

H/B Policy: Lapsed Leadership

Accepted 9/15/2020

To keep the H/B leader list manageable, reduce ambiguity, and improve privacy for all concerned, an important ongoing need is to relegate leader and co-leader rights to “Inactive” or “ALUM” (inactive, but wishing to stay in the communication loop to some extent) when they have not led or co-led a trip in two or more years. Below are the necessary actions to take at two key milestone points. We will take these steps semi-annually.

Analyze Trip Reporting Data: Conduct the process on a semi-annual basis

- By examining the reported trips from the current partial calendar year and the two prior calendar years, identify the H/B leaders and co-leaders who have actively led H/B trips.
- Match the above leaders and co-leaders against the full leader list to identify leaders and co-leaders who have not been active in over one year and over two years.

1-year notification by the Leadership Coordinator: Analysis shows that a leader or co-leader has not planned and led a trip in *over 12 months*.

- We notify a leader [co-leader] of the need to lead [co-lead] an H/B event ahead of an upcoming Inactive date. Confirm/adjust data based on feedback from the leader [co-leader].

Choices available to the leader [co-leader]:

- Option 1: Continue leading [co-leading] ahead of the upcoming Inactive date.
- Option 2: Leaders only: Downgrade to co-leader status, preferring to co-lead.
- Option 3: Go to “Inactive” or request “ALUM” rights if there no longer is a desire to lead or co-lead. [We record the date and former status in the Notes field.]

Lapsing notice by Leadership Coordinator: Analysis shows that a Leader has not planned and led a trip in over two years.

- At its option, the Committee notifies a leader [co-leader] that he/she is about to become inactive and present options for the person to choose. Confirm/adjust data per feedback from the leader [co-leader].

Choices available to the leader [co-leader]:

- Option 1: Apply to the H/B Committee for reinstatement based on the specific situation.
- Option 2: Go to “Inactive” (the default if no response within the requested time frame) or request “ALUM” rights if there no longer is a desire to lead or co-lead. [We record the date and former status in the Notes field.]

Reinstatement: An inactive (or ALUM) leader or co-leader can apply to the Committee to reinstate his/her leadership rights.

- Summary of background/experience/desires
 - When did the person last lead an H/B trip?
 - Why/how did the person lapse?
 - Get a feel for how well known the person is within H/B; references?
- The H/B Committee may at its option require a re-take of an H/B-approved leadership training program and/or other re-training measures, with interim rights of “Inactive”.
- Leaders only: The H/B Committee may at its option require some number of mentored co-leads, with an interim status of Co-Leader.
- If satisfied that the applicant has met any requirements determined above, the Committee can vote to reinstate the leader/co-leader. Note that this action may often occur via a second (follow-up) Committee meeting.