

Why Does KICA Need a Nominating Committee?

Responsibilities of the Nominating Committee

- Identify the needs of the board,
- Educate potential directors about board service,
- Evaluate which potential candidates best fit the needs of the board and the community,
- Ensure representation of diverse groups of homeowners and diverse thoughts about Kiawah,
- Nominate a slate of candidates.

KICA Nominating Committee Membership

- Chair:, most recent past Chair of the board
- Chairs of the three major standing committees: Finance, Major Repair and Replacement, Human Resources
- Two at-large community members with knowledge of the community and the association and representing various segments of the community

Most non-profit organizations have a nominating committee to select board members; the most effective committees ensure a smooth transition of the board from year-to-year by creating a pool of candidates and determining which candidates best meet the needs of the board for the coming election cycle.

KICA Board Nominations in the Past

Until the 2014 election cycle, KICA did not have a nominating committee. Because candidates tended to wait until just before the filing deadline to formally announce their intentions to run for the board, KICA leaders never knew if enough candidates would come forward, whether those who did come forward would understand the breadth and needs of the association, and whether the qualifications and skills of the candidates would fit the needs of the board. Director selection was haphazard and often fell to the current directors who recruited their friends and acquaintances; some years, directors were begging people to run just before the close of nominations.

In 2013, based on best practices for nonprofit boards, the KICA board asked the Governance Committee, composed of current and past board members and other representatives from the KICA community, to create a proposal to institute a nominating committee. The plan was formalized in time for a committee to seek and select candidates for the 2014 election.

What the Nominating Committee Does

- **Late Spring Through Early Fall** - Host one or more events for KICA members to learn about committee and board positions and to express their interest in serving KICA.
- **Late Summer and Fall** - Discuss with board and COO the skills, interests and demographics that would benefit the board. Interview potential board candidates, including people who attend an informational event, who ask to be interviewed, or who are recommended to the committee by other KICA members.
- **Late Fall** - Present a slate to the membership to fill open board positions for the coming year.

Slates in the Committee's First Two Years

2014 - Chair, Craig Weaver

- Number of board openings: two.
- Needs: A good understanding of communications and

a solid strategic understanding of KICA.

- Candidates were unopposed and elected.

2015 - Chair, John Connolly

- Number of board openings: one.
- Needs: Financial skills, a board treasurer.
- The candidate was unopposed, was elected, and became board treasurer immediately.

2016 Considerations

Chair, John Connolly

Number of board openings: three.

Needs:

- A variety of skills and backgrounds.
- Knowledge of KICA and of the range of board responsibilities (important because so many slots are open).
- Candidates with different styles and approaches to leadership (important because so many slots are open).
- Candidates who would work well together and with the existing directors.
- Candidates who would seek consensual solutions to issues.
- Candidates who would seek common ground among the association constituencies.
- Balanced representation of the various constituencies.

NOTE: Position on the board's past decisions, including on amenities, was not a consideration.

What the 2015-2016 Nominating Committee's Slate Offers

Representation of the Various Island Constituencies

- Two live behind the second gate; one lives before the second gate.
- One is a regime member.
- Two are Kiawah Island Club members.
- One is female; two are male.
- One is a part-time resident (60%).

Skills and Background

- One has a strong financial background and has served on the Finance Committee for six years, and another trained in the finance area.

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- One is an attorney and has participated in many KICA and other Kiawah committees and task groups.
- One has high level corporate experience, strong management and leadership skills, and currently serves on other corporate boards.

The three have a mix of personalities with different leadership styles.

Comments by the Chairs, Past and Present

Craig Weaver, on why a nominating committee is important: “KICA is a complex business with a large number of employees and many responsibilities. Like any business or charity, you need to make sure you have a pipeline of good leadership coming in that respects and understands the community. That is critical to health of the organization and we can’t let it fall to happenstance. Any large business or charity has a committee making sure it’s bringing in the best board members.”

John Connolly, on this year’s slate: “We are proposing a very diverse and well qualified group of candidates. My hope is that most property owners will recognize that we have made a very concerted effort to seek out people with a broad array of talents. I believe they deeply care for this island and will be a positive force in seeking consensus to move the community forward.”

KICA members are welcome to run for the board without nominating committee endorsement. This year, three additional candidates have chosen to run who declined to be considered by the committee. Members are asked to vote for the three candidates whom they think best support the well-being of the association. Two candidates will serve a three-year term and one will serve a two-year term. The two candidates receiving the most votes will choose term-length first.

Article contributed by Digest Feature Report Sue Schaffer.