

HH AGM 2023 Motion

Proposal to extend maximum consecutive term of office for Committee Officers to up to two consecutive terms of three years.

Proposer: Ben Bardsley

The current Hertfordshire Orienteering Club Constitution is available this link:
https://www.herts-orienteeing.club/uploads/members/hh_constitution_2017.pdf
Section 5, Management states the following:

5. MANAGEMENT

a) The Officers of the Club shall be elected by the AGM and shall hold honorary positions which must include the following:

Chairman

Secretary

Treasurer

Club Captain

Event Co-ordinator

and which may include further officers elected to specific honorary positions.

b) The Committee shall consist of the five Officers named above (para. 5a). **None of these five Officers shall remain in a particular honorary position for longer than three consecutive years.** The Committee may co-opt Club members for contributions on specialist topics or to fulfil particular roles. The Committee may delegate decisions to working groups but the final responsibility will be for the committee. The Chairman shall ensure that each Officer has a brief written job description, agreed by the Committee.

It is proposed to amend Section 5 Paragraph b) to the following:

b) The Committee shall consist of the five Officers named above (para. 5a). **The Chair shall remain in position for no longer than three consecutive years. The typical term of office for the other four Officer positions will be three consecutive years. These other four Officers shall remain in a particular honorary position for no longer than six consecutive years.** The Committee may co-opt Club members for contributions on specialist topics or to fulfil particular roles. The Committee may delegate decisions to working groups but the final responsibility will be for the committee. The Chairman shall ensure that each Officer has a brief written job description, agreed by the Committee.

The text in the current Constitution proposed for removal is highlighted in **red** and the proposed new text is highlighted in **green**.

Rationale for change

The current constitution was written to ensure turnover of individuals in the Officer positions and preventing individuals feeling compelled/pressured into continuing in a particular position for longer than they wish to. In this, it is recognised that Officers are



Hertfordshire Orienteering Club

informally known as Happy Herts

volunteering their time, which in some cases can be substantial, to help keep the club operating in a smooth and progressive manner. However, the constraint within the current Constitution of a maximum of three consecutive years for any Officer position leads to a requirement for a high turnover of Officer positions. Given the size of the club and correspondingly the size of the pool of potential Officers, alongside the number of other non-Officer Committee members (also volunteering their time), this makes the high turnover of Officers hard to sustain. It also means that in the situation where an Officer does wish to serve for longer than a three-year period, that they cannot do this, even though in doing so this would give the club greater continuity and a reduced stress from the need for a high turnover of Officers.

The proposed change to two consecutive terms of three years would enable individuals who are willing to serve for longer in a given position the opportunity to do so giving that greater continuity for the club and reduced overhead in terms of transfer of responsibilities, whilst still keeping a limit on the total time that an individual could serve in one position to ensure that there continued to be turnover (opportunities for others) and the position not becoming stale or blocked.

Other factors recognised for consideration in proposing this change:

- After completion of a standard term of 3 years, the position would have to be re-elected by the AGM so if another individual wished to stand against an incumbent wishing to continue that this would be possible. This re-election after 3 years also enables the Club to remove an Officer if it turned out that there was dissatisfaction in the Club with their performance.
- At the end of a first term of 3 years for an Officer, this proposal puts no pressure on the individual to stand for a second term. They would be able to state that they do not wish to stand for re-election and hence a new Officer would need to be identified for election at the AGM.
- This change has no impact on the freedom of an Officer to resign their position at any point during their term.
- Volunteering (time and effort) is a key basis on which the club operates. There is a desire in this proposal to accommodate those who are willing and keen to do this in specific positions, recognising also that the Club is not overwhelmed with vast numbers of individuals willing to take these positions and that many club members have previously rotated through a number of Officer positions as a result of the current Constitutional requirement for a maximum of three consecutive years in any specific position.
- The current Constitution is inflexible especially when an individual wishes to continue in a given position and this change provides flexibility in the terms described elsewhere in this proposal to help the ongoing smooth and progressive running of the Club.