

Past Director's Report to Region 3 ExCom  
To: R3 ExCom, R3 Committee, R3 SOSC  
Subject: Region 3 Past Director's Report  
Date: 27 November 2023

The Region 3 N&A effort for the volunteer positions in 2024-2025 has wrapped up. There may be a few positions finalized early next year as we determine exactly what is still needed. Of course, if positions open back up (e.g., when someone leaves the region), the 2024-2025 N&A Committee will address those as they occur. Eric will have a good team in place for his term as Region Director!

For current committee chairs that are stepping down, and for officers in Sections that are moving out of their current position – **please work closely with the new individual who will be stepping into that role!** Help them understand what is needed, what has worked well, challenges you have faced, and things that aren't yet complete that will need to be carried into next year. Share with them documents, templates, minutes, presentations, etc. You are their best resource, so please take the time to help them get off to a great start!

I have about 5 weeks left in my terms as Past R3 Director and as IEEE VP, MGA. I have been proud to talk with IEEE members from around the world about the great efforts and dedicated volunteers in Region 3, and have also heard ideas and best practices in other regions that I have tried to share with our R3 team. IEEE will continue to be strong because of our ability to reach across boundaries, work together, and learn from each other. I look forward to seeing Region 3 leading by example!

I am not sure I will make it to the November meeting (I'm traveling that day), so I want to state here that I am grateful that I have been able to work with all of you. I have learned much from the many volunteers in IEEE, but especially those in Region 3. Thank you for what you have given me, and for inspiring me to continue working to better support our members.

Respectfully submitted with great thanks,  
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