

Sent: Friday, January 5, 2024 4:15 PM

Subject: NCSLA Announcement – ED Transition & Job Posting



An open letter to the membership of the NCSLA family,

This letter is written to provide an update as the Executive Committee works to ensure an amazing future for our organization and the wonderful people that comprise our group. As you may be aware, Travis Hill recently resigned his role as the head of the Virginia ABC and subsequently his position as president of NCSLA. I was elevated to the Office of President following his departure. Niccolo Machiavelli is quoted as stating, “there is nothing more difficult to take in hand, more perilous to conduct, or more uncertain in its success, than to take the lead in the introduction of a new order of things.” True to those words, our organization is steaming forward towards a new order of things as we begin to adapt to changes.

More change is indeed coming to our group. Pam Frantz has been contemplating retirement for some time. Last year, she informed the Executive Committee of her intention to retire following the 2025 annual meeting. Pam has been the heart and soul that fueled NCSLA for many years. The Executive Committee has already been working to plan for life “AP” (**AFTER PAM**). With Pam’s consent and complete cooperation, we have implemented a dual track plan which investigates whether an association management firm can address our needs, while also seeking potential candidates for a direct hire Executive Director. The idea would be to pursue these tasks aggressively in time to make a hire (or hires) in time for the annual meeting in June. The new addition would then work seamlessly with Pam for a full year to ensure the smoothest transition.

The search for a potential association management firm will be a completely internal Executive Committee process. However, our preference is to hire an Executive Director who is experienced, skilled, but also very importantly, invested in the NCSLA culture. To that end, the Executive Committee formed a search committee at its November 2023 meeting. The committee will manage a process which solicits interested applicants by February 28, 2024, with the intent of making a hire by the annual meeting. The new Executive Director would serve concurrently with Pam until the conclusion of the 2025 annual meeting.

There is incredible opportunity for member input into this process. Our members know how unique the NCSLA experience is and thus, are the best source for potential candidates for Executive Director. If you are interested, or know a good candidate, please upload your cover letter and resume [here](#) by February 28, 2024. A complete job description is available [here](#).

Sincerely,

Ernest P. Legier Jr.
President NCSLA

Sent on behalf of President Legier by Pam Frantz, Executive Director