

## **Minutes of Nomination committee 10\_7**

Present: Nancy Stearns, Nancy Manning, Wayne Schucker, Evelyn Bless  
Chair: Nancy S., minutes: Evelyn

**Review of minutes from 9\_30:** Several points emerged from this review that were unrelated to the minutes themselves. The minutes were a starting point for further work.

**Publicity follow up.** We want to know how much publicity has been sent out about the search for new Board members and whether a press release has been written. Since Laure's position has changed, this is unclear. The question is fielded to Paul

### **Bylaws points:**

- Bylaws say that Board members must be Hillsborough County residents. We could lose representation of professionals who work in Hillsborough but reside outside. Nancy S. will follow up with Mark Thornton on this question. The resident requirement is not in the "agreement", however, only in the bylaws.
- According to the bylaws, it takes only a simple majority to change the bylaws. We discussed whether we should push rewrite of bylaws at one time or incremental changes. Nancy S. was in favor of incremental changes, to make it easier to bring in new Board members. However, SAG is rewriting the bylaws to serve as a draft for total revision. These would, of course, have to be carefully reviewed by a committee before being submitted to the Board.
- Bylaws say the Board can elect someone other than a Board member (or "Officer of the Corporation") to act as Chair. This could be a short-term appointment, for part of a meeting or an entire meeting, allowing the President more freedom to address an issue than he/she might have while acting as meeting Chair.
- Bylaws do NOT say that the president cannot vote. Therefore--nothing is keeping Nancy S. from voting on issues except precedent. Nancy S. says Boards vary on whether president can vote or not. Mr. Tinkler should be consulted to verify.
- Bylaws specify meeting date as third Tuesday. This is keeping at least two eminently worthy possible Board members from applying. How about changing the bylaws to say "meet regularly on an agreed upon date"? Nancy S. pointed out that the date is the single item most often changed in bylaws, because it must fit members' schedules, which constantly evolve.
- Should this committee be rewriting bylaws? We discussed whether to address sections specifically related to the nominations process and BOD membership vs. the entire package. We were charged by Nancy S. with this informally because the Board is down so many members. We agreed to table it for later discussion (but did not get back to it at this meeting).

### **Review of calling list:**

Nancy S.:

- Dr. Barry Shapiro- he's thinking about it.
- Paul Sterzinger- hold till December. Residency issue must be resolved.
- Tom Aderhold- thinking about it; he and his wife are trying to decide which is best to apply.
- Music Dept at USF- passed to Paul.
- Nancy Gordon- not yet, is a banker, similar to Paul S.
- Jacquelyn Ferrigio, Marketing person at St. Joseph's-thinking about it.
- Dr. Eric Fazio- doctor who is painter and pianist; he is interested but has date conflict with Tuesday evenings.

- Original Carrollwood Village- Board is aware, they are interested and looking.
- NEW Christine Cook, on Business Committee for the Arts

Paul: (to be filled in)

- Music Dept at USF
- Arts Council
- Franz Mantini
- Superintendent Hillsb County Schools. Paul should ask Helen Michaelson--she may have a good name.
- Midge Glazer
- Irene Rubenstein
- Art Dept USF (Mary Ellen Bitner does not know anyone)
- Ed Hagelstein

Evelyn:

- Neighbor's daughter- she's in administration now; in progress
- Art department UT (Mary Ellen Bitner does not know); no progress
- NEW Dr. Ara Rogers (replacement for McAuliffe as OLLI contact): Wayne suggests this replacement. In addition to asking if she wants to be on Board, Nancy M. suggests we should ask her if OLLI would like to hold an open house here (one of the 3x year it is given).
- Kendra Langlie- she doesn't have time.

Wayne:

- Linda Saul-Sena- will get back to him. Suggests Christine Cook (Nancy S. will follow up, see above) and will try to think of other names.
- Kevin Beckner- in progress
- Lois Kessler- in progress

**Review of standard questions:**

We consolidated and added one. These are guidelines. The interviewers should take notes on answers so we can compare candidates.

1. Have you ever attended anything at the Center?
2. Tell me about a time when you worked with a team and had to handle conflict.
3. What was your biggest challenge as a leader?
4. The Center is a startup organization, which is very different from an organization that's been around 30 years or so. Have you ever worked with a startup? How do you think it's different from older organizations?
5. What do you think are the most important issues the Center will be facing?
6. Where do you see the Center in 5 or 10 years?
7. How would you increase audience attendance? Bring in more donors?
8. How would you improve communication and cooperation between the directors and the community being served?
9. What do you see as your role as a Board member?
10. What are the most important strengths you bring to the board?

**Review of candidates:** there are three candidates: Jon Dyer, Evelyn Bless and Kathy Sutton. All were deemed good for an interview. As a committee, we want to get through the interview, checking and final review process in time for the next Board meeting. Nancy S. will be out of town next week. To expedite matters, this is the schedule: We will actually be talking to people in a group setting:

- Jon will be interviewed by Nancy M. and Evelyn. (Board and Paul already know him.) Nancy M. will ask him to come tomorrow at 3:15; if he cannot, Nancy M. and Evelyn will find an evening time next week.
- Evelyn was briefly interviewed by Nancy S. and Nancy M. in this meeting. She will be available for more questions tomorrow at 2:30.
- Kathy will be interviewed tomorrow afternoon at 2:30 by Nancy S., Nancy M. and Evelyn.
- We asked Paul to put out notice of the interviews to committee and Board members, and on the calendar, for 2:30 tomorrow.

We asked Paul to do background checks of these three candidates next week. Nancy M. will call references for each. Nancy M. and Evelyn will compare notes and notify the other Committee members. A poll of the Committee will be taken, and if we decide candidates are to be recommended to the Board, Paul will send the candidates' packages to the Board in time for review before the next Board meeting on 10/19.

If Evelyn is accepted by the Board, Nancy S. suggested that she could still be on this committee, and Sandra could fill in for Dale when he is absent and another non-board member would be added. Committee would then consist of Nancy S., Chair, Evelyn, Sandra/Dale, Nancy M., Libbie, new non-board person.

**Next meeting of Nomination committee:** not decided.