To: Harvey Redfern

From: Succession Planning Committee

Re: Men’s Club Succession planning

Date January 5, 2012

Background - In 2012 our current Executive Vice President, Alan Medansky passed away leaving a gap in leadership. At the request of President Harvey Redfern a committee of 3 past presidents was formed to establish a long range succession plan that identified individuals who are potential Executive Board members for the next 6-10 years as well as new members for the Board of Directors. Brad Shaps, Glen Roter and Kevin Braude met with most of the members of the current Men’s Club Executive Board and several additional Members of the Board. The purpose of the meetings were to identify future leaders of the club, identify positions current Executive Board members might be interested in, obtain feedback and assessments from current Board members about the performance of current Executive Board members and develop a list of names of potential future nominees for the Board.

We recognize that the Nominating Committee is responsible for selecting the officers of the Club and the members of the Board. It is our intention to provide information and in some cases recommendations to assist the Nominating Committee as it makes its selections for the 2013 Board. In addition we believe the information provided in this document will serve as a useful tool to help develop the skills and provide the necessary experiences to develop the future leaders of the Club.

Below is a summary of the findings of the Committee.

**President** - We specifically asked a number of individuals if they were interested in one day serving as president. While several current Executive Board members expressed interest in the role in the future, none of them felt they were ready to serve as President for the term beginning July 2013. After much discussion we identified two past Executive Board members who were willing to serve as Co-Presidents for the July 2013-June 2015 term – Larry Grossman and Ray Rokni. We believe this is an ideal solution, allowing current Executive Board members to gain additional experience and setting up a succession plan for the next 6-8 years. The one downside to this arrangement is the potential of establishing a precedent for co-presidents and the possibility that others will want to serve as co-presidents in the future. We want to stress that we are recommending this only because of the extraordinary situation the club is in due to the death of the current Executive Vice President, and would discourage having co-presidents in the future. The following individuals expressed interest in serving as president at some point in the future:

* Scott R - Scott is interested in serving as president. Daughter’s Bat Mitzvah is spring of 2015. Would be interested in serving after that, potentially beginning July 2015.
* Dan S - Dan is definitely interested in serving as President at some point in the future probably the 2017-2019 term. His Son’s Bar Mitzvah is in 2015 and he would like to wait until after then to serve.
* Steve E - Steve could be interested in serving as President in 5-6 years
* Chuck G - potentially interested sometime in the future but recognized that he is not ready for position in the short term.
* Scott R2 was recognized as a future leader who could potentially serve as President in the future and should be given opportunities on the Executive Board to develop broader experience.

**Executive Vice President** - We think Scott R and Dan S will both be ready to serve as President in 2015. Given that Scott indicated he would be interesting in serving as President beginning in 2015, and Dan preferred waiting until 2017, we recommend appointing Scott as Executive Vice President in 2013 with the intent of him becoming President in 2015.

**Vice President Ways & Means -**The following individuals expressed interest in serving as Vice President Ways & Means in the future:

* Dan S
* Steve E
* Art D

We believe that all Dan And Steve are capable of serving in the role but would recommend that Dan S fill that role for the term beginning in 2013. We think Dan has more experience on the Board and is better positioned to be successful in this role. This will give Dan additional experience necessary to become Executive Vice President in 2015 and President in 2017.

Art expressed interest but might need more experience as a committee member

**Vice President Programming and Ritual Programming** - The following individuals expressed interest in serving as Vice President Programming in the future:

* Larry D
* Steve E

We believe that both Steve and Larry would be excellent as Vice President Programming. We recommend selecting one of them for that role in 2013 and the other as Vice President of Membership. While no one expressed a specific interest in serving as Vice President of Ritual programming for 2013 potential candidates for include: Eliot T, Chuck G, Adam G, Scott S, Scott R2 and Howard J.

**Vice President Membership -** The following individuals expressed interest in serving as Vice President Membership in the future:

* Dan S
* Larry D
* Steve E
* Art D

In addition Scott R2 expressed willingness to serve in an Executive Board position and believe his strong organizational skills make him someone worth considering for this position

We believe all 5 are capable of serving in this role.

**Vice President House and Vice President House Special** Events - The following individuals expressed interest in serving as Vice President House and House Special Events in the future:

* Steve E

Steve is a good candidate for House Vice President but may be more valuable as Programming or Membership Vice President.

It might be worth approaching Abe D or Norm I to serve as House Vice President. House Special Events is a good position to consider as a first position for one of the younger Board Members

**Treasurer -­** the following individuals expressed interest in serving as treasurer in the future:

* Chuck G expressed interest

Other potential candidates to consider for Treasurer are Adam G, Scott R2 and Scott S.

**Financial Secretary**

Nobody expressed specific interest in this role this might be something Scott S could do.

**Recording and Corresponding Secretary**

We recommend these positions be given to newer Board Members. Potential candidates include: Art D, Scott S, and Eliot T.

**Future Executive Board Members -** Member of the current Executive Board identified the following individuals as potential new Executive Board Members: Gary S, Adam G, Steve K, Jeff K, Mike G, Art D, Abe D, Norm I, and Howard J.

**Future Board members -** Members of the Board identified the following individuals as potential members of the Board:

* Alan Zelkowitz - recommended by Dan
* Steve Warshawsky – recommended by Dan
* Dan Shulman- On CBS Board recommended by Dan
* Joel Meyers- recommended by Dan , Chuck
* Dan Gottstein - Young member and nephew of Bob
* Michael Shelmon (member of Northbrook Park District) Recommended by Bob
* Steve Bosse - Chuck
* Chad Fried - recommended by Scott
* Eric Siegle – Recommended by Scott has declined in the past due to travel issues
* Ian? – Recommended by Scott
* Jan Sheinson - former NW Suburban member. Recommended by Randy
* Andy Lebovitz - Recommended by Glen
* David Charous – Recommended by Glen
* Josh Klein - Recommended by Brad
* Maurie Lewis - Was treasurer at Northwest might be willing to get involved if he had the time
* Don Pike - Brad Shaps brother in law and new member of synagogue
* Danny Kazan - friend of Art and Kevin also knows him
* Rob Footlick - joining synagogue friend of Krug an Dolins
* Evan Oblansky - Friend of Art also Kevin knows him
* John Peltz - Jack Knopoff son-in-law recommended by Neil
* David Frank - friend of Neil
* Rich Friedman – Friend of Neil

Other notes

Scott expressed interest in continuing to serve in a minor Exec Board position but not something that would take a lot of time. Not interested in ever serving as president. Not currently interested in House.

Chuck expressed interest in continuing on Exec Board and specifically mentioned treasurer

Eliot - Always interested in helping out. Not sure he wants responsibility of being in charge. Looking to get more involved in professional association

Steve E - Open to any position

Scott - question of time but interested in taking on another position.

Rich - interested in continuing on Board in some capacity.

Randy - Not interested in leadership role at this point in time. May be willing to step back in somewhere down the line

Steve - Not interested in serving on Exec Board at this point

Abe - interested in helping with needed. Once he retires or if his travel gets cut he might be interested in doing more. Abe would be interested in helping with membership.

Norm willing to continue to help with House but not interested in VP

Howard - Howard expressed interest in helping with getting the web site up to date and helping with maintenance of the web site. Also might be interested in coming back on to exec but probably not this year, maybe in a year or 2. Potentially could do financial secretary but would need to know more. Also might be interested in membership.

Adam - Not interested in exec in the short term (probably at least 4 years) and was not willing to commit to any sort of time frame when he would be interested. He suggested getting list of Hebrew school parents to identify future members of the club and potential new board members

Art - Art travels a good deal for business and is hesitant to take on a leadership role. He would be more interested in roles with a limited number of events. As we talked he got excited about membership and ways and means. Make sure he is part of membership committee next year. He had lots of good ideas.

Gary - active in a professional organization so has limited time. Interested in helping as needed with Men’s Club but not on exec for at least 2 years. After that depending on involvement with professional organization may be willing to get more involved