Breakdown of Trustee Selection Pathway Stages

There are three stages in the process of a pathway to a trustee joining the Board:

1. **Nomination.** How is the pool of candidates generated?
2. **Certification.** How is the pool of candidates narrowed?
3. **Selection.** How are trustees selected from the pool of candidates?

The primary way that trustee pathways differ is by varying which stakeholders make decisions at each stage in the process.

	1. Nomination	2. Certification	3. Selection
Direct Selection by the Board *(current pathway)*	Board (w/ staff support)	Board	Board
Selection by Affiliates *(current pathway)*	Self Candidates put themselves forward	Community (affiliates) Candidates must receive endorsements from affiliates	Community (affiliates)
Selection by Community Voting *(current pathway)*	Self Candidates put themselves forward	Community (contributors) The community of contributors votes on candidates	
Selection via an Electoral Committee	Self Community stakeholders	Electoral Committee	Board
Selection by an open nomination process	Broad range of stakeholders (community members, readers, and small donors)	Board	Movement
Selection from a Global Council	Whoever selects the members of the Global Council	Board	Board

Note that there is a fourth stage to the process of a trustee joining the board: **Appointment,** in which the Board formally and officially appoints the candidate via a resolution. This stage is the same for all pathways, and it does create a final step in which the Board has control over whether or not a particular candidate actually joins the Board as a trustee.

There are many additional potential combinations of stakeholders for the different stages in the process. A couple examples:
- The Board could control Nomination and Certification by generating a pool of possible candidates, from which there is a community vote as the Selection process for the trustees.
- There could be a process for Nomination from a broad range of stakeholders, then Certification through some sort of community approval process, then Selection by the Board from the pool of community-certified candidates.

And, of course, there are (infinite?) different ways to implement the same combination of Nomination/Certification/Selection stakeholders, such as by varying which subset of "community" is involved and by changing the exact process by which the stakeholder makes decisions (winning a competitive election, meeting an approval threshold, etc.).