



BOARD RECRUITMENT UPDATE

To: Trustees
From: Board Development Committee
Date: <date>
Re: Board Development: Trustee Search

In the months since Panta Rhea's fall docket meeting, the Board Development Committee has continued to move through the trustee search process. Below follows our timeline, outlining the steps we've taken, and others yet to come.

We began this search with dozens of exploratory conversations and emails that led to eighteen candidates submitting their formal interest form. In each committee conversation and interview we, as a committee, deepened our understanding of the foundation's updated mission and strategy and what type of trustees will best support our ongoing evolution. On page 3 of this memo, please find the refined criteria that we've applied to all candidates.

We've chosen to lift up the following finalists, and have attached their background materials for review.

- XXXX

We were honored to also consider the following candidates. With the exception of XXX, who may be a fit for Panta Rhea in a future round of expansion, we are graciously declining their interest.



Timeline

AUGUST- SEPTEMBER 2020	<ul style="list-style-type: none"> • Candidate Outreach • Draft Updated By-Laws & Unanimous Written Consent Draft process timeline
OCTOBER- JANUARY 2020	<p>Board docket meeting:</p> <ul style="list-style-type: none"> • Vote on Updated By-Laws & Unanimous Written Consent • Discuss search timeline & process <p>Current trustees sign annual docs w/Panta Rhea Foundation Secretary</p> <p>Committee:</p> <ul style="list-style-type: none"> • Prioritize candidates as per criteria; ID outreach gaps • Panta Rhea CEO conducts 30 min <u>screening calls</u> • Committee designs & conducts <u>interviews</u>, narrows pool • Committee invites promising candidates for “<u>social tea</u>”
FEBRUARY- MARCH 2021	<ul style="list-style-type: none"> • Committee assesses candidate pool • Committee recommends top candidates to board • Panta Rhea co-chair asks finalists to “save the dates” for April docket meeting • Panta Rhea co-chairs and founder interview top candidates • Committee & founder confer re: candidate slate • Staff meets final candidates • Committee & staff develop onboarding plan and materials, conferring with candidates
MARCH- APRIL 2021	<ul style="list-style-type: none"> • Board discusses and takes action re: candidate slate • Panta Rhea co-chair extends formal invitation to serve • New trustees finalize docs w/Panta Rhea secretary • Newly approved trustees join April board meeting
May 2021 onward	Onboarding continues



TRUSTEE SEARCH CRITERIA

CONTENT EXPERTISE				
Global Roots	People Power	Food Sovereignty	Resilience & Renewal	Arts & Creativity

BOARD VALUE-ADD				
Governance	Funding tools/models	Organizational Development	Family Philanthropy	Expands PRF Networks

RELATIONSHIP		
Emotional "EQ"	Chemistry & Trust	Access & availability

DEMOGRAPHICS			
Person of Color	LGBTQ	Geography - present & past	Age