

Moved by Joan Dawson (Thompson); Seconded by Bob Davies (Winnipeg)

#### 6.04 Term Limits Bylaw Amendment motion

#### 6. Elections and Terms of Office

##### 6.04 Elections and Terms of Office for Board Members:

6.04 (a) Term Limits for Board Members shall be five (5) consecutive years on the Board commencing with members who were on the Board since 2017

**Add (b)** After being off the Board for one (1) year, these Board Members may be nominated for re-election to the Board at the next AGM.

#### **RATIONALE:**

Every healthy Board needs a succession plan that attracts new members with different talents, skills and backgrounds bringing with them new ideas, passions and energy to respond to the changing times.

The purpose for having term limits was to encourage new members to join the Board. The Board serving at the time of this bylaw was enacted was concerned for the health and efficiency of the Board.

The Board sought to provide future Boards of RTAM with a predictable and systematic process of renewal for the purpose of providing the membership with continual and sustained healthy leadership.

It was meant to set in motion procedures by which the RTAM Board will continually renew itself by establishing a formal process of electing members to the board and establishing the terms they serve. That being said the motion did not intend to permanently cut off the input of senior Board members as they carry the history of the organization and can provide a long term view of the history, goals and objectives of the association. Both new and experienced guidance is needed for an effective Board.

The RTAM Board spent considerable funds and time trying to realize that goal. The issue arose that the continuous and limitless terms of RTAM Directors, while providing long term knowledge and experience, prevented new members from joining in a gradual renewal of board dynamics.

RTAM, following the example of ACER-CART, developed a Strategic Plan in 2017. This plan addressed the need for a succession plan, by including a clause to limit the term of service to five consecutive years. This was never meant to be the end of service as a Director of RTAM. The original objective was that each director, after 5 consecutive years of Board service, would take at least a year off before standing for election to return to the Board, if so desired. In that way, new spaces would be opened up on a regular basis to encourage new Board members to join

Unfortunately, the RTAM Board lost too many seasoned knowledge keepers all at once, creating a void of RTAM contextual and historical knowledge. Combined with changes to staff and RTAM structure, there has been a noticeable impact on the daily operations of the organization.

A balance of new and experienced members is needed to facilitate the smooth decision making process.

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**Add C:** If more than four (4) Board members have reached the term limit of five (5) years then a maximum of four (4) members, based on seniority, will be asked to step down for a minimum of one year before resubmitting their names for election to the Board.

**Rationale:** Removing more than 4 long term directors from a Board consisting of not fewer than twelve (12) and not more than fifteen (15) has proven to be problematic as it affects the balance of long term members with the contextual and historical knowledge of the organization and the newer members. A balance of new and experienced members is needed to facilitate the smooth decision making process.