

## **ICHS Board Member Expectations**

As an ICHS board member, you will be involved in many aspects of our organization. Here is a quick review of what is and what isn't expected:

### **Basic Responsibilities:**

- Participate in shaping and achieving our organizational vision and goals
- Selecting and supporting the ICHS Operations and Outreach Directors
- Ensure long-term organizational planning and financial viability
- Ensure the organization's financial responsibility and accountability
- Ensure that the organization has adequate resources to accomplish its mission and goals and assist in raising money to provide these resources.
- Be informed about and actively support current ICHS programs and services
- Enhance and protect the public image and standing of the organization
- Ensure the legal and ethical integrity of ICHS and maintain accountability
- Recruit and mentor new board members and evaluate board performance and effectiveness

### **Board members do not:**

- Perform any evaluations or assessments of individual staff members' performance. This responsibility rests with the Operations Director.
- Give instruction or direction to the staff on how to carry out their duties. This responsibility rests with the Operations Director.
- Step in during times of crisis to make things easier for staff. It is the responsibility of the Operations Director to ensure the continuance of operations during emergencies using established, official policies.
- Head operational programs or committees. It is impossible to both "govern" as a member of the board and "manage" as a part of actual operations without creating confusion as to the chain of command. This would also compromise the ability of the board to honestly assess the performance of the Directors.
- Voice dissension or disagreement outside of the Board. Disagreement is natural but creating a threat to ICHS by the inappropriate voicing of these disagreements is never acceptable. Board members are expected to speak with one voice that is a credit to both the organization and the position of being a board member. In the public eye, Board members speak for the organization and its best interests only, never for themselves.