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President's Post

June 2022



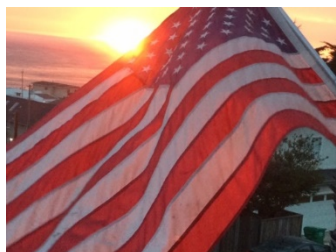
Reflection * Renewal * Reinvention

June in California. Then July when the CSAP Presidents Council meets, and Zoom Hall returns! Then August, and the 2022 CSAP Annual Meeting is upon us! This year the CSAP Executive Committee has worked to bring CSAP members a terrific and memorable Annual Meeting. Toward that end, a professional Zoom host has been hired and, in addition to Election of New Officers and other Association business, six exceptional workshops are scheduled for the edification and benefit of our CSAP members and guests.

Elsewhere in this newsletter, readers will find the CALL to CSAP's 2022 Annual Meeting and the Two-Day Schedule for Friday, August 12, and Saturday, August 13th. The official Annual Meeting Program will be available on the CSAP website no later than Friday, August 12. Hard copies of the Program will go out to CSAP members who are on the mailing list prior to August 12.

In the years of this pandemic, we have endured fear and uncertainty, social distancing, loss, worry, and isolation. Across the state and the country, we exist under a darkening cloud of violence and injustice. Desperation, it seems, might be just around the corner. It is more important now than ever that CSAP members and friends continue to COME TOGETHER. And that we continue to help deliberative assemblies in each of our communities COME TOGETHER, too.

It's not always easy to put on a happy face. But we have seen, and we know, that members and citizens and societies carry on. Humans adapt; we reflect and renew; we invent and reinvent. Humans persevere. I welcome the chance to persevere now and for years to come with my fellow CSAP members and parliamentarians, and with all people of good will who value applied parliamentary procedure, the democratic process, and each other.



Thank you for the honor of serving as CSAP President.

See you in August!

Sally F. LaMacchia, Esq., PRP

2020-2022

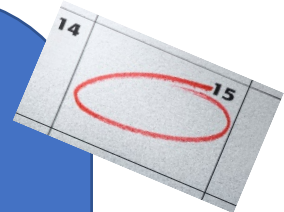
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Mark Your Calendars

Jun 29, 2022	CSAP Board of Directors Meeting
Jul 7, 2022	CSAP President's Council
Jul 8, 2022	CSAP Zoom Hall
Jul 9, 2022	CSAP Area Meetings
Jul 12, 2022	NAP Board of Directors Meeting
Aug 1, 2022	CSAP Official 75 th Annual Meeting Program
Aug 10, 2022	CSAP Board of Directors Meeting
Aug 12-13, 2022	CSAP Annual Meeting
Aug 26-27, 2022	NAP Virtual Leadership Conference
Sep 8-11, 2022	NAP Training Conference, Albuquerque, NM www.napconference.org
Nov 5, 2022	CSAP Northern Area Meeting
Nov 12, 2022	CSAP Southern Area Meeting



Northern Area Director
David Mezzera PRP

NORTHERN AREA MEETING
Saturday, July 9, 2022

10:00 AM to 12:30 PM Pacific Time

Via the Zoom platform
Room opens for greeting and social time at 10:00 AM
Presentation begins promptly at 10:30 AM
Area meeting at 11:35 AM

Registration is free, however you must register in advance .

==> <https://us02web.zoom.us/meeting/register/tZ0uduysqjoiEtb4--obZ8Uh8Lg6eChkfZ>

After registering, you will receive a confirmation email containing
information about joining the meeting.

Workshop presented by Richard Hayes, PRP
“How to Deal With an Abusive Presiding Officer”



Report of the Southern Area Director

Gail E. Lover PRP

My administration is on track, starting off a little slow but is now in full swing!!
Units are engaging, promoting and practicing what they teach! Growth and education!

The meetings for Southern were scheduled for November 2021, February 2022 and July 2022. Besides being educational, the presentations were engaging and fun. Everyone is encouraged to present a lesson, regardless of their educational level in parliamentary procedures. The ancient Greek philosopher Aristotle and the great American philosopher, John Dewey are both recognized for saying, "***You learn by doing***".

Topics presented during this term were:

- November 13, 2021: Linda Superville of Texas – ***Privileged Motions***
Greg Russell of California – ***Committees and Bylaws***
- February 12, 2022: District 8 Director Michael Peck PRP of Arizona – ***The Chair: Role of the Chair***
- July 9, 2022: Scheduled - two presenters of different levels of parliamentary education.

I've had the opportunity to attend several unit meetings, giving lessons and serve as the new officer Installation for one of the Units. Not only do I serve the great State of California, I also have the opportunity and honor of serving the great State of Texas, giving lessons and workshops in both States.

Time has afforded me the opportunity of attending several NAP webinars, meetings, and lessons.
Technology is wonderful!!

Our Southern Area Units focus continues to remain on education in parliamentary procedures, both within the Area and respective communities, with webinars and workshops which increase attendance at local units and Southern Area meetings.

My special thanks to all who have assisted with their talents in these past few months with the Southern Area efforts, reaching, teaching, and promoting parliamentary procedures..

*Reflection
Renewal
Reinvention*



CALL TO MEETING

Come one, come all to the
75th ANNUAL MEETING
of the
CALIFORNIA STATE ASSOCIATION OF
PARLIAMENTARIANS

WHEN: **Friday, AUGUST 12th 1:00 p.m. to 5:00 p.m.**

PRESENTERS: JAMES STEWART, PRP
DAVID MEZZERA, PRP
JACQUELINE MARAZZI, PRP

Saturday, AUGUST 13TH 9:00 a.m. to 5:00 p.m.

PRESENTERS: Parliamentary Panel WITH ESTHER HELLER, PRP,
GERALD OLSEN, PRP, AND JAMES STEWART, PRP
SCOTT BURNS, PRP
ESTHER HELLER, PRP

WHERE: ON **ZOOM**, *pre-registration required.*
Registration information will be found in the 75th ANNUAL MEETING PROGRAM-watch your INBOX for the official CSAP 75th ANNUAL MEETING PROGRAM on or about AUG. 12

REGISTRATION FEE: NAP Members \$100.00; Guests \$130.00

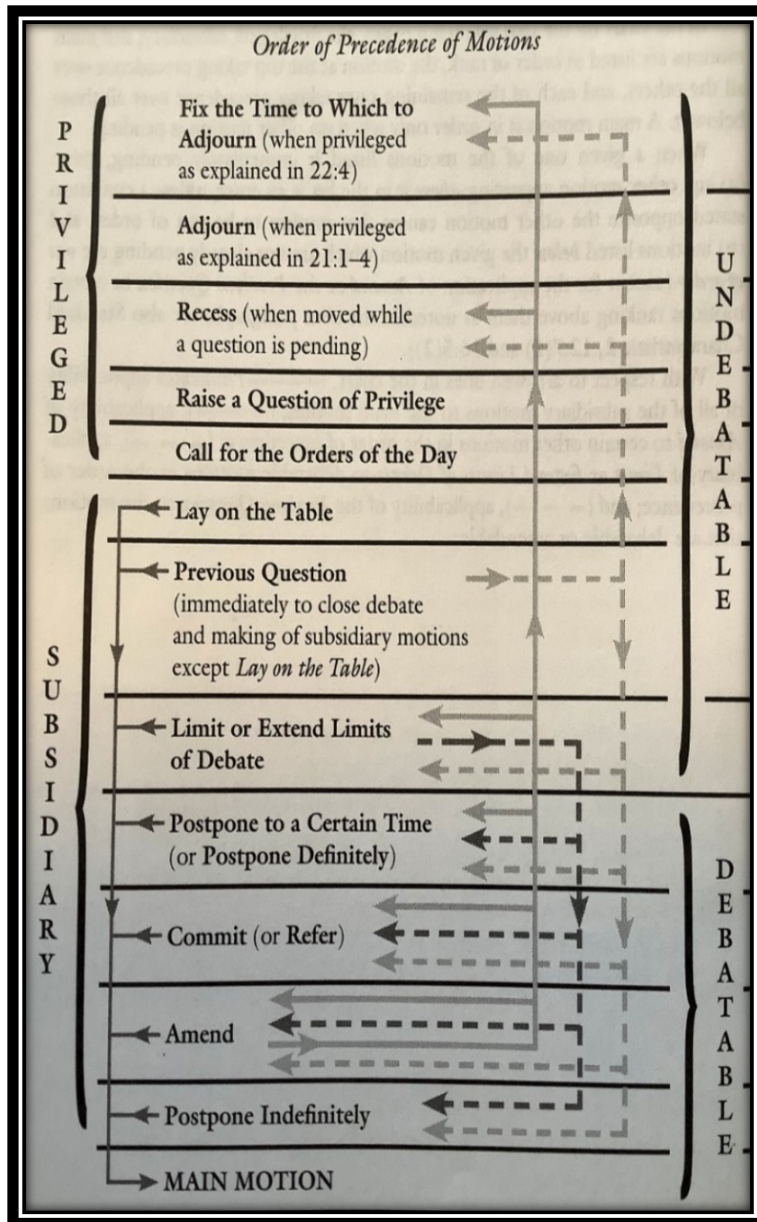
CANDIDATES FOR CSAP STATEWIDE OFFICE ¹

President: Gail Lover, PRP
Vice President: TBD -
Secretary: Ronald Arruejo
Treasurer: Phillip Hubbard, III

¹ CSAP Bylaw Article VI 5. The names of the selected candidates [] shall be sent to the President for inclusion in the Call to Annual Meeting.

PROPOSED BYLAW AMENDMENTS² In this year of Reflection, Renewal, and Reinvention for CSAP, it is fitting that members propose substantive rule changes. For a breakdown of proposals so far, see page 7-9 of this issue of your *California Parliamentarian*. Members, raise your voice on Saturday, August 13th

Last Are First, First Are Last



Precedence of Motions can be a tricky thing.

Revelations come in time, like flowers in the Spring.

A main motion is lowest on the scale but without it nothing else can rise to tell the tale.

Postpone indefinitely? Then doing more serves no end, with nothing to commit, nothing to amend.

If postpone until a certain time will serve the members well, then motions on debate are moot, no story now to tell.

If limiting debate will help to hear more points of view, postponement or commit would forbid that which is due.

And what of previous question when debate just rages on? It means "Let's Vote!" and do it now, debate is finally done.

Lay on the Table, good for interruptions based on cause; when the reason passes, this can end the pause.

Next up are privileged motions, first is Orders of the Day. Recognized, just

one can steer the ship back to the bay.

A "Question of Privilege" is personal, you see, ensuring full participation for every attendee.

² CSAP Bylaw Article X.5.D. Send copies of proposed amendments or revision to the Annual Meeting Coordinator and Editor for inclusion in the Call to Annual Meeting.

Recess is privileged when debate is in full swing. Members take a needed break from the pending thing. Lastly are adjourn and fix the time to which. Even if business is pending, this is the last stitch.

By CP Staff Writer

2022 CSAP BYLAW Proposals

CSAP Bylaw Amendment Proposals to the CSAP Governing Documents Committee

Debated, approved, and proposed by the Channel Islands Unit

Current Language	Proposed Amendment	If adopted would read ...
PROPOSAL #1	ARTICLE III – MEMBERS	Section 1.B
“Any member of a CSAP Unit who is not yet a member of the NAP and CSAP but is actively engaged in study to qualify for membership (in accordance with NAP Bylaws) is encouraged to participate as a guest in CSAP activities. Such an individual shall be referred to as a Provisional member.”	The proposal is for a substitution .	“A Provisional member is a Unit member who plans to take the NAP membership exam and to join NAP. Provisional membership expires after 3 years, but expiration is subject to appeal.”
Rationale: <i>CSAP’s viability depends on many factors. An important one is a continuing and dynamic pool of candidates for leadership positions. CSAP also needs proportional influence in NAP and provisional members are not counted to determine the number of delegates. Though provisional membership expires in this proposal, there is no intent or desire to limit access, and it is expected that all interested persons will continue to be welcomed as guests to CSAP parliamentary lessons, workshops, and planned events. The right of appeal will ensure fairness.</i>		
PROPOSAL #2	ARTICLE III – MEMBERS	Section 3. Members in Good Standing
“A member of CSAP is in good standing if the	The proposal is for a substitution .	“A member is in good standing if the member is in good standing with

member is in good standing with NAP, has paid current CSAP dues, is complying with the CSAP Articles of Incorporation and Bylaws, and is not under disciplinary action."		NAP and has paid the current dues."
PROPOSAL #3	ARTICLE VI - OFFICERS	Section 3.B
"To be eligible for the office of President or Vice President, a member shall have been in good standing for the past three years and shall be a Registered or Professional Registered member of NAP or have served as an elected officer of CSAP during at least one of the past three years."	The proposal is to add : ", or a CSAP Unit officer within the past year."	"To be eligible for the office of President or Vice President, a member shall have been in good standing for the past three years and shall be a Registered or Professional Registered member of NAP or have served as an elected officer of CSAP during at least one of the past three years, or a CSAP Unit officer within the past year."
Rationale: <i>This will provide an opportunity for more CSAP members to step into leadership positions at the state level. The current wording limits leadership and learning opportunities.</i>		
PROPOSAL #4	ARTICLE VI - OFFICERS	Section 6 – Nominations and Elections
"A.1 A nominating committee of 5 members, including at least one from each Area but no more than one from any one Unit and no more than one MAL, shall be nominated from the floor and elected at the CSAP	Proposal is to strike : "5 members, including at least one from each Area but no more than one from any one Unit and no more than one MAL", and insert :	"A.1 A nominating committee of three (3) members one from each Area and one MAL, shall be nominated from the floor and elected at the CSAP Annual Meeting in *odd numbered years. When more than three (3) are nominated,

Annual Meeting in *odd numbered years. When more than 5 are nominated, election shall be by ballot and a plurality vote shall elect, with tie votes decided by lot."	"three (3) members one from each Area and one MAL". and to strike: "five" from the second sentence and insert: "three (3)"	election shall be by ballot and a plurality vote shall elect, with tie votes decided by lot."
Rationale: <i>For the past three cycles, CSAP Nominating Committee has not consisted of 5 members. The job can be done as well by three members, with a single representative from each constituency.</i>		
PROPOSAL #5	ARTICLE X – STANDING COMMITTEES	Section 12.
"A Recognition Committee of at least three members shall plan and coordinate awards for recognition of members of CSAP in accordance with the Board Rules of Procedure."	Proposal is to strike: "three", and insert: "two (2)".	"A Recognition Committee of at least two members shall plan and coordinate awards for recognition of members of CSAP in accordance with the Board Rules of Procedure."
Rationale: <i>For the past 2 years, CSAP's Recognition Committee has consisted not more than two members. The job can be done as well by 2 members.</i>		



NOMINEES/ CANDIDATES FOR BOARD OF DIRECTORS 2022-2024



Gail E. Lover PRP

Candidate for CSAP President

Why am I running for office? As a candidate running for the CSDAP Presidency, I would play an important role in supporting local, district and state parliamentary organizations.

There will be extraordinary challenges but I believe in myself and my ability to serve this great State and the members of this organization. How? By running towards challenges and running towards those who have held this office before and even the person who currently holds the office.

I've been known for asking questions. Why? Asking questions tend to lead to better answers. It also creates transparency and empowerment leading ways to better coordinate and develop a system for educating, recruiting and maintaining membership.

As my enclosed brief resume' shows, I am a *peoples' person*!

Current Parliamentary Service

- Serving as District 56 Parliamentarian for Toastmasters International
- Serving as Director for CSAP Southern Area
- Serving as an instructor of parliamentary procedures to Toastmasters and is a Distinguished Toastmaster (DTM) and a former Distinguished District Governor for San Diego County and member for over 24 years, serving in the district, divisional, and local positions, in San Diego, California and Houston, Texas.

Former Parliamentary Service

- Former Southern Area Director: 2010 and 2011
- Former CSAP Treasurer: 2010-2014
- Former President of 2 San Diego Units and 1 Houston, Texas Unit
- Served as Parliamentarian for District 5 Toastmasters: 2010
- Served as Parliamentarian for District 56 Toastmasters: 2016
- Served as Parliamentarian for Harris County Democratic Party (Texas) & Affiliates, Grossmont and Cuyamaca District Colleges & Affiliates in California, various Alumni, Homeowner's, Non-profit and church groups.

Professional Experiences

- A retired public and private educator of National University, San Diego Community College and San Diego
- High Schools and Nordstrom Business School (Not affiliated with Nordstrom Department stores).

- A Family Research Genealogist, an Inmate Research Project Genealogist
- A retired jeweler and gemologist (Certified)
- Desktop Publisher - Microsoft Certified
- College Degrees in Business Administration, Computer Information Systems & Administrative Assistance
- Former Medical Transcriber and servicer for the American Red Cross Personal Care Unit
 - Personal Service
 - Tutored several age levels in computer science, genealogy, writing and reading
 - Trustee of 2 Cemetery Restorations organizations
 - Served in several religious ministries, including the Care Ministry, Alzheimer Respite, Usher & Bible School
 - for my former Church of 32 years in San Diego - Bayview Baptist Church

In my spare time, when I have the luxury, I enjoy family research, travel, music, computers, reading, kids, people, animals and arts & crafts.

Nominee for **CSAP Vice-President** was not known at the time of this publication.
Nominations will be accepted from the floor.



Ronald J. Arruejo
Candidate for CSAP Secretary

Hello CSAP members! My name is Ronald J. Arruejo, and I am a nominee for the position of CSAP Secretary.

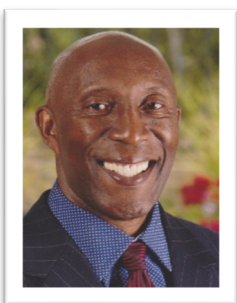
I began my time with parliamentary procedure upon appointment to the UCLA student government in early 2011. I continued my education with Robert's Rules and attained membership in NAP in the middle of graduate school at Indiana University (Bloomington) during the summer of 2013. Soon after moving to my first job in Wisconsin, I was elected as Secretary of the Wisconsin State Association

of Parliamentarians (WSAP) in late 2014. After moving back to California in 2016, I was elected as Secretary of the Southern Area of CSAP in the summer of 2016 and then reelected for another 1-year term until 2018 at which time I was elected to Treasurer and have continued in that position until the present time.

Outside of the NAP umbrella, I have been serving as the Secretary-Treasurer of my local neighborhood council in Oxnard since May 2017. Additionally in early 2021, I was recently appointed to the Oxnard Planning Commission (OPC) in March and elected as Vice Chair of its body the month after in April. Lastly, I was appointed by the Oxnard Union High School District (OUHSD) to the Measure A Bond Oversight Committee overseeing the usage of funds approved by the voters in late 2021.

I am looking forward to bringing my understanding in both WSAP and the Southern Area of CSAP into CSAP as Secretary along with my real-world experience in utilizing parliamentary procedure from my local neighborhood council, the OPC, and the OUHSD committee. I believe that my knowledge and passion for this organization will serve the membership of CSAP well as Secretary.

I respectfully ask for your vote as CSAP Secretary. Thank you kindly.



Phillip Hubbard III

Candidate for CSAP Treasurer

I was born in Fort Worth Texas. My family relocated to California while I was at a very young age. My childhood development was centered around academic and athletic growth. While attending Banning High school, I excelled in football, basketball, track and field and received several academic achievements and awards.

At UCLA I majored in Psychology with a minor emphasis in Biology and played football for four years and track and field for two. I was fortunate to have the opportunity to play in two major bowl games and academically I earned and became the Jackie R Robinson award recipient.

I went on to earn an MBA from the University of Redlands and am one of two to become Whitehead Leadership members.

After graduation from UCLA, I accepted a position with the South Coast Air Pollution Control District, later becoming the South Coast Air Quality Management District. I moved up through the ranks of the agency and managed a very vital and aggressive Investigative unit in the Chief Prosecutors Office. I was personally responsible for the investigation, supervision and management of several high-profile cases that resulted in stiff penalties,

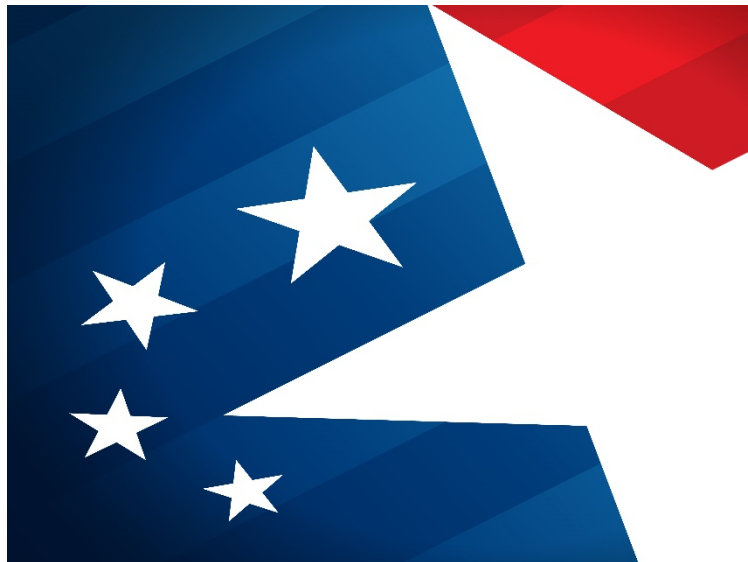
finances and/or jail time. I also help to develop environmental law enforcement task force, as well as being active members of several federal and state environmental groups and organizations.

My leadership and non-profit experience include several elected roles in Toastmasters where I reached the level of Distinguished Toast Master (DTM). I also served as the elected Chief Shop Steward for Teamsters local 911 for over 15 years.

I am a Life Member with Phi Beta Sigma Fraternity Inc. I have held several positions including that of Regional Director.

I am currently serving as the charter Vice-President for the newly formed NAP chartered Golden State Electronic Unit.

After 35 plus years, I am now retired and looking forward to traveling and golfing all fifty states as well as bringing my various expertise to the CSAP Board of Directors as your next elected Treasurer.



Hello, from Channel Islands Unit

By Sally LaMacchia, Unit President

!



Channel Islands Unit had a fun and productive meeting in beautiful San Buenaventura on Monday afternoon, June 20th. The sky was blue, the air fresh and moving. We welcomed a first-time guest from Carpinteria, new to parliamentary procedure. We enjoyed our time together.

I wish I had taken photos. At least 1 or 2. (*Note to self: take group photo for future CP.*)

We had the great pleasure of enjoying Ron Arruejo's presentation on "Previous Question", his maiden voyage no less! Very well received! We all learned something. Ron concluded in a particularly fun way - with a short quiz on the topic. The quiz was on paper and passed to each of our 7 (not counting Ron) attendees. After ten minutes, we reviewed the questions and answers together. *Thank you, Ron!*

Could concluding with a short-written quiz after a parliamentary lesson be a *best practice*?

Next month CIU meets virtually. Our July lesson is on "Reconsider" and, coincidentally, the presenter is yours truly. ALL students of parliamentary procedure are welcome and encouraged to attend our virtual lessons. The meeting starts promptly at 1:00 PM.

After Call to Order, Renewal of the Pledge, and Inspiration, the lesson is next so if it is helpful to you, please join us for a Zoom lesson on Reconsider, Monday July 18.

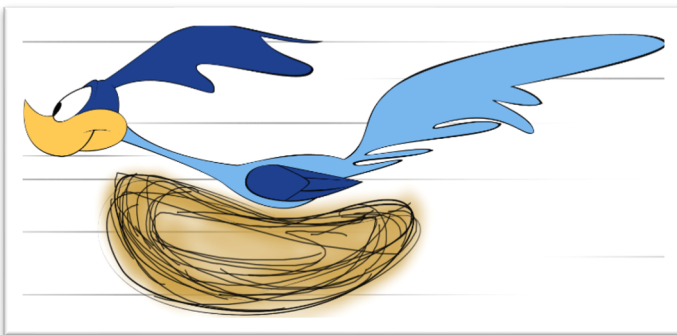
Channel Islands Unit revised its established Lesson Schedule in May to perfect proposed amendments to the CSAP bylaws. Out Unit lesson schedule for the remainder of 2022 follows:

REVISED LESSON SCHEDULE 2022 – CHANNEL ISLANDS UNIT – NAP

July 18, 2022 *	Reconsider	Sally LaMacchia
August 15, 2022	Discipline of Members and Guests	Ellen Ansok
September 19, 2022 *	Say it Now; this is How	Sandra Sanders
October 17, 2022	Effective Presiding: President/ V.P.	Sharon Hillbrant
November 21, 2022	Ode to Membership/What Does a Parliamentarian Do?	Gerry Olsen
<i>Virtual</i>		

To attend Channel Islands Zoom Lesson on Reconsider, or any virtual unit lesson, send your email request to sally@losfl.com or text a message to 805.704.4744. Requests received early are appreciated! **See you soon!**

BEEP! BEEP!



PLAN TO DROP IN!

- ZOOM HALL -
FRIDAY JULY 8, 2022

For your scheduling convenience there are

2 Sessions 12 to 1:00 PM
 - 7 to 8:00 PM

A MailChimp email that includes the Zoom link will be sent to all CSAP MailChimp subscribers on Monday, June 4th!

ZOOM HALL provides a way to show
 Your heart is really in it!



CSAP Presidents Council

The CSAP Presidents Council will meet for the third time via Zoom on Thursday, July 7, 2022. The Council is comprised of the CSAP President, and NAP Unit Presidents in California – all of the presidents on CSAP's leadership team. NAP Units are the backbone of CSAP, and Unit presidents are the backbone of NAP Units. I am grateful to all Council members, and very much look forward to our time together.

Good leadership can be learned, and with practice, delivered most of the time. One of CSAP's objectives is to educate interested persons on parliamentary procedure and decision making by a deliberative body. One part of fulfilling this objective must be a demonstration of applied parliamentary procedure at unit meetings, by the presiding officer and the members alike. The Presidents Council encourages all Unit members to strive to be an example of applied parliamentary procedure.

In that regard, the Council will consider adoption of its own governing rules at the July meeting. I look forward to reporting on the Council's progress and actions taken in the next edition of *California Parliamentarian*.

The Council is a body of exceptional volunteers, and I am honored to serve as the current Presiding Officer. Questions or ideas for the council? Please contact me: sally@losfl.com or text: 805.704.4744

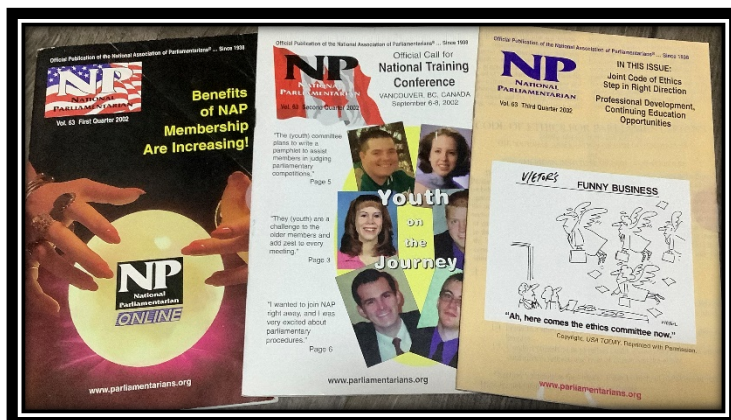
By
Sally LaMacchia
2022 Presiding Officer
CSAP Presidents Council

A Look Back

In the April *CP* we looked back together at 1998 (NAP accepts credit cards!), 1999 (NAP explains "takeover artist"), and 2000 (NAP in Atlanta!). In this issue, please enjoy a visit back to 2001, 2002, and 2003!

2001

The 10th edition of RONR was new; so new that RP exam takers could choose to use the 9th or the 10th edition up to June 30, 2001. A "new bank" of 1200 study questions was introduced, and the 33rd NAP Biennial Convention was held in Alexandria, VI, Dr. Leonard M. Young, PRP, NAP President presiding. The Kay Crews, then of California, earned her RP. The NAP/AIP Proposed Joint Code of Ethics was published in the second quarter, and the 300 Question Study Guide was updated. This year, "The Zeta Chi Unit presented twenty one copies of the new edition of RONR to all libraries in Ventura County California, as a part of parliamentary law month."



2002

Under the leadership of President Donna Reed and vice president Nola Pursiful NAP went hi-tech – meaning "ONLINE". *NP* Editor Rollie Cox, PRP, announced "the magazine's companion component - **NP Online**."

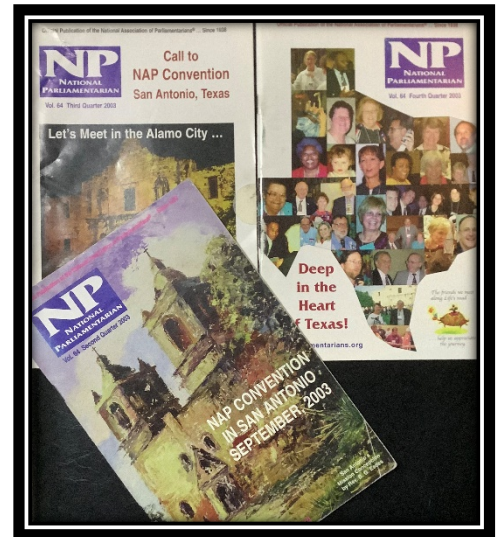
[www.natlparrl.org] The text of Henry M. Robert III's 2001 announcement of development of RONR In Brief is found here. YOUTH are celebrated. NAP

partners with "Five National Student Groups": Future Business Leaders of America – Phi Beta Lambda (FBLA-PBL), Family, Career and Community Leaders of America (FCCLA, formerly FHA), Health Occupations Students of America (HOSA), and SkillsUSA-VICA for high school and college students enrolled in technical skills and service occupations. This year, the NAP NTC was held Richmond, British Columbia, Canada. And, "NAP and the University of Wisconsin Offer Independent Study Course on Parliamentary Procedure."

2003

President Donna Reed thanks the “four hundred parliamentarians who attended the San Antonio Convention.”

Members adopted a number of bylaw amendments this year, including one that set members’ dues at \$60, \$80, and \$100, for regular, registered, and professional members, respectively. In the Fourth Quarter issue, Viola Brannen, PRP, and NAP Secretary wrote “NAP History, 2001-2003”, full of facts and treasures. NAP approved new jewelry designs “including a district director’s pin.” Reference is made to a “Conference of Presidents”. NAP membership as of September 20, 2003 was 2,944 members, 447 Professional Registered, 238 Registered, retired, students, clubs and more, “for a grand total of 3,929.”



Thank you for spending this time looking back. Tune in next time for [A Look Back](#) at 2004, 2005, and 2006. CP
Staff Writer

Coastal Counties Parliamentarians

Term End Unit Report
June 1, 2022



Coastal Counties Parliamentarians meets 10 times a year (dark July and August). Members number 17, 10 of whom are primary. A predominant number of our members are women’s club members. The Unit purchased an ad in the District Women’s Club convention program. The ad invited all interested persons to study parliamentary procedure with us.

The unit also purchased 600 NAP Basic Parliamentary Information flyers that were labeled with unit information and will be used for marketing and community resource purposes. A distribution plan was made.

Unit elections were held. The new officers for 2022-2023 are:

President:	Joyce Opjorden
Vice President:	Connie Biggers
Secretary:	Diane Grossman
Treasurer:	Ellen Ansok

Rita Aleman was appointed Parliamentarian. The lesson for this meeting was a discussion of scripted agendas.

The next meeting of the Coastal Counties Unit will be Wednesday, September 7, 2022. Our members actively delve deep into examples and questions for clarification of many procedures. We have a lively, engaged, and enthusiastic membership.

COASTAL COUNTIES UNIT MEMBERS ARE QUITE BUSY!

Ellen Ansok has been installed as President of the Tierra Adorada District of GFWC/California Federation of Women's Clubs for the 2022-2024 term.

Tamra Feito has been elected President of the Moorpark Women's Fortnightly Club for the 2022-2024 term.

Diane Grossman has been appointed Parliamentarian for the Tierra Adorada District of GFWC/California Federation of Women's Clubs for the 2022-2024 term.

Judy Hatcher has been appointed Parliamentarian for the Antelope Valley Chapter of the NSDAR, as well as elected Treasurer, for the 2022-2024 term. She is also serving as President for the USS Constitution Chapter, US Daughters of the War of 1812 for the 2022-2024 term and has been elected State Curator for 2022-2024.

Lou Langkusch accepted appointment as Parliamentarian for the Moorpark Women's Fortnightly Club for the 2022-2024 term.

Shirley Lorraine has been installed as President of the San Buenaventura Women's Club for 2022-2024.

Joyce Opjorden has been appointed Parliamentarian for the GFWC/California Federation of Women's Clubs for the 2022-2024 term.

Way to go, members!
June 1, 2022

Shirley Lorraine
Immediate Past President
Coastal Counties Parliamentarians



Olivia Headley,
NA Registered Parliamentarian

TEN STEPS TO SUCCESSION PLANNING

1. Proactively plan for future leadership.

Succession planning is one of the most important responsibilities of a nonprofit of any size, and it's critical to high performance

2. **Put the plan into action.** Succession planning isn't a one-time exercise or a pesky compliance item to check off a to-do list. The real purpose of succession planning is to ensure the organization prepares for what leadership transitions involve and develops its internal talent pool, long before a succession occurs

3. **Look for the right time.** A leader needs to be aware when the time is right to exit and make way for a new visionary."

4. **Allow time ... lots of it.** Successful transitions, from the first thought takes time, depending on the complexity and size of the organization.

5. **Ensure continuity.** Once the succession process is underway, it's important for organizations to safeguard organizational stability

6. **Establish a specific committee to oversee the transition process.** Make sure everyone knows who is in charge of the process and pick the right person.

7. **Create a defined set of goals.** Establish a detailed set of goals which are deliverable.

8. **Communicate often and honestly**

9. **Transition of outgoing leader to a new role.** Ongoing ties between the outgoing leader and the organization are healthy and innovative.

10. **Remember it's about more than you.** A successful transition is not only about the two individuals but about the readiness of the team to rise to the occasion and support the leadership change.

Conclusion

Succession planning is often associated with feelings of angst, fear, and sometimes even outright panic, succession planning has more of a duck-and-cover tendency rather than a proactive, positive approach. Develop a culture of succession thinking from the top to the bottom. Succession planning process comprises the following key steps –

1. Assess vacancy.
2. Align an internal vision.
3. Begin cultivating internal talent for future transitions.
4. Transition the individual into their role

BOTTOM LINE

Membership is the blood of the organization.

Resources

National Council of Nonprofit

ROBERT'S RULES OF ORDER Page 478, Section.51:1-71



CSAP Board of Directors

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Southern Area	Gail Lover, PRP

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Governing Documents Committee	Robert L. Duitsman, PRP
Budget/Finance	Rick Sydor, RP-R
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California Parliamentarian (CP) Editor	Maria Trujillo-Tough, RP
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