

NORDC- Executive Director Search Sub-Committee

Wednesday, October 5, 2011

Present: Roy Glapion, Andy Kopplin, Judy Reese Morse, Bobby Garon, Christian Rhodes, Rini Marcus

Also Present: Michelle Thomas, Nahshon Route, Derrick Francis

- I. Meeting was called to order 4:25 pm
- II. Roll call was waived
- III. Approval of minutes waived, moved to item IV
- IV. Presentation by Robert Clayton from DHR International
 - Mr. Clayton stated his background and recent accomplishments recruiting CEOs for various organizations.
 - Mr. Clayton stated he will look for the greatest individuals aspire to become CEO of NORDC.
 - Mr. Clayton stated he desired to recruit to the Commissioners profile; narrow search to 3-5 people; conclude search in 90 days.
 - Chairman Glapion opened floor to questions and concerns from commissioners.
 - Chairman Glapion (RG) asked if timeline could be condensed from 90 days.
 - Mr. Clayton reminded commissioners to be cognizant of holiday schedule when conducting fall search.
 - Commissioner Judy Reese Morse (JRM) stated she wanted an announcement of CEO made by December 2011.
 - Commissioner Garon (BG) stated commission should rely more on expertise of search firm to craft qualifications for CEO.
 - JRM stated process should include public comment as part of process in crafting CEO qualifications.
 - Commissioner Kopplin (AK) stated he wants the ability to review and tweak qualifications that were offered in RFQ for search firm.
 - BG requested Executive Director Search Committee report to full commission that a search firm had been retained and qualifications for CEO were in place by the next meeting.
 - AK objected to moving forward with qualifications for position that had not been vetted by sub-committee.
 - RG wants to have full commission review qualifications and make recommendations by next meeting and vote to approve qualifications. RG also wants to announce DHR has been retained to lead search at the meeting.
 - Commissioner Rhodes (CR) stated concern over having public input in crafting qualifications for CEO position, never ending process with no way of having a true consensus.
 - Mr. Clayton agreed with CR and suggested public might recommend candidate may not need to have a bachelor's degree.
 - JRM asked Mr. Clayton for process that included a specified time frame where the public can offer input, but ultimately the commission makes the decision.
 - BG asked DHR how much time could be condensed in what commissioners received in listing what he would feel is appropriate.

- Mr. Clayton asked commissioners to consider “gotta haves” in qualifications for CEO.
- AK suggested link of qualifications posted and allow for public comment at next NORDC meeting. Sub-committee would ask for authority from full commission to revise qualifications after public input.
- Executive Director Search committee agreed to post condensed job description online for public comment by Friday, allow time for response, committee will deliberate further after process.
- AK stated he liked current job description because of emphasis on type of work to be performed by CEO, didn’t express a lot of qualifications. Would like to see more focus on leadership qualities in description. Looking for candidate to effectively lead organization, strong management skills. “Ability to inspire community to support recreation program to do great things. Like vagueness of minimum qualifications, to broaden pool of candidates that might apply.
- Mr. Clayton emphasized that CEO candidate description needs to have strong minimum qualifications to attract the best candidates. Noted the title CEO and the title of Executive Director, prescribes different connotations for candidates.
- BG noted to Mr. Clayton the NORDC Foundation is currently searching for a CEO/Executive Director who needs to work well with NORDC CEO.
- For the record Chairman Glapion stated: the DHR contract will be executed before next NORDC meeting; a condensed version of the RFP will be distributed to the other commissioners.
- Chairman Glapion wants to rely on DHR to find best candidates based on expertise, does not want to start process all over again. Reiterated NORDC wants public input. Draft to be finalized afterwards.
- Mr. Clayton wants to send message with job qualifications to attract strong candidates: Bachelor’s required; Masters degree preferred; proven individuals with track record.
- AK stated demonstrated track record of success is most important qualification in selecting candidate.
- BG wants to expedite process and allow DHR to craft qualifications for position based on their expertise. NORDC can tweak qualifications afterward if they so choose.
- AK asked to remove master’s degree from minimum qualifications.

V. No other business to discuss.

VI. Public Comment

- Kathleen Whalen, Partnership for Youth Development was recognized by committee.

VII. Chairman Glapion moved to adjourn meeting. Motion was seconded by Commissioner Kopplin. Motion adopted.