

LEADERSHIP NOMINATION COMMITTEE REPORT

Laura Anastasio (CT), Chair

Responsible for ensuring a transparent and fair election process that provides a clear leadership succession plan.

Background

At the 2017 ABM, the Commission approved the formation of an Ad Hoc Committee on Leadership Development (LDC). During its first year, the LDC was led by former Commission Chair Kate Wren Gavlak (CA). The LDC's purpose was to examine the current election protocol and develop a process that was transparent and outlined a clear succession plan for the Commission. Upon recommendation of the 2018 LDC, the Committee was adopted in 2019 as a new, permanent committee of the organization, and its name was changed from "Leadership Development Committee" to "Leadership Nomination Committee (LNC)."

Throughout FY2025, the Leadership Nomination Committee focused on ensuring a smooth and transparent leadership transition for the Commission. The Committee emphasized fairness, inclusivity, and clarity in the nomination process, aiming to identify qualified, engaged, and mission-ready candidates for officer roles.

The Committee began its work in November 2024, reviewing strategic plan goals, the upcoming election timeline, and feedback gathered from the post-Annual Business Meeting (ABM) survey. Members discussed concerns regarding the misperception that committee chair appointments were based on favoritism. The Committee clarified that the Compact's By-Laws designate the Commission Chair as the appointing authority for committee chairs. They also confirmed the current process of surveying Commissioners on their committee preferences and openness to take on other duties beyond their commissioner role was effective and fair. They also agreed that not allowing nominations from the floor contributed to a more orderly process. Additionally, they affirmed that providing candidate application materials and background information ahead of the vote helped ensure Commissioners could make informed decisions.

At their March 2025 meeting, the Committee reviewed the application filing protocols. With officer terms ending in 2025, the Committee reviewed the roles of Chair, Vice Chair, and Treasurer and set a nomination timeline to encourage broad participation. Members emphasized the importance of outreach, especially to newer Commissioners and those from underrepresented states, and discussed the value of leadership readiness and engagement over tenure alone.

Although the Committee did not meet quorum in May, members reviewed a new leadership skills assessment tool intended to be added to the 2026 self-nomination process. In addition, they finalized the application materials, guidance documents, and official memorandum announcing the open filing period. The Committee memorandum was released in June, with an early July deadline.

At the July meeting, the national office staff informed members one application for each of the three open leadership positions was received. After reviewing the submissions and supporting documentation, members voted to approve the full slate of candidates for presentation at the

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2025 ABM. They also approved the updated Election Guide which was scheduled for release just prior to the ABM.

During closing discussion, members shared ideas on how to better prepare and support future leaders. Suggestions included adding vice chair roles to standing committees to help develop leadership experience and encouraging newer Commissioners to participate early and often. While tenure can be helpful, members agreed that commitment, engagement, and readiness are the most important indicators of leadership potential. The Committee affirmed the value of continued mentorship, open communication, and clear pathways for growth.

Over the past year, the Committee's efforts have strengthened the Commission's leadership pipeline and laid the groundwork for future success. By maintaining a fair and structured nomination process and encouraging broader participation, the Leadership Nomination Committee continues to help shape a strong foundation for MIC3's governance and long-term sustainability.