

Nomination committee minutes Nov. 4, 2010

Present: Bob Kerns, Paul Berg, Evelyn Bless, Nancy Stearns, Libbie Jae

Chair: Nancy; minutes: Evelyn

Tom Aderhold Board application:

We reviewed it and agreed that he should be interviewed. Libbie and Evelyn will interview Tom on Tuesday Nov. 16, 11 a.m. Libbie will call Tom to set up the interview; Paul will send email to Board, notifying them of the interview. We will ask Tom to bring names and contact info for a couple references to the interview.

Other candidates:

Possibilities: Dr. Fazio, Jim Burge, Paul Sterzinger, Lois Kessler (after 1st of year). After we get up to 10, we agreed we can slow down and cherry-pick the remaining members. Board is currently 8.

Strategic plan:

A former Board member, Gary Tucker, helped start a strategic planning process a couple years ago. Everyone seems to have a different approach to strategic planning. We discussed inviting Tom Aderhold, who has been trained in strategic planning but has not practiced it, to the strategic plan meeting as a way of getting to know him, regardless of his Board application.

Action items:

- Paul will contact Gary Tucker, ask if he could help us out with strategic plan by coming to this meeting.
- Evelyn: will talk to UT faculty who is in charge of SWOT projects about recommendation for going forward. UT does SWOT analysis as "MBA term paper" for MBA candidates, but we want something more in-depth.
- Libbie: will contact Lisa Brock, owner of Brock Communications and UT Marketing professor, about strategic planning.

Bylaws changes:

We agreed that at the Nov. 16 Board meeting, we will ask for two changes that will make it easier for new candidates to join the Board:

(1) Change lines 27, 165 to say "resident of or work full time in Hillsborough County"

(2) Change day of meeting to "meet regularly each month at a day and time agreed upon by a simple majority of those present."

Action item:

- Nancy will run these by Ken Tinkler before the Board meeting to get legal OK, make sure language is OK.

General discussion of committees:

Working on committees is an excellent way for everyone to get to know new or potential Board members, and for Board members to get to know staff and volunteers. The Center talked about this being a stepping stone to Board membership at one point. We are down too many members to make this a requirement yet.

More important, working on a committee develops team spirit. The Nomination committee has become the model for the new committee structure. Developing a sense of teamwork and camaraderie among Board members and between the various Center stakeholders is vitally important—and the best way to do that is by working together on a committee. Committee work should be enjoyable, a way to get to know and trust each other, and we should be excited about what each committee is doing.

It is a huge conceptual shift for us to realize that we can ask people to come help the Center—help us out—no matter who they are. Committees are not limited to Board members. There are lots of ways to get involved besides being on the Board. We should appeal to people who we think are able and interested. Ask them to join a committee or come to one meeting, to give us their expertise/opinion. They don't have to be current or potential Board members, members or volunteers. There's a huge pool of people out there who will want to help us, and we should start tapping into this talent and good will.

Change in Nomination committee voting members:

Board members: Nancy Stearns (chair), Evelyn, Dale. Non-Board members: Nancy Manning, Libbie, Bob Kerns.

General discussion of need for additional bylaws changes:

Committee will address bylaws. We agreed that inquiry into the bylaws is a natural extension of the nomination process, as the bylaws address requirements for membership, terms, etc. Therefore this committee will take on general revision of the bylaws, which we recognize is a large and sensitive task. After the initial two changes, to be proposed at the next meeting, we will look at the bylaws as a whole for areas needing to be updated and revised.

As the bylaws change and Board composition changes, there will be a gradual transition from one form of governance to another. This will be gradual, not abrupt. No more “them” and “us”. How do we move to “we” concept? Start talking about successes; be positive, not negative. Look forward. Teambuilding (committee work is one of best ways to do this; see above).

HOA phases requirement: This is of concern, because the HOA phases Board member requirement potentially conflicts with the nomination policy, which says that every candidate will be examined for qualifications. We need skill sets that move the Center forward in its mission. In the longer term, we may want to address the importance of local support in another way. We would want to commemorate their contributions and recognize their successes, and to continue close communication and local support. Ideas that were thrown out: requirement of phase residency, not HOA Board membership; Board Member Emeritus positions; non-voting Board members, grandfathering.

Board member terms: Doesn't explicitly state three years. Or are terms staggered? We need to clarify in nomination policy or elsewhere. Bylaws allow people to roll over terms indefinitely; very unclear.

Action item:

- Paul will set up meeting with Dick Woltmann, Phase I president, to talk with him about this. Evelyn and Libbie would like to be part of the meeting. No action on this until we get Dick's advice.

Improvements to nomination policy:

We agreed it is working well. We'd like to give new Board members more background about the Center. This is available on the website and if they Google people. Board member terms are unclear. (Unclear what we resolved to do about this, other than eventually clarify bylaws.)

Action items:

- Paul: add a line to Application form, after the four boxes they must check: "For more information about the Center, we encourage you to explore www.carrollwoodcenter.org" (whatever else you want to add about how to find info about us.)
- Check if Application form and Commitment to Service form are now separate from the pdf package on website.

Next meeting: Thurs. Dec. 2, 1:30 p.m.