

Overview of Proposed Nomination Process

When I was asked to submit my nomination for the office of ATOS Secretary, I sent in my professional resume to be considered by the ATOS Board. I was stricken by the thought that the Board needed to know more about me than that I could type fairly well and was a decent speller. So off went copies of my resume. The (then) members of the Board seemed pleased to have the information and, for better or worse, they elected yours truly to the Office of ATOS Secretary. I've enjoyed my service and have learned much along with making many new friends. I did, however, make it clear that I was interested in doing more than just clerical work and have worked on many committees during my tenure.

The groups at the retreat examined one area that was particularly interesting to me. That is the ATOS election process. Examination of the election process during the retreat indicated that some changes must be made.

As in any non-profit organization, the board of directors consists of members from many walks of life. Most non-profits seek board members with specific skills that the board member can use to do the work of the board and advance the cause of the organization. In many contemporary non-profit organizations the nominating committee is charged with seeking candidates that offer a skill-set that is currently needed. In addition, the nominating committee proposes a slate of recommended candidates for the board.

While the nominating committee would propose a slate of candidates, no member would be prevented from running for the ATOS Board of Directors. All candidates would be listed on the ballot, but the recommended slate would be clearly defined and the other candidates listed.

In other words, the nominating committee would be charged with soliciting candidates who could fill the needs of the current ATOS Board of Directors. The nominating committee would act as a "screening agent" to select those candidates that are the most qualified in the areas needed. If ATOS is to make progress and prepare for the future, we will need directors who can contribute in meaningful ways to the work of the Board.

In addition, I would propose that each candidate be required to submit a professional quality resume as part of the nominating process. A well-done resume can give vital information about a candidate that will help the nominating committee in its endeavors. Along with a resume, a piece of narrative writing of a realistically specified length, and a telephone interview with each candidate (with the same prescribed questions for each) should be part of the application process. The candidate should express his or her interest in the theatre organ and ATOS and offer concrete ways in which he or she would contribute to the overall welfare of the organization.

Any person presenting himself or herself as a candidate for an officer's position would follow the same procedure.

While some of the above suggestions may seem slightly elitist, they are really not intended to be so. Part of the lesson(s) learned during the retreat is that the ATOS Board has to think like a modern non-profit corporation board of directors. While we still will have to rely on Board members to work on task forces and committees, we must realize that certain expertise is necessary to run a successful organization. By rethinking and reorganizing our nominating process we can make a meaningful and necessary change for the advancement of our beloved organization.

/s/ Bob Evans-Secretary