

Greetings from the Human Resource Panel. We hope this report finds everyone safe and in good spirits. Like you, we are preparing for the upcoming World Service Conference (WSC) and look forward to seeing everyone at WSC 2026. In the past, you would have received this report and accompanying material as part of the Conference Report. Considering the workflow as we approach WSC 2026, and that we are intending to conduct elections earlier in the conference week, we thought it prudent to offer this now instead of waiting for the Conference Report. We hope this additional time will prove helpful to conference participants.

Below is the list of WSC nominees for your consideration. The list includes each nominee's home region and the source(s) of their RBZ recommendation(s). As you know, all candidates are required to obtain an RBZ recommendation from a region, the World Board, or a zonal forum. Some nominees have received more than one recommendation, and that information is noted on the list. We have thoroughly vetted each nominee and have full confidence that each is capable of fulfilling the responsibilities of the positions for which they are nominated.

World Board (ten positions available)		
Name	Home region	RBZ recommendation(s)
Allyse M	Connecticut Region	World Board
Bill W	British Columbia Region	Canadian Assembly
Danny G	Northern New Jersey Region	World Board
Eduardo G	HOW Brazil Region	World Board
Hammed A-T	Kuwait Region	World Board
Jade T	Southern California Region	Southern California Region
Jessica B	North Carolina Region	Southeastern Zonal Forum, North Carolina Region
Jorge M	Colombia Region	World Board
Michael B	Volunteer Region	World Board, Southern Zonal Forum
Pam T	OK Region	World Board
Sarah L	Western New York Region	Northeast Zonal Forum, Western New York Region
Yoel G	Israel Region	World Board

Human Resource Panel (three positions available)		
Name	Home region	RBZ recommendation(s)
Bella A	Australian Region	World Board, Australian Region
Cindi B	OK Region	World Board, Plain States Zonal Forum, OK Region
James P	New England Region	Northeast Zonal Forum
Troy B	Connecticut Region	World Board

Cofacilitators (one position available)		
Name	Home region	RBZ recommendation(s)
Jacob S	North Carolina Region	Southeastern Zonal Forum, North Carolina Region
Tina N	Region 51	World Board, Western States Zonal Forum, Region 51

Available for election at WSC 2026 are ten World Board positions, three Human Resource Panel positions, and one Cofacilitator position. Participants are not limited by the number of available seats and should vote for as many nominees as they have confidence in. We encourage you to vote for all nominees you believe can effectively serve the Fellowship.

Since one HRP member was unable to complete their term this conference cycle, there are three HRP seats available. Assuming all open HRP seats are filled, the 2026-2029 HRP will then determine which of the newly seated members will serve for a single conference cycle, as indicated in *A Guide to World Services*, returning the panel to its normal rotation.

WSC elections will be conducted using the same e-balloting software used for pre-WSC straw polls and previous conference elections. Ballots will be emailed after the HRP's report at the WSC. Again, please note that voting will take place early in the conference week.

We have also collected Candidate Profile Reports (CPRs), for the nominees. These reports contain personal and professional information intended only for conference participants to help evaluate each nominee's ability to serve. Some of this information is sensitive, so we ask that you respect the trust of the nominees by maintaining confidentiality and not distributing or forwarding these materials. CPRs are available through the CP Portal and

will expire after the completion of the elections. Please delete or destroy any copies after voting.

In addition, the HRP has prepared brief rationale statements. Each is based on our evaluations and the RBZ recommendations, and are intended to provide further context for why they are nominated. Together with the CPRs, these materials will help you become familiar with the nominees and their readiness to serve.

Reviewing our nominations process, we began our evaluations by considering RBZ recommendations along with CPRs, followed by candidate interviews. As part of our ongoing efforts to improve the nominations process, we took a more strategic approach to interviewing. This allowed for a more meaningful dialogue with candidates and a deeper exploration of their experience, perspectives, and readiness for service.

After completing the interviews, the panel met to discuss and evaluate each candidate using the criteria outlined in *A Guide to World Services*. From that process, we identified those we believe are best suited for nomination at WSC 2026.

Regarding our work this past cycle: Early in each conference cycle we invite regions, zones, and the World Board to submit RBZ recommendations. This cycle we also conducted a conference participant web meeting focused on resources developed to support the RBZ recommendation process. This supports our goal to help service bodies better understand the process and provide tools to assist in identifying and recommending potential leaders.

It is important to state that we value the opportunity to partner with regions, zones, and the World Board in identifying future leaders. We also hope to continue conversations throughout the next conference cycle about leadership development and identifying members who reflect the diversity and needs of our Fellowship.

Thank you for allowing us to be of service. If you have any thoughts or feedback, please feel free to share them with the HRP. hrp@na.org

Thank you.