



GUIDE FOR NOMINEES

FOR ELECTION TO THE IASA ADVISORY BOARD, CHAIR-ELECT AND SECRETARY-TREASURER

VISION: To be the definitive source of trusted knowledge, credible collaboration, and common business interests, that drives future industry innovation through the practice and alliance of insurance professionals.

MISSION: The IASA community accelerates professional growth to shape, influence, elevate and strengthen the insurance industry.

The Advisory Board:

- Is the strategic guiding body of IASA
- Works with the Advisory Board Chair and Executive Director, who is responsible for the execution of programs approved by the Advisory Board and The Institutes Board of Directors
- Is responsible for setting the direction for the organization and establishing policies to guide this direction
- Establishes and monitors the progress of IASA’s plans for the future, including monitoring, updating, and evaluating the implementation of strategic plans
- Continuously seeks to identify future leaders of IASA
- Values and promotes consensus, cooperation, and participation among all members and as individuals, should not represent any particular segment or constituency group of the membership, representing instead the interests of the entire association

OPEN POSITIONS & ELIGIBILITY

- | | | |
|-------------------------|-----------------------|-------------|
| • Chair-Elect | 1 position available | 1 year term |
| • Secretary-Treasurer | 1 Position Available | 1 year term |
| • Advisory Board Member | 3 positions available | 2 year term |

Description of open positions:

Chair-Elect:

The Chair-Elect shall assist the current Chair and succeed to the Advisory Board Chair. The Chair-Elect shall also perform all duties of the Chair in the event of the Chair’s absence or inability to serve and such other duties as are designated by the Advisory Board Chair, Executive Committee, or the Advisory Board.

The current IASA Chair-Elect will automatically become 2024 – 2025 Advisory Board Chair.

Terry Olejnik
Plante Moran

Canton, Michigan

Advisory Board Members:

The Advisory Board is the strategic body of the IASA and shall guide the Association in collaboration with The Institutes Board of Directors.

New officers and Advisory Board members will assume office on the first day immediately following the IASA Xchange conference (June 5, 2024).

The terms of the following officer(s) will expire June 5, 2024, and they are eligible to be nominated for a position as an officer:

Secretary-Treasurer

Rod Van Genderen

Securian Financial Group, Inc.
St. Paul, Minnesota

The term of the following Advisory Board member will expire June 5, 2024, and they are only eligible to be nominated for a position as an officer:

Member

Ryan Hanson

Pekin Insurance
Pekin, Illinois

The terms of the following Advisory Board members will expire June 5, 2024, and they are eligible to serve for another 2-year term as an Advisory Board member or be nominated for a position as an officer:

Elise M. Farnham

Illumine Consulting
Dallas, Texas

Dan Buttke

Baker Tilly
Milwaukee, Wisconsin

Kristine Weber

BMS Re
Edina, Minnesota

The current IASA Advisory Board Chair will automatically become 2024 - 2025 Immediate Past Advisory Board Chair June 5, 2024.

Doug Ramsey

Travelers Indemnity Company
South Glastonbury, Connecticut

The current term for the immediate past Advisory Board Chair will expire June 5, 2024.

Jason Nickles

QUALIFICATIONS & COMMITMENTS

Qualifications:

- To be a qualified candidate for any officer position, all nominees must be members of IASA and have served on the IASA Advisory Board. Candidates do not have to be current Advisory Board members but must have served on the Advisory Board within the previous five years with the exception of the Secretary-Treasurer.
- For the officer position of Secretary Treasurer, nominees must be a Full member of the IASA for a minimum of two (2) consecutive years.
- To be a qualified candidate for any Advisory Board member position, all nominees must be members of IASA. No member may simultaneously hold any more than one (1) elective officer or Advisory Board member position.
- Nominees for Member positions must be a Full member of the IASA for a minimum of two (2) consecutive years.
- Nominees must have significant leadership experience within the industry or related organizations
- Nominees must have:
 - A general understanding of the Bylaws, current Strategic Plan, Advisory Board and Operational Policies and the Board Code of Conduct
 - Commitment to the organization and its mission
 - Knowledge about the programs and goals of the organization
 - Capacity to focus that knowledge on decision making that benefits the organization as a whole
 - Ability and eagerness to operate with values, vision, and the long-term future of the organization
 - Ability to participate assertively in deliberation
 - Excellent communication skills with an appreciation for diversity

Commitments from Advisory Board Members:

- If you agree to be considered as a nominee for an officer or Advisory Board position with IASA, you should be aware of the following criteria:
- One year for each term of service for the officer positions of Chair-Elect, Chair, and Past Chair. These are progressive terms resulting in a 3-year commitment; the officer position of Secretary-Treasurer has a 1 year term.
Two-year term of service for Members with possibility of second 2-year term
- Attendance at six (6) official board meetings that take place each year
 - June in conjunction with the IASA Xchange™ conference
 - Bi-monthly Zoom meetings
- Officers must participate in scheduled Executive Committee conference calls (bi-monthly)
- New Advisory Board members must participate in the Advisory Board orientation meeting prior to the start of the IASA Xchange™ conference
- Advisory Board members are assigned to Advisory Board Committees
- Advisory Board members may be assigned as a liaison to one of IASA's non-Advisory Board committees with the expectation that they will participate in regular committee meetings and activity as available in addition to regular communication with the committee.

NOMINATION TIMELINE

2024-2025 Chair-Elect, Secretary-Treasurer and Member Nominations Timeline

IASA has established the following timeline for the nomination process. Dates listed below are for the 2023-2024 Calendar years.

Nov 27	IASA National sends Nominating Committee the Governance Committee's recommendations on strategy, board gaps and needs for the recruitment and selection of future Advisory Board candidates
Nov 20 – Jan 12 (8 weeks)	Call for Nominations is provided to the membership with a deadline for submissions of close of business, Jan 12.
Jan 15 - 26	Nominations are reviewed by IASA staff for eligibility. Individuals who meet the eligibility requirements are provided with an online link to the written application, reference form and the guide for nominees.
Feb 2	Deadline for nominees to submit applications and supporting information including candidate position statements.
By Feb 9	Candidate packets sent to Nominating Committee
Feb 12 - 16	Nominating Committee meets to review candidate vetting and evaluation process
Feb 19 – Mar 1 (2 weeks)	Zoom interviews are conducted with qualified candidates by members of the IASA Nominating Committee
Mar 4 – 8 (1 week)	The Nominating Committee meets via teleconference to review candidate application materials, results of phone interviews and reference letters. After careful deliberation, the committee selects candidates for the Advisory Board Chair, Secretary-Treasurer and Advisory Board members and reports to the current Advisory Board Chair and Executive Director no later than March 18.
Mon, Mar 18 (6 weeks)	Ballot is opened to membership for vote of proposed candidates.
Fri, April 26	Membership vote for Chair-Elect, Secretary-Treasurer and Advisory Board members closes.
Mon, April 29	Votes are verified by office staff.
April 30	Elected Chair-Elect, Secretary Treasurer and Advisory Board members are notified by Advisory Board Chair and Executive Director.

SELF ASSESSMENT & SELECTION PROCESS

As you complete your application, please consider the following questions:

1. Why do I want to serve as an elected leader of IASA?
2. Am I willing to dedicate necessary time and adhere to deadlines to fulfill the commitments required by Advisory Board members?
3. Do I have adequate support and understanding from my own organization and family?
4. Can I communicate effectively? Can I deliver the message to others?
5. Can I set aside my personal biases to respond to the needs of the entire membership and organizations?
6. Can I identify and work with the staff and other Advisory Board members effectively?
7. Can I move my contributions to other areas of service for IASA when my Advisory Board term has ended?

The Nominating Committee will use the following guidelines in determining the final slate:

1. Experience related to key skill sets sought by the Advisory Board (Question 1 under individual commitment to IASA as an Advisory Board member on written application)
2. Candidate's involvement in:
 - a. IASA activities (committee participation, chapter involvement, speaking engagements, etc.)
 - b. Industry activities
 - c. Social, civic and charitable organizations
3. Candidate's recognized leadership role within IASA, the industry, and other organizations
4. Advisory Board balance, i.e., geography, ethnicity, gender, general and overall composition based upon occupational position.

The Nominating Committee will thoroughly review all nominee applications. The application process consists of reviewing the following elements to determine demonstrated competency:

1. Written Application (40%): Your resume and summary of contributions and accomplishments within IASA and the Insurance industry/community. Your individual talents and skills that will make you a valuable member of the IASA Advisory Board.
2. Zoom Interview (60%): Your responses to the structured and standardized Zoom interview questions from members of the Nominating Committee.

QUESTIONS?

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