

DWELLING PLACE OF GRAND RAPIDS  
CEO SUCCESSION PLANNING COMMITTEE

July 23, 2020

*Committee Approved August 27, 2020*

**MEMBERS PRESENT** Annamarie Buller, Sadie Erickson, Rich Kogelschatz, Rick Stevens, Renee Williams, Troy Zapolski

**MEMBERS ABSENT** Gil Segovia

**STAFF PRESENT** Zoe Post

The meeting was convened via video conference at 9:03 AM by Mr. Kogelschatz.

**SEARCH FIRM  
DISCUSSION**

**Scorecard Summary**

The committee reviewed the combined results of the scorecards submitted for each firm. Beating out the other firms in raw score—both in every individual scorecard and collectively—was Third Sector Company; its score 15% higher than the next highest firm (William Charles). The estimated cost was neither the highest nor the lowest of the firms. The committee discussed the value of hiring a local firm, but ultimately decided that this was outweighed by Third Sector’s technical expertise and connections to nonprofits, their attention to detail, their prioritization of finding a cultural fit, and their onboarding capabilities.

**RECOMMENDATION  
TO THE BOARD**

**The CEO Succession Planning Committee reached consensus to recommend the board hire Third Sector Company for the Dwelling Place CEO search.**

Mr. Kogelschatz will draft a brief, send it to the committee for approval, and then send it to the full board prior to the August board meeting. The document will be sent to the board only (with the exception of Ms. Post and Denny Sturtevant), separate from the board packet. The committee’s recommendation will be added to the meeting agenda for discussion.

**NEXT STEPS**

The committee will request detailed line items in a fee proposal from Third Sector to get a fuller understanding of the typical range of expenses incurred during the process.

**OPEN/CLOSED  
MEETING POLICY**

A board member approached Mr. Kogelschatz with concerns about the transparency of the CEO selection process, specifically the closed meeting policy. The committee agreed that should these concerns persist, the issue may be brought before the Executive Committee for consideration.

**ADJOURNMENT**

The CEO Succession Planning Committee was adjourned at 10:11 AM by Rich Kogelschatz.