



NOMINATING COMMITTEE SELECTION GUIDELINES

The Association's Board should consist of individuals with a variety of skills, expertise and influence, and should represent different practice categories, geographic locations, age, gender, and ethnicity. Such a diverse composition indicates the organization's focus on diversity and inclusivity.

The Association's governing documents indicate the required number of Board members, their respective roles and their terms of office. Volunteer leaders should be recruited and developed on a continuing basis. Candidates or nominees may be identified by the other Board members, committees, the general membership and staff, as well as issuing a formal call for nominations.

The Nominating Committee is responsible for identifying and selecting candidates for open Board positions through an effective and unbiased process that considers the culture and needs of the Board. Additionally, the Committee should contemplate the potential role of new directors in furthering the Association's mission, strategic plan and goals.

Careful selection of officers and directors is important for three reasons:

1. Directors are normally the potential officers of the Association
2. The Board is the official voice for the Association
3. Board members have the fiduciary responsibility and liability for the Association

Prior to selecting prospective candidates for Board positions, the Committee should utilize a comprehensive screening profile that includes the following traits and abilities:

The list of traits might include:

- Ideology and values consistent with the Association
- Willingness to serve and devote sufficient time and energy
- Intelligence
- Effective communication skills
- Strong leadership capabilities and ability to work effectively with other Board members and the CEO
- Objectivity and ability to set aside regional, personal, or business bias
- Integrity and absence of serious conflicts of interest
- Ability to participate in group decision-making, work with a common focus, avoid personal agendas during discussions and support decisions made by the full Board

The list of abilities might include:

- Governance experience
- Board expertise
- Management experience
- Industry and market knowledge
- Community leadership
- Financial and business acumen
- Strategic planning and visioning
- Community and political contacts and influence