

Worst Case Scenario 1: You’re a long-standing CHC chair and you want to step down but no one wants the chair position. What can you do to cultivate new leadership?

Best Case Outcome 1: That the CHC chair finds and trains multiple people to pursue leadership positions and one willing to take the chair role.

GROUP PARTICIPANTS

1. Pam Stranahan	Aransas County Historical Commission – advisor
2. Gary Endsley	Cass County Historical Commission
3. Ray McCoppin	San Jacinto County Historical Commissions - Chairman
4. Donald Smart	Jefferson County Historical Commission
5. Nancy Deviney	Texas Tropical Trail Region ED – THC Heritage Trails
6. Donna Weeden	Wise County Historical Commission
7. Gina A. Rogers	Hays County Historical Commission
8. Gary Pinkerton	Author/Independent Researcher

1. Gather information — *What information do we need before taking action?*

- Are there term limits for appointees and chairpersons?
- What is currently in the CHC bylaws related to succession and chairperson duties?
- Have potential appointees with leadership capabilities been sought?
- Are there appointees on the CHC with leadership capabilities?
- What are the qualifications for CHC appointment? What are the qualifications for being nominated or serving on a nomination committee?

2. Consider relationships — *What to keep in mind to maintain respectful relationships?*

- Communication with appointees during a chair transition is critical.
- Communication with commissioners court is essential – they are unlikely to take action unless constantly communicated with.
- Get feedback regarding a chairperson transition from current appointees. Can they provide any guidance or help?

3. Make a plan — *What actions should be taken to accomplish best case outcome?*

- Communicate the plan of action – expectations must be clear – nobody wants to be blindsided.
 - Bring in new appointees early to do orientations on a yearly basis. Training sessions can be held before meetings.
 - Reporting to and talking with commissioners court quarterly or more than once per year.
 - Invite commissioners, sheriff, judge to speak to CHC before/during/after meetings. CHC appointees are also constituents.
 - Revise bylaws to create vice-chair positions. Two vice chairs were created to manage operations at the historic sites that the CHC operates to ensure greater stability when dealing with a leadership transition.
 - Term limits for appointees – 2 years active-1 year inactive – helps with group interest and decreases burnout among appointees.
 - Build up committees to have 5-6 members. Integrate advisor roles (non-voting) for appointees that have aged or been term limited.
 - Create nominating committees – lay out expectations and qualifications for appointees to CHC Leaders, then propose them for appointment in county commissioners court.
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