

legally the governing body. That AVCP's President is elected by the tribes (AVCP's members) and not the Executive Board has historically created problems for AVCP. Over the years, many tribes in our Region have complained about this very issue. At last year's convention the village of Napaskiak proposed a resolution to give the Executive Board the authority to fire the President. This resolution passed at the convention on June 8, 2016. That change was a step towards making our By-Laws legal, but more is required. Tuntutuliak has proposed a resolution that would require minimum qualifications for the President, and would require the Executive Board to pre-screen applicants. This is also step in the right direction because it is essential that AVCP has qualified management staff and leadership that will not disrupt the essential services AVCP provides this region. But it is still not enough. In order to properly manage AVCP for future generations we must change our By-Laws to follow state law. That means the position of the President (whatever that position is titled) must be hired, evaluated and fired by the Executive Board so that the legal governing body can and will hold the President accountable.

We know this is a serious and major change from the way AVCP has conducted business in the past, but it is a necessary change, and one that will allow this Region's tribes to properly maintain control over the management of AVCP through its representatives on the Executive Board.

There is one additional By-Law change that is absolutely necessary to improve the management of AVCP. Executive Board members must serve longer terms. Currently, AVCP's By-Laws establish 2 years terms for members of the Executive Board. As a result, every year half of the Executive Board is up for election, and potentially every year the Executive Board has to deal with up to 50% of the group being brand new to AVCP's legal governing body. New board members need to be trained in their responsibilities, in their legal obligations, and need to be briefed on all of the current management issues as well as learn about all of AVCP's programs. It takes many months to accomplish all that, and the process repeats itself each year. In order to properly manage an organization the size and complexity of AVCP, our Executive Board needs to be well-trained and highly informed so that they can do their essential job, and 2 year terms are simply not long enough. The Executive Board proposes that we amend the By-Laws to create 4 year terms, and elect only 3 new members a year. This change will allow for less turnover, more continuity, and a more educated board to run our organization.

We ask you to carefully consider our proposed changes. The Executive Board has initiated a quality improvement process at AVCP this past year, and the organization has spent a lot of time examining itself and making changes to improve efficiency and quality in the services we provide. These By-Laws changes are being proposed only after careful consideration by the Executive Board, the people who are legally responsible for protecting the resources of AVCP for our future generations, and with the utmost respect for the 56 Tribes whom we serve.

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<sup>5</sup> § 10.20.126 states "an officer or agent may be removed by the ["legal"] board of directors, or by the executive committee, whenever in its judgment the best interests of the corporation will be served."