

## BELIZEAN GROVE MEMBER NOMINATION PROCESS AND GUIDELINES

April 2021

Membership in the Belizean Grove is by invitation only. The following outlines the updated process and guidelines for nomination of candidates to the Belizean Grove.

### WHO CAN SUBMIT NOMINEES?

Any active Member who is in good standing, has attended at least 2 retreats and is current on their dues can nominate, annually, up to 2 candidates and second up to 2 candidates for membership as a Grover, Tara or Nyomi. *As general guidance, the Nominee and Nominator should not work for the same company. Exceptions may be made in the case of large global corporations. Under no circumstances can the Nominator and Nominee have a direct, or in direct reporting relationship.*

### WHO SHOULD WE NOMINATE?

**Guidelines for new member consideration based on cohorts:**

- **Grovers:** generally, at a point in their careers where they are no longer interested in climbing vertically, rather exploring dimensions of life outside of career. They primarily seek to use their accumulated knowledge, resources and network to help others around the world.
- **Taras:** the new generation of senior leaders in their respective fields. They are the movers and shakers we all want to know, and in a chapter of life when finding a sisterhood is difficult due to commitments.
- **Nyomis:** talented, open-minded and avid learners. They are confident, and have clarity of purpose. They look to benefit and learn from sisterhood but also challenge the status quo and bring a fresh world view.

For more information [see here](#).

### HOW SHOULD WE INTRODUCE THE GROVE TO NOMINEES?

**Conversation considerations:**

- Be familiar with the [Mission Statement](#) and [History](#) of the Grove.
- The following nomination process may be briefly described.
- When discussing potential membership, include the role of the Membership Committee and avoid implying or making any commitment to the final decision.

### WHAT IS THE TIMING FOR APPLICATIONS?

The Membership Committee meets at least 2 times per year (March and September) to review nominations for membership. **Deadline submission dates are mid-February and mid-August, respectively.** Information on submissions and deadline reminders will be posted in the Belizean Grove Newsletter in the months prior to each nomination cycle.

### WHAT IS THE NOMINATION PROCESS?

1. The nominator must submit a completed nomination package for consideration, including:
  - a. Fully filled out [Belizean Grove Nomination form](#)
  - b. Nominee's bio including personal and professional activities.

- c. Nominator's letter of recommendation. Must include: length of time known, background on relationship, unique qualities of Nominee and why they would be a fabulous addition to the Grove. (See evaluation criteria below)
- d. Seconder Letter of support. Same criteria as above.
- e. Additional Letters/statement of support from other current Belizean Grove members. (Helpful but not mandatory)

*NOTE: No element of the nomination package can be submitted separately. Only complete packages will be submitted to the Membership Committee. Please note It is not the role of the Grove Staff to provide input or advice, other than as it may relate to the nomination process.*

- 2. **Submit the completed nomination package** via email to Senior Manager (Amanda Wells, [amanda@belizeangrove.org](mailto:amanda@belizeangrove.org)) by the specific deadline. Completed nomination packages will be distributed to the full Membership Committee
- 3. **Nominator Presentations** Each Nominator will be invited (but not mandated) to personally present the case for their Nominee to 2 members of the Membership Committee, including at least one member of her Nominee's cohort, Presentations will take place via phone, Zoom or similar, approximately one week prior to the full Membership Committee meeting. Presentations will be limited to about 20 minutes to allow time for Q and A and an opportunity for the Nominator to provide more personal insight into their Nominee.

#### **WHAT ARE THE EVALUATION CRITERIA FOR NOMINEES?**

The Membership Committee will evaluate across four categories with equal weighting:

- 1. Résumé and professional accomplishment
- 2. Quality of nomination package and recommendations
- 3. Diversity of background, experience and enrichment to sisterhood
- 4. Demonstrated character alignment with Grove [Values](#) which are *Authenticity, Generosity, Curiosity, Inclusiveness and Fairness*

A Nominator may request clarification on the nomination package from the Membership Committee through email communication to the Chairs of the Membership Committee. Please do not reach out to individual Committee Members to either review applications or discuss the criteria for decisions. The final membership decision is the responsibility of the Grove's Membership Committee.

[Click here](#) to check dates for the upcoming deadlines for submissions of nomination packages.