

October 25, 2021

TO: CALAFCO Members

FROM: CALAFCO Board of Directors
CALAFCO Recruitment Committee

Dear CALAFCO Members:

The Board of Directors would like to update our membership on the search for a new Executive Director. As you all know, in June of this year, Pamela Miller announced her retirement as our Executive Director effective December 31, 2021. The Board Recruitment Committee diligently began the recruitment process for her replacement.

Following a review of multiple applicants, two final candidates were selected for final interviews with the full Board on November 12. Unfortunately, one candidate withdrew from the process which caused the Recruitment Committee to suspend the recruitment process, as it was unanimously felt the Board should have the option of several final candidates.

As a result of these unexpected developments, the Board met in an emergency closed session and unanimously supported a new recruitment with the assistance of a professional recruiting firm, which will begin immediately. Having received feedback from several recruiters on the position and its compensation, the Board unanimously agreed the Executive Director should be a full-time position and is working to adjust the overall compensation accordingly, in a manner that would, to the best of our ability, reasonably fit within our budget.

Gratefully, Pamela has agreed to continue as the Executive Director while the recruitment effort resumes to ensure a seamless transition to her successor with the goal of a complete transition occurring by the end of February. Beginning January 1, 2022, Pamela will transition from employee to independent contractor, with a reduction in the hours she dedicates to CALAFCO.

In light of these developments, the Board will discuss the re-prioritization of CALAFCO's strategic plan and short-term priorities during the November 12, 2021 Board meeting. We will continue to communicate with you on the progress of the recruitment. We want you, our members, to know that your Board and Executive Director remain committed to continuing to deliver the highest-level priority services to you during this uncertain time and to ensuring the Association's leadership remains strong now and well into CALAFCO's future.

All of your Board members and Executive Director are available to answer any questions you may have. Please do not hesitate to reach out to any of us.

Sincerely,



Anita Paque
CALAFCO Board Chair, on behalf of the Board and Recruitment Committee