



## **Changes to the bylaws – May 2010**

### **Why changes to the bylaws are necessary?**

Generally, bylaws need to be reviewed on a continual basis. It is not unusual for organizations to make changes and have them approved every year at the annual general meeting.

In order to keep up-to-date and current, all organizations have to adjust their bylaws or even their entire structure over the years. Minor changes are often done on an annual basis. Change in the social or legal environment will dictate how the organization needs to change and enable itself to grow to meet new demands. Environment means: changes to government legislation, competition with other organizations offering similar services, cost of doing business, membership growth, organizational operation, governance, structure, stakeholders' demands, change in direction --- whatever the reason, the constitution of the bylaws needs to be changed to allow the organization to remain competitive and current. The most important reason is to better serve the membership. The bylaws must remain responsive to the changing demands of the people it serves.

In some instances it may be necessary to change the mission of the organization. The mission is the organization's guiding light. The beacon can waver or even cast its light in a new direction upon occasion. When an organization changes its mission, the bylaws must change to stay on course with that mission. The mission always has to stay in harmony with the new direction.

### **Why change membership categories to individual and student memberships only?**

There has been a sense of exclusion in the past when organizations had to choose only two members from their organization. It created a sense of confusion as to why certain persons were not included. Many organizations are very willing to pay for individual memberships as part of their benefits package. We want to invite all who work in the field without a sense of entitlement or discrimination. If your organization was paying for your dues, chances are they will continue to do so. Hopefully, it can be added as a benefit of employment.

### **Why just two categories of membership?**

To eliminate confusion and simplify administration; remember, all the work is done by volunteers to keep costs as low as possible. Volunteers who handle the fees need a simpler more efficient way of doing their volunteer work.

### **Why change the fiscal and operation year?**

Again, this is to standardize process, reduce operation costs and simplify accounting procedures.

### **Why change the structure of the Provincial Board of Directors?**

It is necessary to assure province-wide representation. Each official chapter will send a representative to the Board of Directors. The Board will proceed to an election to choose a Chair, Vice/Co-Chair, Secretary and Treasurer who will handle the affairs of the organization. Your voice will be heard more clearly as your representative from your chapter will sit on the Board of Directors

### **Why increase membership fees in 2011?**

The organization has been operating on basically a shoe string since its foundation. It is becoming more and more evident that the field of practitioners will be standardized and accredited. This requires more paperwork and administration but the benefits will be tremendous as we advance our skills as professionals. More professional development training will be necessary and accreditation required. Also, the cost of business simply has increased in every category. We want to remain competitive and offer the highest quality services possible and enhance and enrich the role of Career Development Practitioners.