

Repositioning ASSP for Success

Comparison of the current structure with the new proposal

Modernizing governance to strengthen ASSP's future and increase member voice involves a transition from a House of Delegates to an at-large advisory group, empowering the Board of Directors to fully govern the Society. This shift would align ASSP with best management practices of today's nonprofit professional organizations and enable the advisory group to inform and influence the Board.

Let's look at how our current structure compares to the future structure created by this change.

Changing governance in 2021 will allow the Society to:



Implement legal guidance to reduce risk and streamline operations



Follow modern practices to improve outcomes and secure a strong future



Elevate member voice to inform decision-making and advance the profession



IMPLEMENT LEGAL GUIDANCE TO REDUCE RISK AND STREAMLINE OPERATIONS



CURRENT STRUCTURE

Current structure creates legal concerns.

Fewer than 5% of associations have a house of delegates. Our outdated structure leaves the Society vulnerable to significant legal and financial risks. The divided authority it creates also introduces the potential for conflicts of interest.

Maintaining the status quo hinders continuous improvement.

Our current structure hinders our ability to effectively deliver the greatest member value. It prevents us from implementing even simple changes, like modifying the title of an elected office, or experimenting with different ways to package membership.

FUTURE STRUCTURE

One governing body can maximize **business opportunities**.

Our Society's checks and balances grow stronger because the Board of Director's authority is aligned with legal requirements. This allows the board to have full control over where funds are invested.

Versatility in daily operations supports **long-term viability**.

Thanks to our agile structure, we are able to swiftly act to meet the contemporary needs of our member communities and corporate partners, capture market opportunities, respond to economic trends and implement solutions much faster than our current structure allows.

FOLLOW MODERN PRACTICES TO IMPROVE OUTCOMES AND SECURE A STRONG FUTURE



CURRENT STRUCTURE

Fewer than 5% of associations have a house of delegates.

Our structure does not reflect modern business practices and creates a range of risk for the Society. It's also costly: ASSP has spent \$750,000 over the last 10 years on delegate meetings and votes — resources that we could allocate to deliver greater value to more members.

Nearly 30% of delegate votes are delivered by proxy.

Our outdated structure provides limited meaningful opportunities for delegates to engage. This often hinders communications, can limit understanding of the issues, and reduces opportunities for members to truly influence decisions and direction.

FUTURE STRUCTURE

The proposed governance structure follows **best practices**.

ASSP evolves into a modern association with mechanisms for interested members to have their voice heard. There are no limits or requirements on participation, keeping the process open and maximizing inclusion to strengthen the Society's decision-making process.

ASSP communities retain strong **representation and voice**.

Our elected leaders and various councils continue to guide their respective communities. Like today, our chapters go to their area directors and regional vice presidents, not their delegates, when seeking to enact change.

ELEVATE MEMBER VOICE TO INFORM DECISION-MAKING AND ADVANCE THE PROFESSION



CURRENT STRUCTURE

Legacy method limits member input.

The delegate role was created to provide direct access to member voice when local chapters were the primary way of engaging with ASSP. Since then, more effective options for capturing member voice have emerged, including market research, focus groups, member town halls and community events.

Current structure hinders commitment to diversity.

At the chapter level, delegate selection is often based on chapter involvement, which can be a barrier to engagement. Other delegates are determined by election, a process we know requires additional and continuous improvement to meet our goal of developing a pipeline of leaders who truly reflect our diverse membership.

FUTURE STRUCTURE

Year-round engagement open to **all members**.

More members engage as part of the at-large advisory group, giving them a greater role in informing and influencing ASSP's decision-making. Members participate in the advisory group based on their interest and desire to engage rather than because they hold an elected or appointed role.

Greater diversity of thought **improves ASSP**.

We aim to achieve an organizational culture that embraces diversity, fosters inclusion and strives to create equitable opportunities for all. Since participation in the at-large advisory group is open to all members, there is a more inclusive path for engagement and contribution. We are hearing voices we haven't had access to before.

VISIT WWW.ASSP.ORG/GOVERNANCE TO INFORM YOUR DELEGATE'S VOTE AT THE VIRTUAL HOUSE OF DELEGATES MEETING IN EARLY 2022.