

Trustee Nominating Process

This is the updated nominating process we have used since spring of 2022. Most recently, the Nominating Committee and the WSO Board have collaborated to revise the process flow (enclosure 1). The process is open to the fellowship. We encourage members of the fellowship to submit recommendations to improve this process to chairnomcom@acawso.org.

We keep in confidence the identities of all applicants, as well as personal information. Only when we submit a candidate to the Board, do we share their qualifications for Board service. We also keep in confidence the identities of references and the information shared by the references.

If we determine an applicant is not ready for the Board at this time, we will not release information about them. We will make recommendations for them on how to prepare for reapplying for the Board in the future.

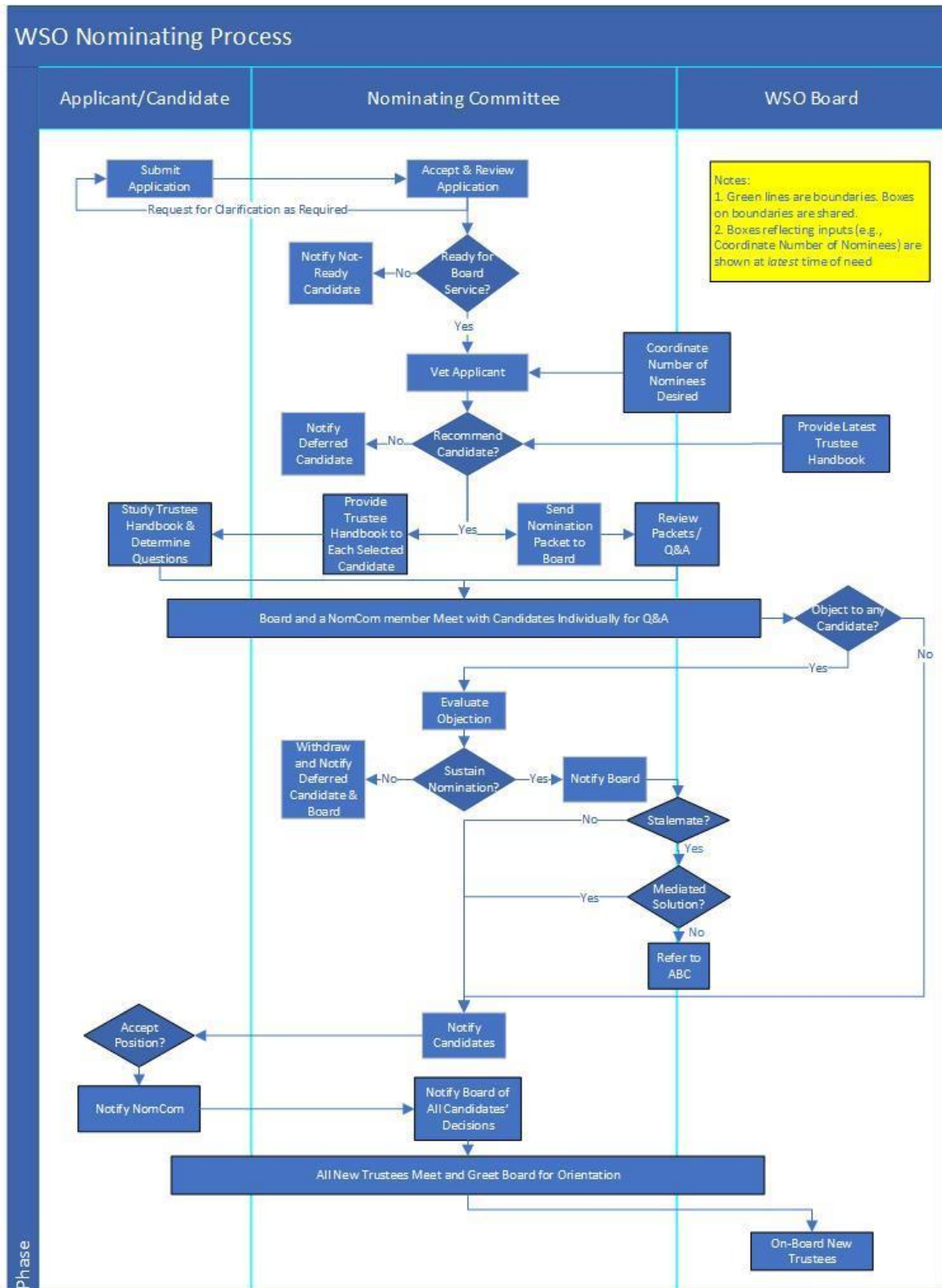
Enclosures:

Encl 1. Trustee Candidate Vetting Process

Encl 2. Abstract Form for Sending Nominations to the Board

Encl 1. Questions Asked During Applicant Interview

Process Flow:



Encl 2. Abstract Form for Sending Nominations to the Board

Board of Trustees 20__-20__

Candidate:

Location:

Trusteeship: At Large Region:

QUALIFICATIONS ABSTRACT

| Rating ¹ | Guidelines ² | Specifics |
|---|---|-----------|
| | Years continuous attendance at ACA meetings (5 yr) | |
| | Years active in ACA (no guideline) | |
| | Years combined service in ACA IG, region, WSO (1 yr) | |
| | Years service in WSO committees (6 mo) | |
| | Attended WSO teleconferences (6 in last 12 mo) | |
| | Completed the ACA steps; Knowledge of Traditions and Concepts | |
| | Conflicting Service Positions | |
| | Does the candidate work well in a group | |
| | Does the candidate work well independently | |
| | Time availability | |
| | Other Factors Considered³ | |
| | Recognize and protect confidential information | |
| | Organization skills | |
| | Communication skills | |
| | Consistency in attendance and participation | |
| | Follow through on commitments | |
| | Knowledge of service structure / network | |
| | Conflict management experience, including self-management | |
| | Experience working with underprivileged / underrepresented groups | |
| Note 1: Green - Meets/exceeds qualification; Yellow - Opportunity for growth in qualification | | |
| Note 2: Guidelines established in ACA OPPM, | | |
| Note 3: Soft discriminators used to assess how well candidate will fit in with the Board | | |

EXPERIENCE - ACA SERVICE AND PROFESSIONAL

ACA Service

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Professional

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STRENGTHS AND OPPORTUNITIES

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Additional Recommendations: