



The I'Anson-Hoffman American Inn Of Court **Succession Plan**

The Governing Body of the I'Anson-Hoffman American Inn of Court is called the Executive Committee. The Executive Committee is composed of the Immediate Past President of the Inn, the Officers, and the Directors, who also serve as chairs of the various committees.

The Officers of the Inn are a President, a Vice-President, a Secretary and a Treasurer, and any other officers as the Masters deem necessary. The officers serve one-year terms, and may succeed themselves only once. The officers are selected by the Masters and Judicial Members in accordance with the Organizational Charter of the Inn and the Inn's Bylaws.

The Directors also serve one-year terms and are eligible to remain on the Executive Committee, as determined at the annual election by the Masters and Judges.

Nominations of candidates for office are solicited by the Executive Committee, with a slate of candidates being presented to the membership for a vote at the May meeting, called in part for that purpose. The meeting is held at the Wren Building at the College of William and Mary. All Judicial Members and Masters are eligible to vote in the election.

Traditionally, the Inn's Secretary is one of the prior year's Directors, and the other officers then rotate up a position each year. In other words, the Secretary next assumes the role of Treasurer, the Treasurer assumes the role of Vice-President, and the Vice-President assumes the role of President. This orderly succession ensures that the incoming President will have a year of experience and knowledge before becoming President. The Immediate Past President remains on the Executive Committee to lend their experience and knowledge for another full year. We have used our Directors and committee chair positions to identify those individuals who have the interest, ability and time to serve in other leadership roles for the following year. We encourage our newer members to get involved with the Inn leadership, especially at the Pupilage Group level, so that there is a constant influx of new ideas. At the same time, our Inn also values our "institutional history", thus ensuring that our legacy of excellence continues.

We have found that our Inn succession plan has helped our Inn to thrive, by allowing for the future continuity of our leadership.