



**BOARD RESOLUTION OF THE SOCIETY OF ST. VINCENT DE PAUL
REGARDING FORMATION OF AN EXECUTIVE SEARCH COMMITTEE**

WHEREAS, the Society of St. Vincent de Paul has historically operated under the leadership of an Executive Director, a role which has been standard practice in carrying out the Society's mission and overseeing its day-to-day operations; and

WHEREAS, the Board of Directors recognizes the importance of ensuring continuity in mission-driven leadership and organizational oversight through the timely hiring of a qualified Executive Director;

___NOW, THEREFORE, BE IT RESOLVED THAT:

1. The Board of Directors hereby authorizes the formation of an Executive Search Committee for the purpose of identifying, evaluating, and recommending a qualified candidate to serve as the Society's next Executive Director. The Committee will:
 - o Consist of a maximum of five members, including the Chair
 - o Include Vincentians or Board members.
 - o The Committee Chair will be a Board member appointed by the President and all committee members will be approved by the President.
2. The Executive Search Committee shall:
 - o Use the existing Executive Director job description as the foundation for the search process, recognizing that it reflects the established expectations and institutional knowledge gained through years of effective leadership in the role;
 - o May enlist the assistance of a qualified executive search firm to support candidate recruitment and evaluation. The Committee is authorized to spend up to \$50,000 as part of any potential up-front costs for enlisting a search firm;
 - o Evaluate and interview qualified candidates;
 - o Present a final candidate and at least one qualified backup candidate for Board consideration no later than the January 31, 2026 Board meeting.
3. All activities of the Executive Search Committee shall be conducted in compliance with applicable Human Resources policies, employment laws, and best practices to ensure a fair, inclusive, and transparent hiring process.

BE IT FURTHER RESOLVED THAT the Board retains ultimate authority to approve the appointment of the new Executive Director and shall be kept informed of significant developments throughout the search process.

Board Secretary: David M. Little Date: September 25, 2025