

## Board of Directors Candidate Nominating Criteria

Junior Achievement of Central Carolinas seeks to develop a Board of Directors that has a strategic combination of personal attributes, knowledge/expertise and competencies that ensure that our Board, as a governing body, has a diversity of experience, perspectives, information, connections, and skills to carry out its governing and volunteering functions.

Each year, the Nominating Committee, in consultation with the full board and organization leadership, affirms or creates the ideal broad profile. The Nominating Committee then identifies the gaps in our recruitment matrix and recruits new board members to fill those gaps or to strengthen particular areas.

**Attributes:** We desire a board with a diversity of perspective. Desirable diversity includes:

- Residence throughout our service territory
- Age, including Next Generation leadership
- Race/ethnicity
- Gender and sexual orientation
- Socio-economic status and professional livelihoods

**Knowledge & Expertise:** We need the expertise essential to the Board's ability to ask critical questions and assess critical information in furtherance of its planning, program, stewardship and governing responsibilities. We have identified the following areas:

- Nonprofit governance
- Nonprofit finance
- Legal
- Entrepreneurship
- Workforce development
- Education
- Organization development
- Technology innovation
- Fundraising
- Community philanthropy

In addition to the above, having diverse industry representation aligned to the Board is critical to ensuring the connectivity between leadership and service delivery. We have identified the following core industries that are essential to the educational simulations represented by our programming:

- Childcare
- Entertainment
- Financial Services
- Government
- Health/Wellness
- Housing
- Insurance- Health
- Insurance- Property
- Manufacturing
- Media
- Philanthropy
- Real Estate/ CAM
- Retail- Clothing
- Retail- Grocery
- Retail- Restaurant
- Secondary Education
- Supply & Distribution
- Telecommunications
- Transportation
- Utilities

**Competencies:** We seek to build a board that as a collective body exercises essential competencies. To assist in creating those competencies, we need multiple board members who possess these desired competencies and can nurture those competencies within the board. We have identified the following:

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Mission and Values Lens: An understanding and valuing of our mission and an inherent belief that financial literacy and work readiness education are critical elements to the success of young people.

Strategic Thinking: The ability to develop intelligent action to reach desired goals by engaging systems perspective, testing hypotheses, learning from the past, seeking out and using data, creatively approaching opportunities, problems and solutions, understanding organizational implications of situations and events, seeing connections or patterns not obvious to others, and generating new insights.

Spanning/Connecting: The ability to identify, develop relationships, build alliances and networks and influence the contribution of talents and resources in support of the Board.

In particular, we seek candidates who have and will use their connections in the following areas to leverage resources identified as essential to our organizational success:

- Government
- Business and corporate
- Community philanthropy and foundations
- Underserved communities
- Nonprofit colleagues
- Arts and cultural community
- Academia

Accountability: To accept responsibility for actions, decisions, policies. To honor our obligations, to our public, our funders and other stakeholders, to be transparent and to accurately report, explain, & accept responsibility for consequences of actions.

Institutional Memory: Curiosity about and understanding of the history, processes and procedures of our organization. Willingness to observe the bylaws and board-approved policies and procedures.

Organizational Learning: The desire to understand and to improve performance based on experience. A willingness to set aside time for reflection, seek out data and expertise, identify knowledge gaps, learn from experience, be curious, scan the environment for new information, disseminate what has been learned, and integrated learning so it is broadly available and can be generalized to new situations.