

CEO Transition - Talking Points

Q1. Why is Bill leaving?

This is a planned departure. Alternatives plans to make a crisis free transition. Our strategic plan sticks to our mission, but includes changes, like considering what and who our market is and establishing remote branching. Alternatives will have the opportunity to use the strengths of a new CEO to accomplish these tasks.

Q2. When will the new CEO start?

Mid-year 2007.

Q3. Is Alternatives prepared?

Yes. We've been planning for several years and have taken many steps in succession planning, including: developing an Emergency Succession Plan, reviewing our Strategic Plan, mini retreats on the topic of our future, reviewing the CEO job description, building a time line for the transition along with a comprehensive Communication Plan and we're researching what other CDCU's have done with respect to replacing a CEO.

Q4. How will the new CEO be chosen?

A Search Committee, comprised of Board and Staff members, has been working on this since last year. The committee will find suitable candidates for the position, one of which will ultimately be chosen by the Board as our next CEO.

Q5. Will there be member involvement?

Members may contact the Board of Directors - their elected representatives - with any questions, concerns or other input about the search for our next CEO. For example, they may email president@alternatives.org or check our website for contact information for each Board member.

Q6. What about our Mission? Will Alternatives still be Alternatives?

Yes, the mission is important to staff and Board and it's a very important consideration in our search for the our next CEO. We'll continue to focus on innovative product development and on providing great service to members.

Q7. How do staff feel about this change?

We're looking forward to the new opportunities this change will bring. We're also a bit anxious because we've never done this before, though we're working hard to find the right person to meet the challenges of the position.

Q8. Will there be a celebration for Bill?

Yes, stayed tuned.