

Journey of Engagement for potential Mt. Irenaeus Board Members

18-month Cycle with Activities Beginning in the Prior Year

January	February	March	April - May	June - July	August - October
<ul style="list-style-type: none"> Nominating Committee led by BOT Vice Chair maintains list of potential board candidates <i>Process begins with early input from Father Dan, friars, and Exec Director on potential candidates.</i> Nominating Committee solicits, reviews and discusses names of potential candidates “Get on the same page” moment 	<ul style="list-style-type: none"> Understand current Board requirements Discuss # of potential nominees Analyze and begin to narrow larger list 	<ul style="list-style-type: none"> Utilize robust conversations and spreadsheet tool Conclude on pool of potential BOT nominees for current cycle 	<ul style="list-style-type: none"> Each potential nominee meets with a Nom. Committee member Discern interest Complete an application Begin engagement with a Mt. I community Partner or Pod As appropriate, consider BOT Committee guest assignments or other Mountain engagement 	<ul style="list-style-type: none"> Potential nominees attend one or more summer weekend retreat weekends Follow-up conversation with partners/Pod reflecting on the experience 	<ul style="list-style-type: none"> Each Nominee continues in conversation with Partners/Pod As appropriate, nominees continue with BOT Committee guest assignments or other Mountain engagement Receive feedback from current Mountain community and BOT members

November	December - March	April	June
<ul style="list-style-type: none"> Potential nominees attend last Fall BOT meeting Follow-up conversations with Partners/Pod reflecting on experience Continued BOT Committee or other Mountain engagement activities 	<ul style="list-style-type: none"> Each nominee has continued meeting with Partners/Pod to discern if this will be a decision to move forward 	<ul style="list-style-type: none"> Potential nominees presented to the Board of Trustees for discussion Formal vote to begin board service on June 1st Approved nominees notified Continued Partner/Pod support and dialogue 	<ul style="list-style-type: none"> Approved nominees begin their BOT service Continued Partner/Pod support and dialogue

Role of Partners or a Pod:
<ul style="list-style-type: none"> Meet regularly to help potential nominees be a part of “informed, reformed, transformed” culture conversations: <ul style="list-style-type: none"> How do I listen? What is my idea of collaboration, management, and leadership? How do I participate as an individual and group member? What do I do to make decisions? How do I process information and experiences? <i>Strengthen and model our Franciscan faith and values</i> BOT duty and work conversations including legal, fiduciary and ethical responsibilities

Note: There may be times when the Nominating Committee approves a more expedited process, to remain in compliance with board bylaws or due to other special circumstances.