

## PARTICIPANT COMMENTS – SUCCESSION PLANNING

*Excellent as always. – George Foxworth, Sacramento CWRT*

*Lots of good information. Your slides were very useful. Good interchanges between participants. Thanks Mike – Mike Hoover, Inland Empire CWRT*

*Enjoyed the meeting especially how you got people involved. Would like to know terms and how RTs are filling jobs plus term limits if any. Thanks Sid – Sid Gamertsfelder, CWRT of Saint Louis*

*Was another good session with a lot of great information. It was good to hear from so many round tables and what their experiences are. Thank you for the work you do to put these sessions together. – Cheryl Rice, Olympia CWRT*

*Thanks for scheduling that seminar on Succession Planning last night. Three of the attendees—Tim Vane, Stan Sech and me—were from the Knoxville CWRT as this is an issue we're wrestling with currently. As I said we have an excellent Board of a dozen members who have a lot of experience. That's the good news. The bad news is we have a lot of experience because we either ignore or don't have term limits and no one is stepping up to be groomed to take our places. To use your vernacular, we're clearly in a replacement mode and not in a succession mode. That's something we clearly hope to change.*

*I appreciated the training video you prepared beforehand. I liked the idea of a membership assessment. Tim tried something similar a while back when trying to identify members interests and who among them might be willing to talk to other groups about their Civil War interests. That's all we've done in recent years in that regard. Any suggestions you can give Stan to help us develop the assessment tool will be appreciated.*

*I also like the idea of mentoring including bringing mentees to Board meetings and including them as much as possible in the ongoing business of the organization. The other thing that became abundantly clear was that we need job descriptions. We have a dozen different roles on the Board. If we're to bring others along, we need to be clearer ourselves on role expectations.*

*One last thing that I found helpful came up serendipitously when Steve (?) from Harrisburg shared his Board agenda. I liked how that group clearly articulated tasks, persons responsible and timelines. We usually don't get our Board minutes until just before the next meeting which means clarity around who was going to do what and when has been left to memory in the interim. That kind of sound organization means a Board need not meet more often necessarily. Rather it just needs to be clearer about moving projects forward and holding Board members accountable.*

*Thanks again. Your presentation set us on the right road and gave us some good ideas for our own succession planning discussion next week. – Jim Doncaster, Knoxville CWRT*

*I thought that was a very good program. The discussion was interesting and candid, thereby allowing Mike to share a lot with the group. Definitely a strong candidate for the Congress in September.* – **Rosemary Nichols, Capital District CWRT**

*I agree with Rosemary. The program was presented for people to discuss it and the discussion was very interesting and I learned a lot. I think it was one of the best.*

*I agree it needs to be discussed at the Congress.* – **John Bamberl, Scottsdale CWRT**