
The Board Development Committee is pleased to report that it has completed the process of preparing the slate of four Officers and seven Directors for election to the Board of Directors at the National Convention in November 2018. The Committee will be recommending two candidates to the incoming Board President for nomination to and election by the Board of Directors at the first board meeting after the convention which is scheduled for January 2019.

The Committee is confident that it has identified and selected a group of candidates that, collectively, has the knowledge, skills and expertise to meet The Arc's leadership needs into the future as the organization continues to implement the *Strategic Framework for the Future of The Arc, 2010 - 2019*.

The Committee has engaged in an exhaustive process in the course of preparing the slate and additional recommendations. This process unfolded over the course of more than a year, with 14 audio/web conference calls although the largest amount of work done and time spent was in between the meetings. In the course of this process, the Committee did the following:

1. Reviewed the "Board Roles and Responsibilities" and "Responsibilities of Individual Board Members" and updated them for the 2018-2020 cycle.
2. Developed Nominating Process Workplan.
3. Reviewed and updated "Factors/Criteria Relevant to Board Composition," a list of personal characteristics, geographic considerations, knowledge/skills and expertise and other factors that would be important to the success of the board in leading the organization.
4. Conducted Board Composition Analysis. The current composition of the board was reviewed, with information provided by board members, to determine which of the factors/criteria are already represented on the board.
5. Developed "Statement of Board Nominating Priorities." Based on the Board Composition Analysis, the Committee identified those Factors/Criteria that were not present in the current board composition and established nominating priorities that included priority factors, including an emphasis on achieving greater gender, ethnic, racial, religious, and age diversity on the board.
6. Developed "Board Prospectus." The Committee compiled the results of its work into a Board Prospectus that could be used as part of the process of identifying potential candidates for the Board. The Prospectus included a form that could be used to nominate an individual for the Board or for self-nominations.
7. Developed "Outreach Plan" and conducted outreach. The Committee first developed an outreach plan and then conducted extensive outreach to identify potential

candidates to serve on the Board of Directors. The outreach process included disseminating the Board Prospectus broadly via email broadcast and online to hundreds of people and organizations to see if they could identify other individuals that might be a good fit for The Arc's board. Targeted telephone and email follow-up contacts were made.

8. Developed Potential Candidates Pool. The outreach process, described above, resulted in identifying an initial list of 28 people who were recommended as potential candidates for the Board of Directors, including 3 incumbents.
9. Priority Scoring of Candidates. Based on information obtained during the outreach process, as well as other information available from public sources, a matrix was created to track information about each candidate in relation to the factors/criteria that had previously been identified as important for the Board. A point system was used to track how many of the priority factors/criteria each candidate met. Current board members whose terms were expiring, and who were eligible to be re-nominated, were included on the matrix and evaluated along with the potential candidates.
10. Preparation of Officers Slate. The Committee reviewed the performance of current officers and members of the Board of Directors and identified a short-list of persons to possibly serve as officers. Potential officer nominees were interviewed by members of the Committee, utilizing a structured interview format. Input was also sought from the current Board President on each of the potential officer candidates.
11. Candidate Interviewing. The Committee culled the list of potential candidates down to about 12 people who appeared to be the most promising candidates, including current board members who were being considered for re-nomination. Committee members utilized an in-depth interview questionnaire and all individuals were contacted (via telephone) to elicit their responses. Additional contacts were made with candidates, with the individuals that first suggested their names, and with other parties as needed to gain a full understanding of each person's potential board service. Input was also sought from the current Board President on each of the potential officer candidates.
12. Selection of Candidates. All of the information on each candidate (e.g. nomination form, resume, interview notes, online bios, etc.) was compiled into a single document for the candidate to be used by committee members in the course of their deliberations. The information was also used to review and update the priority scoring on each candidate. The Committee then engaged in extensive deliberations and selected the individuals to be included on: a) the slate of nominees for election, and (b) a recommended list for the incoming President.
13. Debriefing. In the coming weeks the Committee will meet to debrief the process and to compile information and suggestions that it will pass on to the incoming committee chairperson.

The final group of board candidates meets many, but not all, of the priorities we established for this nominating cycle. The BDC made progress in terms of the priorities relating to age, siblings, parents, geographic location, religious diversity, and ethnic diversity.

As you can see, this year's nominating process was very comprehensive and the BDC members spent many hours assembling as much information as feasible to make certain the final slate would complement and enhance the future board composition.

I cannot stress enough the amount of time and effort the BDC members expended throughout this lengthy process. Each member was meticulous, conscientious and thorough; they all had provided well-thought out comments and suggestions throughout the whole process. I am honored to have had the opportunity to work with this group of amazing people. It is a pleasure to share with you the results of our work. The slate appears below. Brief biographical information on each individual is also attached.

Final Slate

Officers

<i>President</i>	Fred Misilo
<i>Vice President</i>	Carol Wheeler
<i>Treasurer</i>	Hugh Evans
<i>Secretary</i>	Doug Church
<i>Immediate Past President</i>	Elise McMillan

Directors (Chapter Elected)

Hussain Ismail
Laura Kennedy
Chole Rothschild
Mitch Routon
Kathleen Stauffer

Directors (Board Elected)

Dena Gassner
Mary Gonzales

Directors Continuing to 2020

Kruti Acharya
Grace Francis
Connie Garner
Neil Hawkins
Christopher Metzler
John Muller
Ken Oakes
Kelly Piacenti
Faye Tate
Jose Velasco

NCE Representatives

Incoming NCE Steering
Committee Chair (TBD)
Carrie Hobbs-Guiden

Board Development Committee

Ron Brown, Chair

*Tim Hornbecker
Emily Kane
Tonya Kelly
Jennifer McClure*

*Marijo Rymer
Dan Strick
John Shouse
Faye Tate*