

NHSCA Board Reorganization Proposal

PROPOSAL

With the goal of serving our membership more effectively and ensuring we have an effective board to do so we propose the following:

A. REORGANIZING THE BOARD

Reorganization of the current Board structure is vital to the continuation of NHSCA. By reorganizing the flow of responsibility and streamlining the Board allows for more members to be involved in all activities. It also allows for more structured, intentional, purposeful leadership and movement of the organization forward. By forming less and more robust committees, we allow for members of our organization to get involved at committee levels. This will allow for the work of the organization to be distributed more effectively and experienced by many more members so they may gain experience without a huge commitment to one committee or project.

We propose to reduce the number of Board Members from 21 to 12 with the proposed structure:

Executive Board

President

President Elect

Past President

Treasurer

Secretary

Business Manager

**Governing Board
Committee Chairs**

Member Services

Membership

Nominating

Professional Recognition
Recruitment of Board
Members

Communication

Website
Social Media
Newsletter

Annual Conference

Plan and organize Annual Conference

Bylaws

Oversee and amend
Bylaws as needed

Professional Development

Professional Programming
Regionally:
Seacoast
Greater North Woods
Greater Monadnock
Lakes Region
White Mountains
Capital Region
Dartmouth/Sunapee
Merrimack Valley

Finance Committee

Budget

Board Liaisons

Non-voting

NHHEAF

Graduate School Counseling

College Representative
Student Representative

Rationale

1. Serving our membership more effectively - we have all talked about serving our membership as well as engaging more school counselors to join the organization. By reorganizing the flow of responsibility and streamlining the board this allows for more members to be involved in all activities.
2. Allows more involvement from the membership - in the past five years there has been a decline in participation of the board at meetings, contributions to the Newsletter and volunteering for tasks, programs and other calls to action to keep the organization vital. This is as we know across many boards, schools, organizations, clubs, etc... right now in our worlds. Reasons? We can start with COVID but it is also the fatigue factor, changing workforce, balancing work and life, and other factors we may or may not know. The issue is - we can't have 3 people doing all the work of the organization. By forming less and more robust committees we have a better chance of spreading out the work and finding members who are willing to participate and commit.
3. Commitment requirements are repurposed and more manageable - this may be one of the reasons we have had such a drop off in involvement. Committees will allow involvement with less commitment time and energy - many hands make light work!!!
Right now the Board is still looking for the following positions:

President Elect	Dartmouth Sunapee Representative	Retired Counselor Representative
Membership Chair	Seacoast Representative	Advocacy Chair
Newsletter Chair	White Mountain Representative	Administrative Liaison
Greater Monadnock Representative	Lakes Region Representative	
4. Reducing the number of voting members on the Board from 21 to 12 to regularly achieve quorum - as seen from above we are really in a bind with finding quorum when a vote is introduced without a fully positioned board, or Board Members absent from meetings. This is no one's fault but a sign of what is happening in our profession and societally. This issue will not allow us to maintain the organization given the current structure. To be fair, many of these roles seem to be added when there was a need and might not have been intended for the long term but they are in the Bylaws.
5. More cost effective - this allows for less travel, food, etc... for Board Members and meetings
6. Delineation of responsibilities more evenly distributed - Chairs will be responsible for putting together a committee, determining the duties/activities and programs the committee is responsible for, the majority of the running of the organization is more equally distributed. The vast amount of anything NHSCA does right now falls on the Executive Board. This does not allow for movement or growth within the Board or the organization. This can potentially result in stagnation and disinterest.

7. Bylaws - if we move forward with this proposal or any other the bylaws will need to be updated (last update 2016) and revamped. A vote by the membership will need to take place to have anything we come up with approved. An AdHoc Bylaws Committee will need to be established. (see #4)

B. BYLAW CHANGES

ARTICLE III: ASSOCIATION MEETINGS

ARTICLE III, SECTION 3. Quorum. Twenty-five members of the Association and a majority of the Governing Board members must be present to constitute a quorum.

New Proposed change: Quorum. **Quorum will be met by $\frac{2}{3}$ of the voting Board Members being present.**

Rationale - in reducing the number of Board members there will not be 25 members to vote. Having $\frac{2}{3}$ of the Board present allows for a total number shift to the Board when needed.

ARTICLE IV: NHSCA OFFICERS AND GOVERNING BOARD

ARTICLE IV, SECTION 1. Officers. The officers of the Association shall be President, President-Elect, Immediate Past President, Four Level Vice-Presidents, Treasurer, and Secretary.

New Proposed change: **Officers. The officers of the Association shall be President, President-Elect, Past President, Treasurer, and Secretary**

Rationale: By reducing the officers allows for an effective Executive Board. Removing the word "Immediate" from the Past President allows for a change in the Executive Board officer as needed (relocation, job change, inability to remain on Board, etc...)

ARTICLE IV, SECTION 2. Governing Board Members. The members of the Governing Board shall be the Officers, Standing Committee Chairpersons, Regional Representatives, and Liaisons. The New Hampshire Department of Education Liaison will be an ex-officio member to the board.

New Proposed Change: **Governing Board Members.** The voting members of the Governing Board shall be the Officers, Standing Committee Chairpersons. The Liaisons will be by invitation only for relative collaboration but will not be voting members of the board.

Rationale: Removing Regional Representatives from the Board as they are now part of the Professional Development Committee. The PD Chair will represent this group on the Board.

ARTICLE IV, SECTION 4. Terms of Office. The Governing Board terms of office shall be as follows:

IV, 4b. - Level Vice Presidents shall be elected by the general membership to serve a one year term and shall be Regular members in good standing who are certified to practice as a school counselor in the state of NH and/or as a school counselor educator and employed within the state of New Hampshire at the level they are to represent.

New Proposed Change: **Level Vice Presidents will be eliminated from the Board.**

Rationale: Removing Level Vice Presidents from the Board allows for a more effective Board. This will also allow quorum to be met and the elevation of Committee Chairs. Level Vice chairpersons had no defined role on the board.

IV, 4e. - Regional Representatives shall be elected by the members to serve a one year term and shall be Regular/Retired members in good standing who are certified to practice as a school counselor in the state of NH.

New Proposed Change: see proposed change under [ARTICLE IV, SECTION 2](#)

Rationale: Removing Regional Representatives from the Board as they are now part of the Professional Development Committee. The PD Chair will represent this group on the Board.

ARTICLE IV, SECTION 6. Duties of Governing Board Members

IV-6c. The Past President, Vice Presidents, Secretary, Treasurer, Standing Committee Chairpersons, Regional Chairpersons and Liaisons shall serve as representatives of the members in accordance with NHSCA policies that address governance.

New Proposed Change: **Remove Vice Presidents and Regional Chairpersons from the Board.**

Rationale: Removing Level Vice President and Regional Representatives from the Board. Level Vice Presidents had no defined roles and Regional Representatives will be part of the Professional Development Committee. The PD Chair will represent this group on the Board.

ARTICLE IV, SECTION 7. Meetings.

IV-7c. A majority of the members of the Governing Board shall constitute a quorum.

See changes made to: [ARTICLE III, SECTION 3. Quorum](#)

Proposed Change: **Quorum will be met by $\frac{2}{3}$ of the voting Board Members being present.**