



Leadership Development Committee

Commission Annual Elections

"Successful Educational Transitions"



COMMISSION BY-LAWS (as amended Oct 17, 2017)

Article III Officers, Section 1. Election and Succession:

"The officers of the Commission shall include a chairperson, vice chairperson, secretary, treasurer and the past chair. The officers shall be duly appointed Commission Members, except that if the Commission appoints an Executive Director, then the Executive Director shall serve as the secretary. Officers shall be elected annually by the Commission at any meeting at which a quorum is present, and shall serve for one year or until their successors are elected by the Commission. The officers so elected shall serve without compensation or remuneration, except as provided by the Compact."

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MILITARY INTERSTATE
CHILDREN'S COMPACT
COMMISSION

THE PAST PROCESS

MIC3 Leadership

CHAIR	VICE CHAIR	EXECUTIVE DIRECTOR
2008-2010 Cheryl Serrano (CO)	2008-2009 Mark Needham (KY)	2010-2013 BG(R) Norman Arflack
2010-2011 Mark Needham (KY)	2009-2011 Brig Gen (ret) Kathy Berg (HI)	2013-2015 BG(R) Stephen Hogan
2011-2014 Brig Gen (ret) Kathy Berg (HI)	2012-2014 Kate Wren Gavlak (CA)	2016-Present Cherise Imai
2014-2016 Kate Wren Gavlak (CA)	2014-2016 Rosemarie Kraeger (RI)	
2016-Present Rosemarie Kraeger (RI)	2016-2017 Mary Gable (MD)	
	2017-Present Pete LuPiba (OH)	

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THE 2016 STRATEGIC PLAN

Strategy 5: Establish a sustainable culture that supports members and ensures organizational continuity

Goal 1 - Establish a succession plan to:

- a. develop a clear, transparent process to identify mature states to draw from for leadership opportunities
- b. Support a culture of leadership and mentoring for all Commissioners Note: would be accomplished between 2016-2019.



Leadership Development Committee (LDC)

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LDC MEETINGS

1. Eight meetings: 10/25/2017(2017 ABM); 2/26/2018; 3/26/2018; 5/21/2018; 6/21/2018; 7/16/2018; 8/27/2018; 10/3/2018
2. Chair: Kate Wren Gavlak (CA), as Past Chair of the Commission
3. Members:
 - Laura Anastasio (Connecticut)
 - Sarah Forster (Maine)*
 - Gary Hartman (Wyoming)*
 - Marcy Herman (Alaska)
 - Craig Neuenswander (Kansas)
 - Cheryl Serrano (Colorado)

* Note: Commissioners Daron Korte (MN) and Shelley Joan Weiss (WI) were original members . They were replaced upon their appointment to the EXCOM as Chairs for the Compliance and Communications & Outreach Committees.

Note: Rick Masters, General Counsel, advised the Committee

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(Ref LDC Minutes 10/25/2018)



THE LDC COMMITTEE DESIRES TO:

1. Make the leadership development nomination process more deliberate
2. Make the entire process highly visible for all Commissioners who are interested in pursuing leadership positions
3. Provide more opportunity for purposeful planning for future leaders
4. Provide more clarity on the job requirements and the commitment required for elected positions
5. Involve diverse representation on the leadership development and nominations committee
6. Elected positions include:
7. Chair, Vice, Chair and Treasurer has a two-year term limit (Chair would have the expectation to serve two one-year terms)

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(Ref LDC Minutes 10/25/2018)



KEY STEPS

1. Create a survey to identify folks who are interested in various positions
2. Identify criteria for applying
3. Develop and maintain timelines for completing surveys, the application process, and the nomination slate
4. Share detailed job descriptions so that interested parties know what is involved, time commitment, support of employers for each elected position
 - a. Develop a group of individuals who are in the pipeline to move into leadership positions

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THE NEW PROCESS

1. *Survey of Interest*: identify persons interested in serving beyond regular commission duties. **Deadline: June 26th**
2. *Nominations Application*: for interested persons to submit a nomination form for an elected position **Deadline: August 22nd**
3. LDC review of applications. **All** nominations received by the national office and the Committee were included in the *Slate of Candidates* Book.
4. The *Slate of Candidates* Book was released on September 24th

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THE ELECTIONS



Wednesday, October 17

- Slate of Candidates presented to the Commission
- Nominations from the floor accepted and closed
- Each candidate will have **3 minutes** each to address the Commission
- Evening Reception – Opportunity to interact with the candidates

Thursday, October 18

- **Secret Ballot Vote between 7:00-8:30am** → Obtain your paper ballot at the Registration Table from the MIC3 staff
- Sign-out ballot next to state name
- Complete ballot
- Sign-in ballot and drop in sealed container
- MIC3 staff will tally ballots and give results to the Commission Chair

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QUESTIONS?

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SLATE OF CANDIDATES

Chair

1. John "Don" Kaminar (AK)
2. Pete LuPiba (OH)

Treasurer

1. Kathleen Berg (CA)
2. Bob Buehn (FL)

Vice-Chair

1. Laura Anastasio (CT)
2. Pam Deering (OK)

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