

Search Committee Make-Up:

1. Singing Member:
2. Singing Member:
3. Singing Member (alternate):
4. Singing Board Member:
5. Non-Singing Board Member:
6. TCGMC Donor or Community Member:
7. Executive Director:
8. Principal Accompanist:
9. Consultant:

Who are they: (Taken from <https://www.slesingermanagement.com/>)

- 1. The person truly understands the organization, including the challenges and opportunities it will likely face over the next few years.** This person is not stuck in the organization's past, and this person does not have a parochial interest that will color his or her evaluation of candidates.
2. The person is a good judge of talent and able to make intelligent assessments of candidates, including linking their skills and other qualifications to the needs of the organization.
3. The person can work well with others on the committee. The goal is to have 100 percent of the committee members recommend the hiring of a particular candidate to the full board, which has the ultimate responsibility to select the CEO.
- 4. Committee members include the current and future leadership of the organization.** Having the current chair on board is very useful; including the person who will become board chair in the next year or two is even more valuable because that person's involvement insures stability. Of course, it's not always clear who the next board chair will be, in which case every effort should be made to include the one or two members who are most likely to take on that role.
- 5. The members of the committee provide sufficient diversity,** reflecting the mission of the organization and the pool of candidates it wants to attract. A variety of genders, ages, races and ethnicities, and career and life experiences will stimulate a range of perspectives that will help steer the group to the right candidate – and will cause many candidates to be even more attracted to the organization.
- 6. The committee member can give the search committee the time needed to mount an effective search.** This includes responding quickly to emails related to the substance or logistics of the search, making the time for telephone conference calls to discuss candidates and other topics that will keep the process moving forward, and being available to interview ALL the candidates the committee wants to meet, which often will span at least two days. sometimes a committee member has to miss an interview due to an emergency, but this should be the exception, not the rule.

7. The committee includes a person who will be an effective committee chair. This can be the current or future chair, but that's not essential. More important is that the person be somebody who knows how to run meetings, including interviews, effectively, and can take the lead in keeping the process moving forward at a brisk pace.

Tentative Schedule:

Wednesday January 10th, 2018 Search Committee Meeting

Wednesday February 7th, 2018 Search Committee Meeting

Saturday February 24th, 2018 Search Committee Interviews with First Round Candidates

Wednesday March 7th, 2018 Search Committee Meeting

Monday April 9th, 2018 Board of Directors Dinner with Candidate 1

Tuesday April 10th, 2018 Executive Director Breakfast

Tuesday April 10th, 2018 Candidate 1 Audition (first half of rehearsal)

Tuesday April 10th, 2018 Candidate 2 Audition (second half of rehearsal)

Wednesday April 11th, 2018 Board of Directors Dinner with Candidate 2

Wednesday April 18th, 2018 Search Committee Meeting

Friday April 20th, 2018 Recommendation goes to Executive Committee

Thursday April 26th, Executive Committee recommendation goes to Board of Directors