

**Incourage Community Foundation
Governance Committee**

**Suggested Board Member Criteria
January 2013**

We are seeking board members who share our vision of a resilient, thriving community that embraces and supports all people.

Specifically, an Incourage Board member should:

- **Embody a true sense of character, being transparent and forthcoming.**
 - Be an active listener and a self-directed leader in the community.
 - Live and impart the values of Incourage.
 - Show a commitment to diversity and inclusiveness, including combatting the subtleties of the ‘isms’ that can prevent our success.
 - Monitor and assess one’s own performance in regard to the ever-evolving and changing needs of the Board and the Foundation.
 - Be able to “walk the talk” and possess a “can do” mindset to seek solutions.
- **Share openly a passion and love for our community and the work of Incourage.**
 - Believe that there is an exciting, robust future for our community.
 - Actively use critical and creative thinking to help foster civic engagement and bring passion to community engagement at every level.
- **Serve as a strong team member and organizational citizen within the Incourage culture.**
 - Understand the ultimate importance of a thoughtful and engaged Board of directors.
 - Be self-directed in Board service; not waiting for permission or to be told what or how to do things.
 - Demonstrate, through both discussion and action, the skills of strategic thinking and innovation in the core focus areas for our work.
 - Be willing to continue to learn and to help develop those on the Incourage team.
 - Focus on value-added outcomes; accomplish extraordinary work.
 - Demonstrate the ability to add value to the organization, not just ensure compliance.
 - Be willing to give the gift of time, including significant time outside the board meeting itself. Commitment is essential.
 - Incorporate adaptive skills in one’s work on the Board and in the community.
 - Share and reflect on relevant experiences that enhance the Board’s work.

Overall we are looking for creative, entrepreneurial thinkers; who have an understanding of, and profound respect for, our community; who are willing to take on leadership roles in the community; who don’t shy away from the truth; who know how to integrate what people think, what they want to hear, and how they want to hear it with the facts. In the interest of maintaining diversity within the Board, we are currently seeking younger candidates.

We seek individuals that use information to facilitate work and accomplishment (that ultimately permit more opportunities for more people to add value to our goals for our community). Achievement, innovation and change are sought and rewarded.

The dedication of Board members to accomplishing our mission is unquestionable; it is difficult to do unless considerable time is invested in the organization or in working with our constituents.

Finally, the roles and expectations of board members are designed to be fluid, to enhance flexibility and responsiveness as our community evolves.