



AGENDA



Nominating & Governance Committee Meeting
Wednesday, November 20, 2020 4:00 pm - 5:00 pm
Join Zoom Meeting: **Meeting Link Sent Upon Registration Confirmation**

Time	Agenda Item
4:00 pm	Welcome & Introduction
4:10 pm	Approval of Meeting Minutes
4:15 pm	Board of Directors Matrix Conversation and Brainstorm Open Board Seats
4:30 pm	Open Board Seats
4:45 pm	Board recruitment documents/Consultant projects
5:00 pm	Adjourn

FY 21 Nominating & Governance Committee Meeting Dates

Wednesday, September 16, 2020

Wednesday, November 4, 2020

Wednesday, February 3, 2021

Wednesday, May 19, 2021



First 8 Memphis Nominating and Governance Committee Meeting**Date:** November 20, 2020**Time:** 4:00pm - 5:00pm

Committee Members Present: Jim Boyd, Tanya Hart, Kathy Buckman Gibson**Committee Members Absent:** None**Staff Present:** Dr. Kandace Thomas and LaDora Watkins**Visitors Present:** None

Welcome & Introduction

The meeting began at 4:12 pm.

Icebreaker question: Travel abroad

- dating future spouse while in college; followed spouse to Spain
- son is graduating from high school; looking to travel as a graduation present
- Women as Leaders internship program in Washington, DC

Committee Business

Approval of September 16, 2020 Meeting Minutes

A motion to approve the September 16, 2020 First 8 Memphis Nominating and Governance Committee Meeting Minutes was made by Tanya Hart with a second by Kathy Buckman Gibson. The minutes were approved unanimously with an amendment to the notes: Director Boyd's retirement consideration is regarding the Board of Directors. The clarification will be made in the meeting minutes.

Board Matrix

The committee reviewed the current board matrix together and discussed areas of expertise, skills, etc for the current board members. It will be helpful to align the potential board member list to this format. The committee also noted edits to the information (see below)



Director Smith: add HR under 'Area of Representation'; Yvonne Madlock: add Communications as 'Area of Representation'.

Members discussed the lack of representation in the areas of fundraising, philanthropy, legal, marketing/communications, and prenatal to preK expertise on the Board. These are the areas for Board members to think about when considering recommendations.

Dr. Thomas added that fundraising, early childhood leadership, marketing/communications, and legal are important but early childhood leadership and marketing/communications are priority areas. Dr. Thomas is generally thinking about early childhood - there is a need for someone whose work is prenatal to birth; programmatic knowledge feels important;

Other names mentioned as possible candidates for Board membership:

- [Leigh Mansberg](#) - currently at Junior Achievement, long history; possible area of representation: Fundraising
- [Linda McNeil](#) - partner with Gaskill Strategies (ie. Collage, Ballet Memphis, Brooks) Chair of the Board of Collage. She has a lot of connections across the community. Director Boyd could arrange a meeting for Kandace and Ms. McNeil.
- Marcus Harris was recommended by Dr. Mary Palmer.
- [Catherine Cushinberry](#), CEO of City Year

Dr. Thomas has a few people in mind that are national who may be interested in Memphis.

When considering membership, it should be noted that 80% participation across Board, Committees, and Working Groups is an expectation. Bios, headshots, and a list of other Boards that they serve on would be beneficial for the Board to review as well.

Board recruitment documents/Consultant projects

First 8 Memphis hired a consultant, Anjelica Hardin Hall. She is working on approximately five documents. She has worked on the Board job description. She will also provide a Board overview, specific full Board and individual director expectations, and onboarding documents.

The committee reviewed the draft document of the Board job description and made edits as needed to some of the language. The draft will be shared with the full Board. The other materials will be sent out prior to the Board meeting for review.

Other discussion:

- Is there any expectation that board members would donate? At the time of startup, that was not a consideration that was important because the organization is fully dependent on major funding streams and not private donations.



Next Steps

- Update Board material documents and share with Nom/Gov Comm on November 30 or December 1st (prior to the Board materials being issued for the Board meeting on December 8th)
 - During the Board meeting - Have the Board brainstorm ideas for fundraising and 0-3 areas of representation
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Adjournment

The next meeting is February 3, 2021 at 8:30 a.m. The meeting adjourned at 5:04 p.m.

F&M BOARD APPROVED