

## Board Executive Committee Agenda

May 8, 2015, 7:30 – 9:00 am

Teleconference 877-594-8353, code 81019957

Item/Presenter	Materials	Time
<p><b>Welcome, Check In &amp; Chair Updates</b></p> <p><i>Desired result: Committee members join meeting and check in on progress and future strategies for Board committees.</i></p>		7:30- 7:45
<p><b>Business Planning Check In</b></p> <p><i>Desired results: Members discuss business planning progress, and plan for next steps with Board.</i></p>		7:45- 8:10
<p><b>Board Succession Planning</b></p> <p><i>Desired results: Members review current Board terms, retiring members and create plan for leadership succession.</i></p>	Pg. 2	8:10- 8:30
<p><b>Board Recruitment (Alice MW to join)</b></p> <p><i>Desired results: Members are updated on prospect pipeline, current process for Board recruitment, and discuss proposed developments for a new process.</i></p>	Pg. 3-4	8:30- 9:00

**Next Meeting: 6/12/2015, 7:30-9am**

## BC Board Member Terms ( 5/1/2015 ed.)

First Name	Last Name	Title	Account Name	Mobile	Email	Relationship	From Date	To Date
Aana	Lauckhart	Program Officer	Medina Foundation	(206) 321-0045	<a href="mailto:aana@medinafoundation.org">aana@medinafoundation.org</a>	Board Member	6/5/2009	6/30/2015
Barbara	Dingfield	Community Volunteer	Individual	(206) 355-4960	<a href="mailto:barbarajd@msn.com">barbarajd@msn.com</a>	Board Member	4/24/2009	6/30/2015
Tripp	Hunter	-	Individual	(206) 954-1616	<a href="mailto:tripphunter27@gmail.com">tripphunter27@gmail.com</a>	Board Member	10/24/2003	6/30/2015
Shelly	Crocker	Consultant	Shelly Crocker LLC	(206) 920-5552	<a href="mailto:shelly@shellycrocker.com">shelly@shellycrocker.com</a>	Board Member	10/23/2009	6/30/2015
Lori	Kaiser	Vice President, Northwest Region	Wells Fargo	(206) 499-7207	<a href="mailto:lori.kaiser@wellsfargo.com">lori.kaiser@wellsfargo.com</a>	Board Member	9/28/2012	6/30/2015
Helen	Howell	Director of Community Connections	Pierce County Dept. of Community Connections	(206) 795-7062	<a href="mailto:hhowell@co.pierce.wa.us">hhowell@co.pierce.wa.us</a>	Board Member	9/28/2012	6/30/2015
Debbie	Greiff	Consultant	Debbie Greiff Consulting	(415) 816-8769	<a href="mailto:dgreiff@earthlink.net">dgreiff@earthlink.net</a>	Board Member	7/23/2010	6/30/2016
Eric	Brown	SVP, Purchased Assets Group	Union Bank	(206) 604-1520	<a href="mailto:eric.brown@unionbank.com">eric.brown@unionbank.com</a>	Board Member	9/24/2004	6/30/2016
Michael	Brown	Vice President, Community Leadership	The Seattle Foundation	(206) 769-0977	<a href="mailto:m.brown@seattlefoundation.org">m.brown@seattlefoundation.org</a>	Board Member	12/14/2001	6/30/2016
Laurie	Lippold	Public Policy Director	Partners for Our Children	(206) 718-5853	<a href="mailto:laurielippold@gmail.com">laurielippold@gmail.com</a>	Board Member	1/25/2013	6/30/2016
Kristen	West Fisher	Vice President, Grants Programs	Empire Health Foundation	(509) 828-9083	<a href="mailto:kristen@empirehealthfoundation.org">kristen@empirehealthfoundation.org</a>	Board Member	4/26/2013	6/30/2016
Rogers	Weed	Vice President, Product Management	1Energy Systems	(206) 234-8450	<a href="mailto:rogers_weed@hotmail.com">rogers_weed@hotmail.com</a>	Board Member	9/27/2013	6/30/2016
Sumeer	Singla	Partner	Impact Law Group	(206) 992-2468	<a href="mailto:sumeer_s@hotmail.com">sumeer_s@hotmail.com</a>	Board Member	9/27/2013	6/30/2016
Barbara	Herr	C.P.A.	Pinch Hit Consulting, LLC	(425) 308-3729	<a href="mailto:pinchhit@mindspring.com">pinchhit@mindspring.com</a>	Board Member	7/25/2008	6/30/2017
Bob	Davis	Executive Director	Housing Authority of Snohomish County	(206) 898-4100	<a href="mailto:rdavis@hasco.org">rdavis@hasco.org</a>	Board Member	12/12/2014	12/31/2017
Cheryl	DeBoise	Director of Business & Finance	University of Washington	(206) 920-9265	<a href="mailto:cheryldeboise@live.com">cheryldeboise@live.com</a>	Board Member	12/12/2014	12/31/2017
Jan	Laskey	Senior VP, Community Development Banking	Bank of America	(206) 200-6834	<a href="mailto:jan.k.laskey@baml.com">jan.k.laskey@baml.com</a>	Board Member	12/12/2014	12/31/2017
Arnaz	Bharucha	Treasury and Disbursements Manager, Finance Dept.	City of Bellevue	(206) 715-0095	<a href="mailto:arnazb@comcast.net">arnazb@comcast.net</a>	Board Member	2/27/2015	6/22/2018
<b>Grand Totals (18 records)</b>								

# memo

**To:** Board Executive Committee Members  
**From:** Alice & Alice  
**Date:** May 4, 2015  
**Re:** Board Recruitment Process

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We want to devote some time to talking about continuing to evolve the board recruitment process at our Executive Committee meeting. A bit of information to stimulate/focus the discussion (this is a lot and we don't have to solve it all this week!):

Challenges we are having right now:

- Large turnover of current board members (some expected; 3 members leaving before terms end). We will be down to 14 board members in July if we don't add any new ones. Bylaws require a minimum of 12 board members.
- Process not crystal clear and feels a little slow
- Few board members actively engaged in recruitment; Currently disproportionate burden on ED for identifying prospects and follow through
- Business Plan process consuming a lot of staff/board time and also a tough time to recruit new board members.
- Program Committee needs particular focus now. Due to impending departures of Debbie and Eric and Kristen's limited availability in person board representation is low.

Current board recruitment process:

- Board creates annual priorities for board member needs (working well)
- Prospect list maintained by Alice MW. Prospects get added by board members during regular updates at Exec/SRC meetings, by Alice, or by staff leadership.
- Board prospects meet with ED and a board member – sometimes this meeting is done together; often as two steps.
- Prospects asked to attend a board or committee meeting as a guest prior to being invited on.
- "Official" invitation to join board has been done by either ED, Board President, or Exec Member
- Committee assignments based on discussions with prospect, committee chairs
- Been trying to hold appointments for June or December meetings to have "cohorts" of new board members who can be oriented together/assigned board buddies.
- Alice and Alice discuss board buddies and make matches after discussing with board members and prospects to look for good alignment.

Ideas/for discussion:

- Should we add another Chair specifically for recruitment? Or build recruitment into the role of "Immediate Past President" like some boards do?
- Revive the "recruitment committee" comprised of 3-4 board members/non board members (e.g. emeritus board members; donors; other knowledgeable "fans") and have monthly teleconference calls?

- Should we add a short application process to make sure candidates have the experience we are seeking (basically a check list to make sure we have all the topics covered)?

We've also included an update on current prospects. The good news is that we do have several very interesting prospects in the cue at various points of engagement. I look forward to our discussion and hearing your ideas. Thank you!

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**Members Transitioning Off the Board:**

- Brian Abeel (March 2015)
- Eric Brown (June 2015)
- Aana Lauckhart (June 2015)
- Barbara Dingfield (June 2015)
- Tripp Hunter (June 2015)
- Debbie Greiff (Dec. 2015)

**Recruitment Priorities:**

1. fundraising/individual donor focus
2. grantmaking/philanthropic
3. physical development (e.g. builder/construction etc)

Recruitment should also seek members who can provide additional connections with vulnerable communities, in particular communities of color. We also have a goal to increase age diversity on the board by recruiting members under 50.

**Prospect Pipeline:**

Top Prospects to Invite to the Board:

- **Joann Ware**, *InterIm CDA*, met with Alice S. (March), Joined April Board meeting, interested in joining the Board
- **Joanie Parsons**, *Parsons PR Firm*, meeting with Alice/Tripp (April 2015)

Actively Engaged in Recruitment thru Advisory Committee:

- **Leslie Sandberg**, *Fred Hutch*, joined Business Planning Adv. Committee
- **Dilip Wagle**, *McKinsey & Company*, met with Alice/Rogers at end of December, engaged on Business Planning Adv. Committee
- **Troy Hutson**, *Puget Sound Energy*, met with Alice, expressed interest in learning more (January), joined Business Planning Adv. Committee

Prospect Board Members: various stages prior to consistent engagement

- **Saara Romu**, *Gates Foundation*
- **Sindhu Knotz**, *The Giving Practice*, suggested by Barbara Dingfield
- **Regina Jones**, *Casey Family Programs*
- **Ray Li**, *UW*
- **Michele Gonzales**, *UW Law School*, previously met with Alice Shobe and Tripp Hunter (2 yrs ago-declined due to overcommitted), might be a better time now
- **Sharon Lee**, *Lakeside Industries Inc.*, longtime donor, has been asked and continues to consider the opportunity to engage in this way