

## BOARD PERFORMANCE GUIDELINE

Each member of the board of directors plays a key role in the success of our organization, both in terms of governance and support. Recognizing that each member has a unique and valued set of attributes in terms of time and talent to assist in achieving our mission is important.

To serve on the board is both a responsibility and a privilege. The below is intended to provide a benchmarking tool for board members to evaluate their level of contribution in the various aspects of your board responsibilities.

BOARD MEMBER FUNCTION	THRESHOLD PARTICIPATION [Board Member]	FULL PARTICIPATION [Executive Committee Member]	EXCEPTIONAL PARTICIPATION [Potential Chair Candidate]
<b>Board &amp; Committee Meetings</b>	Attend at least 70% of meetings and actively participates/provide input, Read/understand all material provided for meetings, Participate on a board committee.	<b>Meet THRESHOLD Participation Level Plus:</b>  Attend 85% of meetings.	<b>Meet FULL PARTICIPATION Level Plus:</b>  Serve as a committee chair or an officer of the board.
<b>Stewardship of Talent and Giving</b>	Personally make annual contributions,  Leverage gift/in-kind contributions.	<b>Meet THRESHOLD Participation Level Plus:</b>  Contributes to and attend at least one fundraising event.	<b>Meet FULL PARTICIPATION Level Plus:</b> Contributes to and attend more than one fundraising event, Help identify new sources of revenue, Provide professional expertise for the organization operations.
<b>Board Development</b>	Attend board orientation sessions, Understand and articulate the mission and key service offerings, Provide names of potential board candidates.	<b>Meet THRESHOLD Participation Level Plus:</b>  Nominate candidates[s] who can contribute to the organization.	<b>Meet FULL PARTICIPATION Level Plus:</b> Actively recruit candidate[s], Mentor new board members.
<b>Enhance Organization's Public Speaking</b>	Become familiar with programs and services offered,  Clearly articulate the mission, programs, services, accomplishment, and goals within one's own sphere of influence.	<b>Meet THRESHOLD Participation Level Plus:</b>  Speak with others outside the organization about mission & goals.	<b>Meet FULL PARTICIPATION Level Plus:</b> Actively garner support from the community, Attend community events, meetings on behalf of the organization and promote the HJCC to others.