

Nominating and Board Development Committee Meeting Agenda

April 8, 2020 4:00-5:30 pm

Call in no.: <https://zoom.us/j/702947275> Meeting ID: 702 947 275
312-626-6799; Code: 702947275#

The Nominating and Board Development Committee shall present a slate of candidates for Directors to the membership. In addition, the duties of this committee shall be to: identify potential Directors of Access Living; orient new members to the Board; and assess participation by members on the Board.

- I. Call to Order
- II. Approval of Minutes
 - 1. 2.19.20 (attachment 1)
- III. Review Action Items (attachment 2)
- IV. Develop List of Board Candidates and Assignments (attachment 3)
- V. Prioritize Prospects (attachments 4 & 5)
- VI. Adjournment

*** Board members whose terms end this year**

Doug Dobmeyer

***Board members who need to be reelected for a second term**

Ken Bennett, Tara John, Wilson Mantilla, Shari Runner, and Joan Wolfensberger

Nominating and Board Development Committee Meeting Minutes

February 19, 2020 4:00-5:00 pm

Call in no.: 800.920.7487 Passcode: 59396188 #

The Nominating and Board Development Committee shall present a slate of candidates for Directors to the membership. In addition, the duties of this committee shall be to: identify potential Directors of Access Living; orient new members to the Board; and assess participation by members on the Board.

On Phone: Ben Lumicao, Kevin Bradley, and Zak Kordik

Absent: Ken Bennett, Elliot Roth, John Schmidt Joan Wolfensberger

Staff: Daisy Feidt, Barbara Khalouf, Brenna McCauley

- I. Call to Order – 4:00
- II. Approval of Minutes
 1. Cannot approve minutes – no quorum
- III. Determine 2020 Committee Goals
 1. Ben
 1. Unusual this year because only one board member is on a forced cycle off. We have a number of members who are up for reelection to a second term – Ken Bennett, Tara John, Wilson Mantilla, Shari Runner, and Joan Wolfensberger.
 2. Daisy – usually one of the first things we have to do is check with the folks who are up for reelection.
 1. Tara John has been very involved, but she doesn't live in Chicago anymore – she lives in Toronto. She actively participates on the phone and has been a great board member
 2. Ken Bennett has not been engaged for several months. Karen Tamley knows him, so it would be best for her to reach out once she starts.
 3. Last year the Executive Committee and Board approved Kristin and Andrés for another term, but we think they will only serve this year. Daisy will call them to confirm. We would like both to stay on.
 3. Ben – I know we want to have people who are in physical attendance, but I don't necessarily think it's a requirement that all board members live in Chicago. It's restrictive. Even though we're located in Chicago, our impact is much broader. Could we have board members who are out of state? Other organizations that have out-of-town board members pay for travel.
 4. Kevin – Would you rather have someone who is super engaged but out of town, or someone who is not engaged but in town.
 5. Barbara – Is that an issue in the bylaws?
 1. Brenna to check bylaws
 6. Barbara – this could translate to national fundraising.
 7. Ben – We could go after large companies that are not headquartered in Chicago, but have offices in Chicago.

8. Daisy – I'm not sure if we want to broaden our proactive outreach except in cases where there is a really clear reason we're adding them on.
9. Kevin – Was at organization that had board members and senior advisors.
 1. Daisy – did the advisory group members have requirements around fundraising?
 1. Kevin – yes, both board and advisors had that responsibility.
10. Ben – we tend to focus on corporate sponsors that are headquartered in the Chicago area...might make it harder to get money for gala, but not for board service. If we want the board to focus on governance, we're kind of big to accomplish that. Maybe we would have better energy from a smaller group that is very active. And have other groups for events, fundraising campaigns, or other things.
 1. Kevin – Board focused on governance, and advisory group broken up. The advisory group was like a succession plan for the board.
 2. Daisy – are there materials for how this worked?
 1. Kevin – it wasn't that formal.
11. Daisy – Committee Goals
 1. Cross-Disability is a goal, so we would like to add a person with an intellectual disability.
 2. We want to be representative to the communities we serve. We always need to make sure we focus on people of color.
 3. Need to focus on people with disabilities.
 4. We need to bring on people who have fundraising capabilities.
12. Ben –
 1. We are out of balance on our gender standpoint (16 men, 9 women)
 2. Proactive re: LGBTQ community
 3. Proactive re: veteran community
13. Daisy – in other years we have focused on LGBTQ recruitment, but I'm not sure how successful we have been.
14. Ben to call Joan to see if she wants to serve another term.
15. Daisy to call Tara, Wilson, and Shari
16. When Karen arrives, she will reach out to Ken Bennet.

IV. Recruitment Strategies

1. Daisy - In the past, we have done different things.
 1. We always have a list.
 2. We look at specific events for people to recruit from.
 3. Leadership Greater Chicago (LGC)
 4. Chicago Network
 5. ADA 25 Advancing Leadership
 6. Other professional groups
2. Ben
 1. We could have board members from the end of the terms help recruit.
3. Daisy
 1. We also look at companies we don't have representation from.
 2. We are always open to new recruitment strategies.

4. Kevin
 1. Asian Scholarship Group I served asked, Can we identify someone with celebrity status to be an honorary board member? This could help with fundraising. We didn't think it tarnished the board.
 2. Goaltender for Chicago Blackhawks – identifies as a person with mental health issues.
5. Ben
 1. We have Jason Benetti on the list, and I know he is on a Cerebral Palsy board. But people know who he is (White Sox). Someone like him
 2. I like thinking of ways to get folks like him associated with the board.
6. Kevin – Jodi Launzor (?) Asian American Broadcaster
7. Daisy and Barbara met with Maria Wynn from LGC for assistance with recruitment. We told her that we only ask people ask to self-identify as people with disabilities, it's a broad definition of disability.
8. Ben – Maybe we have to put something in front of them. Just ask each person for one name.
9. Brenna – board members at current companies, help recruit the last year of their term
10. Daisy – Rep from Exelon
 1. Ben – this would be a good ask from Maria Wynn because every year LGC has someone from Exelon
11. Ben – Are there strategies have used in the past that we have moved away from?
 1. Daisy – Chicago United – we have done that before but haven't had much success.
 2. Daisy – ask Jim F.
12. Barbara – John McCarter might have suggestions.
13. Zak – We could have something set up at Gala because there will be a lot of good candidates there.
 1. Ben – We could have something on the pledge cards. Or maybe a better way to do that would be to mine the donor database.
 2. Barbara – We can think about that. The issues is, how could they get involved besides being a board member?
 3. Kevin – Two boxes – one for board interest, one for fundraising interest.
 4. Daisy – We could have someone at each table who is from the staff or board. We could ask that person to be on the lookout for people who really seem passionate about the mission.
14. Kevin – also look at needs of organization and do targeted recruitment
 1. Daisy – thinking with strategic plan...that's why I mentioned goals earlier. Always good to have folks with financial expertise, PR, transportation, healthcare, race equity, cross disability. I only feel the need for cross-disability.

V. Candidates

1. Daisy - List is carry-over from last year. Good to decide who we do or do not want to move forward with. If there are specific people or companies, we can add.
2. Slot for Northern Trust IF Kristin doesn't want to continue.

1. Ben – Is Ron Mallicoat interested in coming back?
 1. Daisy – We haven't talked to him about this in a while.
2. Ben – Kristin brought a few colleagues to Marca's memorial.
3. First step – Daisy talk to Kristin.
3. Jason Benetti
 1. Ben – Do we have an emcee for the gala?
 1. Daisy – No, we will give that some thought.
4. Judy Panko-Reis
 1. Daisy – retired AL employee, a lot of healthcare expertise. I would suggest holding off until we are later in the process.
5. Rahnee Patrick
 1. Daisy – former Director of Independent Living. Potential conflict of interest. Hold off for now.
6. Keidra Chaney
 1. Daisy – currently in ADA 25. Visual disability. Her area is communications. Her mom is Aurie Pennick, could be helpful in fundraising strategies.
7. Tarrah, Jasmine, and Courtney – all suggestions from Felicia
 1. Courtney had just joined another board, so she wasn't able to join last year.
 2. Barbara - Tarrah is on Breakthrough board.
8. Eric and Cheryl Whitaker – Shari Runner suggested these folks, but Daisy wasn't able to connect with either of them.
9. Kareem Dale? – he was on the board before.
 1. Ben – We could ask him, or ask him for suggestions of folks from Discover.
 2. Kevin – He might know folks from Johnson.
10. IL Tool Works
 1. Ben - Would be great for corporate sponsorship.
 2. Barbara – IL Tool Works and Northern Trust go back to the beginning days. Mike O'Grady is asking them to come in at a larger level at the gala. We might be able to connect to them via Northern Trust.
11. Nancy Prussian Weber
 1. Daisy – she might have a disability. Her dad is Gordon Prussian.
12. Tom Bookey
13. Gregory Perez and Michele Cunningham – suggestions from Amber. They are both Deaf.
14. TJ Gordon
 1. Daisy – good potential prospect. IDD
15. John McDonough – need to look at notes
16. Peter Berg
 1. Daisy – would add to committee first.
17. Seth Green
 1. Daisy – Works at Loyola. He has a connection to disability, but unsure if he identifies as a person with a disability. He knows a lot of people.
18. Kathleen Dillon Narko
 1. Daisy – Has MS. Has gone through a lot the past few years – unsure if she would be up for it.
19. Julie Sullivan – need to look at notes

20. Rami Nashashibi and Susannah Vasquez – suggestion from Strautmanis
 1. Ben – We should look into her work with IFF
21. Charlie Huzenis
 1. Daisy – to consider
22. Michelle Sadler
 1. Daisy – used to be Secretary for DHS. Understands disability issues well and knows Access Living.
23. Monica Faith Stewart
 1. Daisy – suggestion from Alice. Unsure if she has a disability.
24. Kathy Pick
 1. Daisy – on Legacy Committee prospect list.
25. Nancy Gidwitz
 1. Daisy – sister of former board member. Unsure if she would want to be on board
26. Renee Togher
 1. Daisy – need to check notes. Think Marca reached out a few years ago. Previous board member. Would be good if we have slots for people without disabilities.
27. Juan Salgado
 1. Suggestion from Emily Harris
28. Amina Dickerson
 1. No disability
29. Bridget Evans
 1. Would be better to start as committee member.
30. Amelia Warwick
 1. YPC member. Shirley Ryan?
31. Azeema Akram
 1. Daisy – potential great add. ADA 25 Fellow.
 2. Ben – Government person, worth having discussion
32. Jewel Ware – committee first
33. Sam Mendenhall – reach out 2021
34. Justin Cooper – could ask him for suggestions
35. Corbett Ryan
 1. Ben – son of Shirley and Pat Ryan. Has CP.
 2. Daisy – Marca reached out a few years ago and it didn't pan out. Karen has her own relationship with Shirley Ryan, so she may also know Corbett.
36. Eric Crown
 1. Daisy – the Crowns have been significant donors. Rickie Crown declined board membership when Daisy asked.
37. Susanne Broutman
 1. Larry Broutman's widow.
38. Tyronne Stoudemire
 1. Kevin – Hyatt. Hold off on reaching out for now.

VI. Companies

1. BCBS

1. Daisy – Mark Owen used to be there. Careful consideration.

2. McDonald's

1. Kevin – don't know many people anymore

3. United Airlines

1. Daisy talked to Brett Hart last week. He wants folks from United to come to Access Living. This will happen in a few months.

VII. Adjournment

Nominating and Board Development Committee

Action Items

Taken from February 19 meeting

Daisy

- Ask Andrés if he will stay on the board past this year.
- Ask Kristin if she will stay on the board past this year.
- Ask Tara if she would like to serve a second term.
- Ask Shari if she would like to serve a second term.
- Ask Wilson if he would like to serve a second term.
- Talk to Maria Wynne about a potential member from Exelon.

Ben

- Ask Joan if she would like to serve a second term.
- Talk to Kareem Dale to see if he would be interested in rejoining the board, or if he could suggest a colleague from Discover.

Barbara

- Ask John McCarter for prospects.
- Ask Justin Cooper for suggestions.
- Ask Jim Feldstein for prospects from our pool of donors.

Brenna

- Check bylaws to see if there are restrictions for board members living out of town/attending meetings in person.

Unassigned/Future Action Items

- Reach out to non-Chicago HQ companies that have Employee Resource Groups.
 - Microsoft
 - Google
- Brett Hart of United Airlines to come for tour in a few months.
- Reach out to BlueCross Blue Shield, or ask Mark Owen for suggestions from company.
- Reach out to BRGs, go through corporate responsibility.

2020 Potential Board Members and Action Items

Updated March 2020

	Board Member Name	Organization	Ethnicity	Disabled?	Action Item
short list		Northern Trust			We need to work hard to replace Kristin Weaver. She agreed to one more year, so the new person would serve 2 years.
	David Capozzi	U.S. Access Board		yes	Karen
	Jason Benetti	White Sox	Caucasian	yes	
	Jodi Launzor (sp)	Broadcaster	Asian American		
		Exelon			Ask Maria Wynn for a suggestion from Exelon.
	Kareem Dale	Discover	African American	yes	Kareem was previously on the board. We could ask him to rejoin, or ask for suggestions of Discover employees.
	Eric Crown				
need to vet	Corbett Ryan			yes	
		IL Tool Works			We could ask Mike O'Grady to connect us with IL Took Works after the gala.
		United Airlines			Talk to Brett Hart once Coronavirus pandemic is over.
		BlueCross BlueShield			Mark Owen Used to work at HCSC. We could ask him for suggestions.
		McDonald's			
	Judy Panko-Reis	Retired AL employee	Caucasian	yes	

	Keidra Chaney	DePaul College of Communication	African American	yes	
	Tarrah Cooper	Rise Strategies	African American		Felicia to speak with Tarrah.
	Jasmine Bankhead	Healthcare	African American		Felicia to speak with Jasmine.
	Courtney Everett	Therapist	African American	yes	Felicia to speak with Courtney.
	Eric and Cheryl Whitaker	Healthcare	African American		Shari to speak with Eric and Cheryl.
	Nancy Prussian Weber		Caucasian		
	Tom Bookey		Caucasian	yes	
	Gregory Perez	ED of Deaf Planet Soul	Latino	yes	Recommendation from Amber.
	Michele Cunningham	Victim Advocate at Chicago Hearing Society	Caucasian	yes	Recommendation from Amber.
	TJ Gordon	MSc Candidate (Disability and Human Development) at UIC	African American	yes	
	John McDonough	Sidley Austin		yes	
	Seth Green	Baumhart Center for Social Enterprise and Responsibility	Caucasian		Daisy
	Kathleen Dillon Narko	Northwestern Pritzker School of Law	Caucasian	yes	Withdrew because of pressing concerns for 2018 but is interested for future. Strong interest, but should not count on her
	Julie Sullivan			yes	
	Rami Nashashibi	Inner-City Muslim Action Network (IMAN)			Suggestion from Michael Strautmanis.

	Susannah Vasquez	University of Chicago (formerly with IFF)			Suggestion from Michael Strautmanis.
consider for future	Charlie Huzenis	Jameson Realty	Caucasian	no	
	Michelle Saddler	Principal at Kittleman & Associates, LLC	African American	no	
	Monica Faith Stewart	Former IL State Rep	African American		
	Kathy Pick	photographer	Caucasian	no	
	Nancy Gidwitz		Caucasian	no	
	Renee Togher	Azteca Foods	Latina		
	Juan Salgado	Chancellor City Colleges	Latino	no	
	Amina Dickerson	Dickerson Global Advisors	African American		
	Bridget Evans	on AL's YPC/Lurie	Caucasian	yes	
	Amelia Warwick	YPC	Caucasian	yes	
	Tyronne Stoudemire	Hyatt			Kevin
	Azeema Akram	State of Illinois (Advancing Leadership Fellow)	Asian American	yes	
	Jewel Ware	Jewels of Success (self employed trainer)	African American	yes	Would do either committee or board. Very interested, but also in business. She is in current Advancing Leadership class, referred by Francine Bell. Travels a lot
	Sam Mendenhall	Winston & Strawn	African American	yes	Reach out to Sam in 2021.
	Ravi Kasi	Rush/YPC	Indian American	no	To be discussed further.
	Ron Otto	Thresholds	Caucasian	yes	Consider for Finance & HR Committee.

committee first	Bruce Zaccanti	EY	Caucasian	yes	Consider for Finance & HR Committee.
	Anthony Hinton				Recommendation from Elliot.
	Valerie Gilles	KPMG/ADA 25	Caucasian	yes	Emily. Doug Dobmeyer is her mentor (suggest committee first)
	Maggie Sugrue	LGC Fellow		yes	Maggie is still in school and wants to be considered after June 2019
	Peter Berg	Great Lakes ADA Center	Caucasian	yes	

Board Member Name	Disability		Sex		Race/Ethnicity					
	Yes	No	Male	Female	African American	Asian American	Caucasian	Latino	Native American	Other
Bennett, K.	1		1		1					
Bradley, K.	1		1			1				
Brown, J.		1		1			1			
Dawson, S.	1			1	1					
Dobmeyer, D.	1		1				1			
Gallegos, A.	1		1					1		
Goodman, L.		1	1				1			
Haffner, W.	1		1				1			
Hartigan, N.	1		1				1			
John, T.		1		1	1					
Klaus, K.		1	1				1			
Kordik, Z.	1		1				1			
Le, T.	1			1		1				
Lumicao, B.	1		1			1				
Mantilla, W	1		1					1		
Owen, M.	1		1				1			
Rauls, F.	1			1	1					
Roth, E.		1	1				1			
Runner, S.		1		1	1					
Santay, M.		1	1				1			
Schmidt, J.	1		1				1			
Schulenburg, K.		1	1				1			
Walsh, M.		1		1			1			
Weaver, K.		1		1			1			
Wolfensberger, J	1			1			1			
Total	15	10	16	9	5	3	15	2	0	0
AL Percentages	60%	40%	64%	36%	20%	12%	60%	8%	0%	0%

People of Color

40%

Director	First Jan. of Service	Annual Meeting			Service Resumed (Jan.)	Annual Meeting			
		Y1	Y2	Y3		Y4	Y5	Y6	
Bennett, Ken	2018	18	19	20					
Bradley, Kevin	2020	20							
Brown, Jennifer	2019	19	20						
Dawson, ShaRhonda	2019	19	20						
Dobmeyer, Doug	2015	15	16	17	2018	18	19	20	
Gallegos, Andres	2020	20							
Goodman, Larry	2020	20							
Haffner, Will	2019	19	20						
Hartigan, Neil	2019	19	20						
John, Tara	2018	18	19	20					
Klaus, Kent	2017	17	18	19	2020	20			
Kordik, Zachary	2019	19	20						
Le, Tuyet	2016	16	17	18	2019	19	20		
Lumicao, Ben	2019	19	20						
Mantilla, Wilson	2018	18	19	20					
Owen, Mark	2017	17	18	19	2020	20			
Rauls, Felicia	2017	17	18	19	2020	20			
Roth, Elliot	2016	16	17	18	2019	19	20		
Runner, Shari	2018	18	19	20					
Santay, Mike	2020	20							
Schmidt, John	2017	17	18	19	2020	20			
Schulenburg, Kurt	2017	17	18	19	2020	20			
Walsh, Molly	2020	20							
Weaver, Kristin	2020	20							
Wolfensberger, Joan	2018	18	19	20					

"First Jan. of Service" notes the calendar year beginning after election at the annual meeting. Term begins at election and expires at the third annual meeting following election. E.g., for election in Dec. 2009, term expires at Dec. 2011 annual meeting.

	Life Members
	Need Reelection
	Maximum Service
	Resigning
	Reelection for 3rd term

Waiver resets the clock and starts the 6 consecutive year measuring period over again. So if you hit year 6 and get a waiver, go back to "Start of Service" column for the next year.

Notes (n)

(1) Past chair can be reelected once without formal board waiver.