



Greetings from the Human Resource Panel. We hope this report finds everyone safe and healthy in these trying times. Like you, we were busy preparing for the upcoming WSC, and then “life” showed up. Instead of preparing to see everyone in a few weeks, we are preparing to support your decision to move forward with WSC elections using e-balloting and virtual meetings. We are confident that the process that has been developed will provide the ability for you to meaningfully study the nominees and determine who is best suited to serve in the available positions. Available for election at WSC 2020 are five World Board positions, two Human Resource Panel positions, and one Cofacilitator position.

Below is our list of nominees for your consideration. The list includes each nominee’s home region and source of nomination. Nominees enter the HRP’s process by one of two paths, via the World Pool or as a recommendation from a region, the World Board, or a zonal forum (RBZ). Some nominees acquire multiple RBZ recommendations, others only one, and still others come from the World Pool and have no RBZ. The column titled “Source (RBZ or World Pool) identifies that detail for each nominee. Regardless of the source(s), every HRP nominee has been thoroughly vetted and has our complete confidence that they can fulfill the requirements of the position specified.

World Board (five positions available)		
Name	Region	Source of nomination (RBZ or World Pool)
Biff K	Florida Region	Southeastern Zonal Forum
Chuck C	Colorado Region	Rocky Mountain Zonal Forum
Cindi B	Ok Region	OK Region
Danny G	North Carolina Region	North Carolina Region, Southeastern Zonal Forum
Dawn P	Montana Region	World Pool
Donna M	Southern California Region	World Board
Eduardo G	HOW Region	World Board, Brazilian Zonal Forum
Jorge M	Colombia Region	World Board, Colombia Region
Michael B	Volunteer Region	World Board
Susan B	Chicagoland Region	World Pool

Human Resource Panel (two positions available)		
Name	Region	Source (RBZ or World Pool)
Arne H-G	Ontario Region	Canadian Assembly
Deb F	Aotearoa New Zealand Region	Aotearoa New Zealand Region, Asia Pacific Forum
Laura B	Rio Grande Region	World Pool
Ron M	Florida Region	World Pool

Cofacilitators (one position available)		
Name	Region	Source (RBZ or World Pool)
Amanda K	Ontario Region	Canadian Assembly, Ontario Region
Mario T	Australian Region	World Pool

CPR packets & HRP Rationales

We are providing Candidate Profile Reports (CPRs) for the 2020 HRP nominees. We cannot overstate these next points. The CPRs include personal and professional information, along with opinions and thoughts from the nominees that are intended for use only by Conference participants to evaluate the nominee's ability to serve. Since some of the information is sensitive, any distribution, especially over the Internet, could create long term problems for the nominees. Each nominee has placed in your hands the trust that you will maintain their privacy and anonymity. Please honor that trust.

We also offer a brief rationale on each HRP nominee, intended to identify a few details why the HRP is nominating each individual. We encourage participants to study each Candidate Profile Report (CPR) for a comprehensive perspective on each nominee.

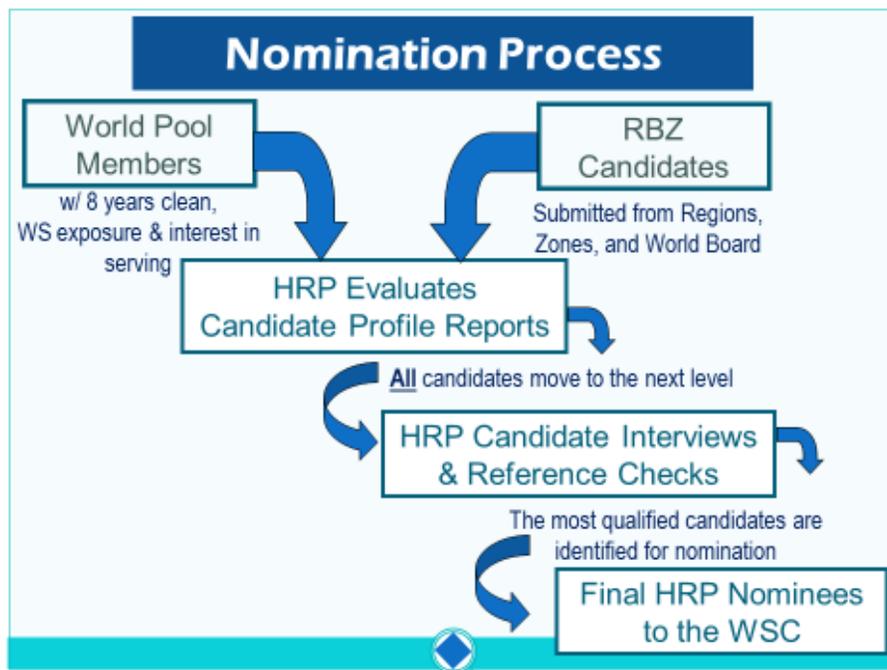
In previous years we sent these materials via postal mail. That is not an option for WSC 2020, so we are posting these documents on the Conference Participant Dropbox. The documents are set to expire after the WSC elections are completed. Please do not distribute, forward, or otherwise duplicate any of these materials. It will be important that you delete and destroy any copies that remain after elections are completed. Again, each nominee has placed their trust in each of you. Thank you.

The HRP Nominating Process

We understand that there is always interest in the details of our process; below is a short description.

We began early in the conference cycle (October 2018) by inviting regions, zones, and the World Board to forward candidates for our consideration, known as the RBZ process. We also identified members in the World Pool who had the necessary clean time, service experience, and willingness, inviting them to be a part of our process. With these two lists of candidates, RBZ and World Pool, we began our evaluation process. We reviewed the same written information on each candidate that you receive in your CPR packets, then we started our interviews.

Once our interviews were completed and at least two of the three references checked, we began our discussions. Guided by the criteria in *A Guide to World Services* and all of the information collected on each candidate we identified those best suited to be considered for service at WSC 2020. The results of that work are listed earlier in this report. Below is a simplified graphic of our work process.



It is important to remember that we will not make details of any individual's evaluation available. As we have said in the past, we believe there is no reasonable way to do that and still maintain the confidentiality required for a successful nominations process.

Nominations from Conference Participants & Nomination Challenges

Independent of the HRP's process and under procedures contained in *A Guide to World Services*, Conference participants can offer nominees to the World Service Conference, by contacting us at hrp@na.org. Please note the deadline to submit a nomination from a Conference participant is 16 April 2020, to ensure that we can proceed without any delay in conducting WSC 2020 elections.

Shortly after the 16 April deadline, we will distribute the final nominee list. 24 April 2020 is the deadline for our receipt of any nomination challenges. A Guide to World Services has details on that process.

WSC 2020 Election Process

As we reported earlier in the cycle, the elections process will utilize e-balloting software. This is the same platform that has and will be used for other decisions regarding WSC 2020. We are hopeful that you all will have had plenty of experience with e-balloting by the time the ballots are distributed after our presentation scheduled for 29 April. We expect to be prepared to report the results of the elections on Saturday 3 May.

In closing

We are committed to an HRP nomination process that maintains integrity and ensures the highest level of confidence of the WSC. We welcome any thoughts you have and encourage you to forward them to the HRP at hrp@na.org or by mail c/o NAWS. Please stay safe and thank you for allowing us to be of service.