

To: IMCC Board of Directors
From: Consultant Search Committee
Date: August 25, 2022
Subject: Consultant Search Proposal

Introduction

This document describes a summary of the consultant committee's work to-date and the committee's recommended consultant to the board. The committee hopes the board will engage the committee with dialogue and questions about the recommended consultant at the upcoming meeting on August 25, 2022. If the recommendation is accepted, the next step would be for the president or her designated person(s) to contact the consultant to begin work.

Summary of Work

Since the board approved the committee to contact and interview consultants, five consultants were contacted and four were interviewed. The committee divided the consultants between pairs of committee members, therefore two members were present for each interview. The consultants were asked to provide a proposal once the initial interview was complete. The committee received a total of three proposals and one pre-proposal with consultant summary.

Each proposal was reviewed by all committee members prior to discussion. The proposals were assessed based on the criteria approved by the board and their advantages and disadvantages were recorded in meeting notes. As a reminder, those criteria were (1) Expertise in strategic planning, (2) Expertise in governance and board issues, (3) Experience working with Buddhist groups or other similar organizations, (4) Ability to consider all issues and make recommendations using DEI as a lens, and (5) Willingness to work collaboratively with IMCC to accomplish work in an efficient and cost-effective manner.

Each committee member had the opportunity to express their support or concerns for each consultant and proposal. After open discussion and intentional deliberation, the committee was able to come to a consensus with unanimous support.

Proposed Recommendation

The consultant search committee recommends Global Citizen, LCC. Katherine Turner of Global Citizen, LLC provided a thoughtful and organized proposal to the search committee within a week of the interview, impressing committee members with her timeliness and skilled communication. Katherine's experience includes an emphasis on strategic planning, and her proposal envisions collaboratively designing and facilitating strategic work with IMCC board and sangha members. She was enthusiastic and well-versed to infuse DEI throughout our work with

her and work to fully integrate it into the organizational structure and governance. Katherine raised insightful questions during the interview illustrating her deep knowledge of organizational transitions and provided examples of practical and tangible steps to address them. Katherine also came highly recommended by Triangle Insight, who had engaged her for similar work. The committee also felt the combination of virtual and in-person sessions would best support our needs and budget.

Thank you for your consideration of this proposal. You will find Global Citizen, LLC's proposal attached. We look forward to discussing it and any questions you may have at the IMCC board Meeting on August 25.

IMCC Consultant Search Committee

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