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## **Cricket Academy Leadership Transition Q&A**

**Q: Why is Valerie stepping down from her role? She is doing such an incredible job!**

A: As Valerie's daughter is approaching school-age, she needs to seek full time employment. Cricket's Board wishes we had the funds to keep her full time – her future employer will indeed be very fortunate to have such an amazing person join their team.

**Q: Why is Sally stepping down from her role?**

A: Sally's reasons are multi-fold. Sally has already exceeded the term limit for a Board Chair. Second, she has personal reasons which prevent her from giving Cricket the attention it deserves. Finally and most importantly, it is time for a new type of leader to move Cricket forward. The key talents needed from the Board Chair right now are Volunteer Recruitment and Fund Development.

**Q: Is there something 'behind' both Sally and Valerie stepping down at the same time?**

A: There is no underlying organizational reason for both Sally and Valerie stepping down at the same time.

**Q: What are the requirements for the new ED and Board Chair?**

A: **Executive Director:** The ED is a part time paid position. As many of you have experienced, it takes effort and commitment to ensure a smooth operation week in and week out. Currently, the ED spends about 17 hours a week on Cricket while in session. It is best thought of as a volunteer role with some compensation.

**Board Chair:** As previously mentioned, the key talents needed right now for this role are Volunteer Recruitment and Fund Development. Fund Development is important to add external sources of income so that we can keep tuition affordable in the face of rising costs. Volunteer Recruitment is needed to get the manpower needed to execute some of the strategic plans to maintain and grow Cricket. For someone with these skills, a minimum dedication of 4 hours a week will be needed in the short term.

**Q: I want to help, but I can't commit to taking on the Chair or ED role. Is there something else I can do?**

A: Yes! Cricket is constantly and actively seeking volunteers at all levels of responsibility and time commitment. We already have several new people willing and able to be on the [Board](#). This is a great start! Please check out our [Volunteer Section](#) on the website for an overview of all the possibilities.

**Q: My family loves Cricket. This announcement makes me nervous about Cricket's future. What does this mean for the future of Cricket?**

A: Change and transition are a natural part of all organizations. The current board has set a strategic direction for the growth of Cricket while making improvements to the operations. The Board has also identified the required skill set needed to maintain and grow Cricket. Cricket Academy possesses the right ingredients to fulfill our [mission](#) and to be a cornerstone of Chinese language and culture in Southeast Wisconsin. The foundation of Cricket is well established and the future of Cricket will depend largely on the right people being found to fill these roles. When the right people are found, Cricket's future is limitless.

**Q: Why aren't any of the current board members stepping in to be the ED or Board Chair?**

A: The ED role is a paid position and the current board members are employed full time. To take Cricket into the next phase of growth, volunteer recruitment and fund development are critical aspects of the role of the Board Chair. The current board members have used their strengths to contribute to Cricket thus far. New leadership is needed to take it the next step.

**Q: What will happen to the current board members?**

A: The majority intends to stay and continue to contribute to Cricket.

**Q: Why should I step up to be a Board Chair or ED? I'm sure that other families can step up.**

A: The backbone of Cricket is our volunteers. From classroom volunteers to CNY organizers, families' pitching in is what makes Cricket a success. These changes bring opportunity for you to impact Cricket today and tomorrow.

**Q: What if no one does step up?**

A: The Board is hoping that this question will not have to be answered. We have spent time planning for all possible scenarios. At this time, we are choosing to focus on executing on the path that a new leadership team is found through this 'Call to Action'. The board has faith that our Cricket families are families that rise to meet any challenge.