



BOARD MEMBERS SOUGHT

The NIADA Board of Directors is comprised of ten members. The Board is responsible for all policy and financial management of the Association and hires and reviews its CEO, who manages day-to-day operations. In 2022, there are three vacancies on the Board.

To fill these vacancies, the Board established a nominating committee Chaired by NIADA Board Chairman Lou Tedeschi, CMD. The nominating committee seeks APPLICATIONS from members interested in running for the Board. The nominating committee will review applicants using specific CRITERIA with the goal of creating the best possible Board to meet the needs of the Association. Applications are due by close of business April 5.

The nominating committee will report its recommendations to the Past Presidents on May 20. The Past Presidents will make the final nomination of Board candidates to the membership in the call of the Annual Meeting on May 31.

Apply Now: <https://niada.growthzoneapp.com/pacsolicitation/Fill/P7D2YFNL>

NIADA Board Members are expected to:

- Maintain knowledge of the Association's mission, services, policies, and programs
- Lead by example through active attendance at Association meetings, being an annual contributor of record to the NIADA PAC, and supporting the NIADA Foundation
- Attend and actively participate in meetings of the Board of Directors whether in person, phone, or virtual
- Study agenda and supporting materials prior to Board meetings
- Serve on committees or task forces as assigned
- Assist the Board in carrying out its fiduciary responsibilities, such as reviewing the Association's financial statements
- Direct the Association based on the overall mission of the Association
- Develop and approve policies
- Oversee and evaluate Association programs to assure the strategic objectives and committee responsibilities are being met
- Oversee and evaluate the chief executive officer
- Evaluate the overall performance of the Board and your individual performance as a Board member
- Board service should take five hours per month of time

CRITERIA TO BE LINKED AS INDICATED:

1. **Personal Traits and Personal Characteristics**



Trustworthiness and Integrity: Impeccable personal conduct in all circumstances. Accurate and truthful with no hidden agenda. Strong character and personal ethics which engender a trustworthy reputation among others.

Disciplined and focused attitudes and behaviors: Uses his/her time and the time of others efficiently. Completes assignments on schedule. Prioritizes and does most important things first.

Communication ability: Good verbal and written communication skills. Demonstrated ability and desire to listen to others. Conciseness and clarity of messages stimulate others.

Commitment: Understands the specific duties of the job, including time, travel, and financial commitments and can commit to fulfill said duties.

2. **Leadership Traits and Personal Characteristics**

Presence and charisma: Personify professionalism and statesmanship. Contributes to a supportive atmosphere, motivates others, and engenders respect among others.

Team and relationship building: Expert in managing relationships and building teams to initiate change. Appropriate focus on compromise and consensus when working with others. Understands group dynamics and role of persuasion and humor.

Criticism and conflict: Strong degree of self-confidence and desire to achieve balance by an openness to value all forms of input from others. Accepts criticism in a positive manner and manages conflicts with dexterity.

Demonstrated performance and ability to lead: Leads by example through consistent performance in all types and levels of assignments. Enduring commitment to organization. Blends personal humility and professionalism in fulfilling responsibilities. Cultivates leadership skills in others.

Effective leadership: Displays leadership characteristics such as balancing firmness and flexibility, leading with creativity and vision, and ability to compromise. Stimulates action in others through clear and compelling strategic thinking. Strong sense of purpose with a focus toward achievement and stewardship.

3. **Association and Related Performance Factors**

Performance and participation: Consistent performance at highest levels of achievement and contribution in all previous assignments at the committee, state, and other volunteer leadership levels. Exhibits commitment to association and desire to participate, and motivates others through his/her performance.

Objectives, structure, and process: Understands our long- and short-term objectives. Able to work well in a structure that requires coordination among layers of volunteer and staff leadership. Comfortable with the view that strong processes produce desirable outcomes in complex organizations.



Work style and approach: Competent and confident in all facets of delegation, empowerment, measurement, and feedback. Avoids coercive threats, sarcasm, humiliation, and intimidation in relationships. Recognizes boundaries of authority and emphasizes the roles and contributions of others through delegation of responsibility.

Awareness and knowledge: Aware of the association's governance processes and leaders and possesses a demonstrated interest in mentoring new leaders. Willingness and ability to select the right people for assignments. Understands the value of diversity and global presence. Understands the association's financial management structure.

Industry awareness and recognition: Speaker at conferences, recognized as a state leader, memberships held in other or related industry organizations.