

2020 ICSA Professional Leadership Transition Proposal

For Discussion: A proposal to appoint an exploratory committee for ICSA professional leadership transition whose charge is to create a detailed transition plan for a vote at Spring 2020 Annual Meeting.

The current structure of ICSA and its administration relies on key volunteers and part-time, marginally-compensated professional leaders. While the efforts of our leadership are noble (and able), there are natural limitations to their work.

- With finite time, efforts are naturally constrained to supporting the status quo.
- New initiatives require addition of new volunteers to support them. The current pool of volunteers are already over-used and there is not an abundance of new volunteers ready to take that step.
- We are able to be responsive to funding opportunities that present themselves, but are challenged in bandwidth to explore new and different funding streams.

At last year's annual meeting, CSA presented their report that outlined two ways forward for our organization — progress into a professional management structure (either full-time or part-time) or remain in the status quo.

With the most sincere thanks and appreciation to our current leadership for their effort in supporting the ICSA, the following proposal is presented. We would not have made it this far without you!

Proposal: To assess the steps needed to transition to professional management, the ICSA shall create a 7-member committee with diverse membership who will bring a transition plan forward to the membership at the Annual Meeting in Spring 2020. The plan will include the following:

- Recommendation on management structure desired: full time or part time executive director; other secretary role; other key staff or volunteer leaders needed
- Job description for Executive Director
- Executive director salary requirements; optional secretary salary requirements
- Recommendations on timing, assembling hiring committee, etc.

A vote to support this proposal would create an 7-member exploratory committee that would bring a detailed plan for a professional leadership transition to the ICSA membership by the spring 2020 annual meeting.