

**NOMINATING COMMITTEE
2012 ANNUAL REPORT
December 9,2012**

The Nominating Committee consists of five very committed, though busy, members. They are Merry Pearlstein, Meg Greene, Arne Paulson, Elizabeth Johnson, Ylene Larson, and myself, Beth Cogswell. Our members are also working on other committees as so many FMW members and attenders are. This does give us a broad picture of the needs of many committees, and serves us well in addressing problems and filling vacancies.

We have responded to committee membership needs as they were presented to us during the year. We also conducted a very successful Committee Fair in October.

This fall, we have conducted surveys of all the committees. We asked about the accomplishments of the committees over the past year. The overwhelming sense Nominating Committee members felt is one of pride, even awe, at the accomplishments of the committees.

We also asked clerks if there were goals that went unmet due to lack of person power or time. In some cases the answers were yes, but mostly the responses were that active members were attempting to meet their goals, despite the burdens placed on few people.

Next we talked about committee membership: how many members were fully committed, how many were sporadically committed, and how many were "phantom" members, on the books, but not participating in the work of the committee. The answers affirmed a suspicion that Nominating Committee had come to, after previous years' assessments of numbers of committee positions vs. numbers of active FMW members and attenders.

We have determined that the numbers of members suggested in our handbook for committees are inflated. Committees do not need a full cadre of members, in many cases 11-12 members, but instead a group of people who will regularly and reliably attend to the goals and support the activities of the committee, within the committees own, self defined structure. That could mean fewer face to face meetings and some virtual meetings to involve young parents and YAFs. In some cases this could mean a support system of members and attenders who would fill in the ranks for some of the tasks, without being full committee members. Two examples are hospitality workers and new member welcomers.

Therefore, we are looking for committee members that will be active on committees. We are contacting all committee members to determine their ability to commit or recommit to the work of their committee. We are also expressing this goal to nominees so they are well placed and ready to support their committee.

Finally, based on feedback from members, we are recommending laying down of two committees: Senior Center Advisory Committee and the Ad Hoc Committee for Special Events.

If we are able to accomplish this goal then we expect to present to the Meeting for Business a revised numbers of members for each committee.