

## **Horn Creek 2008 Executive Director Selection Criteria and Process**

March 26, 2008

### **Essentials**

*(Candidate must meet all these criteria to the satisfaction of all board members. The successful candidate must have a unanimous agreement of the board that they meet these essentials. Criteria for measuring drawn from items on the grid.)*

- 1 Timothy 3, deacon qualified
- Family man
- Vision for family camp ministry
- Strong leadership character and experience
- Strong business experience including proven financial management

### **Key Attributes**

*(Candidate must excel in at least one of these areas and have some competence in a second. Areas of shortfall will require board action to assure the organization has essential operating skills available. Votes on this group of requirements requires a 75% agreement of the board. Criteria for measuring drawn from items on the grid.)*

- Visionary leadership
- Financial management disciplines
- Vision interpretation and promotional skills
- Organizational development skills

### **Priority of Camp Management Skills Needed**

*(Candidates overall management priorities skill set will be measured by individual interviewer vote on a 1 to 10 scale, 10 being exceptional. The outcome of these measurements along with similar information gathered from the interview grid will inform candidate selection by the board.)*

1. Visionary leadership
2. Financial management disciplines
3. Promotion and development passion and skills for driving the mission of HC
4. Marketing, programming, packaging and advertising aptitudes
5. Organizational development skills

### **Selection Process**

- Identify volunteers to be on the interviewing committee
- Screener selected from the interviewing committee
- Committee develops and performs advertising program
- Screener accepts candidate recommendations and resumes
- Screener identifies candidates who might meet the criteria
- Committee interviews the candidates using the interview grid
- Committee narrows the field of candidates to two or three
- Conference calls are scheduled for group interviews (committee coordinates and assures all parties are properly coached on process, goals and interview protocols)
  - Board (those not part of committee)
  - Staff
  - Camp Representatives
- Committee assesses comments from all interviews and makes recommendations
- Board meets to review committee recommendations and vote