

Board Recruitment of the Illinois Valley Watershed Council

JULY 2024

Purpose

To ensure the Illinois Valley Watershed Council (the Council) has an objective, transparent, and standardized process to recruit and onboard board members from the community in accordance and conjunction with Council Bylaws and other operational policies. Further, the policy facilitates organization unity and efficacy under the Council's Mission, Core Values, and Value Statement.

Eligibility Requirements

- Be 18 years of age;
- Be a resident of the Illinois Valley (Executive Director position potentially excepted);
- Demonstrated ability to work cooperatively with other community partners;
- Be willing to fully support and uphold the Council's Mission, Core Values, and Value Statement;
- No more than one member of any family or household may hold a position on the Council's Board of Directors at any time.

Application Process

1. Candidates for a position on the Council's Board of Directors may be nominated or apply independently. The Board of Directors may identify skills gaps or needs based on the Strategic Plan Goals and actively pursue applications from individuals who meet those needs.
2. Candidates will be provided with a copy of the Council's Board Recruitment Policy for their self-assessment relative to the minimum eligibility requirements.
3. Candidates must complete and submit an application to be considered for selection. The application includes questions and sections to determine the applicant's eligibility, background, suitability, and interest.
4. The Candidate's application and any supporting documentation is considered by the Recruitment and Development Committee (RDC). Consideration will include an assessment of the potential impact to the board's composition relative to maintaining a balance of community watershed interests.
5. Applicant is contacted to schedule an interview with the RDC.
6. If the RDC affirms the application, the Applicant will be invited to attend an introductory meeting with the board. This provides both the Council and Applicant an opportunity for additional questions or clarifications that may be needed or desired.
7. The Council will then consider accepting the application in Executive Session and the applicant will be notified at a later date. (The applicant will not be present or on site waiting for acceptance during the Board's discussion of the application.)

General Expectations for Directors on the Board

- Attend and participate in monthly and special meetings to assist with and oversee the business and affairs of the Council;
- Be an active member of at least one standing committee per year;
- Actively participate in planning and staffing at least one Council event per year;
- Actively participate in Council check signing responsibilities;

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- After three unexcused (no show, no call) absences in a year, a Director may be disciplined by the board, up to and including losing their seat on the Board;
- The Council is a non-profit 501(c)(3) public benefit organization reliant upon grants, donations, and mission-based fee-for-service revenue. As such, it is customary that all board members contribute financially at a level they are comfortable with (\$1 to \$1,000,000);
- Board members wishing to renew their position on the Council will meet with the RDC to confirm they still meet the eligibility criteria.

Mission Statement

We collaborate with our community to restore, enhance, and sustain the health of the Illinois Valley Watershed. Water is life and healthy watersheds sustain life.

IVWC Core Values – We Value:

- Data and science driven information and processes.
- Knowledge, communication, learning and teaching.
- Collaboration.
- Community engagement.
- Proven processes.
- Measured progress.
- Acknowledgement that all parts of the watershed are connected and interdependent.
- Respectfulness.
- An inclusive community.
- Openness, honesty, and transparency.

Value Statement

“We acknowledge that the previous indigenous cultures that have existed for thousands of years, practiced humility and respect for this great matrix, our Earth, this place.

We hope that we can return to the practice of humility and respect for our earth, so that “restore, enhance and sustain” will take their rightful place as the natural outflows of a healthy, thriving, living earth system.

We believe that the council is engaged in a sacred and ancient trust by acting as guardians for the great matrix of interdependent life we call Earth. We as humans are an extremely small part of that matrix. Our pledge and mission is to “restore, enhance and sustain” and is necessary because of our culture’s actions.”



Katrina Poydack, Chairperson

7/11/24
Date