



President Search Committee Meeting Summary

Meeting #1 – Tuesday, August 12, 2025

Venegas Family Conference Room

Present: Fr. John Huber CSB, Lori Kuhn, Mary Messana (Chair,) Sr. Lenore Pochelski IHM, Steve Walker, Kelby Woodard, Osmara Zarate '12

Consultant: Lorcan Barnes of Lester Consulting Group, Inc.

- A discussion took place on the purposes of the Search Committee as well as boundaries, confidentiality, and general protocols.
- The consultant shared an overview of the search process, screening processes, roles and responsibilities, timeline, and budget.
- The committee discussed prioritization of different professional experiences and leadership qualities of an ideal president. It was decided that being a practicing Catholic is strongly preferred, but faith-filled candidates who are willing to embrace, steward, and celebrate DCR's Catholic identity will also be considered. Executive level organizational leadership and fundraising experience are also priorities.
- Keeping stakeholders informed about the process over the next several months is important. Search Committee members will reach out to their constituents to ensure open lines of communication. The consultant will work with the Search Committee chair to ensure periodic email blasts to DCR constituents. Updates on resources will be posted on the DCR website.
- A Stakeholder Survey will invite input from all faculty/staff/administration, the Board of Trustees, and CWS partners in mid-August. Input will include feedback on the experience and leadership qualities being sought and to begin building a list of potential candidates.
- The consultant is interviewing approximately 18 current employees and 25 Detroit community leaders (business, civic, religious, education) in mid-August to invite their input and begin to build a list of potential candidates and sources of potential candidates.
- The Stakeholder Survey feedback and the Community Leader interviews will inform the consultant's preparation of a *Candidate Profile* in early September. The *Candidate Profile* will be shared with all stakeholders, who will be invited to circulate it among their personal and professional networks.