



## Governance Committee Skill Assessment Tool

*Approved for use: November 27, 2007*

*Revised: June 24, 2008*

As directed in the ICCS Governance Policies the Governance Committee finds and evaluates replacements for Board members who leave midterm and recruits new Directors to insure an adequate skill base and maintain reasonable terms of service.

Board members are chosen for their ability to act in the following roles:

**The primary role** of an ICCS Director is to govern the society as a member of the Board of Directors. The Board provides strategic leadership so that the society's activities remain true to the society's vision and purpose. In this capacity the board of directors:

Establishes and reviews measurable goals and ends,

Measures the activity and performance of ICCS programs against established goals and ends,

Supports the Executive Director and is available for a reasonable amount of consultation,

**The secondary role** of an ICCS Director is to act as an ambassador within the community, raising awareness of ICCS successes, and increasing positive connections with churches, services agencies, and governmental groups.

**The tertiary role** of an ICCS Director is to serve on one or more committees. These committees include the Audit Committee, to review the annual financial statement, the Governance Committee to oversee recruitment, orientation, and development of board members, and any number of ad hoc committees that may be required.

The following Assessment tool allows several applicants to be evaluated side by side and was created from templates provided by the BC Non Profit Housing Association.



# Island Crisis Care Society

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Rate the applications using the 1 - 3 scale below, decides which applicant(s) to recommend, and be prepared to report to the Board with reasons for your committee's decision.

1 = highly skilled /lots of experience /great personal qualities

2 = some of the required skills / some experience / good personal qualities

3 = little or no skills / little or no experience / lacking appropriate personal qualities

Skill, Quality, or Attribute	Applicant 1 Name:	Applicant 2 Name:	Applicant 3 Name:
Mission and Vision			
Passion for the Homeless			
Strategic Planning			
Evaluation and Assessment			
Social Networking			
Previous Housing Experience			
Previous Board/Committee Experience			
Energy and Availability			
Generation of New Ideas			
Fundraising			
Research			
Policies and Procedures			
Team Player			
Totals:			
Recommendation and Comments	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No