

P.E.A.C.E., Inc.
Report of Search Committee Interviews
August 10, 2021

On August 10, 2021 the Search Committee interviewed Alan Turner and Beth Lynn Hoey for the Executive Director position. Cathy Green Harris and David Scharoun were present in the P.E.A.C.E., Inc. main conference room, and Shirley Copes, Jason Wallace, Rebecca Haberle and Paula Freedman participated by a Zoom Meeting connection. (Honorable Judge James Cecile was excused from the interviews.) Both applicants also appeared via a Zoom Meeting connection.

Alan Turner's interview started at approximately 3:00 pm and ended at approximately 3:50 pm. After introductions by Cathy Green Harris, members of the Search Committee engaged in a back-and-forth dialog with Mr. Turner. At the conclusion of the interview Committee Members were asked to express their thoughts about the interview. On the positive side, comments such as "...impressive; poised; well educated; and studied up on P.E.A.C.E., Inc... were shared by the Committee Members. Less favorable comments included "... he might make a good Deputy Director rather than Executive Director; didn't quite click with me;" and "...he seems more interested in finding a job that will allow him to stay in Central New York..."

Beth Lynn Hoey's interview began at about 4:15 pm and ended at approximately 5:00 pm. She too, engaged in a back-and-forth conversation with the Search Committee. At the conclusion the conversation the Search Committee expressed positive comments such as: "...high energy; very focused; poised, passionate about her hob and mission; would be great as a Deputy Director or in some other position for P.E.A.C.E." On the downside, the committee expressed concern over Ms. Hoey's lack of supervisory/management experience. Although committee members expressed views such as: "...does not have great range; only three direct reports; may not have enough to be the Executive Director..." the committee overwhelmingly agreed that Ms. Hoey made a stronger presentation than Alan Turner, and that she should be interviewed by the Board of Directors.

As a result of these two interviews, the attached memo was sent to the entire Board of Directors, with a recommendation that Beth Lynn Hoey and Carolyn Brown be interviewed as finalists for the Executive Director position.