



July 10, 2026

Dear SPJST Convention Delegate:

Fraternal Greetings! On behalf of the SPJST Board of Directors, I respectfully request your careful consideration of the enclosed referendum ballot proposing a limited amendment to Section 53(a) of the SPJST By-Laws.

As many of you know, SPJST is presently conducting a search for its next President/CEO following President Brian Vanicek's announcement of his retirement, effective January 31, 2027, after more than twenty-two years of dedicated service in that capacity. The Board of Directors established an Executive Search Committee, which has conducted a comprehensive recruitment process to identify the most qualified individual to lead SPJST into the future.

During the course of this search, the Board reviewed the qualifications established for Executive Officers under the SPJST By-Laws. In doing so, the Board identified one provision that may unnecessarily limit the organization's ability to appoint an otherwise highly qualified Executive Officer.

Section 53(a) of the SPJST By-Laws currently requires that an individual be a member of SPJST for at least one year before serving as an Executive Officer. The Board believes that requiring every Executive Officer to be an SPJST member remains appropriate, while requiring one full year of membership before assuming office may unnecessarily limit the organization's ability to recruit and appoint the most qualified executive leadership available.

After consulting with legal counsel, the Board concluded that any modification to this provision constitutes a substantive amendment to the By-Laws and therefore must be submitted to the Convention Delegates for approval pursuant to Sections 16 and 96 of the SPJST By-Laws.

Accordingly, the Board of Directors is asking the delegates to consider a narrowly focused amendment that would continue to require every Executive Officer to be a member of SPJST while eliminating the requirement that the individual have maintained membership for one full year prior to assuming office.

Although the current President/CEO succession process prompted the Board to review this provision, the Board believes the proposed amendment represents a thoughtful governance improvement that will benefit SPJST well beyond the present search. Future Boards of Directors should have the flexibility to recruit and appoint the most qualified executive leadership available, regardless of whether an outstanding candidate has been an SPJST member for one year or has only recently joined our organization. At the same time, the amendment preserves an important principle of our Society—that every Executive Officer must be an SPJST member and maintain continuous membership throughout his or her service.

This proposal does not expand or diminish the Board's authority to appoint Executive Officers. Rather, it modernizes one qualification that the Board believes should better reflect the needs of today's organization while preserving our longstanding commitment that those entrusted with SPJST's executive leadership are members of the fraternal society they serve.

The Board also recognizes that governance practices within the fraternal benefit system continue to evolve and improve. Through participation in organizations such as the American Fraternal Alliance, fraternal leaders regularly exchange ideas and discuss governance practices that help societies recruit and retain highly qualified executive leadership while preserving their unique fraternal identity. The proposed amendment is consistent with this evolution in governance practices.

The enclosed referendum ballot presents the proposed amendment in its entirety. We respectfully ask that you review the proposal carefully, cast your vote, and return your signed ballot so that it is received on or before Friday, August 14, 2026, in accordance with the enclosed voting instructions.

On behalf of the SPJST Board of Directors, thank you for your thoughtful consideration of this important governance matter. We appreciate your continued dedication to SPJST and your commitment to ensuring that our Society remains well-positioned to attract exceptional leadership for generations to come.

Please feel free to contact your district director if you have any questions relating to the referendum ballot process or the matter to which it pertains. Thank you!

Fraternally,
Regina House
Chair
SPJST Board of Directors

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