

DATE: 07/21/2025

BALLOT NUMBER: BB25-04

SUBJECT: Suspension of NW Regional Director

REQUESTED BY: Vicki Jo Harrison and Luiz Paulo Faccioli

BALLOT: Suspend Elaine Hawksworth-Weitz as NW Regional Director for the rest of her term.

RATIONALE: Elaine has repeatedly neglected her duties as the Northwest Regional Director and as a member of the TICA Board. Elaine has also failed to provide what was required by the Board from the Special Meeting of July 16th, 2025 (motion below).

Motion by Cherau/Patton to require Elaine Hawksworth-Weitz to provide the Executive Office with evidence of her itinerary for the 2025 Annual including flight information and banquet meal choice along with confirmation of the 2024/2025 NW regional winners, as well as send out regional award notices and information to the NW regional winners by Friday July 18, 2025, end of business day central time. Failure to do so will result in disciplinary action as provided by our rules, By-Law 122.6.3. Motion carried with Schiff opposed.

By-Law 122.6.3 An elected officer or director of the Association may not be expelled by the Board of Directors from membership in the Association or as officer and director, but may be suspended from membership in the Association and/or as officer and director for misconduct or violation or infraction of the Association's rules by a vote of two-thirds of the members of the Board of Directors. The total number of Directors includes the individual being suspended. In the event of suspension from the Board of Directors for more than sixty days, the Board of Directors must submit a ballot within 60 days to the membership, or a portion of the membership, which elected the individual, requesting a vote on the suspension of the individual from membership and/or as officer and director. The suspension by the Board shall end if the ballot is not so submitted or if the membership does not vote in favor of suspension.

YES: Cherau, Faccioli, Harrison, Maddox, Naumenko, Russo, Shon, Tasaki, Toriggia

NO: Armel, Patton, Schiff, van Mullem, Vlach

ABSTAIN: Shi

NONVOTING: Hawksworth-Weitz

This Board Ballot has failed.

COMMENTS FOR THE TREND: Armel: I have had a very difficult time coming to a conclusion on how to vote on this Board Ballot. While I want what's best for the NW Region and its members, I also understand the comments from the Board Members who feel this is not the correct way to handle this situation we find ourselves in. I also fear we would be setting a very dangerous precedent if we vote for this Ballot. It is not up to the Board to decide (unless it's the case of an interim Director) who represents a Region, that falls upon the members of said Region. The members do have a way to make a change as written in our rules, which up to now they have not chosen to make.

Faccioli: Although it is a very difficult and painful vote, I believe it is in the best interest of TICA and the members of the NW Region, who will have to ratify the Board's decision if it is confirmed. In other words, the members will have the final say in this decision. **Harrison:** It is the fiduciary duty of this Board to make sure TICA members have the leadership, communication and support they expect and deserve. This includes all that is expected of a regional director and a regional representative of the TICA Board.

Maddox: Unfortunately, Elaine has not actively participated in board activities, managed Regional Director responsibilities for several months. Multiple efforts to get Elaine's engagement were unsuccessful. The business of TICA relies on board member active participation. **Naumenko:** There is clear evidence that NW Regional Director is not fulfilling her duties as set in Bylaws 17.3, so her suspension under Bylaw 122.6.3 falls within the Boards powers. I would like the NW members to express their opinion on this matter in the forthcoming membership ballot, whilst the NW Region is getting the support needed and is fully represented by an Interim RD. **Russo:** I am voting 'yes' because of the evident total lack of participation in NW regional issues and their awards presentation. It is important to recognize that this non-participation will ultimately fall on the Executive Office, which is unfair and places an undue burden on them. Active participation is essential for the contribution of the region we were voted to represent. **Schiff:** Removal of a duly-elected director should only be undertaken under the most extreme circumstances, none of which are present here. Members had the option, under our rules, to institute a recall, should those members have truly been concerned about the performance of their regional director, yet choose not to do so. In other words, the regional director serves at the pleasure of the regional members, who also have the power to remove that director. **Shon:** While I am sad this matter has escalated, I believe the NW region members deserve intervention from this Board following unexplained lack of communication with their RD over the past few months. Allowing the members to have their voices heard now is the correct process to follow in my opinion. **van Mullem:** I understand that there are concerns regarding the current circumstances affecting the Northwest Regional Director. In accordance with TICA's rules, it is ultimately up to the members of the region to decide whether they feel their Regional Director is able to fulfill their responsibilities. If not, they have the right to initiate a recall process. It is not the role of the Board of Directors to make that decision on their behalf. **Vlach:** This would open a can of worms to get rid of any Regional Director the majority does not like as finding a reason to suspend is easily done.