

MEMO

Date: September 9, 2010
To: Board of Directors
From: Nancy Dawes, Board Chair
Subject: CEO Selection Committee Report

The CEO Selection committee met in August with the following members present: Jody Wainscott, Sue Matz, Kim Amrine, Kathy McMullen, Mary Ann Knoop, Barbara Bonifas and Nancy Dawes. Marjorie Houck was unable to participate in the meeting.

The committee decided on the following principles and process: We will honor the established, integrated succession planning process that is embedded within Girl Scouts of Western Ohio. To this end, we will first open the position to internal candidates and assess them per the established criteria. If a strong candidate does not emerge, we will open the process to external candidates.

Given the expected date of April 2012 for current CEO retirement, we established that a six month external search process, if needed, would be sufficient. This recognizes that once an external candidate is identified, we will likely want to “move forward” with the process – it is not reasonable to expect “extensive overlap” with the existing CEO, and we want to honor the integrity of her selected retirement date.

If an internal candidate is identified, we (including the CEO) felt that a 4-6 month “transition” was workable.

Thus we decided that we could “postpone” activating the process until summer 2011 when the posting and interviewing of internal candidates will occur, with a recommendation to the Board (internal recommendation or external search) in the September/October Board meeting. Meanwhile, we intend to bring the final job description to the board for approval in November 2010 along with more specific details and thoughts about the overall process. More condensed timing between internal and external searches will also enable a smoother transition for Girl Scouts of Western Ohio.