

From: Evelyn Bless [mailto:ebless@tampabay.rr.com]

Sent: Thursday, September 30, 2010 8:37 PM

To: 'Nancy Stearns'; nstearns@tampabay.rr.com; sandra.harrington@carrollwoodcenter.org; gharrington4@tampabay.rr.com; 'Ron Manning'; 'Nancy Manning'; 'Elizabeth Jae'; 'wayne schucker'; 'Paul Berg'; 'Dale A. Nederhoff'; 'Bob Kerns'

Subject: Nominating committee minutes 9_30_2010

Meeting 9_30_2010

Present: Paul, Evelyn, Wayne

Chair and minutes: Evelyn

We made a good start on the items from last week.

Board applicants. Only one person, Jon Dyer, has applied--or rather, indicated that he intends to apply to be a full-time member of the Board. Although he is a current Board member, we feel Jon should go through the nomination process that has just been approved, same as everyone else. Paul or Nancy will convey that to him. Jon said he will resign his current HOA Board membership if he is accepted, so as to avoid conflict of interest. If he applies and is accepted, he will no longer be standing in for Dale Nederhoff.

Potential candidates: who will call. We went through the list and assigned names to people to call. We crossed off names of people whom we know are not interested. When you call, whether or not the person is interested, always ask if they can think of other people who might be good candidates for our Board. If they are interested, ask them to contact Paul Berg for more information and tell them how to get an application.

I would like to ask everyone to make their calls by one week from today.

Nancy:

- A person from Parks and Recreation
- Dr. Barry Shapiro
- Paul Sterzinger (not till end December)
- Tom Adderhold, President of Keystone Civic Assoc
- Contact Music department of USF
- Nancy Gordon
- Jacquelyn Ferriggio, St. Joseph's Hospital (Nancy: do you want Ev to contact any of these medical people?)
- Dr. Eric Fazio
- T. Hunter Newsom

Paul:

- Someone on Arts Council
- Franz Martini
- Talk to Superintendent of Hillsb. County Schools--she herself, her recommendation, or someone like Director of Music for County Schools
- Midge Glazer
- Irene Rubenstein
- Art department at USF**
 - ** Ask Mary Ellen Bitner if she knows head personally and if so, if she can make the pitch
- Ed Hegelstein

Evelyn

- Neighbor's daughter who is school principal
- Art department at UT**
** Ask Mary Ellen Bitner if she knows head personally and if so, if she can make the pitch
- Dr. Joe McAuliffe - Ev will ask Sandra Harrington if she knows him and if so, if she'd like to talk to him. Ev will ask Sandy if she has ideas for more people.
- Kendra Langlie

Wayne

- Linda Saul-Sena
- Kevin Beckner
- Lois Kessler

Save the name recognition (wow factor) people for after we repopulate our regular Board.

How to get word out. Public service announcements. Arts council. Ask chorus, band, members, stakeholders to spread the word. **Most likely to have an impact:** Ask Adrienne to put this in an eblast at the top--and include a request to spread the word to other people who might be interested. Adrienne does a great job with writing these eblasts and they have a wide readership. **Put in a deadline: Nov. 1**--but encourage people to apply now. You could say the need is critical--our Board is down to 6 members--and put in a plug for helping to make the Center the best it can be, etc.

Selection matrix. While we obviously do not have proscribed preferences, Paul pointed out that most Boards have people with the following special skills. These are not represented or are extremely thin on our current Board:

- Legal
- Banker
- Marketing professional
- Doctor
- Performing and visual arts: 1 or 2 people. Can be theatre, music, art
- We also want to represent the diversity of the area we serve.

Paul added that at one time Boards were all arts people, which meant a lot of vision but no ability to get things done; then it swung the other way to be all business people, which was also ineffective--you can't run an arts organization just like a business, the people forget about the vision and unique mission of the arts. You need a balance.

Standard questions. We made a start on this. We need standardized questions so we have a basis of comparing candidates and so that we can identify mindsets that are more likely to contribute in a positive way to the Board. What qualities are we looking for? Team players who are also leaders, people who are open-minded and can see both sides of a question, critical thinkers, big picture people, people who want to get things done.

1. Have you ever attended anything at the Center?
2. Tell me about a time when you worked with a team and had a challenging time getting everyone to work together.

3. What was the biggest challenge you've faced as a leader? How did you resolve it? As a team member? How did you resolve it?
4. How do you handle conflict between members of an organization?
5. 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?
6. What do you think are the most important issues the Center will be facing?
7. Where do you see the Center in 5 or 10 years?
8. How much emphasis should be given to different age groups? (e.g., seniors, young people, kids)
9. How would you increase audience attendance? Bring in more donors?
10. How would you make the Center more receptive to people with disabilities?
11. How would you build consensus among various stakeholders? give me some examples.

No time was set for the next meeting. **Tentative next meeting: Thursday Oct. 7, 1 p.m.**