

**NOMINATING COMMITTEE OCTOBER 2018 REPORT**  
**WSO TELECON NOVEMBER 10, 2018**

CALL FOR NOMINATING COMMITTEE MEMBERS!

We are accepting applications for additional committee members and are in the process of interviewing them and their references. If you or someone you know is interested and qualified, contact [chairnomcom@acawso.org](mailto:chairnomcom@acawso.org) and submit an application (see <https://acawso.org/category/nominating-committee/>)

Accomplishments since October 1, 2018

- Conducted planning teleconference on October 24th.
- Completed interviews for Jody O. from Dallas and invited her to join the Nominating Committee. She attended her first committee meeting on October 24th. We will submit her abstract to the Board next week.
- Started budget discussions and planning.
- Started abstract for 2018 Annual Report
- Continued development of NC on-boarding process.
- To date, identified 6 candidates for Nominating Committee
  - Conducted full slate of interviews for 3 committee candidates. Two withdrawn due to circumstances; one is not yet ready for this position.
  - Started interviews for 4th candidate
  - Sent invitations for 2 candidates to apply; two others considering applying.
- Due to unspecified feedback on Board challenges this year, we discussed use of Hartman Value Inventory as discriminator in Board nominations. Rejected at this time:
  - Not included in criteria established in the NC charter and OPPM
  - Other organizations have "successfully" used HVI to screen potential *employees* based on *a priori* determination of values and culture; not even close to NC charter
  - EEOC criteria 3: if we use to hire employees, an organization must ensure the results have direct application to the position for which applied. This means link to criteria or add criteria for positions. Unclear if there are any implications for unpaid positions.
  - Potentially costly; likely we would have to give to more candidates than we nominate
  - At this time, seems better for the Board to continue to use the HVI as basis for discussions among the Trustees for facilitate working together, not for selection
- Discussed inquiry about the possibility of NC identifying and orienting AWC chair
  - As previously determined, NC is not yet in a position to select committee chairs
  - Based on that assessment, we agreed that we are not yet ready to select an AWC Chair.

Next Steps:

- Continue search for committee candidates, especially outside US and Canada.
- Continue to engage fellowship via WSO communications.

- Finalize on-boarding process for committee members.
- Start 2018-19 Board nomination process:
  - Applications for 2 positions due November 16, 2018
  - Submit two candidates to the Board by early February, 2019.