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### **Chicago Human Resources Executive Led NAACP Presidential Search Committee**

Chicago, IL (July 28, 2014) -- The selection committee that was tasked with the nationwide search for the new leader of the NAACP, the nation's historic and preeminent civil rights organization, recently disclosed the transparent and stringent process it followed to name Cornell William Brooks as the Association's 18<sup>th</sup> president/CEO. Theresa Dear, founder and CEO of HR4Non-Profits Inc. and the Human Capital Strategy Group, is a member of the National Board of Directors. She was appointed chair of the search committee by Roslyn M. Brock, chairman of the National Board of Directors.

With the assistance of the Chicago-based Hollins Group, one of the leading African American executive search firms in the nation, the selection committee examined resumes and curriculum vitae of more than 400 talented candidates who hailed from many walks of life, including academia, civil rights, corporate America, business, politics, religion, entertainment, and other areas. The common denominator for these individuals was a genuine concern for the effectiveness and longevity of the iconic brand.

Comprised of six members from the NAACP National Board of Directors and seven outside stakeholders, the committee conducted its credentials review while taking into consideration the five major tenets of the NAACP's strategic plan: economic sustainability, education, health, public safety and criminal justice, and voting rights and political representation.

"The success of the committee can be attributed to the members' intellectual capital, diversity, and a mutual unyielding commitment to our mission," stated Ms. Dear. "Chairing the search committee for this venerable organization was one of the most gratifying experiences of my life as we met with and vetted some of the most talented leaders in the country. It was an honor to serve," Ms. Dear recounted.

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With over two decades of human resources experience in the corporate and non-profit sector, Ms. Dear's service as chair of the NAACP's presidential selection committee proved to be both challenging and a labor of love. She has been a visible leader on the Board of Directors since her installation in 2005 and subsequent unanimous re-elections. In 2006, Ms. Dear was appointed to lead the national training initiatives for over 2,000 units of the organization. In 2008, she was appointed to the search committee to select the Benjamin Todd Jealous, the former National president/CEO.

As the visionary of the Incubator Project, the philanthropic arm of HR4Non-Profits, Ms. Dear was the recipient of the NAACP's Youth and College Director's Award presented during the 105<sup>th</sup> Convention held in Las Vegas this month.

Ms. Dear founded HR4Non-Profits Inc. after years of working in non-profit organizations, serving in the community and on non-profit boards, and recognizing the need for innovative leadership and operational support. As a human resources professional who provides innovative solutions for non-profit clients, Ms. Dear was pleased to utilize her professional expertise to help deliver another positive outcome for the NAACP.

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