The National Association of Nurse Practitioners in Women's Health (NPWH)
Call for Volunteers to Serve on the NPWH Board of Directors
Member of the Board of Directors
Term January 1, 2026-December 31, 2028

Call for Volunteer NPWH Board Members:
The NPWH Board of Directors is a board of volunteers who contribute their time and energy to provide leadership and commitment to delivering our mission, vision, and IDE commitment. Our goal is to develop a Board of diverse candidates seeking to be the national representatives of women's health nurse practitioners committed to serving and supporting the NPWH Strategic Plan and the organization.

Vision: We envision a world where WHNP-BCs and all APRNs who provide women's and gender related healthcare are esteemed pioneers in fostering a just, healthy, and equitable society.

Mission: NPWH is the professional community for Women's Health Nurse Practitioners and other advanced practice registered nurses who provide women's and gender-related healthcare. We set a standard of excellence by generating, translating, and promoting the latest research and evidence-based clinical guidance, providing high-quality continuing education, and advocating for patients, providers, and the WHNP profession. Our mission includes protecting and promoting a woman and all individuals' rights to make their own choices regarding their health and well-being within the context of their lived experience and their personal, religious, cultural, and family beliefs.

Inclusivity, Diversity, and Equity (IDE) Statement: NPWH is committed to increasing inclusivity, diversity, and equity in our organization, the WHNP profession, the women, and gender-related healthcare field, and beyond. Our membership comprises professionals representing diversity by, but not limited to, specialty area, educational background, race and ethnicity, age, geographic location, socioeconomic status, ability, gender and identity, sexual orientation, and personal beliefs. We actively seek to engage and amplify the voices that have historically been silenced and ensure they are represented in our staff, leadership, and programming.

Our **Strategic Plan 2025-2027** reflects the shared mission, vision and values of our community and organization.

Position Description
The Board will support the work of NPWH and provide mission-based leadership and strategic governance. While day-to-day operations are led by NPWH's chief executive officer

(CEO), the Board- CEO relationship is a partnership, and the appropriate involvement of the Board is both critical and expected to support the mission, vision, and strategic plan of the organization. Board members' focus is primarily on strategy and supporting the goals of the strategic plan while being a good fiscal steward to the organization.

Board of Director responsibilities include:

- Leadership, governance, and oversight
- High level of commitment and dedication to the strategic priorities of NPWH, the WHNP-BC profession, and prioritizing the work of the BOD.
- Serving as a trusted advisor to the CEO as s/he develops and implements NPWH's strategic plan.
- Reviewing outcomes and metrics created by NPWH for evaluating its impact and regularly measuring its performance and effectiveness using those metrics, reviewing agenda, and supporting materials before the board and committee meetings.
- Approving NPWH's annual budget, audit reports, and material business decisions; being informed of and meeting all legal and fiduciary responsibilities.
- Assisting the CEO and board chair in identifying and recruiting other Board Members
- Partnering with the CEO and other board members to ensure that board resolutions are carried out.
- A willingness to volunteer to support continuing education programming, tasks forces, committee liaison and special assignments for the organization.
- Representing NPWH to stakeholders; acting as an ambassador for the organization, and encouraging membership and assisting in identifying future exhibitors and sponsors for the organization
- Ensuring NPWH's commitment to a diverse board and staff that reflects the communities NPWH serves.

BOD Composition and Eligibility.

The BOD shall consist of the four (4) elected Executive Committee Officers who serve with full voting rights. In addition, by BOD vote, the BOD must have at least six (6) other members who must hold an active certification of the WHNP-BC, and up to 3 at large members who may be Advanced Practice Registered Nurses (APRNs) who provide women's or gender-related healthcare and/or are others who have a skill set required by the BOD (total maximum directors and officers shall not exceed 13). The CEO will serve as a non-voting member of the BOD who does not count for quorum purposes. Only individuals who have been voting members (maintained membership with NPWH) of NPWH for two consecutive years shall be qualified to serve as directors, but only as long as no conflict of interest exists. Every member of the board will have one vote. After a hiatus of two years, a former BOD member may reapply for consideration for reappointment to the BOD. Former

BOD members will follow the same nominations committee appointment process as new BOD candidates.

BOD Appointment and Term.
A majority vote of the BOD shall make appointments to the BOD after consideration of the Nominating and Governance Committee's recommendations. The term of the appointment

Board Members shall be three years. The terms of appointed directors shall be staggered by dividing the total number of directors, nearly equal as possible, into three groups so that the terms of roughly one-third of the directors shall expire each year. BOD positions are voluntary.

A currently appointed BOD member who has served for at least one year on the BOD can seek election as an executive officer of the BOD. Executive officer is the President, Secretary and Treasurer. A member of the BOD may resign by notifying the BOD in writing. BOD members who miss two consecutive in-person or virtual meetings after being given proper notice require Executive Committee review for continued participation in the BOD.

NPWH has adopted a process for vetting qualified applicants to serve on the NPWH Board of Directors. The NPWH Nominations and Governance Committee will review all applications and vet all candidates. A slate of recommended candidates will be brought to the entire BOD to vote.

Fundraising
NPWH Board Members are expected to view NPWH as a philanthropic priority and demonstrate this commitment through annual financial contributions. To ensure the organization can credibly pursue funding from foundations, corporations, and individual donors, NPWH seeks 100% participation from its Board. Each Board Member is asked to contribute an annual gift aligned with their capacity, with a minimum contribution of $250. As a 501(c)(3) tax-exempt organization, all contributions are tax-deductible to the extent allowed by law. In addition to personal giving, Board Members are encouraged to actively support NPWH's development efforts by helping to secure new memberships, sponsorships, donations, or exhibitors.

Details for Board of Director Terms/Participation
NPWH's Board Members will serve a three-year term from 2025-2027. Board meetings will be held at 2 x a year in person and as needed virtually. In person meetings are held in March/April and at the NPWH Annual Women's Healthcare Conference. All Board members must be committed, available, and responsive to electronic communications and

virtual meetings. All Board members are expected to attend the entire annual meeting, be willing to volunteer and support the event as needed, plus attend the in-person Board meeting which is typically two days prior to the annual meeting.

Experience
This is an extraordinary opportunity for an individual who is passionate about NPWH's mission and who has a record of leadership. Selected Board Members will have achieved leadership in any of the following categories: business, government, philanthropy, education/academia, research, private or public clinical practice, or the nonprofit sector.

- Extensive professional experience with significant executive leadership accomplishments in business, government, philanthropy, or the nonprofit sector
- A commitment to and understanding NPWH's beneficiaries, preferably based on experience.
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals.
- Personal qualities of integrity, credibility, and a passion to build up the WHNP profession, to raise awareness for women's health, and seek to represent board certified women's health nurse practitioners nationally.

Service on NPWH's Board of Directors is without remuneration, except for administrative support, travel, and accommodation costs in relation to Board Members' duties.

Current Priorities of the NPWH Board of Directors
The NPWH Board of Directors is committed to advancing leadership that reflects the evolving needs of our members and the profession. As we look to grow and diversify the Board, we encourage all interested individuals to apply—even if your expertise does not align directly with the priorities listed below. Your unique experiences and perspectives are valued.
Our current priorities include:

1. Elevating the voices of practicing clinicians, researchers, and academics—with a particular emphasis on those bringing forward the clinical perspective.
2. Expanding representation across subspecialties within WHNP, such as gynecologic oncology, aesthetics, entrepreneurship, and the pharmaceutical industry (with thoughtful attention to managing potential conflicts of interest).
3. Welcome candidates with business and entrepreneurial experience to support strategic growth.
4. Encouraging applicants who have demonstrated ongoing engagement with NPWH through committee participation or other volunteer roles—especially those who are actively contributing to organizational efforts.

We welcome all who are committed to the mission and vision of NPWH and ready to contribute to its continued success.

Commitment to Creating a Diverse Organization:
NPWH is committed to creating a diverse environment and organization. All qualified applicants will receive consideration for volunteer opportunities without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

NPWH seeks representation across the U.S. and diversity that is visible and invisible across a broad spectrum of characteristics. We believe deeply in diversity of race, gender, sexual orientation, religion, ethnicity, national origin, and all the other fascinating characteristics that make us unique as individuals.

Application process and deadline:
Deadline: **July 15, 2025**
All documents must be uploaded in a PDF format in the above link. Please submit your application through this link. (https://www.surveymonkey.com/r/BOD2025Application)

All applications require three (3) documents including a self-assessment (Appendix A), CV and letter of interest. Please save documents as a PDF titled with last name, first name, and LOI, Self-Assessment, or CV in the title. i.e., Smith, Jane, LOI; Smith, Jane, CV.

Self-Assessment document See Appendix A

In your letter of interest, detail why you wish to serve on the NPWH Board of Directors, your current and prior volunteer work with NPWH, and your qualifications for this role. In addition, share how you will assist the organization in supporting the NPWH Strategic Plan.

The NPWH Nominations and Governance Committee will review the applications and select candidates for an interview. Interviews will be conducted via Zoom in late summer/early fall. Appointments will be announced in the mid-late Fall.

Candidates considering a volunteer position on The NPWH Board of Directors

Appendix A Self-Assessment Rubric

Serving on NPWH's Board of Directors is both a distinguished honor and a vital responsibility, reflecting a deep commitment to advancing the organization's mission and impact. This leadership role requires active engagement, including significant time commitment and travel to fulfill the mission of the organization. Board members are expected to attend two in-person board meetings annually and others as needed by Board of Directors, and make a minimum yearly donation of $250 to the organization. The Board of Directors are expected to prioritize their Board member role and these obligations throughout the term of the service.

This rubric is designed to help NPWH members assess their readiness and suitability for a position on NPWH Board of Directors by evaluating their contributions, leadership qualities, and measurable impact on the mission of NPWH. Please note that not all criteria will be applicable or required to be considered a strong candidate for the NPWH Board of Directors.

Instructions for Use:

- **Self-Assessment:** Rate yourself on each criterion using the scale provided.
- **Notes & Examples:** In the space below, please provide specific examples or reflections that support your rating per category. Please note that if an area is a growth opportunity, share how you will address growth in this particular area. You may use a separate sheet of paper to expand upon your self-assessment notes.
- **Review:** Use this assessment to identify areas of strength and opportunities for growth in preparation for board service. The Nominations & Governance Committee will use this as part of their evaluation process when reviewing your application which has 3 parts 1) CV 2) Letter of Interest outlining your qualifications and involvement in NPWH. 3) Self-Assessment. If selected for an appointed position on the NPWH BOD, the NPWH Board President and CEO will use this

assessment to support your growth and provide additional materials and learning opportunities to support your development in any identified areas.

Criteria	Description	Rating Scale (1 =Opportunity for Growth, 5 = Exceptional)	Self- Assessment Notes
Strategic Leadership	Possesses a strong commitment to provide mission-based leadership and strategic governance, supporting NPWH's mission, vision, and strategic plan.	1 2 3 4 5	
Space to elaborate self-assessment notes:			
Commitment to NPWH's Mission and IDE Principles	Shows dedication to NPWH's mission and actively promotes inclusivity, diversity, and equity within the organization and the broader healthcare community.	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			
Engaged & Impactful NPWH Membership	Demonstrates impactful engagement in NPWH as an active and engaged member in	1 2 3 4 5	**Self- Assessment Notes**

	the organization. Can identify impactful outcomes of engagement or service towards the mission of NPWH.		
Space to elaborate self-assessment notes:			
Leadership and Governance	Proven experience in leadership and/or organizational governance, encompassing responsibilities such as setting strategic direction, leading teams or committees, planning and implementing programmatic activities, and evaluating outcomes. This may include service on boards, advisory councils, or employment/organizational committees, as well as experience overseeing	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			
Financial Stewardship	Commit to uphold NPWH's fiduciary stewardship (3 Duty's- Duty of Cary, Duty of Loyalty, Duty of Obedience) to meet legal,	1 2 3 4 5	**Self- Assessment Notes**

	ethical, and financial responsibilities.		
Space to elaborate self-assessment notes:			
Fundraising & Resource Development	Commits to NPWH as a philanthropic priority, willing to commit to the annual financial contributions including a personal minimum donation of $250, and assist in networking to identify opportunities to support the organization's programming, sponsorships, exhibitors, and fundraising efforts.	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			
Advocacy & Representation	Serves as an ambassador for NPWH, upholding the organization’s mission, strategic priorities, clinical position statements, and representing the organization to stakeholders and encouraging membership growth and event attendance.	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			
Collaboration and Team Work	Effectiveness in building relationships, fostering teamwork, and engaging diverse stakeholders	1 2 3 4 5	**Self- Assessment Notes**

	within and outside the organization.		
Space to elaborate self-assessment notes:			
Professional Experience	Brings professional experience and accomplishments relating to the WHNP-BC profession, women's and gender-related healthcare, and/or nursing organization volunteerism. Areas of expertise can be and not limited to serving in a nursing or women's health-related organization, entrepreneurship, pharmaceutical industry, FemTech, women's and gender-related clinical practice (private, government or other funded practice), healthcare research, and academia.	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			
Commitment to Board of Director Responsibilities	Willingness to commit to serving on committees or task forces, take on special assignments, and attend all required board meetings held virtually and in-person (2 in-person meetings annually) and special events.	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			

Ethical Integrity	Upholds the highest ethical standards, demonstrates accountability, and fosters trust within the organization.	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			
Readiness for Board of Director role	Confidence in the ability to fulfill the responsibilities of a Board of Director, including time commitment and active participation (typically 10 hours a month).	1 2 3 4 5	**Self- Assessment Notes**
Space to elaborate self-assessment notes:			