



> Central Pennsylvania

Advancing women
Advancing transportation

WTS CENTRAL PA TRANSITION & NEW STRUCTURE

Changes for a stronger chapter

WTS Central PA, under the direction and recommendation of WTS International (WTSI), will be transitioning to a new organizational structure and implementing several changes in responsibilities, voting rights, and roles by election versus appointment over the next few years.

Working through this transition will benefit and strengthen the Chapter by:

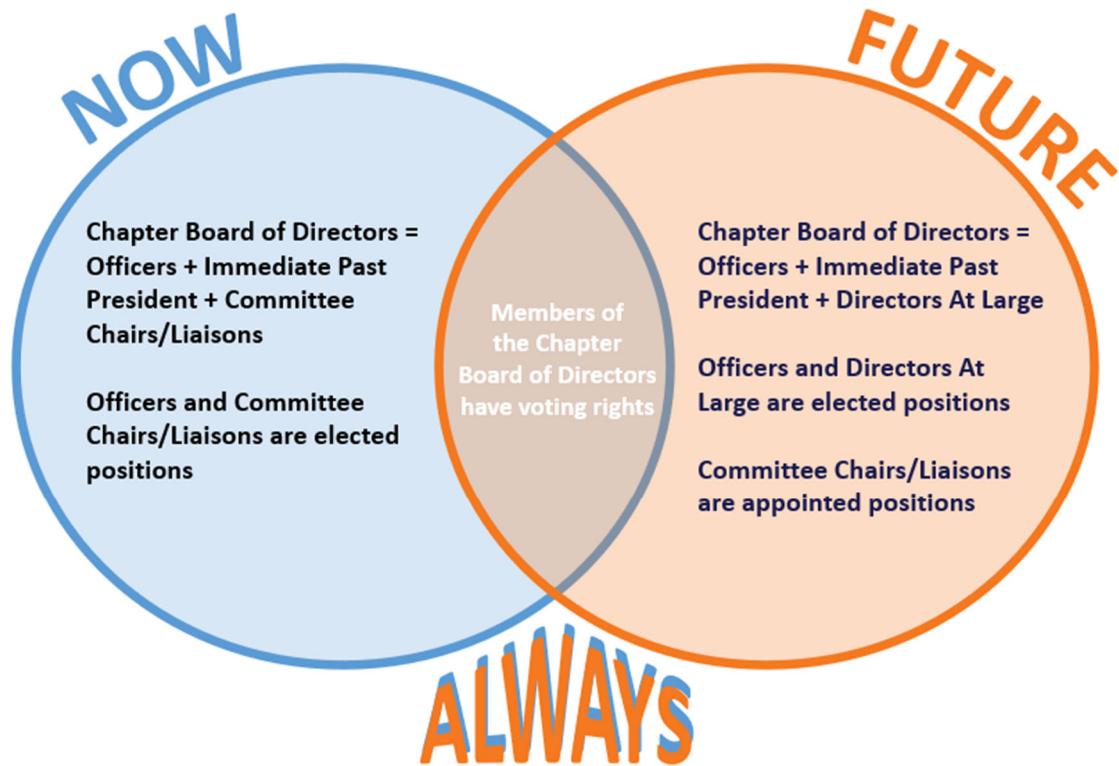
- Creating more opportunities for emerging leaders, mentorship within the Chapter.
- Providing better support as members look to become more involved (from volunteer to chair to officer, etc.); more strategic, engaging succession planning.
- Improving communication and responsiveness across officers and between chairs/liasons/committees.
- Promoting the right of decision-making at the Committee level.
- Shifting and better sharing of responsibilities to prevent burnout within the Chapter.

What we are most excited about is how this change will allow elected Officers to focus on the big, strategic goals of the Chapter **AND** that it will allow Chairs/Liaisons to focus on what they are most passionate about within WTS.

The first step of this transition will be to hold a special Officers election this fall (Oct-Nov 2022) for a Jan 1, 2023 – Dec 31, 2023, one-year term. Then in the fall of 2023 we will have an election for Officers and Directors At Large and the appointment of Chairs/Liaisons who will all serve a two-year term.

The upcoming changes to our Chapter's structure, roles, and responsibilities will impact you the most in the following ways:

- We will gain needed depth to our organization by adding Directors At Large (DALs) who will oversee the Chapter's Chairs/Liaisons. DALs will be a resource for both Officers and Chairs/Liaisons, as well as their associated committees.
- Chairs/Liaisons will no longer be required to attend monthly Board meetings. Instead, the DALs will act as their representatives, sharing updates, information, opinions, etc. in both directions.
- Chairs/Liaisons will become appointed, not elected, positions. Chairs/Liaisons will be appointed by the Chapter President.
- DALs will have voting rights alongside the Officers and Immediate Past President. Chairs/Liaisons will no longer have voting rights.
- We will be able to reach a quorum (as required by our bylaws) more easily. This will make it easier to validate meetings, conduct business, and put matters to a vote.
- With the start of the 2024-2025 term, our elections and two-year terms for Officers and DALs and appointment of Chairs/Liaisons will be synchronized instead of offset by one year.

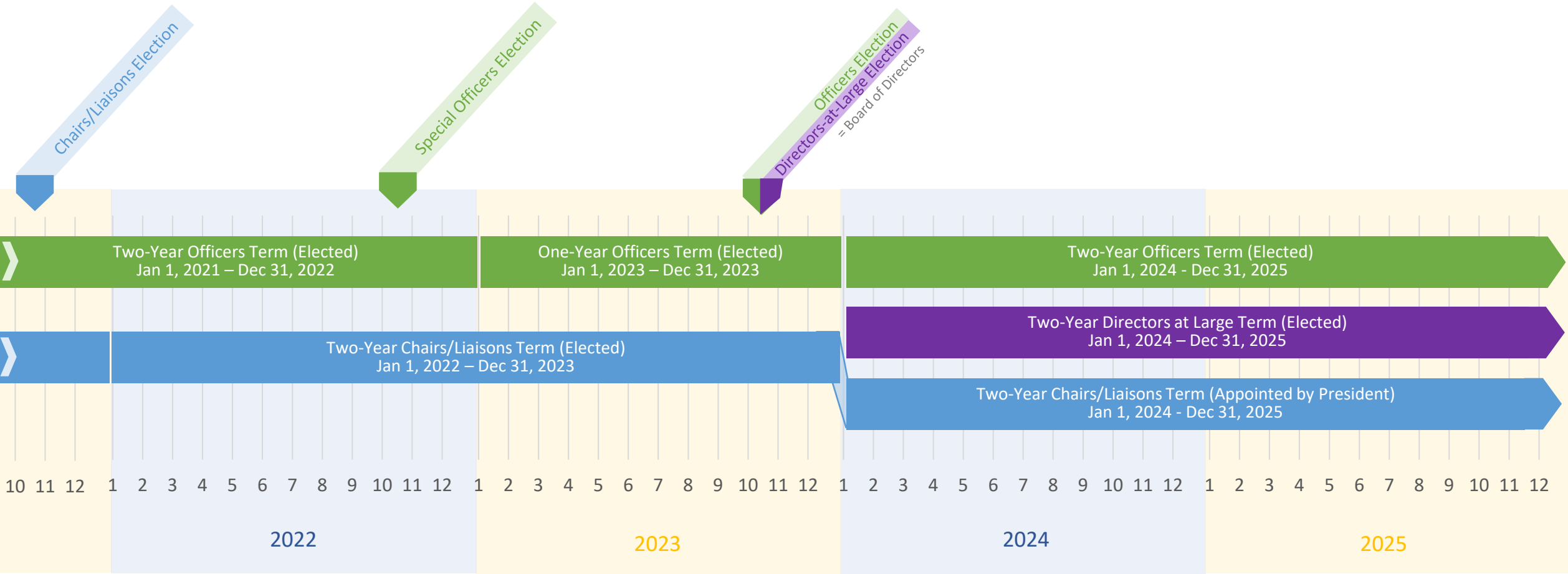


FAQ

1. **What does the timeline for the transition look like?** We've included a visual timeline of what our transition plan will look like. It includes a special one-year Officers election that will help us align our election cycle and two-year terms of both elected and appointed roles.
2. **When are we starting?** Almost immediately. Under our historic structure, we are due for an Officers election this fall (for Jan. 1, 2023 – Dec. 31, 2024). Instead of that election being a two-year term, we are limiting it to just a one-year, interim term.
3. **What is a Director At Large?** A Director At Large (DAL) is a leader who will oversee multiple Committees/Chairs/Liaisons and report up to the Officers. A DAL will be elected and serve a two-year term.
4. **How many DALs will we have?** We will have a maximum of five DALs, but we know it will take time to build up to that point. The number of DAL positions we will have on the Fall 2023 ballot will depend on interest from potential candidates, as will the determination of what Committees/Chairs/Liaisons fall under the responsibility of each DAL. We've included one possible organization structure to illustrate the DALs role within the Chapter.
5. **What does this mean for our bylaws?** The bylaws that are pending a vote acknowledge the new structure and responsibilities that will go into place during the transition period, such as the composition of the Chapter Board of Directors and adjusted voting rights. We anticipate that once the new structure and associated roles/responsibilities are established, the bylaws may need to be amended to reflect lessons learned and any additional, helpful regulations.
6. **When can I be a DAL?** Technically, any Chapter member may be nominated for a DAL position. However, it is recommended that before you become a DAL, you have a strong understanding of the Chapter's operations and the primary responsibilities and goals of the Committees/Chairs/Liaisons and can commit the time and resources to the role. We envision that a DAL role would be a good fit for Chairs/Liaisons and Officers who have hit their term limit but still want to be actively involved in a committee(s) and support the Chapter as a leader.

WTS Central PA Election Transition Timeline

Def.: Officers = President + Vice President + Treasurer + Secretary



ONE ELECTION
Every Two
Years Moving
Forward

ONE YEAR TRANSITION PERIOD

- ✓ **More manageable** | Reduces strain on resources needed to coordinate applications, ballots, voting process, etc. every year.
- ✓ **Continuous committee coverage** | The same election cycle = no gaps when chairs move to Officer or Director at Large roles.
- ✓ **Shared transition period** | A clearer timeline for succession planning, sharing information, general membership awareness.