

2026 Proposed Chapter Bylaws Updates

Rationale

Purpose

The PMI Silver Spring Chapter continually evaluates its governance structure to ensure that Board positions are aligned with the chapter's operational needs, volunteer capacity, and strategic objectives. After reviewing historical recruitment trends, role utilization, and volunteer engagement patterns, it is recommended that the chapter eliminate the positions of Vice President of Technology and Vice President of Professional Development, while redistributing essential responsibilities to existing leadership functions. In addition, it is recommended that Board officer terms be extended from two years to three years to improve leadership continuity, succession planning, and organizational effectiveness.

Rationale Elimination of Vice President of Technology

The VP of Technology role has only existed as a Board-level position for one year and has primarily focused on operational technology support rather than strategic executive leadership. While technology remains an important function, its scope does not justify a standalone Vice President position. Maintaining the role at the Board level also adds to the chapter's recruiting and succession planning challenges.

Proposed Change

The VP of Technology position will be eliminated and transitioned to a Director of Technology role reporting to the Vice President of Governance.

Benefits

- Maintains dedicated technology support for chapter operations.
- Aligns technology management with governance, compliance, records management, and operational oversight.
- Reduces the number of Board-level positions requiring recruitment.
- Creates a more sustainable and appropriate structure by positioning technology as an operational function rather than an executive-level responsibility.
- Supports a leaner, more effective Board while preserving critical technology capabilities.

Rationale Elimination of Vice President of Professional Development

The responsibilities of the VP of Professional Development overlap significantly with programming, educational events, and member learning opportunities. Over time, the distinction between professional development activities and chapter programs has become less pronounced, creating duplication of effort and confusion regarding ownership of educational initiatives.

Additionally, the chapter has experienced challenges in maintaining continuous leadership in this position, limiting its effectiveness and creating succession concerns.

Proposed Change

The VP of Professional Development position will be eliminated. Relevant responsibilities, including educational programming, skills development initiatives, and professional learning opportunities, will be consolidated under the Vice President of Programs.

Benefits

- Creates a single point of accountability for chapter educational offerings.
- Eliminates duplication between professional development and program management activities.
- Improves coordination of events, speakers, certifications, and member learning opportunities.
- Reduces the number of Board positions requiring ongoing recruitment.

Overall Governance Benefits

The elimination of these three positions reflects a practical governance modernization effort designed to match organizational structure with actual operational needs and volunteer capacity.

Expected outcomes include:

- A leaner and more efficient Board structure.
- Reduced recruiting burden for executive-level volunteers.
- Increased likelihood of maintaining a fully staffed Board.
- Clearer accountability and decision-making authority.
- Improved organizational sustainability through consolidation of related functions.
- Greater focus on strategic leadership rather than maintaining positions that have historically remained vacant or underutilized.

Rationale Extension of Board Officer Terms from Two Years to Three Years

Volunteer-led organizations increasingly recognize that effective leadership requires sufficient time for onboarding, relationship building, strategic planning, execution, and succession development. Under the current two-year term structure, Board members often spend much of their first year learning the role and establishing relationships, leaving limited time to implement strategic initiatives before transitioning out of office. Recognizing that effective volunteer governance requires intentional development of future leaders, a three-year term better supports knowledge transfer, strategic execution, and leadership mentoring while reducing disruption caused by frequent turnover.

A three-year term would provide greater leadership continuity and allow officers to contribute at a more strategic level.

Proposed Change

Extend elected Board officer terms from two years to three years.

Benefits

- **Improved Leadership Continuity**
Three-year terms provide greater stability and reduce frequent leadership turnover, enabling sustained execution of strategic initiatives and long-term chapter goals.
- **Stronger Succession Planning**
Extended terms create additional opportunities for officers to mentor potential successors, document processes, and transfer institutional knowledge effectively.
- **Enhanced Volunteer Development**
Prospective leaders gain more time to grow into their roles, deepen PMI and chapter knowledge, and develop executive leadership capabilities that benefit both the chapter and the individual volunteer.

- **Reduced Recruitment Pressure**

Board recruitment cycles occur less frequently, decreasing the administrative burden associated with identifying, vetting, and onboarding new officers.

- **Increased Strategic Focus**

With longer tenure, Board members can move beyond tactical operational concerns and focus on longer-range planning, member value, and chapter sustainability.

Recommendation

The PMI Silver Spring Chapter should adopt a revised governance structure that:

1. Eliminates the positions of:
 - Vice President of Technology
 - Vice President of Professional Development
2. Reassigns responsibilities as follows:
 - Technology to the Office of the Vice President of Governance
 - Professional development and educational offerings to the Office of the Vice President of Programs
3. Extends Board officer terms from two years to three years to strengthen leadership continuity, succession planning, volunteer development, and organizational sustainability.

These changes will create a more streamlined, resilient, and sustainable governance model that better reflects the chapter's operational realities while maintaining effective delivery of services to members and stakeholders.