executive Council rather than the subsequent Executive Council members' options of 6 consecutive years. Additionally, the ultimate service time in the role of a two-term officer is maximum 3 years rather than the future options of 4 years for future Executive Council members.

The maximum service limit of 6 years (three 2-year terms) follows the 6-year design of the ascension in the Chairs for the Region Officers. This is not to say that any member of the Executive Council is required or expected to serve for 6 years, it is simply an avenue for those dedicated individuals to contribute through.

Additional Recommendations

- 1) In the event that an Executive Council position is vacated before the end of term, that vacancy creates the following:

If the vacancy occurs for an **Executive Council officer** (Secretary, Treasurer, Vice-President, or President) not including the IPIP, the office must be filled for the duration of the term. The Executive Council may make a recommendation for one of the sitting Executive Council members to be considered for replacement, and upon approval of a 51% of the IBT, that replacement will serve as the new officer for the remainder of the term.

In the event that no sitting Executive Council member is identified as a candidate to replace the vacancy, or if the recommended Executive Council member fails to secure a 51% vote, the Executive Council may seek qualified candidates from outside the Executive Council to replace the vacant officer's seat and present their recommendation to the IBT. That candidate must secure a 2/3 vote in order to be seated as the new Executive Council officer, then assume the term of the vacated officer's seat. If unsuccessful, the procedure must repeat itself until the vacated seat is filled.

If the vacancy occurs for an **Executive Council member**, (one not in an officer role), it is at the discretion of the Executive Council whether that vacated seat will remain empty or be filled for the duration of the term. The process for replacing a vacated Executive Council member seat follows the same procedure as one for a vacated officer seat – the Executive Council will seek a qualified candidate and present their recommendation to the IBT. If that candidate secures a 2/3 vote, that candidate will assume the term duration of the vacated seat. If that candidate fails to secure a 2/3 vote, the Executive Council can decide

to seek another candidate for consideration, or leave the seat vacant for the duration of the term.

For the purposes of future term limitations, upon the expiration of this term, this replacement Executive Council officer or Executive Council member is considered to have served one full term, regardless of the number of calendar months remaining in this term.

- 2) There may be a circumstance when a member of the Executive Council has not fulfilled the requirement of service of one full term on the IBT yet provides an exceptional candidacy for one of the officer roles. The candidate must present compelling arguments to justify overriding the eligibility rules. At the request of the Executive Council, the IBT may consider reviewing this situation, and with a 2/3 vote of the IBT, the candidate may be appointed into an officer role on the Executive Council.
- 3) If the removal of an EC officer or EC member is recommended, it is secured only upon a 2/3 vote of the IBT, utilizing the Ethics and Grievance Process (WBCCI Bylaws Article V) if appropriate.

Transition Team

Jenny Schnettler, Chair - Transition Team

Brad Briggs, Region 4 President

Bard Fuller, Region 1 First Vice-President

Kathy Geese, Region 10 President

Christopher Seplak, Region 5 President

Tom Smithson, Chair - Constitution and By-Laws

Bill Wild, Region 3 President