

To: ATOS Board of Directors

From: Tedde Gibson, Vice Chairman, Board of Directors, Chairman, Bylaws /revision Committee

Subject: 2020 Report, Bylaws Revision Committee

Being tasked with reviewing our current bylaws, we have dealt with the hurdles of looking at where we were, where we are, and where we need to be. The Weary Report provided a guideline as to what we should look for in our revisions, and the committee has worked hard to carry those out as we look to shape our organization for the future. Here have been a few of our challenges.

- 1- Creating bylaws that deal with the national board and the local chapter relationship, as there are no rules.
- 2- Creating accountability between national and chapters.
- 3- Shrinking the size of the board to match our current organization size.

A big part of the discussion has been about what has happened in the past with leadership complacency and what can we put in place to prevent this. We recently had a member survey to ask what you felt was important as members, and you were heard. Great concerns and comments came in, and those were presented to the board and the revision committee, so we make sure that the things we put into our leadership documents reflect the will of the members, and not just the board. In addition, my plan was to, by the 2020 convention:

- 1- submitted a draft for the board to discuss,
- 2- have the board send back to the committee for revisions,
- 3- revisit the revisions, and send back to the board,
- 4- board approve revisions and send to the membership to vote and approve.

This was to (in my mind) take a year, and we are at the 2-year mark. WHY? Quite simple- we have to get this right. As we look to the future of how ATOS will survive, even with COVID-19 postponing our annual convention, we have taken an even more critical look to get these documents into the hands of the board and you, the members. We look to have a draft available by end of summer 2020.

Respectfully submitted,

2020 ATOS Bylaws Revision Committee

Tedde Gibson, committee chair

Vice-Chairman of the Board  
American Theatre Organ Society  
Friday, June 19, 2020