



Changes to the Governance Structure of the Eastern Division November 2020

On October 29, 2020 the Eastern Board of Directors finalized a series of changes to the board's structure that will reduce its size and increase its diversity and range of skill sets to better serve you, the membership. This took place after months of discussion, proposals and revisions within the Board of Directors and led by the Eastern Governance Committee, consideration for feedback from members to our board structure survey and outreach to our partners in other divisions and at the national office,

As developed by the Board, this new structure will provide the organization and its membership with the following benefits:

- Greater diversity of age, gender, discipline etc. in your leadership than the current structure sustains through the inclusion of more at-large representatives.
- Continued geographic diversity via the election zones.
- Greater efficiencies in governance and costs due to the board's reduced size.
- A balance between traditionally member-elected board seats and at-large seats both of which invite member participation in the nomination and selection process.

Below is a summary of the new structure of the Eastern Board of Directors.

Size and Composition:

The previous board was quite large. It included 14 regional directors and representatives (two elected from each of the 7 regions through staggered elections held every three years), a vice chair and two at-large board members. That represented a total of 17 voting members.

Additionally, the board is led by the board chair and supported by the past chair and the national board representative. So, at any given meeting, there are 20 board members around the table. To better encourage meaningful discussion and action that furthers your interests and the long term vision of the organization, the new proposed structure significantly reduces this number.

Under the new structure, the board will be comprised of the following:

- 4 members elected by you via four newly defined geographic election zones
- 4 at-large members, vetted by a nomination committee and selected or affirmed by the membership.
- A board chair (voting only in tie breaks) and a past chair (non-voting) for a total board size of 10 (with 8 voting members).

The 4 newly defined election zones will be as follows:

Election Zone 1: Northern New England (NH, ME, VT)

Election Zone 2: Southern New England (CT, MA, RI)

Election Zone 3: Mid-Atlantic (NY, NJ, PA)

Election Zone 4: South (MD, VA, WV, DE, NC)

The 4 members elected from these zones will ensure that the board continues to benefit from geographic diversity. Although these 4 board members are important because they can offer a point of view informed by members of their specific geographical areas, they will represent the interests of the entire membership, as do all board members under the Policy Governance™ model, which the board adopted in 2019.

Eligibility & Election Process

Election Zones:

A) We will continue to allow education staff including ETS and BOE to run for general election with the cap at 50% maximum representation on the board (unchanged from previous bylaws).

B) We will continue to allow snowsports school directors to run for general election to the Eastern Board without restrictions (unchanged from previous bylaws).

C) All other members in good standing and certified Levels 1, 2 or 3 and in their fourth year of continuous membership may run for election to the Eastern Board (unchanged from previous bylaws).

At-Large Board Seats:

The 4 at-large board members will be found via a nomination process. At-large board members will be selected for presentation to the membership based on the board's assessment of its needs for diversity of thought, experience, demographics, disciplines, age, gender, race, and expertise, etc. A nomination committee of the board will identify and solicit suitable candidates through board outreach as well as member nominations (including self-nominations) received during an open nomination period. All candidates will be vetted, and then a candidate (or candidates) will be presented to the membership for a vote to fill the available number of at-large spots in a given year.

Board Chair:

- Any sitting member of the Board may be elected to serve as Board Chair.
- To serve a two-year term as Board Chair (voting only in tiebreaking situations) and a two-year term as Past Chair (non-voting).

Term Limits:

- All board members may serve a maximum of two three-year terms (6 years) either consecutively or not, after which they must sit out from elections and board service for a minimum of three terms (9 years) before running for election again.
- The only exception to these term limits applies if a board member is elected to serve as Board Chair and that two-year term will put him or her over the 6 year maximum.

Transition process and timetable:

January 2021 – March 1, 2021

- Mid-Atlantic Zone Elections (for members based in or affiliated with NY, NJ and PA areas)
- 1 board seat elected to begin term April 1, 2021

March 1 – March 31, 2021

- At-large nomination period for 2 at-large seats serving three-year terms beginning June 1, 2021

April 1 – May 1, 2021

- Nomination committee vetting process; presentation to board for endorsement of candidates for presentation to the membership

May 1 - May 15, 2021

- Membership voting period on presented candidates to fill two at-large seats.

June 1, 2021

- Terms of the two elected at-large board seats begin.

July 1, 2021

- Eastern Board begins the 2021-22 fiscal and membership year with 12 total members and 10 voting members vs. 20 and 17 in 2020-21.

January 2022 – March 1, 2022

- Northern New England Zone Elections (for members based in or affiliated with VT, NH and ME)
- 1 board seat elected to begin term April 1, 2022

March 1 – March 31, 2022

Eastern Division Board of Directors Overview

- At-large nomination period for 2 at-large seats serving three-year terms beginning June 1, 2022

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June 1, 2022

- Terms of the two elected at-large board seats begin.

July 1, 2022

- Eastern Board begins the 2022-23 fiscal and membership year with 10 total members and 8 voting members vs. 12 and 10 in 2021-22.

January 2023 – March 1, 2024

- Southern New England zone elections (for members based in or affiliated with CT, MA and RI) and Southern zone elections (for members based in or affiliated with DE, MD, VA, WV, NC and other southeastern states).
- 2 board seat elected to begin term April 1, 2022
- No at-large seats to be filled for 2023-24.

June 2023

- New Board Chair elected to serve a two-year term

July 1, 2023

- Eastern Board begins the 2023-24 fiscal and membership year with 10 total members and 8 voting members – same as in 2022-23.

Board transition period completed.