

## **Restructuring of Family Campers and RVers Elected Trustee Positions**

### **1: Why are we restructuring?**

The first reason is that it was a suggestion from the change panel.

Secondly, the current Trustees believe it is in the best interest of Family Campers and RVers to effect a restructuring.

### **2: When will the restructuring take place?**

The restructuring proposal has been approved by a simple majority of the Executive Board and a quorum of the National Trustees. The vote, under the guidance of our Parliamentarian, Pat Parsley, was conducted at the Executive Board meeting held July 9<sup>th</sup>, 2011 at Campvention in Ladson SC. The restructured positions will be chosen by National Election (with one exception that will be discussed later) scheduled for March 2012. The Trustees in their new positions will be installed at the Annual Meeting at Campvention 2012 in Blyth Ontario.

### **3: What will restructuring accomplish?**

Firstly, we are eliminating one Trustee position (Corresponding Secretary). That will save our organization some travel expense costs.

Secondly, we believe the restructuring will bring our organization more in line with structures of business entities and permit a greater focus and efficiency in running our operations, reacting to changing environs, and recruiting leadership with expertise in specific areas of focus (for example marketing).

**4: What will be the format of the restructured Executive Board?** I say executive board because our appointed volunteers will be assigned to specific Trustees that may be different from the current reporting structure.

**This is an overview of the proposed elected positions as National Trustees.**

They are **President, VP Operations, VP Programs, VP Planning and Development, Comptroller, Recording/Corresponding Officer and by tradition (not elected) immediate past President.**

The **President's** position is as we currently understand it. He/she will have the office manager at HQ and the National Computer director reporting to this position. The President also serves as the liaison with our legal counsel. The President also works directly with the other elected Trustees.

**VP Operations:** This new position is an enhanced version of the position of **National Director** (currently held by Shari Weber). New to the reporting structure are the positions of Campvention Director (currently reporting to the President) Band Director (currently reporting to the Immediate Past President) and a renamed position Awards Coordinator (formerly awards and merchandise coordinator). The VP Operations will be elected only by the **Executive Board** (this is the one exception mentioned above in the election process). There is a long standing tradition for this voting arrangement and the Executive Board felt very strongly that this arrangement should not change. The Trustees concurred with their request.

**VP Programs and VP Planning & Development:** In our current structure the national programs are distributed approximately evenly amongst the President, 1<sup>st</sup> and 2<sup>nd</sup> VP and the

immediate Past President. The intent of creating the position of **VP Programs** is to allow that individual to focus his/her attention solely on programming and to allow for greater flexibility in adjusting programs without the need to co-ordinate with three other positions. As the position evolves, synergy of programming may well develop. Since these positions will not be manned until after our elections next March, we cannot identify (yet) who would actually run for or be elected to that position.

**VP Planning & Development:** We have moved some national programs currently distributed amongst the Trustees to the position where single minded focus can be directed toward our marketing, advertising and membership growth activities. We plan to create **2 new positions Strategic Planning Coordinator and Director Marketing & Advertising**. The job descriptions for these new national positions are still being prepared and we do not yet have any appointees in mind.

**Comptroller:** This elected position and reporting structure remains unchanged.

**Recording/Corresponding Officer:** We propose to combine the two current Trustee positions of Recording Officer (Sandy Kendall) and Corresponding Secretary (Sue Carlson) into one combined position. With the extensive use of e-mails, cost effective telephone calls, and the fact that our Field Manual and Operations Manual are now available electronically, the need for “official” correspondence has diminished greatly. Both the current incumbents believe the combined position is very workable. Because the new position will also maintain our official manuals mentioned above, it makes sense to have our Parliamentary report to that position.

**Past President:** This position and responsibilities (for mature? reflection) remain unchanged. The positions of National Retiree Director, National Scholarship and National Chaplain will report to the Immediate Past President.

## **5: How will the Trustees be elected?**

It is recognised that having the current **National Director** being elected by the Executive Board in odd numbered years and the other current 6 Trustee positions plus non-elected Past President in even numbered years provided for a degree of stability in the organization should the entire elected Trustees all resign en mass and be replaced by less experienced personnel.

In order to ensure that we retain a degree of continuity in the elected officials, we will have 3 positions elected in even years and 3 in odd years. To accomplish this, all 6 Trustee positions will be contested next March 2012 (with balloting for VP Operations only to the Executive Board). **Three of the positions will be for a once only three-year term expiring 2015. Three of the positions will be for 2 years expiring 2014.** Going forward we would have an election for 3 positions in 2014, 3 different ones in 2015 and there after each year 3 trustees will be elected with the expiry of their **normal two year term**.

It is proposed that the positions of **Comptroller, VP Operations and VP Planning & Development** be elected for a **3 year** term in 2012 and that the positions of President, **VP Programs Recording/Corresponding Officer** be elected for a **2 year** term in 2012. By default the position of **Immediate Past President** (non-elected) would also be for two years.

## **6: Succession Planning.**

If the elected President cannot fulfill the responsibilities of the position (temporarily) or resigns the position, who will complete the President’s term of office?

The **VP Operations** would take over the President's position (temporarily or until the next Presidential election). The position of **VP Operations** would be filled temporarily (or until next election for that position) by either a shuffle with in the existing Trustee positions or a non-elected appointee approved by the elected Trustees.

**7: Because of alternate years for elections, may an elected Trustee run for a different office in the next immediate election even though his/her term is not expiring until the following year?**

In order to allow us to maximise the calibre of leadership in these elected positions, it is proposed that an elected officer may run for a different office in an ensuing election even though the current term of office will not expire until one year after the current position being sought. If an elected Trustee is successful in being elected to a different office, he/she will vacate the current position at the time of installation of new officers, and assume the new position responsibilities. The office being vacated will be filled by a non-elected appointee, approved by the Trustees, for the duration of the term of office (it will never be more than one year).

**8: What happens if an elected Trustee (other than the position of President) cannot fulfil the time and responsibilities (temporarily or for the term of office)?**

The Trustees will approve an appointee for the duration of the term of office. It may be expedient to shuffle an elected official into the vacant position and then fill the ultimate vacancy with a non-elected appointee.