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The NSS Board has accomplished so much in the past three years. The NSS has grown in number and addressed several challenges: we have cleaned up our accounting; are rolling out a new website; creating better training opportunities; and created and continually improved our code of conduct and how we handle complaints. I am proud to be a part of the team responsible for that work.

For me, the NSS is the family of like-minded people I never knew I had growing up, and I take great pleasure in sharing experiences and stories within our tight-knit community. My experiences in caving organizations as well as in my professional capacity have given me a solid background for this role and helped in my service on the NSS board the past three years.

I have served as the Chairperson of the Detroit Urban Grotto (a 15-year term); medical officer for PESH; and member of various NSS committees such as: membership, PR, Bylaws, and strategic planning. I've participated in over 40 large projects and expeditions in four countries and many states. I've been an NSS member for over 15 years, and am a member of the Northern Rocky Mountain Grotto in addition to DUG. Also, I'm a proud Eagle Scout.

Professionally, I've been a mountain guide and wilderness medicine instructor, as well as an engineer and executive. I have degrees in Materials Science and Engineering, and French Literature. I've often walked the line between research and business, including handling two startups and one turnaround in the engineering world. I've had to manage teams of diverse backgrounds, ages, and educations in multiple countries; meeting and presenting in English, French, and Mandarin. I have a proven skill in characterizing a challenge, conceptualizing a functional approach, and working with a team to solve it.

The NSS we all love is in the middle of great change. We have a large footprint, but fewer members than in the past. Much of our operations work is concentrated into a few extremely demanding volunteer roles. We need to look toward the future in our planning and consider our culture.

To solve these challenges, I believe that the board needs directors who understand the membership's wants, but also have skill working with bylaws and acts – as directors we primarily solve problems through policy. Directors' responsibilities can be grouped into: insight, oversight, and foresight. Insight into our members preferences, our organization, the challenges at hand. Oversight of our officers and NSS resources and activities. Foresight into how we can change to improve, and how we will need to change; what challenges are coming in the future.

If elected, you can count on me to passionately continue pursuing:

- Improvement in our accountability to what membership wants including communicating directly with members about their ideas
- The hiring of an Executive Director and needed supporting work
- Improvement of our strategic planning structure, timing, transparency and accountability.
- Looking at our relationship to our I/Os and how we can better support them.

If you'd like to hear more about what I have accomplished on the board, or what I hope to accomplish if re-elected, send me an email or reach out another way. I'll answer.

Thank you for your consideration!

Stephen Gladieux