

Nominating Committee

Meeting Date: January 11, 2023, 3:30

MINUTES

Minutes submitted on 1/30/2023 by Terri Marrie

In Attendance

Mike Fenn, Terri Marrie, Kathy Colucci, Rob Buckla, Diane Hills, Br. Kevin, Karen Pulaski

Approval of Minutes

No last minutes to approve.

Opening Prayer

Terri led us in an opening prayer.

Summary

Mike opened the meeting and guided Terri to begin taking leadership of meetings.

Mike had shared previously used documents with us, including a list of current BOT and expirations, a suggested process to bring new members on, and a list of names from prior brainstorming sessions.

Terri asked us to look at these documents as we discussed the names on the list. The list is a living working document that only captures some of the names at this time and should be continually updated.

A discussion of names began where people shared thoughts, ideas, and feelings on candidates lifting names up and beginning to sift through names. We started thinking about top names and names of people to create long-term connections with committee work.

We discussed and did not conclude answers on :

What does each committee need?

What does each initiative need?

How do we weigh nominees?

What do we see our process as, or what should it be?

Diane shared tools previously used on the committee, including a spreadsheet and examples of the letters sent out to potential nominees at various moments.

Buckets of Name(see attachment)

People to consider immediately Feb-March 2023 (because they know Mt. Mission, will work to live Mt. Mission by giving us their skills and already serve the Mt. community in various ways.)

People to consider for upcoming meeting visits (April 2023, Sept 2023, Oct 2023)

People already serving the Mt. on committees, initiatives, or other ways to consider for the future (2024 and beyond).

People who may be an exception to a full year of the prior committee or Mt. Work.

People to Connect with to begin to gauge interest.

Actions to complete before the next call

Talk to chairs of committees/initiatives. Report on any findings regarding:

What is working?

What are their needs?

Whom do they see the next chair could be?

Prioritize the needs of BOT, committees, and initiatives.

Set up Monthly calls.

Put a process into words for review and consideration of how it can coincide with the calendar year.

New Business/Upcoming Agenda

Consider how we develop our BOT and committees:

- How do we develop leaders on our board?
- How do we pass on knowledge of our practices?
- How do we teach each other what works?

Discuss the Process draft below and vote or finalize.

Discuss the priority of the Mt (Communications, Lawyer, Advancement, other?) Vote or agree on importance.

Discuss any applications and schedule the next steps.

Divide up the list of who contacts whom, by when, and for what purpose based on the needs of BOT/committees/initiatives/Mt.

Process (Draft)

Brainstorm names in a variety of circles and collect names.

1. Hold a larger conversation bringing collections of names together.
2. Committee decides who contacts whom.
3. Maybe (Dan, Mike, or a person with a relationship connection) will make introductory calls based on the relationship, sharing that a Nominating committee person will contact Potential Nominee.
4. The nominations person connects with the potential nominee for conversation
 - a. Do they understand or desire to understand Mt. Mission and want to be involved in a new capacity?
 - b. Discern what the nominee's gifts or strengths are.
 - c. What time does the nominee have available?
 - d. What can we do to help grow the nominee?
5. Introduce the nominee to committee or initiative work.
6. Potential Nominee works on a committee or initiative for at least a year.
7. The nominations person checks in with the chairs of that work to reflect on how it worked collaborating with the potential nominee.

8. Potential nominees are given applications when the time is right.
 - a. at least a year of service to the Mt.
 - b. They fill it out and submit the application.
9. Applications are reviewed by nominating people.
10. An interview with the potential nominee is scheduled and conducted.
11. Conclusions are shared at nominating meeting.
12. The nominee is presented for a BOT vote.

Special note: Potential nominees might have different paths depending on how well they understand the Mt. Mission and how long they have been working for the Mt. in some capacity, a.k.a. their Mt. experience. For example, Mike New's second nomination is a different path or experience from nominating potential candidate Jocelyn Thomas.

Announcements

Terri called Jimmy Kiernan and apologized for him being a Guinea pig in this process as our committee began this new work. Jimmy submitted his application for review on Saturday, January 4, 2023.

Terri reached out to Meg Lush to set up a call. No call has occurred yet at the time of this report.

Next Meeting

February 8, 2023, 3:30 Zoom Link (insert here): See the email from Michelle Marcellin.

People to consider immediately.

Jimmy Kerwin

Folks to consider for an upcoming BOT visit (with a vote following)

Martha Kopcienski (fits all criteria of knowing mountain well, on CSL for some time, recently joined Finance committee)

Matt Delforte – We need a lawyer as Otto comes off either October 2024 or April 2025

Folks who are already on a committee to consider for the future (2024 -?)

Meg Lush

Matt Delforte

Mary Freeman

Christine Cusick

People who may be an exception to a full year of prior Mt. work

Luke Brown (SBU BOT)

Laurie Krupa (SBU BOT)

Tom Conway (friar)

Others to connect with and gauge interest.

Chris and/or Mary Domes

Evan McElroy

Patrick Brutus

Jocelyn Thomas

Bob Doherty

Les Quick

Maureen Dee/Denise Dee

Tim Schaefer

Matt Cressler

Tim Brown

Christine Cusick