

Sent on behalf of Board Member Patty Wood,

As I cannot participate in Tuesday's meeting I wanted to take this opportunity to share my thoughts on the hiring process for the interim and permanent executive director positions.

First, I am fine with the interim hiring process, and am supportive of the candidate we are looking at. I do believe before finalization of securing the interim, very clear expectations of what their role will be, as well as the expectation of accomplishments the board would like to see attained, need to be plainly articulated.

Second, while I believe Kevin is doing a good job in the difficult position of balancing expediency and urgency with a quality search, I feel this timeline is too fast. I appreciate the timeliness of the this situation but believe strongly that the work we are doing now will set the direction and tone of the SBE for years to come and don't want to rush it.

While I am open to not hiring a search firm, I do believe we would benefit from an outside facilitator leading us through the process of developing desired candidate characteristics and long term vision. I strongly believe this is a critical piece of the process and while we are crunched for time we should not cut corners here.

We are laying the foundation for the direction of the board for years to come. Hiring a new E.D. is 'huuuge', and it is essential that the board is resolute in their convictions and vision of the future. I don't want to let time pressures erode the integrity of the process. I would rather extend the time of the interim, or even have more than one interim, in order to feel fully confident in the process of securing the most qualified permanent candidate.

I believe to give this proper due diligence and attention additional meetings may be necessary. I realize that this is going to be a time consuming, expensive and stressful project, it is worth it as this is an extremely important job we are entrusted with.

I like the process of the proposed drafted process other than my mentioned concerns about the speed of the process. I would appreciate more time built in on

the front end of the timeline in order for the board to discuss and arrive upon desired candidate characteristics and long term board outcomes.

Thank you for allowing my input, I am disappointed I won't be able to hear the discussion of the entire board.

Take care,
Patty