

San Francisco CASA
Board Recruitment Procedure

I. The Initial Due Diligence Stage:

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1. A Sponsoring Board Member Submits A “Candidate Proposal Form” To The Nominating Chair.
2. The Candidate’s Basic Information Is E-mailed To The Board.
3. Board Members Have 5 Days For Initial “Review And Comment”. Failure to respond is deemed to mean “no objection.”
 - A. If A Board Member Has A Concern, Bring It To The Nominating Chair Will Seek To Get It Addressed Anonymously (FYI, David E. is the current Nominating Chair).
 - i. The Nominating Chair shall discuss the concern, anonymously, with the candidate’s sponsoring board member.
 - ii. If the sponsoring board member provides a response, the Nominating Chair shall pass it on to the board member that voiced the concern.
 - B. If The Concern Is Unresolved, Board Member May Place An “Initial Hold” On Candidate Which Can Then Be Dissolved Upon A Two-Thirds Board Vote.

II. The Application Stage

4. Social Invitation To Candidate. (e.g., lunch, with at least 3 board members).
5. Invitation To Complete A Board Application. If all board members who attended the social invitation agree, the candidate will be invited to fill out a Board Application form (to be returned to the Nominating Chair).
6. The Candidate’s Completed Application Will Be Sent To The Board For A Second “Review And Comment” Period. (Board has 7 days to review. Failure to respond is deemed to mean “no objection.”)
 - A. If A Board Member Has A Concern, The Nominating Chair Will Seek To Get It Addressed Anonymously

B. If The Concern Is Unresolved, Board Member May Place A “Hold” On Candidate Which Can Then Be Dissolved Upon A Two-Thirds Board Vote. The board member placing the “Hold” must explain the basis for the Hold at the next board meeting. The “Hold” can be dissolved upon majority Board vote.

7. If **no** Hold is issued or a Hold is dissolved, the Board will vote on the candidacy at the next board meeting, with a 2/3 vote required for election. If elected, the candidate will be notified in writing, and shall provide a response in writing.