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From: Nancy Wittenberg < --- >

Date: Thu, Jan 2, 2014 at 8:10 PM

Subject: FW: Selection of Executive Director of the American Volkssport Association by the EC

To: nancy wittenberg

As mentioned my News from N.E.W.

Nancy

From: --- [mailto: --- ]

Sent: Monday, December 30, 2013 5:18 PM

To: nancy wittenberg

Subject: Selection of Executive Director of the American Volkssport Association by the EC

Hello - as requested by the NEC, the EC has conducted a search for a permanent Executive Director using the following process:

1. A solicitation letter was developed, reviewed by each member of the EC, changes made and approved for use
2. The solicitation was sent to various local, regional and national publications.
3. A rating scale was developed, reviewed by each member of the EC, changes made and approved. The points were weighted so some aspects received greater emphasis than others. The resumes were reviewed by each member of the EC and ranked.
4. The top ten candidates were phoned interviewed giving basic information as salary and movement to San Antonio. From this, the top five still interested were invited for a personal interview in San Antonio.
5. For the interview, a standard list of questions was prepared as well as a rating sheet that quantified their responses. Again, this sheet was weighted
6. Interviews were conducted by myself, Holly and Glenn and the top three determined.
7. The references for the top three candidates were verified by phone call.
8. Based on the interview rating, the phone calls to references and the personal feeling of each of us, the person who scored highest was also the first choice of each of us.
9. Stephanie Sinclair was selected. She has an extensive background in marketing and non profits, serving in this capacity most recently with Boys and Girls Clubs and the Girl Scouts. She also has strong managerial skills and even volkswalked as a child.

Stephanie will be at the January NEC meeting to meet with you. At the end of the meeting, I will ask for your approval of her hire

She will start January 27, 2014

I want to thank all the members of the EC for their efforts in this. I especially want to thank Holly, who willingly took on the overall development and running of the process.

See you in AZ

Dennis