

Article	Current Text	Proposed Amendment	Rationale
C 3.7 (Exec Committee)	Executive/Executive Committee - consisting of seven (7) Board members... Secretary General and 2 x Continental Vice Presidents...	[AMEND] Executive/Executive Committee - consisting of six (6) Board members - President, Executive - Vice President, Treasurer, Legal Supervisor, and 2 x Continental Vice Presidents. The Chief Executive Officer (CEO) and the Board Secretary shall attend all meetings of the Executive Committee without vote .	Removes the SG's vote/executive function. Retains a non-voting, governance-focused Secretary function alongside the non-voting CEO.
C 3.8 (SG Definition)	Secretary General - Means the Chief Administrative Officer of IJRU.	[DELETE]	Removes the outdated executive definition.
[NEW] C 3.8	<i>None</i>	[NEW] Chief Executive Officer (CEO) - Means the chief paid executive management officer of IJRU, accountable to the Board of Directors, and responsible for managing the IJRU Front Office and all operational affairs.	Establishes the new paid executive role.
[NEW] C 3.9	<i>None</i>	[NEW] Front Office - Means the professional executive and administrative staff of the IJRU, led by the Chief Executive Officer, responsible for the day-to-day operations and execution of Board strategy.	Establishes the professional management arm.
[NEW] C 3.10	<i>None</i>	[NEW] Board Secretary - Means the volunteer responsible for maintaining the integrity of the Board's governance processes, records, and compliance oversight. The Board Secretary is a non-voting member of the Board .	Creates a new volunteer governance role that is non-voting and non-executive.
C 3.9 (IJRU Rules)	IJRU Rules means the Constitution and any other rules and regulations adopted.	[RENUMBER] C 3.11	Re-sequence due to new definitions (C 3.8, C 3.9, C 3.10).
C 17.1.4 (Board Composition)	Secretary General - Hired by Board of Directors and without vote or appointed by the Board of Directors by vote.	[AMEND] The Board of Directors shall include the Chief Executive Officer (CEO) and the Board Secretary as ex-officio members without vote . Both are hired/appointed and managed by the Board of Directors.	Formally installs the CEO and the new Board Secretary as non-voting executive and governance officers.
C 17.2 (Voting Members)	The voting members of the Board of Directors, other than the Secretary General, shall be elected...	[AMEND] The voting members of the Board of Directors, other than the Chief Executive Officer and the Board Secretary , shall be elected...	Reflects the change in the non-voting officer positions.
C 17.6 (Exec Committee)	The Executive/Executive Committee shall consist of the President, Executive Vice President, Treasurer, Legal Supervisor,	[AMEND] The Executive/Executive Committee shall consist of the President, Executive Vice President, Treasurer, Legal Supervisor, and two (2) Continental Vice Presidents... The Chief Executive Officer (CEO) and the Board Secretary shall attend all meetings without vote .	Formalizes the new Executive Committee composition with two non-voting officers.

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	Secretary General and two (2) Continental Vice Presidents...		
C 17.14.2 (Board Interface)	Being the interface between the Board of Directors and the management of IJRU, in particular the Secretary General and the IJRU Office...	[AMEND] Being the interface between the Board of Directors and the professional management of IJRU, in particular the Chief Executive Officer (CEO) and the Front Office...	Updates terminology to reflect the new management structure.
C 17.14.13 (Hiring/Management)	to appoint the Secretary General on proposal of the President. The Secretary General shall attend all IJRU meetings... The Secretary General shall manage the IJRU Office.	[DELETE/REPLACE] [NEW] to hire and manage the Chief Executive Officer (CEO). The CEO shall manage the Front Office (IJRU Office) and report on performance against established Key Performance Indicators (KPIs) .	Crucial: Transfers all executive and management duties to the CEO. The Board Secretary is appointed but has no management authority.
C 17.14.15 (Board Oversight)	to oversee the overall management of IJRU by the Secretary General.	[AMEND] to oversee the overall management of IJRU by the Chief Executive Officer (CEO) .	Clarifies that Board oversight is now focused on the CEO.
C 17.14.19 (Board Authority)	The Board of Directors may act in accordance with the intent of this Constitution and make decisions and amendments to the Rules... and have those decisions presented to the next General Congress for ratification.	[AMEND/STRENGTHEN] The Board shall formally document and approve a Delegation of Authority (DoA) Matrix defining the spending and contractual limits of the CEO.	Mandates the creation of the Delegation of Authority Matrix.
C 18.2.3 (Evaluation)	to evaluate the performance of the Secretary General and make an annual report in this regard,	[AMEND] to evaluate the performance of the Chief Executive Officer (CEO) against their Key Performance Indicators (KPIs) and make an annual report in this regard.	Retitles the role requiring evaluation by the President.
C 18.5 (IJRU Office)	The IJRU Office shall carry out all the administrative work of IJRU under the direction of the Secretary General, in accordance with the policies of the Executive Committee.	[AMEND] The Front Office (IJRU Office) shall carry out all the administrative and operational work of IJRU under the direction of the Chief Executive Officer (CEO) , in accordance with the policies set by the Board of Directors.	Crucial: Establishes the CEO as the operational head.
C 18.6 (SG Duties)	The Secretary General shall be responsible for... (followed by 10 clauses defining administrative duties)	[DELETE] The entire section C 18.6 must be deleted.	Crucial: Deletes all detailed administrative and operational

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			duties, preventing conflict with the paid CEO/Front Office.
C 18.11 (Remuneration)	The Directors shall serve as such without remuneration... Nothing herein contained shall be construed to preclude any Director from serving the organisation as an Officer or in any other capacity and receiving compensation therefore.	[AMEND/CLARIFY] The Board of Directors may, subject to ratification of the pool by the General Congress, approve a modest stipend or honorarium for specifically identified high-commitment volunteer governance roles (including the Board Secretary) to acknowledge the significant contribution and time investment required for these duties.	Explicitly creates the constitutional basis for the volunteer remuneration strategy (stipends).
C 18.12 (Hiring)	The Board may, on behalf of IJRU appoint such agents, attorneys, consultants and professional advisors and engage such employees as it shall deem necessary from time to time... The Board may delegate this function to an Officer or Officers or a committee of the Board.	[AMEND] ...The Board may delegate this function (including the hiring of Front Office staff below the CEO level) to the Chief Executive Officer (CEO).	Clarifies the CEO's mandate to hire and manage the Front Office staff.
C 23.3 (Budget)	The annual budget of IJRU shall be prepared under the supervision of the Treasurer and reviewed by the Finance Committee and Audit and Compliance Committee...	[AMEND] The annual budget of IJRU shall be drafted by the Chief Executive Officer (CEO) under the supervision of the Treasurer and reviewed by the Finance Committee and Audit and Compliance Committee...	Acknowledges that the professional CEO is responsible for the operational drafting of the budget.