

**Incourage Community Foundation
Board Recruitment Strategy – Draft
September 20, 2013**

In an effort to increase board membership in ways that encourage those focused on building a new future for the community, Incourage Community Foundation will add new board members to terms of one, two, or three years depending on the personal needs of the individual and the collective needs of the foundation. Candidates should be people who are actively engaged in the community and who have expressed an interest in serving on the board.

Guidelines:

- Four people serve three year terms. This group is charged with:
 - maintaining continuity
 - assuring legal compliance
 - promoting team culture and orienting new members
- No more than eleven people serve one or two year terms depending on the specific situation of the individual and organization at the time of appointment.
 - Recruitment – these individuals will have self-identified as having an interest in serving on the board and be actively engaged in the community through their profession or service
 - Participation – these individuals should be willing to share information and key aspects their work or service in ways that leverage assets and inform foundation decision making
 - Longevity – these individuals will agree to participate in an annual reappointment session at which time a collective decision will be made with regard to practicality of consecutive terms
- It is expected that all board members, regardless of the number of years in his/her term:
 - share their individual talents and passions in furtherance of the foundation's work
 - adhere to the bylaws and other legal expectations of board members
 - discuss and approve the foundation's budget
 - help to realize a collective vision for a new future created by the residents of the community