



Noodle On A Nominating Committee

When talking with our Executive Director, Bruce Keenon, about what we each felt was the most challenging obstacle to keeping members happy and involved, the issue of officer transition came to mind.

Basically, it seems that if Chapter Directors put in their year or two of service, they very often drop out of circulation, and maybe out of the organization. While some may call it “burn-out”, others might more accurately say they have been “burned up” by the rigors of the job. And when a new member sees a key player drop out, well, they may wonder why they’re staying, too.

I have an idea I’d like to promote to help make the process of transitioning from one set of officers to another easier, and help the new team get off to a good start. I believe, and recommend to chapters, in having a Nominating committee, headed by the immediate past Chapter Director.

If you’ve been in our organization for even a couple of years, you’ve seen a transition of officers. What happens? Too often, the month of October or November comes along, the CD stands up and says, “Who wants to run for CD?” There may be some arm-twisting, some cajoling, maybe some threats. But somebody eventually comes forward, perhaps not really knowing what they’re getting into. And then they have to scramble to put together a team to help them.

If we had one of our past leaders (preferably, in my opinion, the immediate past Chapter Director) as head of a Nominating Committee, they could be scouts for talent, and a resource for the candidates. They could share the both the positives of the experience, and be honest about what any of the various jobs entail. I’ve seen where a past CD could help find the right combination of skills to help the new team. And where the new team could draw upon the experience of the past CD when it comes to the dynamics of chapter cultures.

Quite often the Nominating Committee swings deals, saying, “Sue will be newsletter editor if you’ll be ACD”, or, “Bob will be Ride Coordinator if you’ll be the person to head up Stores.” Or whatever works for the chapter. And, let’s face it, anything is better than starting from a blank slate.

Having a Nominating Committee relieves one more pressure from the current Chapter Director. With experience, they’ll be more able to recruit from the new members, letting them get their feet wet in this or that position, and feeling like a critical part of the team.

Don’t have an immediate past Chapter Director around? (I’m not surprised.) No Problem! Ask an experienced member to head the team, probably six months or so before you need new officers. (Hmmm, that’s like now, isn’t it?)

If our organization is to continue to grow and succeed, we need to find some way to leverage our talent, keep people involved, and bring along new people into the organization and the leadership of our chapters. I strongly suggest you consider having a Nominating Committee to help you recruit and mentor new officers.

Hello to everyone! I'm Jerry Weltner, your new National R&R Director (Recruitment and Recruiting). I've been a member of GWTA for about 7-8 years, and active in the state of Washington. I look forward to working with you and your crew to recruit new members, retain our veterans, and fulfill the promise of *Destination Friendship*.