

## Appointments Committee of the UUA Board

Zoom Meeting

September 8, 2015

### AGENDA

1. Check in
2. Appointment recommendations re: Appointments Committee - Chris Bell
3. Appointment recommendation re: Commission on Appraisal - Neal Anderson
4. Plans for meeting in November

### NOTES

#### Appointments Committee

##### Applicants

4 submitted applications, haven't quite caught up on references but Chris has talked with each applicant!

1. *Kimberly Johnson* is Chris's top pick—very strong candidate, great leadership experience, complements our need for racial diversity.
  - a. May have some worries about time commitments, but it should be OK.
  - b. Came with high marks from Tim (recruited for us)
  - c. Had great comments about moving the denomination forward and expanding leadership—she is serious about the Appointments Committee in particular
2. *Randy Burnham* would be a great #2 choice, worked on Jim Key's campaign
  - a. Certainly familiar with and committed to high-level leadership, his references will come soon.
  - b. Chris had reservations post interview because of the conversational dynamic...lots of interrupting at inappropriate points. Raised a few flags. Michael echoed this based on his personal interactions with him...Randy is perhaps not super open to people's ideas.
  - c. Marcia's conversation with Jim alleviated some of those concerns. Jim says he plays well with others. Randy emailed Chris to recognize (and apologize for) his \*enthusiasm.\* This speaks well of his self-awareness and makes us feel better.
  - d. Seems to be a classic, old leadership kind of guy—could be great or potentially limiting? But he is VERY strong in terms of networking potential, very valuable to us.
3. *Christian Schmidt*—Chris knows him personally, he is a devoted UU but is one of those applicants who checked every box (just wants to be put somewhere).
  - a. Has a lot of time to give, has district experience
  - b. However is working through a developmental ministry and has 2 very young children
  - c. Wasn't super clear on his motivation for the Appointments Committee in particular
4. *Jamaine Cripe* would also add diversity we need, but less enthusiastic than Kimberly; not very particular on her reasoning for Appointments Committee.

##### Concerns

- Is it an issue to just have 1 person of color on the committee? Does that create a funky dynamic?
  - Would Randy's presence make this worse?
- How important are connections?

##### Recommendation, Plan

- Chris's picks would be to have Kimberly and Randy as our two replacements. But still iffy about Randy.
- Chris's next step is to dig through apps for other committees—lets tap into Nominating, Presidential Search etc., make some calls to see who might be interested.
- We want Kimberly, and we want her in Phoenix! She knows about the meeting and can be there.

Vote on Kimberly: all in favor, barring any weird negatives that might pop up in her references.

Annie will make a Doodle for next Wednesday/Thursday and send that out, and make sure Zoom lasts longer.