



West-Wide Governance Pathways Initiative

Pathways Regional Organization Nominating Committee Representative Responsibilities & Expectations

The Nominating Committee (NC) will be tasked with submitting a slate of 5 initial Regional Organization (RO) Board candidates to the Launch Committee¹ for approval in June 2026. To help sectors prepare to select a NC representative, below is information about the timeline, anticipated time commitment, and expectations for serving in this role.

Timeline/Process

- November 14, 2025: Each sector must have a NC Representative selected
- November - January: begin to coordinate with the NC on scheduling, discuss timeline, process, sector outreach & information sharing, etc. (~10 hours)
 - The NC will adopt “guiding principles” that will include a detailed timeline and policies regarding participation and information sharing.
- December - June: biweekly meetings with the NC + ad hoc meetings with the sector/sector members. (~2/hrs every other week)
- April/May: minimum of 35 hours for the candidate interview process.
 - This will likely include 2 hours of interviews per candidate + 1 hour to discuss with NC. About 10-12 candidates are expected.
- May/June: Second round of interviews if necessary, time allotted to gain feedback from the sector. (~10-15 hours)
- NC Representatives will also need to develop materials for their sector throughout the process, provide regular outreach to the sector, and schedule meetings with the sector/sector members as needed. (~1-2 hours/week)

Responsibilities:

- Feedback Collection: The Nominating Committee members will work directly with their sectors to provide input on the selection of directors, similar to the process used in other Nominating Committees across the West.
 - Nominating Committee members should work with their sectors to solicit candid feedback on candidates.
 - The intent is to allow for open communications while at the same time respecting the need for candid Nominating Committee discussions and individual candidate expectations for confidentiality in processes as defined by the Nominating Committee.
- Level of Support: The amount of project management and administrative support, including creation of NC Process documentation, is currently unknown. Nominating Committee members should be prepared to take an active role and potentially shoulder many of these tasks.
- Consensus driven: The Nominating Committee shall act on the consensus of its voting members.

¹ The Pathways Launch Committee shall approve and propose to the Formation Board a slate of candidates consisting of up to five individuals to serve as the initial Board of Directors. The Formation Board shall appoint the initial Board of Directors, giving all due consideration to the slate proposed by the Launch Committee.



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- **Confidentiality:** The deliberations of the Nominating Committee shall respect confidential personnel information and be conducted in a manner that fosters candid discussions.
 - Confidentiality extends to NC Representative meetings with the sector.

Eligibility:

A simultaneous WEM Governing Body NC process will coincide with the RO NC process. To preserve confidentiality between these two processes, guidance for who is eligible to serve as representatives in these two processes is provided below.

Serving as an NC rep is person specific, meaning that the same person may not occupy the NC rep role for both the WEM GB and the RO NC process. However, an organization *may* have a representative in both roles, so long as they are not the same person. A member of the Launch Committee may serve as the RO NC rep, but to preclude a “double vote”, they would not be able to vote on the slate of candidates as a Launch Committee member.

A flow chart is provided below to help better illustrate eligibility.

