

APPLICATION FORM**PART ONE: CONTACT INFORMATION**

Name: Allen Kinsel

[Redacted]

Years of experience with Microsoft data platform technologies: 15

PART TWO: EDUCATION

1. List all relevant educational achievements (Degrees, Diplomas) and include institution name and location:
Texas A&M Galveston 1996-1997 Maritime Systems Engineering
Saint Leo University (FL) 2001-2004 Computer Information Systems

PART THREE: PROFESSIONAL BACKGROUND

2. Describe your employer's business:
Fortune 1000 multiple line insurance company
3. Describe your primary job responsibilities:
I lead & manage a remotely distributed team of DBA's whose primary responsibility is to maintain all of our organizations database management systems. I am responsible for strategic direction as well as operational execution of enterprise database administration.

PART FOUR: STATEMENT OF INTENTIONS

4. How can PASS better serve the Microsoft data platform community in the next five years?
PASS can better serve the SQL community in the next 5 years by continuing its current evolution into a true professional organization that supports the global SQL community. While diversifying and increasing our funding sources should always be priorities I believe PASS needs to spend an equal amount of time working to allocate more resources directly back into the community in ways that have the farthest reaching impact.
5. Please state your perception of the PASS organization today.
PASS is an organization that is undergoing a fairly large amount of change in trying to keep up with the ever changing needs of a worldwide professional database community. PASS needs to have a better vision in order to align the goals and needs of these new communities with existing PASS community needs in order to make finite resources spread further
6. If elected to the PASS Board, what goal(s) would you set for PASS? How would you accomplish that goal? How would this benefit the PASS community?

If elected, I have a few goals for my tenure on the board. First, I will work with the Board in order to properly staff the PASS IT group and prioritize the on-going IT projects. Getting adequate time for the Chapter tools/MyPASS project that I initially started in 2012 is the primary motivation for this. Currently there is little time being invested in this area and I firmly believe that this is an area where PASS can invest and make a worldwide difference.

Secondly, I would like to see PASS leadership transition from the current method of managing responsibilities via portfolios into a more common "committee" model. Currently directors operate in siloes, only occasionally looking at the bigger picture since they are so operationally involved within their given portfolio. By forming committees and involving more active volunteers in them we can allow directors to spend more time setting the high level direction of the organization while simultaneously growing the organizations next generation of leaders. In addition this change would also help mitigate the longstanding issue of directors not being able to give as much time to PASS as they might like and thereby becoming information bottlenecks.

Last, I would set a goal of cleaning up the PASS membership roster. For as long as I can remember PASS has had a very hard time validating and maintaining an adequate membership roster. It is absolutely vital to the long term viability of the organization to get this list updated with current data and purged of duplicate records. This is not something that can be done in a week or a month but the time has come to fix this issue so that we can have meaningful information about our members, not only so we can hold a good election but for all the other great things a data-centric organization could do with good clean membership data.

PART FIVE: LEADERSHIP AND MANAGEMENT

1. Please describe your management and leadership background, listing specific examples of team and/or project work: During my day job, I lead a team of DBA's who manage all databases for a fortune 1000 enterprise. At my other "job", AKA PASS volunteer, I have served on the PASS BOD, the nominations committee and as the summit program leader for several years. In addition to these different roles, for the last 2 years I have been responsible for leading a project that spans several different areas within PASS to develop a more useable website for our members including specific enhancements for our chapters and their leaders.
2. Are you, or have you been, a member of any board (volunteer or professional)? If so, please describe:
I served on the PASS Board of Directors for 2 years from 2011-2012
3. Do you have formal management or leadership training? If so, please provide details of this training and an example of a time this training was beneficial:
My only training has been trial by fire. Though that's not formal, in my career it has proven to be an excellent yet often painful teacher.
4. Have you participated in any strategic decision-making processes? If so, please provide details:
In my day job I am often required to be involved in making strategic decisions that affect our entire environment. In many cases I am asked to make decisions regarding our future support

for products, versions, standardizations etc. These decisions have far reaching effects across our enterprise.

For PASS, I have participated in many strategic decision making processes over the last several years. A couple of specific examples include the decision to pursue a global strategy, the decision to build the tools in-house that now run the Summit website/program committee as well as the decision to hold a BA conference

5. Please describe your background/experience in dealing with organizational finances, including the size of the organization and budgets involved:

I deal with this in my day job with my own team's needs. Since my team is not exceptionally large, I can provide more info upon request. Additionally, I was involved with PASS's finances while serving on the board from 2011-2012

PART SIX: VOLUNTEER EXPERIENCE

6. Please describe your past volunteer history with PASS. Who from PASS did you work with? How did you interact with them to meet your volunteer objectives?

I have been volunteering with PASS since shortly after the 2004 Summit. I have worked with most groups within the organization in one form or another. I started volunteering with the SIGs (virtual chapters now), moved to Summit program, Served on the Nom Com, the Board and currently volunteer with the chapters IT project. Having said that, I have worked with just about every person on the current board and PASS HQ as well as a huge number of other volunteers spanning all of those years

7. Please give an example of a project you worked on for PASS that you followed through to completion. Describe how your specific contribution has benefited the PASS organization.

In 2009 through 2011 I was directly involved in leading the PASS Summit program committee (as Manager in 09/10 and BOD leader in 11. Each year, the Summit (educational portion) happened as expected with only minor problems that the average attendee hopefully didn't notice. When working in this kind of environment you quickly realize that even though you're volunteering, deadlines are real and must be met in order for the event to be successful.

In 2012 I started and led a project with PASS IT to bring about the new "MyPASS" section of the PASS website in order to better serve our user groups (chapters) and bring more relevant data to our members. This project is about one half complete, still ongoing and by all accounts is a huge improvement over what PASS had in place previously.

8. Detail your PASS community participation within your region (US/Canada, EMEA, APAC or LATAM). Be specific about your contribution, the location, the reach (local, regional, national or international), your volunteer capacity, and goals achieved.

As documented elsewhere in this application, my participation within PASS has been far reaching. For participation specific to my region: I would count staffing the PASS booth at various events (Summit, Teched, SQL Sat's). In addition, even though it is called the "global" summit, I also

would include volunteering for the summit program committee as being region specific. Everything else I have done with PASS has had a much broader global impact. I would classify the SIGS, Nom Com, BOD, and Chapters involvement in the global group

9. Tell us about any involvement and accomplishments within other volunteer organizations.
I have volunteered for various other organizations on a very small scale but my primary focus has been PASS
10. What key learnings have you taken away from your volunteer experiences?
Volunteering is good for both the organization as well as the volunteer and is something I am passionate about. In addition to that, I would say one of the specific key things I have learned is how to involve volunteers in order to get things done. This has helped me be a better leader both within PASS as well as in my career.
11. Please describe your social media presence within the PASS community.
I am active on Twitter, LinkedIn and I have a personal blog.

PART SEVEN: ACKNOWLEDGEMENTS

12. Detail your professional certifications:
MCITP: Database Administrator SQL 2008
13. Detail any awards received:
2009 PASSion Award
Microsoft MVP
14. Detail recent published professional articles, books, etc. Please provide links to any articles or posts available online:
N/A

PART EIGHT - REFERENCES AND BACKGROUND CHECK

A short statement of support from your references is recommended, and should be included in the sections below. At least one of your references below should be an individual from the same region (US/Canada, EMEA, APAC, and LATAM) in which you reside and may represent.

Volunteer References

You must provide references from 3 PASS volunteers with whom you have worked with during your volunteer tenure at PASS.

15. PASS volunteer reference #1
 - a. Name: Grant Fritchey
[Redacted]
 - b. Statement of support:

Allen Kinsel was one of the very first PASS volunteers I met at my very first PASS Summit in Grapevine, TX. His passion impressed me enough at the time that I started volunteering with PASS. While my own passion for volunteering has waxed and waned over the years since then, Allen has remained consistently positive. He absolutely cares about this organization, what it does, where it's going, how it achieves its goals and what those goals are. He is not just someone this organization needs. He's someone this organization should emulate. It's the consistency and commitment that he brings that would make the organization shine even more. It's fairly easy to find people who I think could do a decent job on the board. It's more difficult to find anyone who I think brings real caring about this organization than Allen. I'm impressed with the work he has done with the organization and the positive feelings he engenders in others. I'm quite pleased to be able to refer to him as a friend. I strongly and heartily endorse Allen Kinsel for the PASS Board.

16. PASS volunteer reference #2

a. Name: Thomas LaRock

[Redacted]

b. Statement of support:

Thank you for taking the time to serve this year. I'd like to take a moment to speak about Allen Kinsel. I have known Allen since attending our first Summit together in Orlando in 2004. I have had the honour of serving as a PASS volunteer with Allen since that time, including two years on the PASS Board of Directors.

Allen's dedication to the PASS Community these past nine years is unrivaled by anyone. His passion for helping our members at all levels has always been on display, both inside the board room and out.. Allen has the uncanny ability to know the right questions to ask, at the right time. He also has an amazing ability to dig through all the details and piece together the bigger picture and then communicate that effectively and efficiently to others.

I cannot think of a finer person to serve the PASS Community as a Director.

Do not hesitate to contact me directly with any questions, comments, or concerns regarding Allen's qualifications to serve.

17. PASS volunteer reference #3

a. Name: Jes Borland

[Redacted]

Statement of support:

I am writing to support Allen Kinsel as a candidate for the PASS Board of Directors. I've known Allen for several years through the PASS community. When I see his name, I think of dedication and persistence. Allen truly understands that PASS is a grassroots community. He knows that we are built from the ground up, from people that watch virtual chapter webcasts each week to those that attend monthly user group meetings. He wants to reach as many of those people as possible, and connect them. Allen is constantly reaching out to those members, asking how he can help, asking what PASS can do to make their experience more meaningful, and putting those ideas into actions.

Allen is a valuable asset to the PASS board of directors. His dedication to PASS, his job, SQL Server, and his family will serve us well.

Public References

You should provide references from people who agree to support you publicly. These references must

review your application and provide a written statement of support that explains why they support your candidacy. (These may be the same or different people than your volunteer references above.)

18. PASS public reference #1

a. Name: Andy Warren

[Redacted]

b. Statement of support:

I am writing today to give you my enthusiastic recommendation that Allen Kinsel be accepted as a candidate in the elections for the PASS Board of Directors this year.

I worked with Allen for a year on the PASS Board in 2011. As the year progressed I watched him grow and adapt to the unique nature of serving on a Board, all while building relationships with both fellow Board members and with PASS HQ. Even then Allen dreamed of a better PASS. Not in the sense that PASS was somehow bad, but rather that it could be much more. We worked together on a number of projects and while we didn't always agree, I always found him willing to listen and thoughtful about why he saw things a different way.

Allen and I have stayed in contact since then, and while we rarely talked about issues directly related to his work on the Board, it was clear to me that he was continuing to grow and had found what he saw as a tipping point – driving major changes in the tools available to chapters. That's the kind of thing I admire in a Board member, finding a place where they think they are uniquely suited to try to make a difference and digging in, while still fulfilling their other obligations. Since leaving the Board at the end of 2012 he has had time to reflect and internalize the lessons learned, lessons that I believe were a major factor in his promotion to manager at his full time job and lessons that I believe will make him even more effective if elected to the Board again this fall.

Allen is honest, trustworthy, loyal, hardworking, and more. I know that he will serve the members well and I know that he will be a voice for setting bigger goals and building the strategy to achieve them. As I close, I'll reiterate my unconditional support for Allen as a candidate.

19. PASS public reference #2

a. Name: Thomas LaRock

[Redacted]

b. Statement of support:

Thank you for taking the time to serve this year. I'd like to take a moment to speak about Allen Kinsel.

I have known Allen since attending our first Summit together in Orlando in 2004. I have had the honour of serving as a PASS volunteer with Allen since that time, including two years on the PASS Board of Directors.

Allen's dedication to the PASS Community these past nine years is unrivaled by anyone. His passion for helping our members at all levels has always been on display, both inside the board room and out.. Allen has the uncanny ability to know the right questions to ask, at the right time. He also has an amazing ability to dig through all the details and piece together the bigger picture and then communicate that effectively and efficiently to others.

I cannot think of a finer person to serve the PASS Community as a Director.

Do not hesitate to contact me directly with any questions, comments, or concerns regarding Allen's qualifications to serve.

20. PASS public reference #3

- a. Name: Karen Lopez
[Redacted]
- b. Statement of support:

I'm honored to recommend Allen Kinsel for election to a PASS Board position. During Allen's previous PASS Board service, I had many opportunities to work with him on chapter issues, including efforts to reboot the Toronto PASS chapter. Allen also led efforts to make the PASS website better for many community services. During my conversations with him about "just one more thing." Allen was always open more suggestions and ensured that they were managed appropriately. I can't emphasize enough how important that sort of attitude is to the community.

I am confident that Allen will be responsive to member questions and feedback, just like he has always done in the past and continues to do with his current roles. I also admire Allen's understanding of board governance given how important that is to an association making changes to scope and bylaws due to global growth. I think his previous recent experiences on the Board will be invaluable to these efforts, too.

Allen brings with him a great sense of humor, a strong sense of team and most importantly, a focus on community. PASS is many things, but ultimately it is an association of the community, for the community. Allen built a reputation in being of service to both volunteers and members. I would love to see that level of professionalism, fun and service return to the Board via Allen's contributions.

I would be happy to answer any questions or provide more feedback as needed.

Personal Reference (Optional)

21. Personal reference

- a. Name: David Stein
[Redacted]
- b. Statement of support:

When my friend, Allen Kinsel, asked me to write this letter of recommendation I was both surprised and happy to do so. Happy because I have a great deal of respect for Allen, and surprised because I'd think this is just a formality.

I've known Allen for more than three years since meeting him at NTSSUG's first SQL Saturday. In several personal encounters with him, I've found him to be tireless, approachable, and a dedicated advocate for the SQL Server community.

As you know, he's been a committed volunteer for years, and I was happy to vote for him for the Board of Directors. Quite frankly, I was surprised he wasn't re-elected the last time.

Obviously, I wholeheartedly support his candidacy and I request that you approve him.

Work Related Reference (Optional)

22. Work-related reference
- a. Name: David Purvis
[Redacted]
 - b. Statement of support:

I have worked with Allen Kinsel for the past eight years. Allen is one of the most dedicated and hard-working people that I know.

He always lifts others up, encouraging them to go farther, be better and move ahead in their endeavours. Allen has built a stellar reputation, not only as a technician, but as someone that others can trust.

You can always find someone to perform tasks, do a job, manage, troubleshoot issues, etc., but finding someone that has integrity and is trustworthy is truly valuable.

Allen always has the best interest of the individual, the team and the company in mind and measures all of his efforts and decisions with fairness and equality.

He never takes on the easy tasks, always the hard ones and puts everything into all that he does.

Metaphorically...

if someone finds a path through a technical issue, a grievance, or any other number of problems, more than likely, it's because Allen cut that path through the heavy brush, weeds, dangerous wildlife and angry natives to get there.

Cut, battered, bruised, snake bit, and afflicted with rashes in unpleasant areas, Allen will wave them through to the clearing, expecting nothing in return. If thanks are given, his response would probably be a simple, "No problem."

That is the kind of person Allen is and the character that he exhibits.

Background Check / Time and Travel Commitments

23. Have you ever been charged with a felony? NO
If yes, were you convicted, and (briefly) what were the circumstances?
24. I agree to the time and travel commitments required for this office: YES
25. My employer is aware of and agrees to the time and travel commitments required for this office:
YES

PART NINE – SIGNATURE

26. "I, ALLEN KINSEL, hereby certify, on this date, August 7 2013 that all information I have provided or will provide in this document is true, and I agree to abide by all the terms and conditions of the PASS election process.

I agree to be considered a candidate for the position of Director-at-Large for PASS. I understand that my email address may be made available to select PASS bloggers - screened and approved by PASS - during the campaigning period for the purpose of blogger interviews with candidates. I am aware that the term for which I am applying begins January 1, 2014 and ends December 31, 2015. If elected, I agree to fulfil the duties and obligations of the elected position to the best of my ability." *(Please answer yes or no to all of the above): YES.*