

## **LEADERSHIP NOMINATION COMMITTEE**

### **Ernise Singleton (LA), Past Chair & Leadership Nomination Committee Chair**

The Leadership Nomination Committee (LNC) continued strengthening the Commission's leadership pipeline and supporting MIC3's long-term sustainability through a fair, transparent, and structured nomination and election process. Through ongoing evaluation, leadership development initiatives, and strategic planning, the Committee remained focused on ensuring the Commission is served by capable, prepared, and engaged leaders.

In November 2026, the Committee convened to conduct its annual review of the election process following the Annual Business Meeting. Members examined each phase of the nomination and election cycle, identifying successes, opportunities for improvement, and emerging best practices that can further strengthen future elections. This annual assessment supports the Committee's commitment to maintaining an equitable and effective process while promoting confidence in the Commission's leadership selection procedures.

Since its establishment as an ad hoc committee, the LNC has remained dedicated to identifying and cultivating future leaders for the Commission. In addition to ensuring a strong slate of qualified candidates, the Committee actively communicates opportunities for commissioners to become more engaged and consider leadership responsibilities they may not have previously imagined. By encouraging participation and broadening awareness of leadership pathways, the Committee helps build a deeper, more diverse pool of future leaders.

A significant accomplishment in 2026 was the continued refinement of the *Leadership Competencies and Skills Assessment Tool*. Developed as a resource to accompany the *Standing Committee Preference Survey*, the assessment tool is designed exclusively for commissioners' personal use and self-reflection when considering leadership opportunities within MIC3. The tool supports individuals interested in serving as group facilitators, committee chairs, or officers, including chair, vice chair, and treasurer. Recognizing that these positions require leadership, governance, and collaborative competencies beyond the general responsibilities of a commissioner, the assessment outlines the core competencies expected of all leaders and highlights the additional skills needed for advanced leadership roles.

The Committee also remained committed to maintaining the integrity of the election process through its annual review of election applications, procedures, and supporting documentation. These efforts culminated in the release of the 2026 Election Guide on July 21, providing commissioners with clear information, expectations, and resources to support participation in the election process.

Looking toward the future, the LNC initiated discussions in July regarding support mechanisms for emerging and future leaders. This forward-looking effort is intended to strengthen leadership development, improve knowledge transfer, and ensure continuity across the Commission's leadership structure. The Committee will continue advancing this initiative throughout 2026 and into 2027, reflecting its commitment to building a sustainable leadership framework for years to come.

Through these efforts, the Leadership Nomination Committee continues to demonstrate its dedication to both the immediate and long-term success of MIC3. By fostering leadership

development, promoting a transparent election process, and strategically planning for succession, the Committee helps ensure that MIC3 remains well-positioned to fulfill its mission of providing critical education-related support to the children of uniformed service members.