



## **Wild Sheep Foundation, Inc.**

### **Policy Regarding the Solicitation/Evaluation of Director Candidates**

#### **1.0 Purpose.**

The purpose of this policy is to strengthen the Director Candidate solicitation/evaluation process as defined in the WSF Bylaws.

#### **2.0 Background**

The success of the Foundation depends on the quality and capability of the WSF Board. It is imperative that the Board has the requisite skills, knowledge, and experiences to effectively manage the Foundation. It is also highly desirable that the membership is adequately represented on the Board from a geographic perspective.

To be value added members of the Board each Director must give generously of their time, talent, and treasure. And each Director must understand that they represent the Foundation and are held to highest standards of integrity and conduct.

The WSF Bylaws specify the solicitation, evaluation, and selection processes for Directors. This policy provides specific actions which strengthen the solicitation and evaluation processes.

#### **3.0 Solicitation Process.**

At the Spring Board Meeting the Board shall:

- Determine the skills, knowledge, experiences, and desired geographic representation that is required in the upcoming election and said requirements will be included in the solicitation package for nominations and distributed to each nominee.
- Review the expectations of Directors in terms of time, talent, and treasure and include said in the nominee questionnaire package.

- Identify potential Director Candidates and where possible assign them to active committees to give both the potential candidate and the Board an opportunity to access each other.

### **3.0 Evaluation Process**

As part of the nominee evaluation process telephone interviews will be conducted by representatives of the Director Candidate Evaluation Committee with each new nominee. The Committee has the latitude to conduct telephone interviews with Directors rerunning for election at their discretion. As part of these interviews the Director Candidate Evaluation Committee will verify the nominee fully understands the commitments and expectations of a Director.

### **4.0 Ballot Restrictions**

Ballots sent to the membership contain a biography for each nominee. These biographies are the responsibility of the nominee and must not exceed 350 words. Biographies exceeding 350 words will be rejected.

### **5.0 Time, Talent, Treasure**

The typical expectations of a Director in terms of time, talent, and treasure are as follows:

- Time – Directors are expected to spend 15 to 20 days a year attending various WSF events and meetings. In addition, they are expected to spend a minimum of 100 hours a year supporting committees and/or performing assigned tasks.
- Talent – each Director brings specific skills, knowledge, and experiences to the Board.
- Treasure – Directors are expected to demonstrate a willingness to donate to the Foundation. The amount is not important (consistent with means), participation is important.