

PROPOSAL FOR GAYLA

3-YEAR TERM FOR COORDINATORS

JULY 19, 2019

Proposal

The GAYLA Council of Elders proposes changing the current terms for elected coordinators from 2 years to 3 years.

Background

Electing three coordinators to 2-year terms requires electing two coordinators one year, and one coordinator the next. This creates several difficulties:

- Identifying two candidates every other year
- The singly-elected coordinator becomes solely responsible for passing on information from the previous year
- Coordinators go from a year of learning to a year of teaching without time in the middle to become more creative and enjoy the experience

Goals

This change is intended to accomplish several goals:

- Create more support for coordinators to develop their leadership
- Increase continuity
- Encourage more men to run for election, knowing there is a thoughtful system in place to support them along the way

3-year terms have been suggested by current and former coordinators and some brothers as a way to offer a more balanced approach to the election of coordinators.

Advantages

- Allows coordinators more time to develop their skills
- Provides a new coordinator more time to learn and develop skills
- Allows a new coordinator to more gently move into the responsibilities of leadership. The first year can be a time of learning, the second year a time of growing, and the third year a time of mentoring
- Provides time for a coordinator to develop ideas and put their skills and mark on GAYLA

Challenges

- Three years is a large commitment of time, which may discourage participants from volunteering
- Not all GAYLA brothers are able to know if they will attend for the next three years