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Community Action Partnership of North Alabama, Inc.
Called Board of Directors Meeting
August 16, 2018
Central Office

David Mathews, Board Chair called the meeting to order at 8:35 a.m. and welcomed everyone in attendance and stated this is a momentous day for the agency.

Members Present: Keunna Swopes, Jackie Peek, Benita Owens, Joe Holmes, David Mathews, Pat Gilbert, Terri Womack, Debra Gardner, Dana Pigg, Tim Thrasher, Joey Martin, Tim Littrell

Members Electronically: Heather Smith

Members Absent: Bruce Jones, Leigh Frances, Dawn Owens, Jennifer Taylor, Tommy Praytor

Advisors Present: Pat Busing, Barbara Sittason, Sheryl Marsh

Advisors Electronically: Stephanie Pitts, Paul Lott

Advisors Absent: Matt Holmes, Marcie Hill, Tricia Culpepper, Corey Williams, Rise Simmons, Bruce Gordon, Allen Stover

Absent Legal Counsel to the Board: Jonathan Watson

Guests Present: Taylor Simmons with Horizon Point Consulting

Staff Present: Allison Speegle, Alicia Higginbotham, Holly Hicks, Nathan Curry, Aron Boldog, Fred Harvey, Sharalee Little, Michele Edwards, Venessa Leffers, Lorrie Mauro, Dave Truitt, Candy Ayers, Laurie Lincoln-Swaim, Kim Dodd, Angela Ingram, Michael Tubbs.

Our Mission

The Community Action Partnership of North Alabama, a results-driven, non-profit business is committed to reducing or eliminating the causes and consequences of poverty for families and communities.

Introduction of Staff/Guests

Michael Tubbs introduced all in attendance. It was noted that Jonathan Watson, Legal Counsel to the Board was on vacation and unable to attend today's meeting, but that he had been briefed. Taylor Simmons with Horizon Point Consulting who assisted with search/selection process was acknowledged. Members of the Search/Selection Committee were: David Mathews, Paul Lott, Bruce Jones, Barbara Sittason, Allison Speegle, Alicia Higginbotham, Kim Dodd, Nathan Curry and Lorrie Mauro.

Roll Call to Establish Quorum

Allison Speegle conducted roll call and a quorum was established.

Approve Search/Selection Committee Recommendation to hire Tim Thrasher, CEO effective October 1, 2018

David Mathews stated that as everyone was aware that Michael Tubbs announced his planned retirement for October 1, 2018. He stated that for approximately one year the Search/Selection Committee had been working on process and interviews and that after a lengthy process the committee is prepared to formally recommend one candidate for vote today to be the next CEO of the Partnership. David stated that as Board Chair and Committee Chair, and on behalf of the Search/Selection Committee, the committee recommends Tim Thrasher to be voted on and accepted today as the next Chief Executive Officer of the Community Action Partnership of North Alabama with his initial start date being Monday, September 3, 2018. At this point in the meeting Tim Thrasher was asked to leave the room.

The floor was opened for questions/discussion/comments. Tim Littrell, Lawrence County Public Sector Representative, stated that he had kept up with the emails and lengthy selection process that had taken place and asked how many candidates were interviewed to which Alicia Higginbotham, Human Resources Director stated that we started with 10 candidates and that was narrowed to 5 in person interviews. Tim Littrell responded that he was personally satisfied with the process. Terri Womack asked what put Tim Thrasher above everyone else to which David Mathews stated that his background, heart for the agency along with his vision and mission going forward set him apart. David shared that we had a lot of good candidates. Kim Dodd, Director of Children's Services, shared that from a staff perspective that he did well on the media process and he is very qualified and that she was comfortable with the process and the scoring. Pat Busing stated that he has served on the Finance Committee with Tim and that he is an excellent choice.

There being no further discussion David Mathews asked for a motion to accept Tim Thrasher as the next Chief Executive Officer of Community Action Partnership of North Alabama Motion. Jackie Peek motioned. Joey Martin seconded. Allison Speegle conducted roll call vote. Motion approved unanimously.

At this point in the meeting Tim Thrasher returned to the meeting and David Mathews congratulated Tim on being named the next CEO of the Partnership. Tim thanked everyone for attending today's meeting and shared that it was an honor and privilege to lead this agency and looks forward to working with Mike for a short time as he starts building relationships.

There being no further business the meeting adjourned at 9:10 a.m. Minutes submitted by Allison Speegle, Recording Secretary to the Board.

David Mathews, Board Chair

Bruce Jones, Secretary

Reviewed by Michael Tubbs, CEO