

## Nomination/election Committee - Discussion points to consider

- Look at previously emailed suggestions from Bob, bylaws, etc.
- Need some representation from outside the Board.
- Reach out to previous Board members for suggestions. They have wisdom as to what the job entails.
- In the past, there has not been much response to opportunities to join committees.
- Can see health of Board by how thriving the nomination process is.
- Need to review Board application to make sure we're getting info we need. Build a profile of what we need to see in candidates.
- Look at how to create more training – what it takes to be a Board member – possible cross-pollination of other Boards.
- Tell owners about CBLD trainings.
- Suggestion - require BoD orientation before application is submitted – inform about scope of the requirements, time commitments, etc.
- Make the application process accessible for everyone. Take care not to exclude people because of social differences.
- In 2010 it was proposed that we seek out diversity.
- Plan an opportunity for candidates to meet with owners to introduce themselves – kind of a forum.
- Could encourage applicants who are not elected to participate on committees.
- Education piece – fall under a different committee? Maybe a staff responsibility. Can provide class on cooperative economics.
- Committee work on process, not programming.
- Promote submission of applications year round.
- Determine cut off dates – over-all eligibility.
- 4 Ws of perspective Board members – Work, Wealth, Wisdom, and Window-dressing.
- How to handle open seat – consider diversity in a proactive way.
- There is a precedent for selecting a runner-up, but no mandate.
- Should let owners know of current opening & give opportunity for additional applicants. Do we want to do this more than once a year?
- Consider reaching out to next 3 runners- up to see if they are still interested. Not limited to those 3. Also, open the application process to owners. Solicit for new applications. Have an interview process.
- Evaluate our needs our current skill set – it's an opportunity to fill gaps.
- Call for more apps, assess current strengths, do interviews.
- Need to articulate what we mean by diversity. Look at what is important to us. – Josh will put into a Google doc so we can work on this between now & the next Board meeting.
- Important for the Board to be in the driver's seat as to needs of the Board. See 2010 document from Bob which mentions talents, skills, demographic diversity.
- Skills needed:
  - a. Finance/accounting
  - b. Fundraising
  - c. Outreach
  - d. Marketing
  - e. Spectrum from architecture to construction
  - f. Experience with different socio-economic backgrounds
  - g. Legal expertise
- Interviews open to as many Board members as possible.

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- What would make us more diverse? (Gender is fairly balanced.) Racial,
- Do we have racial diversity within the membership? Maybe we need to start with encouraging diversity in our owners.
- Owner fee is a barrier to some. May need to offer sponsored ownership to others who may not otherwise be able to be owners and who may provide diversity.
- Could see negative impact when race is the primary qualifying issue, not considering skill set.
- Timeline for moving forward – At the Oct. Board meeting, work on committee structure. For now, publish the need for new applications, Interviews October 27, at 76 Biltmore, 5:30 to 7:00 pm. Discuss as a Board after the interviews.
- October 19 is the deadline for new applications to be considered for interviews.
- For interviews, have 3-person panels to question each applicant. Give time to interact on a less formal level. Then discuss.
- Do a pre-round of interviews via skype – how serious is the candidate, can they master basic technology they'll be asked to use?
- Jennifer will contact the 3 runners-up by September 22. Also, contact Clare to put out the request for more applications.
- CDS library may have video information on orientation for Board applicants.