

RIPE NomCom 2025 – Final Report

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Approved by: RIPE Nominating Committee (NomCom) 2025

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Scope

The RIPE Nominating Committee (NomCom) chooses the RIPE Chair and the RIPE Vice Chair. This report is the final account of the 2025 committee's work. It is intended as a basis for the community to review its NomCom procedures. It is also intended as guidance for future NomComs. This report was adopted by the NomCom on 29 September 2025.

Process

The NomCom followed the process defined in [ripe-787](#) and [ripe-788](#). The roles of the RIPE Chair and Vice Chair are described in [ripe-714](#).

The nominating committee consisted of

- Ten voting members randomly chosen from community volunteers
- A chair appointed by the RIPE NCC Executive Board
- Advisors
- Liaisons

Only the voting members voted on the selection of candidates. The committee collected input from the community about the nominees both before and during RIPE 90. Shortly after RIPE 90, the committee selected the candidates and communicated them to the RIPE NCC Executive Board for confirmation.

Establishment of the Committee

The [RIPE NCC Executive Board](#) appointed Jan Žorž as NomCom Chair and Sander Steffann as their liaison on 23 September 2024. Daniel Karrenberg agreed to serve as an advisor as specified by [ripe-788](#). Jan and Daniel drafted a committee timeline and committee rules based on the experiences of the 2020 NomCom. Daniel set up a [NomCom Blog](#), mail server and a collaboration site. Daniel also told Jan that he was happy to serve as a scribe for the minutes and as an editor for the final report; that way no additional clerical support would be needed from the RIPE NCC.

Jan made a call for NomCom volunteers on 28 October 2024, the first day of RIPE 89, with a deadline of 1 December 2024. He talked about the call and the NomCom process at the RIPE 89 community plenary. The text of the messages can be found in Appendix P. Jan also posted a [blog entry](#) about this. Daniel later called for volunteers again on the RIPE Discussion list and posted a [blog entry with answers to frequently asked questions](#)

about the process. Jan and Daniel also approached many eligible community members personally and asked them to volunteer.

Volunteers were asked to complete the form included as Appendix F. The form asked them to confirm they were familiar with the duties of voting members of the NomCom and if they were prepared to serve. To determine eligibility, the form also asked for their attendance of previous RIPE Meetings as well as their main professional affiliation.

The [RIPE Programme Committee](#) designated Kevin Meynell as their liaison and the [Working Group Chairs](#) designated János Zsakó as their liaison.

By the deadline, 52 people had volunteered to serve as voting members of the committee:

ID	Name	Affiliation
1	Franziska Lichtblau	SAP SE
2	Patrick Bussmann	Akamai Technologies
3	Sebastian Becker	Deutsche Telekom AG
4	Sergey Myasoedov	NetArt Group
5	Rinse Kloek	Delta Fiber Netherlands
6	Leo Lincoln Vegoda	And Polus LLC
7	Vasja Križmančič	it.karsolink
8	Jan Sossi	2S Computers
9	Artem “Töma” Gavrichenkov	dxFeed
10	Tobias Fiebig	Max-Planck Institute for Informatics

11	Dmytro Kohmanyuk	Hostmaster.UA (Hostmaster llc, Ukraine)
12	Wolfgang Tremmel	DE-CIX
13	Gert Döring	SpaceNet AG
14	Will van Gulik	RomandIX
15	Romain Tournier	Ubisoft
16	Jean-Daniel PAUGET	HOPUS
17	Moin Rahman	Cybermancer Infosec
18	Benno Overeinder	NLnet Labs
19	Wolfgang Zenker	punkt.de GmbH
20	Martin Winter	NetDEF
21	Michael Charles Richardson	Sandelman Software Works Inc
22	Andreas Wittkemper	Verizon Deutschland GmbH
23	Peter Steinhäuser	embeDD GmbH
24	Antonio Prado	SBTAP
25	William Manzione	RETN

26	Randy Bush	IJJ Research Lab, Arrcus, Inc., RGnet OÜ
27	Maria Matejka	CZ.NIC
28	Lu Heng	LARUS Ltd
29	Matthias Brumm	TKRZ Stadtwerke GmbH
30	Arnold Nipper	DE-CIX
31	Radu Anghel	Delft University of Technology
32	Alex Le Heux	
33	Clément Cavadore	Vedege
34	Magnus Frühling	Freifunk Frankfurt am Main e.V.
35	Nick Hilliard	INEX
36	João Luis Silva Damas	APNIC
37	Alice Boeddinghaus	Student HTW Berlin
38	Simon Leinen	Switch
39	Sandoche BALAKRICHENAN	Afnic
40	Julf Helsingius	BaseN
41	Denesh Bhabuta	

42	Lars-Johan Liman	Netnod AB
43	Andrew McConachie	ICANN
44	Christoph Berkemeier	DB InfraGO AG, although I do not act in the name the company
45	Kurt Kayser	Kurt Kayser Konsultation
46	Marcus Stoegbauer	Eurofiber Netz GmbH
47	Lutz Donnerhacke	IKS Service GmbH
48	Cynthia Revström	Iver
49	Desiree Miloshevic	Internet Society Serbia
50	Sasha Romijn	Reliably Coded B.V.
51	Rüdiger Volk	(retired)
52	Ignas Bagdonas	

The ID is a sequence number assigned in the order the forms were submitted. This ID was used in the random selection process.

One volunteer submitted their form very close to the deadline. That meant a decision had to be made for which timezone to use. The chair decided that the intended timezone was UTC.

The chair announced this list and the sources of randomness on the RIPE Discussion list and the NomCom blog on 10 December 2024. After the lotteries had produced randomness he announced the selections on 18 December and these became definite after the challenge period. All messages from the chair regarding this can be found in Appendix P.

The selected voting members were:

ID	Name
1 <- 16	Jean-Daniel PAUGET
2 <- 38	Simon Leinen
3 <- 19	Wolfgang Zenker
4 <- 11	Dmytro Kohmanyuk
5 <- 45	Kurt Kayser
6 <- 10	Tobias Fiebig
7 <- 12	Wolfgang Tremmel
8 <- 5	Rinse Kloek
10 <- 39	Sandoche BALAKRICHENAN
11 <- 26	Randy Bush

The volunteers selected for the reserve list were:

ID	Name
12 <- 7	Vasja Križmančič
13 <-18	Benno Overeinder
14 <- 33	Clément Cavadore

15 <- 20	Martin Winter
16 <- 8	Jan Sossi

The non-voting members of the NomCom were:

Name	Role
Jan Žorž	Chair
Kevin Meynell	Liaison to the RIPE Programme Committee
János Zsakó	Liaison to the RIPE Working Group Chairs
Sander Steffann	Liaison to the RIPE NCC Executive Board
Daniel Karrenberg	Previous Chair

The committee held its first meeting on 29 January by teleconference and decided on the committee rules and the timeline which can be found in Appendices R and T. The committee also set up a public blog and a private collaboration site as well as a private mailing list with a public address <nomcom@ripenomcom.org> to contact the committee. A private signal chat group was also set up for informal discussion and almost all committee members joined it. The minutes of all meetings were published on the public blog and can be found in Appendix M.

Call for Nominations

After receiving input from the committee, the chair issued the call for nominations on the RIPE Discussion list and the blog on 17 February 2025 with a reminder on 12 March 2025. After the deadline had expired on 30 March 2025, the chair confirmed that all nominees agreed to have their names published and announced the nominees to the RIPE Discussion List and the NomCom blog:

- **Ferghas McKay,**
- **Mirjam Kühne,**
- **Olena Kushnir,**
- **Anna Wilson and**
- **Rob Evans.**

Withdrawal and Replacement

On 4 May 2025, Randy Bush notified both the committee and the community that he was withdrawing from the NomCom because he had decided to run for the RIPE NCC Executive Board. The committee thanked Randy for his contribution and invited Vasja Križmančič, the first person on the reserve list, to join the committee according to the procedure specified in [ripe-788](#).

Community Input on the Nominees

The NomCom actively gathered input from the community before and during RIPE 90. Committee members introduced themselves during the open plenary and announced the open office hours during the lunch breaks at the meeting venue. A considerable number of meeting attendees took the opportunity to talk to the committee. Also, all the nominees spoke with the NomCom at length. Jan reported on the status of the NomCom process at the community plenary.

Towards the end of the meeting, the committee met and considered the input received so far. There was consensus that input from both the community and the nominees was sufficient to proceed with candidate selection. The committee decided to schedule a meeting on 26 May 2025 to proceed with candidate selection.

General Community Input

During RIPE 90, a number of community members expressed surprise about the NomCom process being underway and the composition of the NomCom. It appeared that not everyone is following the [RIPE Discussion List](#) and not everyone is aware of its significance for community governance processes. Some expressed surprise that the NomCom is operating independently from the RIPE NCC.

A number of community members commented on the apparent lack of diversity in the NomCom composition; some of them had been eligible to volunteer to become a voting member of the NomCom.

Candidate Selection

On 26 May 2025, the NomCom met to start candidate selection. After considering all significant input again and a thorough discussion, the voting members unanimously and without abstention selected:

- **Mirjam Kühne for the role of RIPE Chair, and**
- **Anna Wilson for the role of RIPE Vice Chair.**

The committee thanked Jan for his excellent leadership.

Confirmation

On 31 May 2025, the RIPE NCC Executive Board [established that the NomCom had followed the process defined by the RIPE community and confirmed the resulting selections.](#)

Recommendations for Future NomCom Chairs

1. Review the [Recommendations for Future NomCom Chairs of the NomCom 2020](#).
2. When specifying deadlines, use specific times rather than days and be specific about the timezone you intend.

Recommendations for the RIPE Community

1. Make a continuous effort to make everyone aware that the [RIPE Discussion List](#) plays an important role in community governance and anyone interested should follow it.
2. Consider making an even stronger effort to build awareness when the next round of the NomCom process takes place and to start this effort earlier. In particular, consider appointing the NomCom Chair earlier.
3. Continue efforts for more diversity in the community that will result in a more diverse pool of people to serve on the next NomCom.

Acknowledgements

The editor acknowledges contributions from all members of the 2025 RIPE NomCom and thanks all of them and all the members of the community who gave their feedback both on the nominees and the process itself.

Appendix F – Volunteer Registration Form

NomCom Volunteer Registration

Here you can volunteer for the RIPE NomCom 2025.

The RIPE NomCom will select the next RIPE Chair and RIPE Vice Chair. The selection is made by the voting members on the committee. Ten voting members will be randomly chosen to serve on the committee from those who submit this form. We are looking for about 100 people to come forward representing a broad range of experienced members of the RIPE community who have attended at least three of the most recent five RIPE meetings.

More information can be found on the NomCom Blog. For details about the duties of the NomCom and its members see ripe-787 and ripe-788.

Should you wish to be considered as the next RIPE Chair or Vice Chair, you should of course not volunteer.

We will store and process your responses for the purposes of the RIPE NomCom 2025 according to our privacy policy. We will publish the names and affiliations of all people submitting this form as required by ripe-788. We will let you know whether you have been selected to serve by January 2025.

I will be happy to answer any further questions you may have.

Jan Žorž / Chair of the RIPE NomCom 2025

Are you willing to fulfill the duties of voting volunteer on the RIPE NomCom as set out in ripe-788?

Of course if you are not willing it makes little sense to submit this form ...

Yes

No

Which of the most recent RIPE Meetings have you attended? Voting volunteers need to have attended at least three of these meetings; you need to have registered and checked in to the meeting. Remote participation counts if you checked in. Should you be selected, we will confirm this with the meeting secretariat. The relevant meetings are:

RIPE 89, Prague, Czechia, October 2024

RIPE 88, Krakow Poland, May 2024

RIPE 87, Rome Italy, 2023

RIPE 86, Rotterdam Netherlands, 2023

RIPE 85, Belgrade Serbia, 2022

RIPE89



RIPE88

RIPE87

RIPE86

RIPE85

Please enter your full name.

Please enter your e-mail address for NomCom related correspondence.

Please be sure this is correct. We will not ask you to type it a second time.:-)

What is your primary company or organization affiliation (if any)?

While NomCom members serve in a personal capacity, only two volunteers with the same affiliation may serve on the NomCom. This will be published in the list of volunteers. Enter your answer.

Appendix M – Minutes

1st Meeting

Status

Version 1.0

Date/Time/Place

The meeting was held on 29 January 2025 by teleconference.

The chair called the meeting to order at 16:01 UTC.

Present

Voting:

Dmytro Kohmanyuk
Jean-Daniel PAUGET
Kurt Kayser
Randy Bush
Rinse Kloek

Simon Leinen
Tobias Fiebig
Wolfgang Tremmel
Wolfgang Zenker

Non voting:

Daniel Karrenberg
János Zsakó



Jan Žorž
Kevin Meynell
Sander Steffann

Absent

Sandoche BALAKRICHENAN

Preliminaries & Agenda Setting

Jan welcomed all present and noted that a quorum was present.

There were some questions about the quorum for the meetings. Jan clarified that for meetings the quorum is 75% which comes down to 12 people. Voting on candidate selection requires 7 out of 10 voting members to be present.

Jan pointed out the draft agenda contained in version 0.2 of the minutes as circulated and available on the collab server. He asked whether there were any suggestions for changes to the agenda. There were none.

1. Voting Members

Jan reported briefly on the [selection of the voting members](#).

Jan reminded the committee that only the voting members vote on the selection of candidates while all committee members may participate all discussions and vote about any other matter.

Also Jan reminded everyone that the discussions about selecting candidates will be confidential and not minuted.

Jan also stressed that it is **not** in our purview to change the rules for the process during our term and that we can just make recommendations to the community for changes in the future.

2. Advisors

Jan recalled that [ripe-788](#) stipulates that the chair of the previous NomCom acts as an advisor to the committee with some special duties. Jan welcomed Daniel in this role. He asked Daniel to keep notes about the meetings and to produce draft minutes. Daniel agreed to do that.

Jan asked whether the committee wished to appoint any more advisors at this point. There were no suggestions.

3. Liaisons

Jan reported that the RIPE NCC Executive Board had appointed Sander Steffann as their liaison to the NomCom and welcomed Sander in this role.

Jan also reported that the RIPE Program Committee delegated Kevin Meynell as their liaison and the RIPE wg-chairs collective had delegated János Zsakó. Jan proposed that the committee welcomes Kevin and János. The committee did so.

Jan asked whether the committee wished to invite any other groups to delegate liaisons at this point. There were no suggestions.

4. Committee Organisation

COLLABORATION SERVER

Daniel reported that he had set up a 'nextcloud' collaboration server for use by the committee. This will be used to collaboratively work on and to store committee documents while the committee is in operation. The goals of using this server are to facilitate collaborative work on documents and, above all else, to reduce the proliferation of sensitive personal information about candidates. He said that all committee members had received credentials and logged in successfully at this point. He repeated the strong recommendation for all to set up two-factor authentication because of the sensitivity of the information that is going to be kept on the server. Currently Jan and Daniel have administrator privileges on the site. The NomCom agreed to use the collaboration server.

Simon asked whether the committee considered it OK to download information from the collaboration server. Daniel said that keeping things confidential is everyone's individual responsibility and that the tools provided are only tools.

Dmytro asked where the server was located. Daniel answered it was physically in Germany and that all data including back-ups will remain inside the EU. Daniel added that Jan and himself had admin rights on the collab server. Dmytro asked whether e-mail notifications about document changes from the server were considered a data leak? No-one found this a problem.

Dmytro asked whether the committee would keep a public blog like last time. Jan responded that the blog already existed and that he intended to use it for maximum transparency about the process. He added that the blog was later on the agenda.

General Rules

Jan proposed to adopt the rules used by the previous NomCom. He summarized the main points.

Sander stressed that all deliberations about the candidates and the selection discussions remain confidential even to the liaison bodies.

Kevin asked what are liaisons allowed to take back to their respective groups? Jan responded that as a liaison he had provided general info about state of the process and relayed specific questions in both directions.

5. Time Line

Jan proposed a time line as circulated and available on the collab server. He explained the rationale and the highlights of the time line and invited discussion. [The time line is included in this report as appendix T]

Daniel added that the NomCom can take some extra time to draft the call for nominations if necessary.

Sander said that he expects more detailed information about remuneration from the NCC shortly.

Kurt asked why we run this process at this point in time and if there was a term limit for the incumbents. Jan answered that we run the process now because the term of the current chair team agreed by the community is about to end. He added that any person can fill the role of chair and vice chair for two terms of five years each [[ripe-787](#)].

Wolfgang asked whether NomCom members would wear special badges during the next RIPE meeting. Daniel said he would request that from the RIPE meeting team. He added that he would request a NomCom office to be available during the whole meeting.

Kurt said that we should definitely also be available to remote participants. Jan said: 'absolutely'.

Kevin asked when to start canvassing? Jan said you can start now and that the definite start would be when the call went out.

Dmytro said he supported a NomCom office and suggested a meetecho room for remote participants.

Dmytro said that the call needs to be specific on the chair and vice chair roles.

Jan stressed that he will try hard to lead the NomCom to achieve a consensus and not end up in a decision by vote.

Janos clarified that the confirmation by the RIPE NCC board is only supposed to confirm that the NomCom has followed its process correctly.

Jan added that Sander has to make sure the board does not surprise us.

Daniel said that he is already drafting the final report of the NomCom on the collab server and that he intends to add to it as we progress. He invites everyone to follow along and to add text.

6. RIPE NCC Board on Remuneration for RIPE Chair

Sander reported that due to strong pressure from Jan the RIPE NCC board deliberated on the remuneration of the RIPE chair. The minutes are published at <https://www.ripe.net/about-us/executive-board/minutes/2024/179th-executive-board-meeting-minutes> under agenda point 11. He mentioned that this used remuneration structure for NCC staff, scale for the chair is higher than for the vice chair, chair full time, vice chair 20%. Budget is available and the contract will be constructed such that RIPE NCC does not give instructions to and cannot fire chairs.

Daniel asked whether the details of the draft contracts would be available to the committee as background information. Sander answered that he will check back with the RIPE NCC. Jan asked whether details about the salary bands are available. Sander said that he would check that with the NCC too. Jan asked Sander to thank the RIPE NCC Executive board for their work on this which is helpful for the NomCom.



7. Call for Nominations

Jan asked everyone to discuss this on-line based on the draft he had put out. He said that he hoped we could finalize this on-line before the next meeting.

8. Structured Questions to Nominees

Jan asked everyone to think about this as it will be on the agenda of the next meeting.

9. NomCom Blog

Daniel reported that together with Jan he had set up a blog for the NomCom at <https://ripenomcom.org/> and that he had used the information provided by everyone to create <https://ripenomcom.org/the-committee/> listing everyone's details. He asked everyone to add to this as appropriate.

Jan and Daniel are admins of the blog. Any volunteers with WordPress expertise are welcome to help. Any member wishing to contribute could get author credentials.

10. RIPE Meeting Travel Expenses for NomCom Members

Jan said that those needing support should contact him and he will ask the RIPE NCC.

Janos asked whether any other in-person meetings were planned and Jan answered that none were planned.

11. Review of Time Line and Next Actions

Jan asked if there were remarks about the time line. There were none.

Jan reminded everyone to comment on the draft call for nominations and to think about structured questions for candidates.

12. Feedback to Committee and Chair

Daniel said he was happy about how the meeting went and thanked Jan for finishing just on time. There was a lot of virtual clapping and a lot of 'thumbs up' emojis.

Closing

The chair closed the meeting at 16:58 UTC.

2nd Meeting of the RIPE 2025 NomCom

Status

Version 1.0 – approved unanimously on 14 May 2025

Date/Time/Place

The meeting was held on 13 May 2025 at the RIPE90 venue.

The chair called the meeting to order at 12:32 Lisbon time.

Present

Voting:

Dmytro Kohmanyuk, Jean-Daniel PAUGET, Kurt Kayser, Rinse Kloek, Sandoché Balakrichenan, Simon Leinen, Tobias Fiebig, Vasja Križmančič , Wolfgang Tremmel, Wolfgang Zenker

Non voting:

Daniel Karrenberg, János Zsakó, Jan Žorž, Kevin Meynell, Sander Steffann (only first 10 minutes, board mtg. conflict)

Preliminaries & Agenda Setting

Jan welcomed all present and noted that a quorum was present.

Jan pointed out the draft agenda contained in version 0.31 of the minutes as circulated and available on the collab server. He asked whether there were any suggestions for changes to the agenda. There were none.

1. Resignation & New Member

On 4 May Randy Bush withdrew from the NomCom because he is running for a seat on the RIPE NCC executive board. On 6 May the NomCom passed the following resolution unanimously by electronic vote:

“Considering that [Randy Bush has resigned from the committee](#) and that [Vasja Križmančič is the first person on the reserve list](#), the committee resolves to add Vasja Križmančič as a voting member to the committee effective immediately. We thank Randy for his contributions.”

The committee expressed their appreciation for Randy’s contributions by applauding.

The committee welcomed Vasja to the meeting.

2. Declaration of Conflicts of Interest

Jan asked everyone to declare any conflicts of Interest to the committee so that they become known to everyone. He reminded the committee that the intention of this is to make conflicts transparent and come to consensus on how to deal with them as a committee. This is in addition to any consequences each committee member can take themselves, like not participating in specific discussions or votes.

Daniel started by saying that he works for the RIPE NCC and has not experienced any attempt by the NCC to influence his work as the previous NomCom chair and in his role on the current committee. The RIPE NCC gives him sufficient time to provide clerical support to the NomCom.

Sander and Jan mentioned that they had worked closely with Olena in the [Keep Ukraine Connected initiative](#).

Kevin mentioned that he decided to run for a seat on the RIPE NCC board after he had been appointed as a liaison.

Two members of the committee disclosed conflicts of a personal nature.

The committee briefly discussed and agreed that the potential conflicts, now that they are declared, do not pose obstacles to the proper functioning of the committee.

3. Call for Nominations and Nominees

Jan reported that he had made call for nominations on both the RIPE discussion list and the NomCom blog on February 17th with a reminder to the list on March 12th. After the deadline had passed on March 30th he had contacted all nominees and confirmed that they agreed to have their names published. On April 16th he had announced the list of nominees, again on both the RIPE discussion list and the blog:

Ferghas McKay, Mirjam Kühne, Olena Kushnir, Anna Wilson and Rob Evans.

4. Structured Questions for Nominees

Daniel reported that according to suggestions from the committee and subsequent mail/chat discussions he had prepared a form for nominees on the collab server. Jan had asked all nominees to complete the form as they wished. All nominees did so and the results are visible on the collaboration server. They are confidential to the committee.

5. Presentation of Nominees on the Blog

Jan notified all nominees that they have the opportunity to post a statement on the NomCom blog. Anna, Mirjam and Rob have taken advantage of this so far and their statements were published.

6. Review of Time Line and Next Actions

Jan said that we are on target with the time line and asked if there were remarks. The committee discussed how to interact with the nominees. Jan said he had invited those who approached him to the office hours mentioning the possibility of more private appointments on request and he would inform all of nominees. There was consensus that fairness towards all nominees is important and that any 'difficult' questions should be asked of all candidates. After discussion the committee was not convinced that formal interviews are necessary. The committee decided to consider more feedback this week before considering to actively invite nominees.

The committee decided to meet again at 12:30 on Thursday 15 May at the NomCom office with the goal to agree on inviting nominees and fix a schedule for meetings in the following weeks.

7. Feedback to Committee and Chair

Jan asked how everything went so far. Kurt said the the list of candidates was hard to find on the meeting web site. Daniel said he had requested a pointer to the NomCom web site and the office hours should be there in a prominent place. Jan said he would make the request again.

Closing

The chair closed the meeting at 13:14 Lisbon time.

3rd Meeting of the RIPE 2025 NomCom

Status

Version 1.1 – adopted unanimously on 23 May

Date/Time/Place

The meeting was held on 15 May 2025 at the RIPE90 venue.

The chair called the meeting to order at 12:35 Lisbon time.

Remark: The meeting was interrupted for some time to allow RIPE meeting attendees and candidates to provide feedback, and was continued afterwards.

Present

Voting:

Dmytro Kohmanyuk, Jean-Daniel PAUGET, Kurt Kayser, Rinse Kloek, Sandoché Balakrichenan, Simon Leinen, Tobias Fiebig, Vasja Križmančič, Wolfgang Tremmel, Wolfgang Zenker

Non voting:

Daniel Karrenberg, János Zsakó, Jan Žorž, Kevin Meynell, Sander Steffann

Preliminaries & Agenda Setting

Jan welcomed all present and noted that a quorum was present.

Jan pointed out the draft agenda contained in version 0.3 of the minutes as circulated and available on the collab server. He asked whether there were any suggestions for changes to the agenda. There were none.

1. Soliciting Further Information

After thorough discussion the committee came to consensus that it had sufficient information to select candidates and decided not to solicit any more input from both the nominees and the community. All unsolicited input would of course be considered.

2. Scheduling the Candidate Selection Meetings

The committee tried very hard to schedule candidate selection meetings with all voting members present. Sander said that he will make sure that the RIPE NCC board will receive a full briefing even if he cannot make some meetings due to prior commitments. The committee decided to start candidate selection at its next meeting on Monday 26 May 2025 at 12:00 MEST (UTC+2).

3. Sharing Feedback from the Community

The committee shared feedback received from the community. This is part of the candidate selection process and therefore will not be published nor minuted.

4. Review of Time Line and Next Actions

The committee reviewed the time line and observed that the process was on track and likely to conclude before the planned time.

5. Feedback to Committee and Chair

Jan asked how everything went so far.

The NomCom thanked everyone who took the time to give input to the process, especially the nominees and the RIPE NCC for providing excellent support at RIPE90.

Closing

The chair closed the meeting at 14:00 Lisbon time.

4th Meeting of the RIPE 2025 NomCom

Status

Version 1.0 – approved by electronic vote

Date/Time/Place

The meeting was held on 26 May 2025 by teleconference.

The chair called the meeting to order at 12:06 CEST.

Present

Voting:

Dmytro Kohmanyuk, Jean-Daniel Pauget, Kurt Kayser, Rinse Kloek, Sandoché Balakrichenan, Simon Leinen, Tobias Fiebig, Vasja Križmančič , Wolfgang Tremmel, Wolfgang Zenker

Non voting:

Daniel Karrenberg, János Zsakó, Jan Žorž, Kevin Meynell, Sander Steffann

Preliminaries & Agenda Setting

Jan welcomed all present and noted that a quorum was present and that sufficient voting members were present to proceed with candidate selection.

Jan pointed out the draft agenda contained in version 0.1 of the minutes as circulated and available on the collab server. He asked whether there were any suggestions for changes to the agenda. There were none.

1. Candidate Selection

Jan asked whether the committee was ready to discuss candidate selection.



The committee felt that after receiving copious input at RIPE90 and after a lot of informal discussion it was ready to start candidate selection.

Details of candidate selection discussions are confidential to the committee and therefore will not be published nor minuted.

After a thorough discussion the voting members of the committee decided unanimously without abstentions to select [Mirjam Kühne](#) as RIPE Chair and [Anna Wilson](#) as RIPE Vice Chair.

Jan asked the liaisons and advisor for any comments and all expressed their satisfaction with a well executed process.

Jan said that he would convey the results of the vote to the RIPE NCC executive board for confirmation. He asked all members of the committee to treat this as confidential until the RIPE NCC executive board has confirmed the selection and all nominees have been informed. After all nominees have been informed, the public announcement will be published on the RIPE community mailing list by the NomCom.

2. Review of Time Line and Next Actions

The committee reviewed the time line and noted that it achieved a consensus selection well ahead of the time line.

Daniel said that he would edit the final report in the coming weeks and that he welcomed further input, especially suggested text. The document remains available to all on the collab server. He added that his aim was to put a final version up for approval by the committee before the summer holiday period.

3. Feedback to Committee and Chair

Jan asked how everything went so far and everybody thanked him for his excellent leadership.

Closing

The chair closed the meeting at 12:36 CEST.

Appendix N – Nominee Questions

RIPE NomCom 2025 Nominee Form

Thank you for agreeing to be considered for the RIPE Chair and/or Vice Chair Role.

This form allows nominees to give structured information to the NomCom. It helps the NomCom with its process. Nominees should not feel compelled to complete the form or all parts of it. It is just a tool that makes it easier for the NomCom to make a selection.

All responses will only be visible to the NomCom and will be deleted at most six weeks after the work of the NomCom is done according to our privacy policy.

Please spell out your full name.

This is the spelling we will use on the __NomCom blo__g and on published documents.



Please confirm the e-mail address you wish to use for NomCom purposes.

This is just to confirm that we use the address you want us to use. We will not ask you to type this again, so make sure it is correct.:-)

What is your phone number for NomCom business?

We will only call you in case we cannot reach you by other means. Please use international notation starting with +.

What messengers do you use on this phone number?

This is optional. We will use this to send you timely messages. We prefer Signal for this but will try to accommodate other messengers.

Which time zone are you normally in?

We will use this to find optimal times for personal interactions.

Do you plan to attend RIPE90 (Lisbon) in person?

If so we may schedule a personal meeting with the NomCom.

- Yes
- No
- Maybe

For which roles do you wish to be considered?

Multiple selections permitted.:-)

- RIPE Chair
- RIPE Vice Chair

Please describe your involvement with RIPE up to now.

Let us know briefly what each voting member of the NomCom needs to know about your history with RIPE.

How specifically have you helped RIPE to do its work and evolve?

What have you done and when?

What are the challenges for RIPE in the next five years?

Let the NomCom know where your focus is likely to be in the role.

How about the other nominees?

Have you considered how you would like to work as a team with other nominees? Have you discussed this with them?

What if you were the only person on the chair team remaining?

How would you approach the situation that the other person is no longer available or does not function anymore. We are not looking for a detailed plan but just your general approach. Could you continue alone for a while? How would you approach rectifying the situation?



What happens when your term ends?

Would you wish to move from chair to vice chair or vice versa? Do you see the vice chair role as preparation for running for chair afterwards? Any more thoughts?

Conflicts of Interest?

What conflicts of interest would you have with the role as chair/vice chair? How would you deal with them?

What about the RIPE WG-Chairs?

How do you see the RIPE chair's relationship to the WG chairs? How should it evolve?

How about the RIPE NCC and RIPE?

RIPE and the RIPE NCC are closely related. How do you see the relationship evolve over the coming 5-10 years?

What general areas of RIPE's work would you make a priority?

How much travel are you prepared to do for the RIPE role?

How about your other work?

Would you expect to continue working for other organisations whilst also serving in the RIPE Chair Team? If so, do you think it's important to separate the work you would do in the RIPE role and work that you might do for other organisations? If so, how could you manage that separation? If not, how would you ensure the independence and transparency of the role?

Anything else?

Is there anything else that the NomCom should know before making a selection?

Appendix P – Procedural Mail Messages

Message-ID: <071643f1-3895-44d3-9817-d8b4aad6d787@ripe.net>

Date: Mon, 23 Sep 2024 16:41:00 +0200

From: <exec-board-announce@ripe.net>

To: ripe-list@ripe.net

Subject: [ripe-list] Appointment of Chair of RIPE Nominating Committee 2025

Dear colleagues,

I am pleased to announce the appointment of Jan Žorž as the Chair of the RIPE Nominating Committee 2025. This decision is also documented in the minutes of the 177th RIPE NCC Executive Board Meeting, which will be published by the RIPE NCC.

The RIPE Nominating Committee 2025 will be responsible for the process of selecting the RIPE Chair and Vice Chair, as the five-year terms held by Mirjam Kühne and Niall O'Reilly will come to an end by RIPE 91, taking place in Autumn 2025. The RIPE Chair selection process is documented in ripe-787 [1].

As NomCom Chair, Jan will be responsible for ensuring that the nominating committee completes its assigned duties and performs in the best interests of the RIPE community, as described in ripe-788, the document outlining the composition, roles and responsibilities of the RIPE Nominating Committee [2].



Jan is a familiar face in the RIPE community, and I am confident that the 2025 process is in a safe pair of hands. This is a task that requires a considerable time commitment, and I thank Jan for volunteering to steer this important community process. The Chair of the 2020 NomCom, Daniel Karrenberg, will serve as an advisor to the current committee.

Kind regards,

Ondřej Filip
RIPE NCC Executive Board Chair

Message-ID: <5359c1c2-c95a-448a-8853-b092b776d2f3@go6.si>
Date: Fri, 25 Oct 2024 15:56:50 +0200
Content-Language: en-US
From: Jan Zorz - Go6 <jan@go6.si>
To: RIPE List <ripe-list@ripe.net>

Dear RIPE Participant,

RIPE will choose its next chair and a vice chair by way of a nominating committee. Ten volunteers, randomly selected from the community, will make that choice with the help of the whole community. These ten people plus some non-voting liaisons and advisors will form the NomCom. The NomCom will start to work around January 2025 and make its selection soon after the next RIPE meeting in May of that year. The job of the NomCom is to select people who have what it takes and also have the support of the community.

As chair of the 2025 NomCom, my job is to organise the work and help the volunteers with making their choice. Therefore I call on you to volunteer. Ideally, we are looking for about 100 volunteers representing a broad range of RIPE participants. Ten of those people will be randomly selected to serve on the NomCom. To qualify for serving as a voting volunteer you have to have attended three of the five most recent RIPE meetings including the meeting taking place next week in Prague.

For details about the procedures and duties of the NomCom you may refer to:

<https://www.ripe.net/publications/docs/ripe-787/>

and

<https://www.ripe.net/publications/docs/ripe-788/>

The deadline for volunteering is Sunday, December 1st 2024.

The only way to volunteer is by using the form at
<https://collab.ripenomcom.org/apps/forms/s/gYewEips3KcbrgL7a4EXHbAp>

Read more about the NOMCOM 2025 at <https://ripenomcom.org/>.

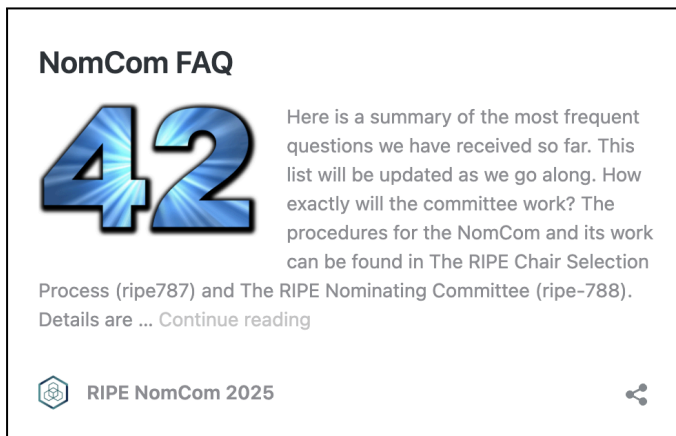
Jan Žorž

Chair of the 2025 RIPE NomCom

From: Daniel Karrenberg via ripe-list <ripe-list@ripe.net>
Date: Tue, 26 Nov 2024 12:53:22 +0100
Subject: [ripe-list] Last Chance to Volunteer for the NomCom

You have until Sunday to volunteer for the 2025 NomCom. So far 42 people have done so. There are at least 424 RIPE meeting attendees eligible to serve this time. While 42 is of course **the** answer ;-), we can do better! We need a high quality and diverse committee. So please, please volunteer if you have attended three of the past five RIPE meetings, remote participation counts if you checked in. The more people volunteer the lower the odds of being selected ;-).



I have published an FAQ on the NomCom blog:



NomCom FAQ

42

Here is a summary of the most frequent questions we have received so far. This list will be updated as we go along. How exactly will the committee work? The procedures for the NomCom and its work can be found in The RIPE Chair Selection Process ([ripe787](#)) and The RIPE Nominating Committee ([ripe-788](#)). Details are ... [Continue reading](#)

 RIPE NomCom 2025 

In the name of the whole RIPE community, thank you!

Daniel

From: jan@go6.si Tue Dec 10 11:14:35 2024
From: Jan Zorz - Go6 <jan@go6.si>
To: ripe-list@ripe.net
Subject: [ripe-list] Announcement from the RIPE NomCom 2025
Date: Tue, 10 Dec 2024 12:04:13 +0100
Message-ID: <09abb3ca-4413-4620-9f13-1861fd190736@go6.si>

MIME-Version: 1.0
Content-Type:
multipart/mixed; boundary="====6028634301281423933=="

--====6028634301281423933==Content-Type: text/plain; charset="utf-8"
Content-Transfer-Encoding: quoted-printable

Dear community,

The deadline for volunteering for the RIPE NomCom 2025 has passed.

The final list of volunteers is:



ID, Name, Affiliation

- 1, Franziska Lichtblau, SAP SE
- 2, Patrick Bussmann, Akamai Technologies
- 3, Sebastian Becker, Deutsche Telekom AG
- 4, Sergey Myasoedov, NetArt Group
- 5, Rinse Kloek, Delta Fiber Netherlands
- 6, Leo Lincoln Vegoda, And Polus LLC
- 7, Vasja Križmančič, it.karsolink
- 8, Jan Sossi, 2S Computers
- 9, "Artem ""Töma"" Gavrichenkov", dxFeed
- 10, Tobias Fiebig, Max-Planck Institute for Informatics
- 11, Dmytro Kohmanyuk, Hostmaster.UA (Hostmaster llc, Ukraine)
- 12, Wolfgang Tremmel, DE-CIX
- 13, Gert Döring, SpaceNet AG
- 14, Will van Gulik, RomandIX
- 15, Romain Tournier, Ubisoft
- 16, Jean-Daniel PAUGET, HOPUS
- 17, Moin Rahman, Cybermancer Infosec
- 18, Benno Overeinder, NLnet Labs
- 19, Wolfgang Zenker, punkt.de GmbH
- 20, Martin Winter, NetDEF
- 21, Michael Charles Richardson, Sandelman Software Works Inc
- 22, Andreas Wittkemper, Verizon Deutschland GmbH
- 23, Peter Steinhäuser, embeDD GmbH
- 24, Antonio Prado, SBTAP
- 25, William Manzione, RETN
- 26, Randy Bush, IJJ Research Lab, Arrcus, Inc., RGnet OÜ
- 27, Maria Matejka, CZ.NIC



- 28, Lu Heng, LARUS Ltd
- 29, Matthias Brumm, TKRZ Stadtwerke GmbH
- 30, Arnold Nipper, DE-CIX
- 31, Radu Anghel, Delft University of Technology
- 32, Alex Le Heux,
- 33, Clément Cavadore, Vedege
- 34, Magnus Frühling, Freifunk Frankfurt am Main e.V.
- 35, Nick Hilliard, INEX
- 36, João Luis Silva Damas, APNIC
- 37, Alice Boeddinghaus, Student HTW Berlin
- 38, Simon Leinen, Switch
- 39, Sandoche BALAKRICHENAN, Afnic
- 40, Julf Helsingius, BaseN
- 41, Denesh Bhabuta,
- 42, Lars-Johan Liman, Netnod AB
- 43, Andrew McConachie, ICANN
- 44, Christoph Berkemeier, DB InfraGO AG
- 45, Kurt Kayser, Kurt Kayser Konsultation
- 46, Marcus Stoegbauer, Eurofiber Netz GmbH
- 47, Lutz Donnerhacke, IKS Service GmbH
- 48, Cynthia Revström, Iver
- 49, Desiree Miloshevic, Internet Society Serrbia
- 50, Sasha Romijn, Reliably Coded B.V.
- 51, Rüdiger Volk, (retired)
- 52, Ignas Bagdonas,

The ID is a sequence number assigned in the order the forms were submitted. This ID will be used in the random selection process.

The random selection process will follow RFC3797 using the six Lot(t)o numbers, no extra or super numbers, of the following three lottery drawings in the sequence below:



- Loterija Slovenije <https://www.loterija.si/loto/rezultati> on 15 December 2024

- Swisslotto

<https://www.swisslos.ch/de/swisslotto/information/gewinnzahlen/gewinnzahlen-quoten.html> on 14 December 2024

- Österreichische Lotterien <https://www.win2day.at/lotterie/lotto> on 15 December 2024

Should one of the drawings not produce numbers on the day it will be omitted. Should two or more of the drawings not produce numbers the process will be re-run with later drawings.

I will announce the results of the selection process after the lottery results and the eligibility and willingness to serve of the volunteers have been confirmed.

Jan Žorž / RIPE NomCom 2025 Chair

From jan@go6.si Wed Dec 18 12:47:31 2024
From: Jan Zorz - Go6 <jan@go6.si>
To: ripe-list@ripe.net
Subject: [ripe-list] RIPE NomCom - Volunteers and Selection
Date: Wed, 18 Dec 2024 13:17:14 +0100
Message-ID: <be63f4a7-1fc9-4c72-abc6-fc91f9f3abf9@go6.si>
MIME-Version: 1.0

Content-Type: multipart/mixed; boundary="=====
-----1017051163681998711===="

--=====
-----1017051163681998711==

Content-Type: text/plain; charset="utf-8"

Content-Transfer-Encoding: quoted-printable

Dear RIPE community,

The lotteries have produced randomness, and we ran the RFC3797 algorithm.

The seeds used are:

8 9 12 18 28 40 - Loterija Slovenije 15.12.2024

20 26 30 33 40 41 - Swissloto 14.12.2024

4 5 41 42 44 45 - Österreichische Lotterien 15.12.2024

Thus, the following 16 volunteers were selected:

1 <- 16, Jean-Daniel PAUGET, HOPUS

2 <- 38, Simon Leinen, Switch

3 <- 19, Wolfgang Zenker, punkt.de GmbH



4 <- 11, Dmytro Kohmanyuk, Hostmaster.UA (Hostmaster llc, Ukraine)

5 <- 45, Kurt Kayser, Kurt Kayser Konsultation

6 <- 10, Tobias Fiebig, Max-Planck Institute for Informatics

7 <- 12, Wolfgang Tremmel, DE-CIX

8 <- 5, Rinse Kloek, Delta Fiber Netherlands

9 <- 29, Matthias Brumm, TKRZ Stadtwerke GmbH

10 <- 39, Sandoche BALAKRICHENAN, Afnic

11 <- 26, Randy Bush, IJ Research Lab, Arccus, Inc., RGnet OÜ

12 <- 7, Vasja Križmančič, it.karsolink

13 <- 18, Benno Overeinder, NLnet Labs

14 <- 33, Clément Cavadore, Vedege

15 <- 20, Martin Winter, NetDEF

16 <- 8, Jan Sossi, 2S Computers

After running the random selection mechanism, we discovered that

Matthias Brumm, from the list of selected candidates, did not meet the selection criteria. Matthias registered for several online RIPE meetings but did not check in for them except for RIPE 89; thanks to Ulka Athale of the meeting secretariat for double-checking this. The procedure RFC3797 section 5.1 suggests keeping the list of volunteers immutable and skipping the selected person in this case.

Also, no more than two of these people have the same affiliation.

Thus 15 out of 16 selected volunteers meet the criteria for serving on the NomCom.

Hence the RIPE NomCom 2025 is:

1 <- 16, Jean-Daniel PAUGET, HOPUS

2 <- 38, Simon Leinen, Switch

3 <- 19, Wolfgang Zenker, punkt.de GmbH

4 <- 11, Dmytro Kohmanyuk, Hostmaster.UA (Hostmaster llc, Ukraine)

5 <- 45, Kurt Kayser, Kurt Kayser Konsultation

6 <- 10, Tobias Fiebig, Max-Planck Institute for Informatics

7 <- 12, Wolfgang Tremmel, DE-CIX

8 <- 5, Rinse Kloek, Delta Fiber Netherlands



10 <- 39, Sandoche BALAKRICHENAN, Afnic

11 <- 26, Randy Bush, IJ Research Lab, Arrcus, Inc., RGnet OÜ

They will choose the next RIPE chair and vice chair.

In accordance with ripe-788 the following five volunteers are the

'reserve' and might be called upon to fill any vacancies in this order:

12 <- 7, Vasja Križmančič, it.karsolink

13 <- 18, Benno Overeinder, NLnet Labs

14 <- 33, Clément Cavadore, Vedege

15 <- 20, Martin Winter, NetDEF

16 <- 8, Jan Sossi, 2S Computers

There is a 7 day challenge period starting now. After this period the selections become definite.

In the name of the community, I thank all 52 volunteers for offering to serve. The NomCom will have its first meeting in the second half of January. As a chair I plan to conduct this process as openly as possible and to proactively inform the community about what is going on. This may cause a little traffic on this list ;-). Let us support the NomCom during this process by providing as much well considered input as we can.

Jan Žorž,

Chair of the RIPE Nominations Committee

P.S: For easier checking - here are the links to the lotteries chosen to generate seeds for this process:

- Loterija Slovenije <https://www.loterija.si/loto/rezultati> on 15 December 2024

- Swisslotto

<https://www.swisslos.ch/de/swisslotto/information/gewinnzahlen/gewinnzahlen-quoten.html> on 14 December 2024

- Österreichische Lotterien <https://www.win2day.at/lotterie/lotto> on 15 December 2024

Here are the implementations of the RFC3797 algorithm we used. Both produced the results above.

- <https://github.com/richsalz/ietf-rfc3797-code>

- <https://github.com/mcr/rfc3797/tree/master>

--=====1017051163681998711==-----



From jan@go6.si Fri Dec 27 12:34:03 2024
From: Jan Zorz - Go6 <jan@go6.si>
To: ripe-list@ripe.net
Subject: [ripe-list] RIPE NomCom 2025 - confirmed voting members.
Date: Fri, 27 Dec 2024 10:59:40 +0100

Message-ID: <bbb93852-0e19-4e51-8d74-96e0486f840c@go6.si> MIME-Version: 1.0
Content-Type: multipart/mixed;
boundary="====9212052875259364786=="-----92120528
75259364786==Content-Type: text/plain; charset="utf-8"Content-Transfer-Encoding:
8bit

Dear RIPE community,

The RIPE NomCom selections results were sent to the RIPE community mailing list on 18th Dec 2024 at 13:17 CET, when the 7-day challenge period started.

Matthias Brumm did not meet the selection criteria. He sent in a couple of questions that were clarified by the RIPE NCC staff, and the verdict remains that he did not meet the requirements.

So, the confirmed voting RIPE Nomcom 2025 members are:

- 1 <- 16, Jean-Daniel PAUGET, HOPUS
- 2 <- 38, Simon Leinen, Switch
- 3 <- 19, Wolfgang Zenker, punkt.de GmbH
- 4 <- 11, Dmytro Kohmanyuk, Hostmaster.UA (Hostmaster llc, Ukraine)
- 5 <- 45, Kurt Kayser, Kurt Kayser Konsultation
- 6 <- 10, Tobias Fiebig, Max-Planck Institute for Informatics
- 7 <- 12, Wolfgang Tremmel, DE-CIX
- 8 <- 5, Rinse Kloek, Delta Fiber Netherlands
- 10 <- 39, Sandoche BALAKRICHENAN, Afnic
- 11 <- 26, Randy Bush, IJ Research Lab, Arccus, Inc., RGnet OÜ

They will choose the next RIPE chair and vice chair.

In accordance with ripe-788 the following five volunteers are the 'reserve' and might be called upon to fill any vacancies in this order:

- 12 <- 7, Vasja Križmančič, it.karsolink
- 13 <- 18, Benno Overeinder, NLnet Labs
- 14 <- 33, Clément Cavadore, Vedege



15 <- 20, Martin Winter, NetDEF

16 <- 8, Jan Sossi, 2S Computers

With this - I call the selection process closed.

We'll contact the selected voting members for onboarding in the new year and the RIPE NomCom will try to have its first meeting at the end of January 2025.

Jan Žorž

RIPE NomCom Chair

-----9212052875259364786-----

From chair@ripenomcom.org Mon Feb 17 14:29:55 2025
From: RIPE NomCom Chair <chair@ripenomcom.org>
To: ripe-list@ripe.net
Subject: [ripe-list] Call for Nominations (RIPE Chair / Vice Chair)
Date: Mon, 17 Feb 2025 15:27:21 +0100
Message-ID: <fce6586d-22d7-4a98-8b0e-ffab26d74388@ripenomcom.org>
MIME-Version: 1.0

Content-Type: multipart/mixed;
boundary="-----6940963700558887306-----"-----6940963700558887306-----Content-Type: text/plain; charset="utf-8"Content-Transfer-Encoding: quoted-printable

Dear RIPE participants,

This year, a nominating committee (NomCom), with help from the wider community, will select two people to fill the positions of RIPE Chair and Vice Chair. As chair of the 2025 RIPE NomCom, I would like to invite you to nominate candidates for these positions.

As members of the RIPE community, you will have some idea of what the RIPE Chair is responsible for and what kind of person you would like to see in this role as well as the Vice Chair role. Please think about suitable candidates, engage with them, discuss this with your peers, and nominate people who will have the support of the community.

You may nominate any member of the RIPE community for either position.

Self-nominations are also permitted. NomCom members and members of the RIPE NCC Executive Board are not eligible to be considered.

Send your nominations to nominations@ripenomcom.org and include a description of the skills or expertise that make your candidate a desirable choice. Please also include a working email address or telephone number for the nominee and indicate whether they are aware of your nomination.

The NomCom will also be interested in your opinion about the performance of the incumbent RIPE Chair, Mirjam Kühne, and RIPE Vice Chair, Niall O'Reilly.



The NomCom is also interested in any lessons and observations we or the community can take away from the previous NomCom and the first nominated RIPE Chair / Vice Chair term which is drawing to a close.

The deadline for all nominations is Sunday, March 30th 23:59 UTC.

You can find more information in the relevant RIPE Documents:

ripe-714: A brief description of the RIPE Chair/Vice Chair's role. [1]

ripe-787: Information about the selection process. [2]

ripe-788: Detailed information about the RIPE NomCom [3]

RIPE NomCom web site: <https://ripenomcom.org/>

All information regarding the RIPE Chair / Vice Chair remuneration can be found in the Remuneration document (authored by the RIPE NCC) [4]

We are happy to answer any further questions you may have.

Jan Žorž

Chair of the 2025 RIPE NomCom

[1] - <https://www.ripe.net/publications/docs/ripe-714/>

[2] - <https://www.ripe.net/publications/docs/ripe-787/>

[3] - <https://www.ripe.net/publications/docs/ripe-788/>

[4] -

<https://ripenomcom.org/wp-content/uploads/2025/02/2025-02-03-RIPE-Chair-Remuneration-.pdf>

Anything that can be configured can be misconfigured. [RFC5505]

-----6940963700558887306-----

From chair@ripenomcom.org Wed Mar 12 11:43:20 2025

From: RIPE NomCom Chair <chair@ripenomcom.org>

To: ripe-list@ripe.net

Subject: [ripe-list] Re: Call for Nominations (RIPE Chair / Vice Chair)

Date: Wed, 12 Mar 2025 12:16:13 +0100

Message-ID: <55a586a5-7be7-41b6-966b-89efb1d71262@ripenomcom.org>

In-Reply-To: <fce6586d-22d7-4a98-8b0e-ffab26d74388@ripenomcom.org>

MIME-Version: 1.0 Content-Type: multipart/mixed;

boundary="====3051368574226003021===="-----3051368574226003021====Content-Type: text/plain; charset="utf-8"Content-Transfer-Encoding: quoted-printable

Dear RIPE Community,



I would like to remind you that the deadline for RIPE Chair / Vice Chair nominations are still open!

The deadline for all nominations is Sunday, March 30th 23:59 UTC.

Thank you :)

Jan Žorž

Chair of the 2025 RIPE NomCom

From chair@ripenomcom.org Wed Apr 16 10:15:08 2025

From: RIPE NomCom Chair <chair@ripenomcom.org>
To: ripe-list@ripe.net
Subject: [ripe-list] Publication of the RIPE Chair/Vice-chair nominees
Date: Wed, 16 Apr 2025 11:04:16 +0200

Message-ID:
<b5185eec-fe82-40eb-b8f3-6a3393c3db78@ripenomcom.org>MIME-Version: 1.0
Content-Type: multipart/mixed;
boundary="====8974672753253424806=="...====89746727
53253424806==Content-Type: text/plain; charset="utf-8"Content-Transfer-Encoding:
8bit



Dear RIPE community,

The RIPE 2025 NomCom will select two persons for the roles of RIPE Chair and RIPE Vice Chair. We have five nominees who are well known to the community. They are, in the order of their nomination:

Ferghas McKay, Mirjam Kühne, Olena Kushnir, Anna Wilson and Rob Evans.

RIPE Chair/Vice-Chair Nominees

The call for nominations ended on 30th March and these are the nominees (sorted by the time of nomination): Fearghas McKay (nominee for RIPE Chair) – Biography to be added Mirjam Kühne (nominee for RIPE Chair) Olena Kushnir (nominee for RIPE Vice-Chair) Anna Wilson (nominee for RIPE Vice-Chair) Rob Evans (nominee for RIPE Vice-Chair)

 RIPE NomCom 2025 

Note that some of them have been nominated for Chair or Vice Chair specifically.

We have set out the plans for collecting input from the community. Here is a quick outlook about what the NomCom will do between now and the RIPE meeting, during the meeting and after:



Before RIPE 90

During the coming two weeks the NomCom will send some questions to the nominees and prepare for the RIPE meeting. We want to hear input from the community at between now and the end of the RIPE meeting. This is your chance to influence our selection. The best way to reach the whole committee is by e-mail via nomcom at ripenomcom.org. If you prefer you can also contact individual members of the NomCom; you can find them and their mail addresses here. Of course we will treat all input confidentially. To that end we have even set up a dedicated server, so that we can erase the electronic traces of our work as well as possible once we are done.

We will also give the nominees the opportunity to publish posts on the NomCom blog.

During RIPE 90

We will have an office and hold office hours during all lunch breaks. This is your opportunity to speak in person to the committee or arrange for separate meetings with committee members. We will also roam the hallways and be on hand during the community plenary session. Individual meeting slots will be allocated first-come first served. Mail contact at ripenomcom.org for an appointment.

After RIPE 90

We will schedule interviews with the nominees and then make our selection during the following weeks. We will regularly report on our progress on this mailing list and the NomCom blog. After we have made our selection and the Executive Board of the RIPE NCC has confirmed that we properly followed the process set by the community, we will announce the new RIPE Chair and Vice Chair. Then our work will be done.

During RIPE91

The new chairs will take over during RIPE91.

Jan Žorž

Chair

RIPE 2025 NomCom

--=====8974672753253424806===--

Date: Sun, 04 May 2025 04:33:21 -0700
Message-ID: <m2zffs4nlq.wl-randy@psg.com>
From: Randy Bush <randy@psg.com>
To: RIPE NomCom Chair <chair@ripenomcom.org>
Cc: RIPE List <ripe-list@ripe.net>
Subject: nomcom withdrawal

jan,

tl;dr: i wish to withdraw from the nomcom

--

as i decided to run for the eb long after the nomcom process started, the letter of 788 would let me stay on both. but that would not be the spirit of 788. withdrawing is just the right thing to do.

my apologies for this taking so long. among other things, i was

considering doing the reverse, withdrawing from the eb election as i consider the ripe chair to be a critical spof. but friends convinced me to trust the system, the nomcom will do the right thing without me.

of course i would have withdrawn from nomcom if elected to the eb.

an eb member really really should not wear two hats. analogously, if elected to the eb, i would withdraw from the coc team.

apologies for chaos creation, and thanks for understanding.

randy

[ripe-list] Re: nomcom withdrawal

RIPE NomCom Chair

4 Mai 2025 22:03

On 4. 5. 25 13:33, Randy Bush wrote:

...

jan,

tl;dr: i wish to withdraw from the nomcom

-

as i decided to run for the eb long after the nomcom process started, the letter of 788 would let me stay on both. but that would not be

the spirit of 788. withdrawing is just the right thing to do.

my apologies for this taking so long. among other things, i was

considering doing the reverse, withdrawing from the eb election as i consider the ripe chair to be a critical spof. but friends convinced me to trust the system, the nomcom will do the right thing without me.

of course i would have withdrawn from nomcom if elected to the eb.

an eb member really really should not wear two hats. analogously, if elected to the eb, i would withdraw from the coc team.



apologies for chaos creation, and thanks for understanding.

randy

Dear Randy,

Thank you for your withdrawal notice, it has been noted and recorded.

I would like to thank you for serving at the NomCom and all the experience and wisdom that you brought in, making the NomCom a better place!

Best, Jan Žorž

Chair

RIPE NomCom 2025

[ripe-list] Welcome Vasja Križmančič to the RIPE NomCom 2025

RIPE NomCom Chair

6 Mai 2025 14:40

Dear RIPE community,

The RIPE NomCom has just passed the following resolution unanimously:

Considering that Randy Bush has resigned from the committee and that Vasja Križmančič is the first person on the reserve list, the committee resolves to add Vasja Križmančič as a voting member to the committee effective immediately. We thank Randy for his contributions.

Best, Jan Žorž

Chair

RIPE NomCom 2025

[ripe-list] RIPE NomCom 2025 - the selection result

RIPE NomCom Chair

12 Jun 2025 17:11

Dear RIPE Community,

The deliberation period for RIPE NomCom is now over, and we have the result. We had a set of high-quality nominees, and it was a tough choice between all of them.



The RIPE NomCom selected Mirjam Kühne as RIPE Chair and Anna Wilson as RIPE Vice Chair. The selection result was declared and confirmed by unanimous consensus from the NomCom members, voting and non-voting.

We selected Mirjam because the input from the community clearly favoured her. She is very widely regarded as someone who listens carefully to everyone and who helps the community to find consensus and move forward.

It was also noted on numerous occasions that the community members are happy with her work as RIPE Chair.

We selected Anna because of the positive input we received about her track record with the community. Mirjam and Anna also convinced us in separate discussions that they would work well as a team and complement each other.

We would like to thank all other nominees for being prepared to serve the community and volunteering for the positions. Not being selected does not mean anything negative; it's just that the RIPE NomCom and the RIPE Community felt that Mirjam and Anna would be a better fit.

The RIPE NCC Executive Board adopted a resolution stating that the RIPE NomCom 2025 followed the proper procedure. The minutes of meeting EB#184 are already published. [1]

The RIPE NomCom would like to thank the RIPE Community for all the input and the feedback that shaped our selection and made our decision possible.

Please join me in welcoming Mirjam and Anna, and let us support them in ensuring that RIPE continues to work well together!

Best, Jan Žorž

RIPE NomCom, Chair

Appendix R – RIPE NomCom 2025 Rules

Version 1.0

Scope

This document describes the operational rules of the 2025 RIPE NomCom. These rules are mostly taken directly from ripe-788. *All text literally copied from ripe-788 is indicated like this in the remainder of this document.*

CONFIDENTIALITY

All deliberations and supporting information that relates to specific nominees, candidates, and confirmed candidates are confidential.

The nominating committee and confirming body members will be exposed to confidential information as a result of their deliberations, their interactions with those they consult, and from those who provide requested supporting information. All members and all other



participants are expected to handle this information in a manner consistent with its sensitivity.

It is consistent with this rule for current nominating committee members who have served on prior nominating committees to advise the current committee on deliberations and results of the prior committee, as necessary and appropriate.

The list of nominees willing to be considered for positions under review in the current nominating committee cycle is not confidential. The nominating committee may disclose a list of names of nominees who are willing to be considered for positions under review to the community, in order to obtain feedback from the community on these nominees.

The list of nominees disclosed for a specific position should contain only the names of nominees who are willing to be considered for the position under review.

The nominating committee may choose not to include some names in the disclosed list, at their discretion.

The nominating committee may disclose an updated list, at its discretion. For example, the nominating committee might disclose an updated list if it identifies errors/omissions in a previously disclosed version of the disclosed list, or if the nominating committee finds it necessary to call for additional nominees, and these nominees indicate a willingness to be considered before the nominating committee has completed its deliberations.

Nominees may choose to ask people to provide feedback to the nominating committee but should not encourage any public statements of support. Nominating committees should consider nominee-encouraged lobbying and campaigning to be unacceptable behavior.

RIPE community members are encouraged to provide feedback on nominees to the nominating committee but should not post statements of support/non-support for nominees in any public forum.

Nominating Committee Operation

The following rules apply to the operation of the nominating committee. If necessary, a paragraph discussing the interpretation of each rule is included.

The rules are organized approximately in the order in which they would be invoked.

DISCRETION

All rules and special circumstances not otherwise specified are at the discretion of the committee.

Exceptional circumstances will occasionally arise during the normal operation of the nominating committee. This rule is intended to foster the continued forward progress of the committee.

Any member of the committee may propose a rule for adoption by the committee. The rule must be approved by the committee according to its established voting mechanism.

All members of the committee should consider whether the exception is worthy of mention in the next revision of this document and follow-up accordingly.



MILESTONES

The Chair must establish a set of nominating committee milestones for the candidate selection and confirmation process.

There is a defined time period during which the candidate selection and confirmation process must be completed. The Chair must establish a set of milestones that, if met in a timely fashion, will result in the completion of the process on time. The Chair should allow time for iterating the activities of the committee if one or more candidates are not confirmed.

The Chair should ensure that all committee members are aware of the milestones.

DISCUSSION RULES

The chair will lead the discussions pragmatically. In case formality is needed it will be based on Roberts Rules of Order.

VOTING MECHANISM

The Chair must establish a voting mechanism.

The committee must be able to objectively determine when a decision has been made during its deliberations. The criteria for determining closure must be established and known to all members of the nominating committee.

In teleconferences and physical meetings the chair will call a vote and determine the outcome pragmatically, based on Roberts Rules of Order if necessary.

The chair may choose to use polling tools for votes as long as voting behavior is visible to the committee.

The chair may call a vote by e-mail setting a deadline for casting votes. Committee members will send their vote to the committee mailing list for all members to see. After the deadline the chair will tally the votes and announce the result. If any committee member challenges the result of such a vote it will be repeated in a teleconference or physical meeting.

There will be no secret votes. While all votes will be seen by the committee, voting behavior will be strictly confidential within the committee.

During the selection process the collaboration web site may be used to collect input from members of the committee.

VOTING QUORUM

At least a quorum of committee members must participate in a vote.

Only voting volunteers vote on a candidate selection. For a candidate selection vote, a quorum is comprised of at least seven of the voting volunteers.

At all other times, a quorum is present if at least 75% of the nominating committee members are participating.

DELIBERATIONS

All members of the nominating committee may participate in all deliberations.



The emphasis of this rule is that no member can be explicitly excluded from any deliberation. However, a member may individually choose not to participate in a deliberation.

Appendix T – NomCom 2025 Time Line

Term Starts

The term of the committee starts on 13 January 2025

Committee Organisation

The committee will hold its first meeting during week 3 2025 and organize its operations by 31 January 2025.

Call for Nominations

The committee will issue a call for Nominations by 10 February 2025. Note: we could take a week or two more time.

Collecting Nominations

The committee will collect nominations until March 30th 23:59 UTC. Committee members will actively solicit nominations. The list of nominees who confirm their commitment to serve will be published and continuously updated. Note: the hard deadline for announcing the list of nominations is 15 days before RIPE90, e.g. April 25 to be sure.

Collecting Community Input

Before, during, and immediately after RIPE 90 (12-16 May 2025) the committee will collect community input for making their selection. During RIPE 90 the committee will hold open office hours and speak to nominees.

Selecting Candidates

During the weeks immediately after RIPE 90 the committee will deliberate intensively and make their candidate selection before 15 June 2025. It will communicate this selection to the RIPE NCC Executive Board for confirmation.

Confirmation

The RIPE NCC Executive board has 30 days to confirm the selected candidates. The committee may have to review the selection in case the RIPE NCC board does not confirm the selected candidates.

Once the candidates are confirmed, the committee will announce the result.



Producing the Report

The committee will finalize its report. This will be published before September 30th 2025.

Term Finishes

The RIPE 2025 NomCom term will end when it formally presents its report during RIPE 91 (20-24 Oct 2025).