

At their September Strategic Planning meeting, your Board of Directors continued their consideration of the governance of NAA and how the association elects its leaders. In an effort to ensure that the Board is doing its due diligence in preparing future leaders for the challenges ahead, the Board completed the initial steps to change the following bylaws:

- **First**, to change the qualifications for NAA Director by revising Article IV, section three to read:
  - Qualifications to run for Director. Candidates must:
    - Be a member of the Association in good standing for at least three (3) consecutive years immediately preceding the election.
    - Must have served as Chair of an NAA Cornerstone Committee or have served as Past President of the National Auction Foundation within the last three years
  - **Discussion:** The Board believes that this qualification is important to effective Board service. The work of the Board requires more experience and more familiarity with the organization's strategy and operations than service on one committee brings.
- **Next**, to change the qualifications for NAA President (Article IV, Section two) to read:
  - Election and Term of Office. The elective officers of the corporation shall be elected at the annual meeting of the membership. In order to be eligible to hold the office of President, Vice President, a member must have previously served a full three-year term on the Board of Directors within the last three years and must be a member of the Association in good standing.
  - **Discussion:** The Board of Directors strongly believes that to maintain continuity, any candidate for Vice President must have *recent* Board of Directors experience. This familiarity with the direction and strategy of the Board is *imperative* in onboarding and continuity.
- **Next**, to add the following section to Article IV:
  - The Board of Directors shall appoint a Treasurer to serve a two year term. The Treasurer may be reappointed for three terms.
  - **Discussion:** The Board of Directors believes that this position, unlike any other office, requires a very specific skillset, requiring both strategic acumen as well as specific accounting and financial skills. As such, the Board firmly believes that the Treasurer position is much better served as an appointed rather than an elected position.

- **Finally**, to amend Article XII, section nine to read:
  - Each year, the Board of Directors shall appoint a **Leadership Development Committee**, tasked with identifying future association leaders and development opportunities. This committee will also:
    - Work with the Board to identify the optimal Board matrix based on the strengths and needs of the Board.
    - Screen candidates for offices' eligibility and assess qualifications for service, and as a function of this duty, may recommend candidate(s) for each vacancy.
    - Nominations from the membership for Association positions must be submitted to the Association headquarters office on or before March 1 of each year for the election at the annual meeting. Members who are not recommended by the Leadership Development Committee may still run for office as long as the deadline date is met.
    - The Committee shall consist of the following members selected by the Board of Directors on rotating three year terms:
      - A Past President
      - A Past Director who has not served as an officer of the Board of Directors
      - An NAA Hall of Fame member
      - A Young Professional
      - A past International Auctioneer Champion
      - An At-Large member

and the following members on one year terms:

    - The two most recently elected full term Directors of the Association's Board of Directors
    - The Association's current Vice President
    - The Association's immediate Past President
  - And eliminate Section XII, article two.
  - **Discussion:** The above bylaw changes are the direct result of conversations among the Board of how to build continuity in a strategic fashion. These changes necessarily mean that candidates for volunteer positions, specifically cornerstone leadership must be intentionally identified and progressive volunteer opportunities identified as candidates move to successively higher positions.

We envision an LDC (Leadership Development Committee) that is actively

identifying future Association leaders, recommending them to the Board, and identifying opportunities for individuals as a year-round charge.

*Process for bylaws change:* the process to amend the NAA bylaws is outlined in Article XI. The Board of Directors must publish a notice at least 30 days prior to the final vote to amend the bylaws. We invite comments from members with regard to these amendments and they may be directed to our Interim CEO Kristina Franz, CAE , prior to our next meeting in November.