

How are things today?	What do we need?	How are we making it happen?	Which bylaw change impacts this?
<b>Communication</b>			
Current bylaws lack guidelines on qualified representation, decision-making processes, and conflict resolution.	Effective channels that support clear and open communication, resulting in stronger trust, openness, and transparency	Increase in communication vehicles and frequency (virtual meetings, newsletters, podcast, and various others)	All Proposed Changes
<b>Growth</b>			
SHPE requires modernization with the members of today and tomorrow at the center of all decisions.	Managing scalable growth while keeping the feeling of Familia vibrant and thriving	Customer Relationship Management (CRM) modernization Reimagining our core program delivery (i.e. RLDC) Host focus groups and listening sessions	Article 3 Section 3.3 Article 6 Members Article 10 Chapters
<b>Infrastructure</b>			
Bylaws dictate requirements for members, chapters, regions. Bylaws require members to vote on all changes, no matter how small. Allow for more adaptability in operations to respond to member needs, as well as future challenges and opportunities.	Upgrading structure and support systems to bolster member, chapter, and stakeholder success	Variable Board size of 12-20 people 100% appointed Min 6 appointees must be professional and student members Bylaws will require the creation of policies governing members, chapters, regions Bylaws will require members to vote on any and all changes that affect them Bylaws to allow for the Board to make bylaw changes that do not impact members	Article 7 Board of Directors Article 8 Committees Article 9 CEO Article 9 Section 10 & 11 – move out of bylaws and into policies Article 14 (NEW) Legalese

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<b>Member Service</b>			
SHPE currently has pain points that impact regional, chapter and member needs.	Increasing member engagement and support at all levels	Simplify section for “member types” and move definition of member types to policy, which gives organization the flexibility to adjust membership to meet changing needs.	Article 6 Members Article 10 Chapters
<b>Regional Support</b>			
100% volunteer driven No dedicated staff support Regional team is fixed at 4 individuals Elected by popular vote	Evolving the regional leadership roles into dedicated resources that better support the chapters and regions.	Dedicated regional staff support Regional teams are a mix of staff & volunteers Regional team size is flexible Regional teams selected via open, periodic, transparent nomination and selection process	Article 11 Regions

**PHASE 1 – Voting on Bylaw Changes**

December 29, 2024: Voting Begins

January 18, 2025: Voting Ends

February 1, 2025: Report Results

**PHASE 2 – Co-Design Regional Structures**

Focus groups, listening sessions, town halls

Design regional team roles (staff/volunteer, qualifications, compensation, performance metrics)

Develop transition plans

**PHASE 3 – Implementation**

Current leaders finish their terms

Staffing activities for hiring/appointing new team members

Launch Spring/Summer 2025