



Nominating Committee Meeting Transcript

January 19, 2021

THE CHILDREN'S TRUST
NOMINATING COMMITTEE MEETING
"VIRTUAL MEETING VIA ZOOM WEBINAR WITH A QUORUM OF
MEMEBERS PHYSICALLY PRESENT
AND SOME MEMBERS ATTENDING VIRTUALLY"

The Children's Trust Board of Directors Committee Meeting was held on January 19, 2021 commencing at 3:15 p.m., with a quorum of members physically present and some members attending virtually. The meeting was called to order by Dr. Daniel Bagner, Chair.

ORIGINAL

COMMITTEE MEMBERS:

Dr. Daniel Bagner, Chair
Gilda Ferradaz, Vice Chair
Mary Donworth
Steve Hope
Marissa Leichter
Dr. Susan Neimand
Mark Trowbridge
Kenneth C. Hoffman, ex-officio
Shanika Graves
Leigh Kobrinski

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STAFF:
James R. Haj
Muriel Jeanty
Imran Ali
Juana Leon
Lisete Yero
Dane Minott

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PROCEEDINGS

(Recording of the meeting began at 3:15 p.m.)

DR. BAGNER: And then eventually make a decision by the committee that we would then put forth to the Board. So, I think everyone has -- I don't know if it's on the screen, but everyone should have or have sent -- received the timeline. Do we have that up on the board somewhere? Are we able to view that? If not, I can -- could let you all know I have it in front of me.

MR. ALI: Dan, hold on a second. Jim just text me. I think they are not hearing. Hold on.

DR. BAGNER: Oh, they're not hearing anything I just said?

MR. ALI: Yeah. I think they -- he said give them a few more minutes. Sorry. This worked so well at programs.

DR. BAGNER: That's okay.

MR. ALI: The logistics sometimes are challenging.

DR. BAGNER: Yeah. But Steve and Susan, you both hear me, right?

MR. HOFFMAN: Yeah, I can.

DR. BAGNER: Okay.

MR. HAJ: Dan, can you hear us?

1 DR. BAGNER: Yes, now I can. Yes, I can hear
2 you.

3 MR. HAJ: All right, Mr. Chair. We do have
4 quorum.

5 DR. BAGNER: Great. Thank you. Well, we're
6 going to do this again. I just did an introduction
7 just to the people, not in person. So, I'll do that
8 again.

9 Well, welcome everyone. Good afternoon. Thank
10 you for joining us for the Nominating Committee.
11 I'll call this meeting to order. Today, we have a
12 pretty brief agenda.

13 Unfortunately for all of us, Steve Hope, who
14 also is joining our meeting, is terming out of his
15 position as an at-large member for our Board and so
16 we do need to fill that position as a committee, or
17 at least explore applications and make a
18 recommendation to the Board before Steve ends his
19 term.

20 And so, I know that we do have a timeline that I
21 was hoping could be shown on the screen to give us a
22 sense for the timeline for the next -- over the next
23 few months. There we go.

24 So, assuming we all approve today at our meeting
25 that we can give Jim the go ahead to advertise for

1 this position that would start tomorrow and then we
2 would have the applications for the at-large position
3 due in February, on February 10th, and then we would
4 reconvene as a committee around the 18th.

5 We'll have to find a time that works for most of
6 us to review applications with a plan to then
7 interview candidates in the early -- in early March.
8 And hopefully by the March 15th board meeting, that
9 we would make a decision and make a recommendation to
10 the Board. Any questions, concerns about our
11 timeline?

12 MS. LEICHTER: I have a question.

13 MR. BAGNER: Yes, Marissa.

14 MS. LEICHTER: It's Marissa.

15 DR. BAGNER: Hi, Marissa.

16 MS. LEICHTER: Hi, and you? Are we going to be
17 -- like, even those of us that are here in person for
18 the interviews? Are we going to be able to do that
19 do you think via Zoom?

20 DR. BAGNER: Good question. I'll defer to Jim
21 and Imran. I -- hopefully, we can be able to do that
22 via person so we're not putting anyone at a
23 disadvantage if they're not comfortable coming in
24 person. I would certainly prefer that.

25 MR. HOFFMAN: Hi. This is Ken. My

1 understanding is that for the interviews we could
2 meet not in person. We won't taking specific action
3 and actually Shanika just showed up. But for the
4 decision on a candidate, I think there would need to
5 be in a physical meeting, but again, we can ask
6 Shanika who --

7 MS. LEICHTER: Yeah.

8 DR. BAGNER: And of course, Shanika, she just
9 walked in, so Shanika, thank you for joining us.
10 Just for clarification, the question on the table is
11 when we do interview candidates, can it be virtually?

12 MS. LEICHTER: Give me a minute. Let me think
13 about that. Just because I think it will be, not
14 even like a contagion thing, but more just like for
15 timing and convenience I think it would help every
16 one out.

17 I know it would help me out. I could give more
18 time on one day or if we can do it, do it via Zoom.
19 A more convenient thing for a lot of us.

20 MR. HOPE: This is Steve. Just a question. In
21 terms of the selection process for the perspective
22 board member, is there any particular criteria that
23 we're looking for in this board member in terms of
24 any particular background, skill sets, that can maybe
25 help in the deliberation process?

1 DR. BAGNER: It's a great question, Steve. That
2 was actually next on my list once we were all
3 comfortable with the timeline, I was going to
4 hopefully spend a few minutes talking about what we
5 would be looking for in a new member. So, thank you
6 for raising that question.

7 Shanika, are you able -- do you have a sense for
8 the question on the table?

9 MS. GRAVES: I'm looking at it now. Just give
10 me a few minutes, and I apologize for being late. My
11 calendar, the meeting was at 3:30 not 3:15, so I
12 apologize.

13 DR. BAGNER: No worries. It was -- I think it
14 was originally scheduled at 3:30, and then we pushed
15 it up to make sure we had enough time before the
16 board meeting.

17 And what I would recommend while Shanika looks
18 that over, if what Ken said is correct, and the only
19 time that we would have to have quorum is in person
20 for our decision, then I would recommend that we do
21 exactly what we're doing now for the March meeting,
22 and we could have a meeting before the March board
23 meeting when people are going to be there anyway, and
24 so we could do that meeting in person, but hopefully
25 we can interview candidates remotely.

1 MS. LEICHTER: Dan, I --

2 DR. BAGNER: And also our meeting to review
3 applications as well.

4 MS. LEICHTER: I just wanted to say that I
5 remember in the past we have done interviews even
6 just on the phone.

7 DR. BAGNER: We did. We did interview a couple
8 of candidates, you're correct.

9 MS. LEICHTER: Oh.

10 DR. BAGNER: Although we were all there in
11 person, but the candidate --

12 MS. LEICHTER: Oh, yeah. Okay.

13 DR. BAGNER: -- was by phone.

14 MS. LEICHTER: Oh, yeah. We were in person, but
15 they were by phone. Okay.

16 DR. BAGNER: Correct.

17 MS. LEICHTER: Got it. All right. There was a
18 little bit of a difference.

19 MR. TROWBRIDGE: Yeah, I think she was
20 traveling. We did that the last time.

21 MS. LEICHTER: That's why I think since I --

22 MR. TROWBRIDGE: She was in Europe.

23 MS. LEICHTER: I think since I've been on --

24 DR. BAGNER: Correct.

25 MS. LEICHTER: -- this committee, over the years

1 we've done it twice to accommodate people.

2 MS. GRAVES: Now, Leigh is going to check with
3 one of our colleagues internally. We're thinking no
4 because it's a meeting of the committee and will
5 require further committee action, but before we say
6 that we want to just get -- double check with someone
7 else who does this type of work and works with the
8 ethics commission.

9 DR. BAGNER: Okay. And you're thinking -- I'm
10 sorry, Shanika. You're thinking no, that's not a
11 possibility or yes, that is a possibility?

12 MS. GRAVES: No, that it's not a possibility.

13 DR. BAGNER: So, we'll wait to hear the result
14 on that, but while we're waiting why don't we shift
15 gears a bit and talk about what skill set the
16 questions that Steve raised?

17 I would just maybe start the conversation by
18 saying although it's huge shoes to fill, Steve
19 certainly has contributed mostly -- tremendously to
20 our finance committee, chairing that committee.

21 And so, I think my initial reaction would be
22 that looking for someone with some experience,
23 expertise in finance would certainly be helpful.

24 I also think another consideration before I open
25 it up would be around racial diversity. And I was

1 hoping for the numbers on this and that we could have
2 this hopefully when we meet again to discuss
3 applications.

4 But that -- to see what our current Board looks
5 like in terms of racial and ethnic diversity and I
6 thing that should be something that we should also
7 consider as well. So, I'll open it up to other
8 thoughts we can discuss briefly now.

9 MS. LEICHTER: Dan, I think in the past we have
10 also looked at all of the board members and the
11 makeup as far as their backgrounds.

12 Maybe it would be helpful if we just get a list
13 of the board members and see what everybody's
14 backgrounds are in addition to the diversity issue
15 that you discussed to get a feel for what gaps there
16 might be.

17 DR. BAGNER: Great. Thank you. Yeah, that will
18 be helpful.

19 MS. LEICHTER: I also just want to remind
20 everyone that we haven't replaced the -- we don't
21 have a physician on the Board. A pediatrician or a
22 doctor.

23 We do have someone whose in administration at a
24 hospital, but we don't have a doctor. We don't have
25 a dentist. We don't have anyone whose like an M.D.,

1 D.M.D., anything in that field and I feel like the
2 first half of my time on the Trust, I mean until just
3 a few years ago we always had a physician on the
4 Board, since I've been on the Board, which is kind of
5 a long time at this point.

6 So, that might be some sort of maybe we can when
7 Muriel makes the advertisement public, if people have
8 some networks that, you know, kind of flow into those
9 pools. Whether it's at University of Miami teaching
10 or, you know, maybe even our board member who is at
11 Baptist, maybe he knows of some physician or
12 pediatricians that would -- but I think that is -- I
13 mean, we have a great mental health force on this
14 Board, but a lot of the children that, you know, we
15 want to serve we also need to -- it would be good to
16 have some expertise in part of the physical medical
17 area as well.

18 So, that's something that maybe we can put a
19 little forethought in and get the application in to
20 some of those circles.

21 DR. BAGNER: Great. Thank you, Marissa. Yeah,
22 if we reflect back on the last appointments that we
23 decided on as a committee, the person who's in the
24 hospital administration position has substantial
25 finance experience. So, maybe that is not a parody

1 at this point if we feel like as a whole Board, we
2 have enough people and --

3 MR. TROWBRIDGE: Yeah, as well.

4 DR. BAGNER: Right. That's right. Any other
5 thoughts or ideas on --

6 MR. HOPE: Well, I think that, you know, 2020
7 was a year in which there was a strong cry for
8 inclusion and obviously for organizations to have a
9 Board that was representative of their community.

10 So, you know, I would ask that the Board in its
11 deliberation at least give some consideration to
12 another African American on the Board because I --

13 When I first joined the Board six years ago, at
14 the first board meeting, some of you may remember was
15 a time when the community was in an uproar because
16 they believed that there was limited voice on the
17 Board.

18 I said it's my hope that we can at least, when
19 making that deliberation, give some consideration to
20 at least considering candidates not simply because of
21 their race, but also have the necessary
22 qualifications. But it would be helpful if you find
23 someone with both. Thanks.

24 DR. BAGNER: Thank you, Steve. Any other
25 thoughts?

1 MR. HAJ: Dan if I may? I just want to let the
2 Board be aware that this -- I think this timeline
3 works very well for us. We do have six seats that
4 are pending that we hope will be in place before the
5 nominating committee meets on February 18th.

6 We have three gubernatorial seats waiting to be
7 signed off on. Two mayor seats and one commission
8 seat. So, we'll have six more board members so we
9 can look at the entire configuration as we move into
10 filling this position.

11 DR. BAGNER: That will be great. Thank you,
12 Jim. Okay. Well, with that I don't know if we'll
13 get an answer necessarily right now in terms of in
14 person versus virtual, but at the least I'd like to
15 see if we have a motion to approve Jim moving forward
16 with advertising for this position and then at least
17 planning with this timeline that we have proposed.

18 MS. FERRADAZ: I'll make the motion, Ferradaz.

19 DR. BAGNER: Thank you, Gilda.

20 MR. TROWBRIDGE: I'll second it as presented.

21 DR. BAGNER: Thank you, Mark. Any recusals?
22 I'm sorry, any discussion? Okay. All those in
23 favor?

24 ALL: Aye.

25 DR. BAGNER: Opposed? Any recusals? Great.

1 So, the motion is approved to allow Jim to move
2 forward to advertise this position and set forth a
3 timeline that we have proposed to us.

4 MS. LEICHTER: Wait, Daniel. Can you just put
5 up the timeline again or can I get it on my thingy?

6 MR. TROWBRIDGE: If you swipe.

7 MS. LEICHTER: If I swipe? There it is. Okay.
8 So, just in my brain, we definitely are going to meet
9 on February 18th. We'll definitely meet before the
10 board meeting on the 15th of March, and then we might
11 all have to meet in person again depending on what
12 the attorneys tell us regarding interviewing,
13 correct? Just like I'll kind of put these dates on
14 my calendar.

15 MR. ALI: Marissa, the 15th is the board
16 meeting, so we have to -- you'd have to meet before
17 then. So, the week of March, we just have the week
18 you could decide on a date in that week of March 1st.
19 Which day would be convenient to all of you?

20 MS. LEICHTER: Wait, I'm sorry. I'm confused.
21 What --

22 DR. BAGNER: Well, I think we're getting
23 confused about the interviews versus the -- so, what
24 I propose is we do the interviews on a day likely
25 that first week of March.

1 MS. LEICHTER: Right.

2 DR. BAGNER: And then what we could do is we
3 could meet right before the board meeting on the
4 15th --

5 MS. LEICHTER: Correct. That's what I was --

6 DR. BAGNER: -- to make our final decision,
7 Yeah.

8 MS. LEICHTER: That's what I understood and
9 that's what I was reiterating. Am I incorrect?

10 DR. BAGNER: That was my -- that's fine with me
11 unless there's any objections to that.

12 MS. : I just have a question in terms of the
13 process. So, are we going to have some kind of like
14 scoring sheet that --

15 MS. LEICHTER: Yeah.

16 MS. : Like prioritizes and -- okay.

17 DR. BAGNER: Yeah, there's some rating forms
18 that we could all -- we'll all on our time once we
19 get the applications, we'll review the candidates
20 before our meeting on the 18th, and then we'll meet
21 to discuss those candidates.

22 MS. LEICHTER: Just what usually happens is, is
23 we narrow it down, I guess, Mary, you're new on the
24 committee, but what -- Dan, unless you want to
25 explain to her. I'm sorry, I don't want to step on

1 your toes.

2 DR. BAGNER: Yeah, I mean I -- we did like an
3 initial review, I know, before the meeting and then I
4 believe we brought in four or maybe five to
5 interview.

6 MS. LEICHTER: Yeah.

7 DR. BAGNER: I can't remember the exact number,
8 so that would be then on that week of March 1st.
9 Does the Monday -- given that we typically meet as a
10 Board on Monday afternoons, would that time work for
11 that week of the first?

12 So, that would be like that Monday the first to
13 have the meeting where -- to have a day, maybe or
14 afternoon, where we interview candidates, whether it
15 be in person or virtually.

16 MS. LEICHTER: I'm going to be perfectly
17 transparent, I think I will be out of town that week,
18 so if it is -- I think it's that week. I don't know.
19 If it is not virtual, I might not be able to
20 participate. If you do it, let me just --

21 MR. TROWBRIDGE: Right. And if we follow this
22 meeting model, you have to have quorum present.

23 DR. BAGNER: Right.

24 MR. TROWBRIDGE: And others can participate.

25 DR. BAGNER: Right. And I'll be virtual and

1 Susan, I don't know if you'll be virtual. So, I
2 think we would still have enough --

3 MR. TROWBRIDGE: I think we can make it work.

4 DR. BAGNER: Yeah.

5 MS. LEICHTER: No, I will be here. It is the
6 week of the eighth that I will potentially not be in
7 Miami, so I will be able to do interviews and be
8 present the week of the first.

9 MR. HOPE: And if a quorum is needed, I can
10 attend in person if necessary.

11 DR. BAGNER: Thank you, Steve.

12 MS. KOBRINSKI: So, Mr. Chair?

13 DR. BAGNER: Yes.

14 MS. KOBRINSKI: Just to confirm. So, the
15 February 18th meeting, you're going to review the
16 applications and decide which candidates will be
17 interviewed, right?

18 DR. BAGNER: Correct, correct.

19 MS. KOBRINSKI: Okay. And then there's the
20 interview process and then is there going to be
21 another meeting of the nominating committee to
22 determine who's going to be recommended to the board?

23 DR. BAGNER: Yes. That will be -- that we're --
24 I'm proposing would be on the 15th before the board
25 meeting.

1 MS. KOBRINSKI: Oh, just before the board
2 meeting? Okay. So, I --

3 DR. BAGNER: Yeah. So, that one I don't think
4 would be a problem to be -- to make sure we have a
5 quorum in person, but the question is during the
6 review of applications and then the interview, could
7 those be done completely virtually?

8 MS. KOBRINSKI: Okay. So, we'll have to look
9 into that and get back to you.

10 DR. BAGNER: Okay. And just to -- I think
11 Marissa might have said this already, but we did
12 interview at least one candidate, perhaps even two
13 last time, they called in.

14 MS. LEICHTER: Right. I think it's a separate
15 question of whether the candidate can be -- needs to
16 be physically present because they're not a member of
17 the board, so the Sunshine wouldn't apply to them as
18 opposed to you guys.

19 DR. BAGNER: Okay. Well, I would propose that
20 we -- if that's not the case. If it's a case of the
21 candidates could be virtual, I would propose it
22 regardless of what we do as a Board that we invite
23 them to attend virtually. Are we in agreement? Is
24 there any objection to that?

25 MR. TROWBRIDGE: And your goal is there so that

1 it's consistent, correct?

2 DR. BAGNER: Correct.

3 MR. TROWBRIDGE: I would agree with that.

4 MS. LEICHTER: Yeah. Since it's fewer people --

5 MR. TROWBRIDGE: And it limits our interaction
6 too.

7 MS. LEICHTER: Yeah.

8 DR. BAGNER: Exactly. Okay. Great. Well, any
9 other questions or comments? Steve, I appreciate
10 again you being here and offering your thoughts on
11 this position and I really echo what you said in
12 terms of making sure that we look for someone who's
13 really representing the community.

14 MR. TROWBRIDGE: Could you just clarify for us
15 again, the other positions that are coming up as well
16 because I think that does relate to our ability to
17 look at the entire field in terms of a singular
18 position even though some of that will be slightly
19 our direct control although this one is within our
20 full purpose.

21 MR. HAJ: Well, it is our hope that in the next
22 month or so that we will have the three gubernatorial
23 seats signed off on. We have the mayor, the new
24 mayor has two seats that she should be appointing,
25 and we have one, the commissioner's seat.

1 So, there's six seats in total that we are
2 waiting for within the next couple of weeks or up to
3 a month.

4 DR. BAGNER: Do we think, Jim, that would happen
5 before we meet to review candidates by the 18th of
6 February?

7 MR. HAJ: Yeah, that's my hope so that you can
8 have the universe and see all the board members and
9 the configuration.

10 We could bring that diversity in the backgrounds
11 all at once, and then we will just have Steve's
12 position which will be vacated to consider at that
13 time, and then we'll have all the board seats filled.

14 DR. BAGNER: Great. Thank you, Jim.

15 MS. LEICHTER: I can tell you I'm an incumbent
16 for one of those three.

17 MR. TROWBRIDGE: For the gubernatorial?

18 MS. LEICHTER: For one of those three I'm an
19 incumbent. I don't know what the other two are, but
20 I've been like in a holding pattern for almost a year
21 now. So --

22 MR. TROWBRIDGE: Do we provide that list or make
23 recommendations?

24 DR. BAGNER: It goes to the commission and the
25 commission seat -- for each seat sends out at least

1 three names. So, there's Marissa's seat --

2 MS. LEICHTER: For each seat.

3 DR. BAGNER: -- and then we have two other
4 seats.

5 MS. LEICHTER: Are those incumbents do you know?

6 DR. BAGNER: Pastor Dunn's one of the
7 incumbents. The other one was Sandy Bore (ph) who
8 vacated, so it's a vacancy.

9 MS. LEICHTER: Thank you, Jim.

10 DR. BAGNER: And Jim, can you clarify too for us
11 -- I'm thinking in my head someone I know who might
12 be a good fit. The process of board members
13 mentioning the open position to anyone in the
14 community?

15 MR. HAJ: Yeah, Mr. Chair, as soon as you --
16 right now, you just gave us the blessing. We'll be
17 preparing to get it out. We will send it to the
18 board members so you can forward at will to who think
19 may be interested.

20 DR. BAGNER: Okay, great. Thank you. Any
21 other --

22 MS. LEICHTER: Yeah. Sorry.

23 DR. BAGNER: Go ahead, Marissa.

24 MS. LEICHTER: Sorry, I'm talking a lot today.
25 Maybe because we've been in hiding for so long. I

1 would just encourage everyone to send it out to as
2 many, like, groups as they know, as many networks as
3 they have. I think, you know, my God, her name is
4 escaping me. Mary -- who is your predecessor?

5 MR. TROWBRIDGE: Claudio Brillo (ph).

6 MS. LEICHTER: Claudia. If she taught me
7 anything, she taught me, you know, somethings she's
8 left me with was just, you know, try to get the
9 advertisement as far and wide as we can, so we get as
10 many -- a diverse pool of applicants as we can. So,
11 if you -- even if you think it's not -- people are
12 not interested, just get it out. So...

13 MR. HAJ: And Mr. Chair, the advertisements are
14 ready to go into all the different newspapers and
15 radio and the different ad throughout the community.

16 DR. BAGNER: Great. Thank you, Jim. Yes, and I
17 echo Marissa if you folks can pass that and forward
18 that along to people that they would be a good fit or
19 interested in the position.

20 Great. Any other questions, concerns, comments?
21 Okay. With that, we'll adjourn this committee
22 meeting, and I will see all of you in about 15
23 minutes at the board meeting. Thank you all for
24 joining, and I'll see you all next month. Bye-bye.
25 Thank you.

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MR. TROWBRIDGE: Bye.

(Whereupon, at 3:39 p.m., the meeting was
adjourned.)

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CERTIFICATE OF TRANSCRIBER

The above and foregoing transcript is a true and correct typed record of the contents of the file, which was digitally recorded in the proceeding identified at the beginning of the transcript, to the best of my ability, knowledge, and belief.

Signed this 9th day of February 2021.

Brenda Saliba

Brenda Saliba, Transcriptionist

1	advertise 4:25 14:2	11:22	11:21 12:4,24 13:11,19,21, 25 14:22 15:2,6,10,17 16:2,7,23,25 17:4,11,13, 18,23 18:3, 10,19	C
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