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Proposed amendments to the regional constitution with a view to strengthening the management structure of Y's Men Region Denmark.

The Regional Management hereby submits its proposal for changing the regional constitution with a view to adjusting and strengthening future structure of the Regional Management. After a brief presentation of the proposed new management structure, the concrete proposals for amending the constitution are described below.

The proposed changes in the management structure, among other things, must be seen against the background of the work that was initiated after the General Assembly in Skjern 2023, where Hedensted YMC called on the Regional Management, among other things, to "undertake an in-depth analysis of how the management can attract committed and competent members in the future, who can support clubs at home and abroad."

A special committee was set up to look at alternative options, and the result was discussed in the Regional Management and in the Regional Council, who eventually agreed on the proposal, which is presented below.

The current regional management structure

The current management consists of four elected members, named RD, RDE, RDEE, and PRD, who together make up the regional management. The election of the management takes place as an election of an RDEE, who moves up as RDE, to RD and ends as PRD each subsequent year. The term of office is thus 4 years. According to the constitution, re-election may, exceptionally, take place.

The regional management is served by a number of RSDs (Regional Service Directors) - 15 in total - who in turn engage committee members, consultants etc. The regional management's assistants currently count a total of 40 positions, of which some members hold several positions. On top of that is the regional management team and the Secretariat.

Proposed future regional management structure.

The submitted proposal indicates a future regional management of 7 members - all elected by the General Assembly but distinguishing between 2 different electoral technical groups.

The combined Regional Management (7 members) continues to be the management of the organization, and the Regional Management's meetings are chaired by RD and RDE. The proposal suggests a continued - but limited - retention of the "rotation principle", as it is proposed that the General Assembly elects an RDE each year (instead of an RDEE as now), who moves up as RD the following year. RDE and RD make up the first electoral technical group, and the General Assembly thus has a decisive influence on who will be at the head of the organization.

The second electoral technical group includes the other 5 management members. These are also elected by the General Assembly from among nominated candidates. The elected members join the Regional



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Management, where the management itself decides which special areas of responsibility the individual member may have. Every even year, 3 members leave, and 3 new ones are elected. Every odd-numbered year, 2 members leave, and 2 new ones are elected.

For both "groups", the term of office is 2 years, but there is a general opportunity for re-election to all posts (within a period of max. 6 years). There may be certain difficulties in making use of the opportunity for re-election of RD and RDE, but the need for this is expected to be exceptional, and the extended rules on the right of nomination are assumed to be sufficient for this group to also have a real possibility of re-election.

Right to nominate candidates

The current constitution gives the clubs the right to propose candidates. In future, it is proposed that the right to nominate candidates for RDE as well as other management members is given, not only to clubs but also to the Regional Council and the Regional Management. There are a few considerations behind this proposal:

1. It is completely natural – and fundamental – that the Region's members, the clubs, have the right to propose.
2. Members of the Regional Council (mainly DGs, who resign from the Regional Council at the end of each club year) have a good internal knowledge of whether some of the Regional Council members would be obvious, suitable candidates for the Regional Management - either as a management member or as RDE.
3. The regional management consists, among others, of 5 management members who can individually develop an interest in continuing in the Regional Management – either as a management member or as RDE.

The decision – the election – is made sovereignly by the General Assembly.

Decision rules

When the Regional Management is increased to 7 members, there may be a need to indicate how different attitudes and viewpoints are tackled if a decision is needed. Therefore, general voting rules are proposed.

The transitional provision.

If the proposal is adopted by the General Assembly, there will be a gradual transition from the current to the future structure.

Basically, it is stated that the new rules will come into force on July 1, 2024 - at the start of the new club year. In order for this to be done to the fullest extent possible, proposals for candidates have been invited for both situations, with and without the adoption of the proposal. Regardless of whether the proposal is adopted or rejected, an RDEE must thus be elected. If the amendment is adopted, the other management members will be elected, but otherwise the nomination of these candidates will lapse.

It is considered important that a certain continuity is maintained in the implementation phase, and therefore it is proposed that the PRD function be maintained for one year, and that the RDEE be elected and enters the Regional Management and promotes according to the rotation principle to RDE and subsequently to RD. This means that the RDEE's term of office will be 3 years (instead of 4 years under the current rules), and that the General Assembly will not elect an RDE directly to the Management until 2026.



The tasks of the Regional Management

An expanded Regional Management can also solve more tasks! Yes, it is the intention that more tasks - and also new ones - will be solved directly by the Regional Management. VR 404 lists examples of tasks and areas for which management will have overall responsibility. This does not mean that the management will refrain from using external assistance. A reduction and restructuring of the RSD functions etc. is expected, and greater use of consultants, committees, working groups etc. is being considered. with direct reference to a responsible member of the Regional Management. The regional management strives for at least the same servicing of clubs and districts as before.

An overview of the proposed amendments to the regional constitution appears below.

Proposed amendments to the constitution of Region Denmark at the general assembly, June 2024

Current constitution from 2023	New version with proposed amendments, 2024
<p>Article IV - The management of the Region</p> <p>§ 11. The region is headed by "Regional Management", consisting of Regional Director (RD), Regional Director Elect (RDE) and Regional Director Elect Elect (RDEE) and Past Regional Director (PRD).</p> <p>Each year at the general assembly a Regional Director Elect Elect (RDEE) is selected, who occurs in the Regional Management at the beginning of the club year. The following year he/she moves up as Regional Director Elect (RDE) and after another year as Region Director (RD) (Gl. 401).</p> <p>The tenure as Regional Director (RD) is one year. (Gl. 402-403). Exceptionally re-election can take place.</p>	<p>Article IV - The management of the Region</p> <p>§ 11. The region is headed by "Regional Management", consisting of <u>7 members. The regional management is headed by the Regional Director (RD) and the Regional Director Elect (RDE).</u></p> <p>Each year at the general assembly a Regional Director Elect Elect (RDE) is selected, who occurs in the Regional Management at the beginning of the club year. The following year he/she moves up as Regional Director (RD (Gl. 401). <u>Additionally, the general assembly elects 3 members of the Regional Management in 'equal years' and 2 members of the Regional Management in unequal years.</u></p> <p>The tenure as Regional Director (RD) <u>and as Regional Director Elect (RDE)</u> is one year. <u>The tenure for other members of the Regional Management is 2 years</u> (Gl. 402-403). <u>R</u>e-election can take place.</p>
<p>Gl. 401 <i>Nominating of candidates to Reginal Director Elect Elect (RDEE) must be submitted in writing no later than six weeks prior to the general assembly and be accompanied by a written consent of the candidate.</i></p>	<p>Gl. 401 <i>Nominating of candidates to Reginal Director Elect (RDE) must be submitted in writing no later than six weeks prior to the general assembly and be accompanied by a written consent of the candidate. <u>Clubs, the Regional Council, and the Regional Management may propose candidates to Regional</u></i></p>



	<p><u>Director Elect and to the Regional Management in general.</u></p>
<p>Gl. 402 The tenure as members and the Region Management are starting July 1. If the Regional Director (RD) is unable to perform his duties or resigns before the election period, the Regional Director Elect (RDE) entry as acting Regional Director (RD) until he/she once again can take over the role or until the next general assembly meeting. The same applies to Regional Director Elect (RDE). If the situation is considered prolonged or the management member has resigned and the acting Regional Director (RD) and Regional Director Elect (RDE) find that it is required that the Regional Management complemented by a Regional Director Elect Elect (RDEE) before the next ordinary General Assembly the Regional Management call in an extraordinary General Assembly for election of Regional Director Elect Elect (RDEE).</p>	<p>Gl. 402 The tenure as members and the Region Management are starting July 1. If the Regional Director (RD) is unable to perform his duties or resigns before the election period, the Regional Director Elect (RDE) entry as acting Regional Director (RD) until he/she once again can take over the role or until the next general assembly meeting. <u>If both the RD and the RDE are unable to perform their duties, the Regional Management elects an acting Regional Director from among its members for the period until the next general assembly.</u> If the situation is considered prolonged or the management member has resigned and the acting Regional Director (RD) and Regional Director Elect (RDE) find that it is required that the Regional Management complemented by a Regional Director Elect Elect (RDEE) before the next ordinary General Assembly the Regional Management call in an extraordinary General Assembly for election of Regional Director Elect Elect (RDEE).</p>
<p>Gl. 403 If re-election according to §11 comes up the Regional Management shall lay down rules for that election stating how the jobs as Regional Director (RD), Regional Director Elect (RDE) and Regional Director Elect Elect (RDEE) and Past Regional Director (PRD) are filled. The rules shall be sent out together with the agenda for the Regional Assembly.</p>	<p>Gl. 403 <u>Re-election for the Regional Management may only occur twice. A member of the Regional Management may thus have a seat in the Regional Management for a maximum of 6 years.</u></p>
<p>§ 12 Regional Director (RD) is considered as the executive director of the organization and represents the organization in all national and international affairs. The Regional Management is responsible to the international organization and the clubs of the region for the economy, administration and coordination of the region. Region Management shall adopt their own rules of procedure – which have to be approved by the</p>	<p>§ 12 Regional Director (RD) is considered as the executive director of the organization and represents the organization in all national and international affairs. The Regional Management is responsible to the international organization and the clubs of the region for the economy, administration and coordination of the region. Region Management shall adopt their own rules of procedure – which have to be approved by the</p>



<p>Regional Council - the internal allocation of tasks, responsibilities and competences among management members. (Gl. 404). The Regional Management shall in cooperation with the collaborators of the organization strive to inspire the clubs of the region to a fruitful work in the club according to the purpose and traditions of the association to benefit of the community.</p>	<p>Regional Council - the internal allocation of tasks, responsibilities and competences among management members. (Gl. 404). The Regional Management shall in cooperation with the collaborators of the organization strive to inspire the clubs of the region to a fruitful work in the club according to the purpose and traditions of the association to benefit of the community.</p>
<p>§ 13 The Regional Management leads the region in collaboration with the Regional Council (Gl. 404 – 405).</p>	<p>§ 13 The Regional Management leads the region in collaboration with the Regional Council (Gl. 404 – 405).</p>
<p>Gl. 404 <i>The Regional Management has among their duties to:</i></p> <ol style="list-style-type: none"> 1. <i>Be in charge of the daily management of the Region.</i> 2. <i>Be the liaison between the International Executive Committee, the Regional Council and the clubs of the Region.</i> 3. <i>Represent the region publicly.</i> 4. <i>Approve charter applications and perform chartering of new clubs in the Region.</i> 5. <i>Take care of regional leader training.</i> 6. <i>Call for meetings in the Regional Executive Committee and the Regional Council.</i> 7. <i>Plan and call for the Regional Assembly.</i> 8. <i>Make a report of the activities of the Region at the Regional Assembly.</i> 9. <i>Make option in the cases falling within Region Council.</i> <p><i>The members of Region Management shall assist each other in performing management tasks, and the members may, by mutual agreement carry out or take over tasks that otherwise falls within another member of management responsibility. Apart from temporary factors, the delegation determined in function descriptions for individual members</i></p>	<p>Gl. 404 <i>The Regional Management has among their duties to:</i></p> <ol style="list-style-type: none"> 1. <i>Be in charge of the daily management of the Region, <u>including</u></i> <ul style="list-style-type: none"> • <u>GDPR rules</u> • <u>Book-keeping, budget and accounting</u> • <u>Membership administration</u> • <u>Development and operation of web-site and Intranet</u> • <u>Execution of major events, such as regional conferences and general assemblies</u> • <u>The continued development and innovation of the movement</u> • <u>Administration of donations and tax rules</u> • <u>Handling and implementation of regional projects</u> • <u>Communication and branding</u> 1.2. <i>Be the liaison between the International Executive Committee, the Regional Council and the clubs of the Region.</i> 2.3. <i>Represent the region publicly.</i> 3.4. <i>Approve charter applications and perform chartering of new clubs in the Region.</i> 4.5. <i>Take care of regional leader training.</i>



<p>of management, and be submitted to the Council for approval.</p>	<p><u>5-6.</u> Call for meetings in the Regional Executive Committee and the Regional Council.</p> <p><u>6-7.</u> Plan and call for the Regional Assembly.</p> <p><u>7-8.</u> Make a report of the activities of the Region at the Regional Assembly.</p> <p><u>8-9.</u> Make option in the cases falling within Region Council.</p> <p>The members of Region Management shall assist each other in performing management tasks, and the members may, by mutual agreement carry out or take over tasks that otherwise falls within another member of management responsibility. Apart from temporary factors, the delegation determined in function descriptions for individual members of management, and be submitted to the Council for approval.</p>
<p>Gl. 405 The Regional Director (RD) presides at meetings in Regional Management. The Regional Management can, if needed, perform their task in writing, electronic or by telephone.</p>	<p>Gl. 405 The Regional Director (RD) presides at <u>is leading the</u> meetings in <u>the</u> Regional Management. <u>The regional management makes its decisions by simple majority. If the votes are equal, the vote of the Regional Leader (RD) is decisive.</u></p> <p><u>If at least 3 regional management members request that a case be brought before the Regional Council, the implementation of the decision will be suspended until a decision is taken by the Regional Council.</u></p> <p><u>Likewise, at least 3 members of the regional management may make demands for holding an extraordinary management meeting. The request must be accompanied by a motivated agenda.</u></p> <p><u>The regional management must then take care to convene such a meeting to be held as soon as possible.</u></p>



	<i>The Regional Management can, if needed, perform their task in writing, electronic or by telephone.</i>
Article XIII - Coming into Force.	Article XIII - Coming into Force <u>and Transitional Provisions.</u>
§ 40 These laws and accompanying Guidelines repeal all previously adopted laws and guidelines and enter into force on <u>June 18, 2023.</u>	§ 40 These laws and accompanying Guidelines <u>(GI)</u> repeal all previously adopted laws and guidelines and enter into force on <u>July 1, 2024</u> <u>Transitional provisions</u> <u>According to current rules, candidate proposals for Regional Manager Elect Elect (RDEE) with term of office in 2024-25 are invited, and the RDEE enters into the regional management in the existing rotation system, whereby the RDEE the following year moves up as RDE. Candidate proposals for an RDE are therefore not invited in 2025 – but only for the general assembly in 2026.</u> <u>The current Regional Director (RD) (2023-24) continues in the Regional Management as Past Regional Director (PRD) with a term of office of one year.</u> <u>The general assembly in 2024 elects among nominated candidates 3 members to the Regional Management. The term of office for these members are 2 years.</u> <u>At the end of the club year 2024-25, RD and PRD will step down from the Regional Management.</u> <u>The general assembly in 2025 elects from nominated candidates 2 members to the Regional Management. The term of office for these members are 2 years.</u>