**Present**

Members - Ann Carey (chair), Pam Smith, JaMario Stills, Numa Saisselin

Public – Darren Dailey, Jacksonville Children’s Chorus

**Interviews**

The Selection Committee interview with finalist Ms. Allison Galloway of the Children’s Art Project commenced at 9:05am. Ms. Galloway interviewed with the Staff from 11:00am-12:00pm, followed by a brief wrap-up with the chair and Mr. Cedric Lewis, Finance/HR Director. The interview was completed at 12:20pm.

**Discussion and Recommendation**

The Selection Committee reconvened at 12:30pm to discuss the two candidates. Mr. Lewis joined the Selection Committee for the first ten minutes where he provided Staff feedback. While Staff provided positive comments about both candidates, overall preference was for Ms. Young, describing her as “inspirational”.

The Selection Committee unanimously agreed that Ms. Young was the “right candidate” for the Executive Director position, describing her as “engaging” and “inspirational”, “relationship-based”, and possessing “concrete experience” and “excellent communication” skills. She was thoughtful and thorough in her responses to all questions, providing examples representing her broad and deep knowledge and experience and rating highly favorable in the required competencies of: General Leadership; Advocacy; Culture; Board and Governance; Collaborations/Partnerships; Strategic Thinking, Planning and Execution; and Financial Management. Fundraising was an area she had the least experience; however, the committee felt her relationship skills and drive give her a strong platform to excel at fundraising. Ms. Young also asked excellent questions, concluding by asking if the committee felt she fit the job for us – she made “the ask”.

Ms. Carey was tasked with the next steps of checking references and making the offer to Ms. Young; the offer would be contingent on approval of the committee’s recommendation by the Board in the board meeting of Monday, November 18, 2018, and passing the background and reference checks.

The committee discussed the financial offer: Ms. Young provided information related to her salary requirements in her cover letter. The committee agreed that a salary of $110,000 annually (10% higher than previous E.D. salary) was in line with both her experience and salary requirements.

 **Public Comment**

Darren Dailey provided public comment, fully supporting with the recommendation of the Selection Committee.

**Adjournment**

The meeting was adjourned at 1:00pm.