# ICCA Officer Term Extension Options

*For Board Discussion & Vote – August 19–20, 2025*

Task Force:

* Lara Bryant, ICCA
* Jessica D’Entremont, Atlantic Provinces
* Lisa Martin, Illinois
* David Simonson, Iowa
* Stephen Vasquez, Western Region

## Background

Currently, ICCA Board officers rotate through three one-year terms:

**Vice Chair → Chair → Past Chair (total of 3 years).**

At the June 12, 2025 ICCA Board meeting, Stephen Vasquez (Western Region) proposed extending officer terms to allow for better continuity, deeper engagement, and more strategic follow-through. An ad-hoc committee was created to explore the proposal, with Lara Bryant coordinating feedback and Stephen Vasquez leading the group.

## Ad-hoc Committee Recommendation

**Recommended Option: 2 Years in Each Role (Total 6-Year Term)**

Officers would serve:  
- 2 years as Vice-Chair  
- 2 years as Chair  
- 2 years as Past Chair

**Pros:**

- Simple to implement within current structure  
- No additional elections or officer seats needed  
- Promotes continuity and follow-through  
- Officers gain deeper understanding of duties over time

- Will be beneficial to have officers with longer terms to implement the new strategic plan

**Cons:**

- 6-year commitment may deter some candidates, especially industry professionals

**Implementation (if adopted beginning 2026):**

- Vice Chair Elect (2025) would serve 2 years as Vice Chair  
- Aaron Breimer would serve 2 years as Chair  
- Karl Wyant would serve 2 years as Past Chair

*All impacted officers and candidates have indicated they are willing to serve two-year terms if this is adopted.*

## Alternative Options

To allow the Board to make an informed decision, the task force is presenting two additional models. While not the majority preference, these reflect alternative paths and address potential concerns.

**Alternative A: Two Vice Chairs, 1-1-1-1 Structure (Total 4-Year Term)**

Officers serve:  
- 1 year as Junior Vice Chair

- 1 year as Senior Vice Chair  
- 1 year as Chair  
- 1 year as Past Chair

**Pros:**

- Broadens leadership bench with 6 officers   
- Allows an extra year to learn duties as Vice Chair

**Cons:**  
- Departs from original goal of two years as chair

**Alternative B: 1-2-1 Model (Total 4-Year Term)**

Officers serve:  
- 1 year as Vice Chair  
- 2 years as Chair  
- 1 year as Past Chair

**Pros:**

- Shorter total commitment (4 years)  
- Chair has extended time for leadership and follow-through  
- Maintains rotational structure

**Cons:**

- Significant shift to board structure  
- Would result in only 4 officers serving at one time beginning in 2027

**Example Implementation (1-2-1 Model):**

2026 Board:  
- Vice-Chair Elect  
- Chair: Aaron Breimer (Year 1)  
- Past Chair: Karl Wyant  
- ARA Rep  
- ASA Rep (5 officers)

2027 Board:  
- Chair: Former Vice Chair (Year 1)  
- Past Chair: Aaron Breimer  
- ARA Rep  
- ASA Rep (4 officers)

2028 Board:  
- Chair (Year 2)  
- New Vice-Chair Elect  
- ARA Rep  
- ASA Rep (4 officers)

*Optional Adjustment: Add one at-large officer elected for a 2-year term to maintain capacity and flexibility.*

## Summary & Next Steps

The majority of the ad-hoc committee supports the 2-2-2 option for its simplicity and long-term benefits. However, alternative models are presented here for full Board consideration. This ensures transparency, represents differing views, and reinforces that the ICCA Board—not the ad-hoc committee—holds the authority to decide.

**Board Action Requested:**

✓ Vote to approve a new officer term structure for implementation beginning in 2026.  
✓ Consider the implications for board operations, leadership continuity, and candidate recruitment.