

Dear Distinguished Board Members,

The general practice for NGOs and business associations is to share comments with **all** Board Members, not just the President—so I am following that approach. Additionally, I believe it is more professional to provide feedback in written form for the sake of clarity. Moreover, as a **Member and an individual**, I believe I have the right to express my opinion. While I understand that not everyone may share the same perspective—which I fully respect—I do not believe it is fair to be discouraged from voicing my thoughts.

My comments on Annex 4 – Propeller Job Description and Required Competencies are as follows:

COMMENT 1:

It is stated: “Mandatory Bodies: Board of Directors (President, Vice President, Board Members) and Supervisory Board. Non-Mandatory Roles: Secretary-General, Administrative Affairs Officer, and other administrative/operational positions.”

My Comment: According to general practice for NGOs and business associations, the mandatory bodies typically include the President, Secretary-General (Genel Sekreter), Treasurer (Sayman), Board Members, and Supervisory Board Members. The Vice President position is usually optional unless explicitly defined in the bylaws, and it is generally more useful for larger and more complex organizations. As I recall, this (President, Secretary-General, Treasurer etc.) was the previous operational structure of the Propeller Club. A more common approach is for each Board Member to be responsible for a specific area of work, such as International Relations or Collaboration with Other Business Associations. This ensures a more balanced distribution of workload among Board Members and allows everyone to contribute effectively to the decision-making process.

COMMENT 2:

It is stated: “Continuity Requirements: A certain level of participation in Board of Directors meetings and general assembly meetings. Members who exceed the absenteeism limits may be automatically removed from board membership.”

My Comment: I am not a lawyer, so I am unsure whether this is legally enforceable. However, in my opinion, enforcing attendance by imposing automatic removal from board membership seems unusual, as this is not a school or university setting. In a volunteer organization like ours, where we have highly qualified, intellectual, and ethical Members and Board Members, we should trust that they understand the responsibilities of their roles and will act accordingly.

COMMENT 3:

I see a highly **centralized** approach in these new ‘Job Descriptions,’ where nearly all power and responsibilities are concentrated in the hands of the President and Vice President, leaving Board Members with minimal involvement in operations and decision-making processes. The President now assumes the duties of both the Secretary-General and the Treasurer.

So, I ask—**why?** Why are we restructuring the management to be more centralized, more dependent on a single person—the President—and less democratic? This shift moves away from the well-established and unique corporate culture of the Propeller Club, which has developed over many years and is something I deeply admire.

This business association has been one of the few organizations where the old Istanbulite culture—one that is polite, respectful, and cosmopolitan—has been preserved. It is a culture where everyone can freely express their opinions and be heard with respect. Why move away from this tradition?

COMMENT 4:

To preserve the existing corporate culture of the Propeller Club and ensure that its know-how and traditions are passed down from generation to generation, from one board to the next, I propose setting a minimum membership duration requirement for those seeking to become a Board Member or President.

For example, a minimum of **10 years of membership** could be required to become **President**, and **7 years of membership** to qualify as a **Board Member**. This would allow new members to adapt to the Club's corporate culture, familiarize themselves with its general procedures, and fully integrate into its traditions before taking on leadership roles.

COMMENT 5:

In my opinion, we should establish entrance criteria for Members, if none currently exist, rather than focusing on Job Descriptions for Board Members. Ideally, all Members should already meet the minimum prerequisites required to become a Board Member or President, as they may eventually take on these roles. We are not a company with employees at varying levels of professional experience; we are **a high-level business association** where such prerequisites should be a given for all Members.

I would be pleased to discuss this during the upcoming Board Meeting.

Kind Regards,

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