



April 3, 2026

Dear Fellow IIBEC Members,

The IIBEC Board of Directors has recommended a proposed revision to the *IIBEC Bylaws*, and voting members of IIBEC must vote to approve the proposed changes. These recommended changes are the result of the work of the Governance Task Force which spent 2025 reviewing IIBEC's governance structure with a charge "to ensure that IIBEC's governance is effective, inclusive, and relevant." In September 2025, the Governance Task Force presented their recommendations to the IIBEC Board of Directors.

The implementation of the governance changes is starting with the vote on proposed Bylaws changes. Otherpart of the implementation includes changes to IIBEC Policy Guidelines which were approved by the IIBEC Board at their March meeting. Additional changes such as improving board orientation and committee processes are being implemented by the IIBEC staff management team.

Proposed Bylaws Changes

The following changes are being proposed to the IIBEC Bylaws. The IIBEC Board will develop the ballot after the information session on April 7, 2026.

Implement Term Limit Clarifications

Recommendation for IIBEC Officers. The Secretary/Treasurer as well as the 2nd Vice President may serve in their specific position for up to two terms in their role but may not be considered for the second term for a period of at least five years between terms of service. A leader who serves in the 1st Vice President, President, and Past President line may serve up to two terms in that Presidential line but may not be considered for a second term for a period of at least five years after serving as Past President. Upon a situation where an officer must leave their office early, this limitation of consecutive service will not be applied in the appointment of who can fill the remainder of their term. An Officer is considered to have served their term for the purposes of running again if they fill at least 3/4 of their term (9 months).

Recommendation for IIBEC Region Directors. While Region Directors may serve unlimited terms, they may not serve more than four years (two, two-year terms) consecutively. Upon a situation where a Region Director must leave their office early, this limitation of consecutive service will not be applied in the appointment of who can fill the remainder of their term. A Region Director is considered to have served their term for the purposes of running again if they fill at least 1/2 of their term (1 year). This approach preserves leadership continuity while

encouraging leadership renewal. A structured break allows opportunity for a variety of leadership and prevents over-concentration of influence in any single position, reinforcing both inclusivity and succession planning.

Clarify Officer Responsibilities and Roles

These bylaws changes clarifies and better defines the roles of each member of the IIBEC Executive Committee. Clear role delineation enhances accountability and governance function. Expanding the role of the First Vice President to also engage with chapters, in addition to Region Directors, will encourage a stronger overall unity across the geographic span of the organization. Expanding the scope of the 2nd VP role ensures consistency across key IIBEC events, supports volunteer management, and strengthens the organization's event and internal volunteer oversight strategy.

In this design, if a leader does ascend through the officer position line, by the time they are President they will have had a depth of experience in fiduciary responsibility, IIBEC meetings, volunteer leadership, and geographic representative bodies of the organization – better preparing them to serve as IIBEC's President.

Defining Eligibility Requirements for Board Service

Recommendation for IIBEC Officers. To be eligible for service as an IIBEC officer (president, first and second vice president, or secretary/treasurer), candidates must:

- Be Consultant members in good standing for a minimum of five (5) consecutive years. – and –
- Demonstrate at least two (2) years of IIBEC leadership experience within the past five (5) years. This may include service as a Region Director or as Chair of a IIBEC Board level committee.

Recommendation for IIBEC Region Directors. For region directors, the task force recommended that the Nominating Committee shall ensure that candidates meet the following criteria for board service:

- Be Consultant members in good standing for a minimum of three (3) consecutive years. – and –
- Have at least two (2) years of IIBEC leadership experience within the past five (5) years. This may include service on an IIBEC Board level committee or as an officer of a local Chapter.

If no qualified candidates meeting the stated Officer or Region Director criteria come forward during an election cycle, the Nominating Committee is authorized to solicit and evaluate candidates who have demonstrated meaningful and sustained service to IIBEC, even if they fall outside the traditional eligibility pathway as defined by the above qualification bullet points. In the event of this scenario, the Nominating Committee should seek and identify the needed candidate who will then be brought to the Executive Committee for review and approval.

Expanding Voting Eligibility Criteria

The task force proposed changes to IIBEC’s voter eligibility criteria. Currently voting in IIBEC elections is limited to Consultant members. The board approved the recommendation, which, if approved by the current IIBEC voting members, would open voter eligibility to include any member from specified categories, who, holds an IIBEC credential.

IIBEC credentials represent a significant commitment to professional standards and engagement in IIBEC’s mission. Including credentialed non-consultant members in the voting process expands participation, strengthens representation, and affirms the value of certification as a leadership qualification. This change also helps broaden the pipeline of involved, invested members in a way that aligns with equity and relevance.

Bylaws Amendment Process

In accordance with Article 20 of the *IIBEC Bylaws*, please note that this serves as your notification of a bylaws amendment vote, open to all voting members for a period of four (4) weeks. To view the bylaws amendment process, please visit www.iibec.org/bylaws-amendments.

In addition to viewing the proposed changes, this webpage will serve as a forum for IIBEC members to provide comments. As a reminder, IIBEC members are governed by the *IIBEC Code of Ethics* and the *Code of Conduct*. Participation in the online forum will be governed by these codes. To ensure that only members participate in the forum, there will be an approval process for comments, and only members in good standing can comment. Only relevant and germane comments will be approved for posting to the site.

The bylaws vote will be open from April 20-May 22, 2026. All eligible voting members will receive a secure voting link when the voting opens on April 20, 2026.

I encourage all IIBEC voting membership to take part in casting their ballot. Thank you for your continued support of our organization.

Cordially,



Jonathan Cannon, RRC, REWC, RRO, REWO
Secretary/Treasurer