# Board Member Selection Process at DSC

The authority for selecting members of the Board of Directors at The Deep Spring Center rests with the Board of Directors and they have the responsibility for making the actual elections. Normally there are three steps to the process. These are outlined below. Of course, the Board can elect members at any time and will do so when there is a need.

Step 1. Collecting Nominations.

The first step in the process is the collection of nominations for the Board. This is done by the Nominating Committee. The Nominating Committee is appointed by the Board and is generally composed of two Board members and two teachers. This committee has the responsibility of working with the Board to determine guidelines for appointment to the Board and for soliciting nominations of people who may meet these guidelines. This is done on an ongoing basis, and anyone from the Sangha can suggest people for consideration at any time. There will generally be an active solicitation of names of potential nominees from the Sangha in the late spring. In addition, the Nominating Committee should be encouraging people to get the experience they would need to qualify to serve on the Board to help create a pool of people who can serve on the Board at some future point. This is likely to involve talking to teachers and Committee Coordinators to identify potential candidates and to suggest individuals who might usefully be recruited by Committees to give them experience with Deep Spring operations.

Step 2. Recommending Candidates.

The second step is for the Nominating Committee to recommend candidates to the Board to fill open Board positions. This requires assessing the candidates to determine how well they meet the guidelines that have been established and assessing the Board's needs to determine the skills and characteristics that would be useful during the relevant time frame. After collecting this information, the Nominating Committee will determine who to recommend to the Board. The final step in the process is for the Nominating Committee to make recommendations to the Board for who should fill any empty Board seats. Normally this will be done during the summer and will involve recommending three people each year to serve on the Board for a three year term.
Generally, this step of the process will be handled on a confidential basis.

Step 3. Approval.

The final step is for the Board to confirm the recommendations that the Nominating Committee has made, to contact the individuals and formally ask them to serve on the Board, and to elect them to the Board. The Nominating Committee should close the loop

with individuals who were considered in a manner that is appropriate based on the discussions that have occurred.

**Guidelines for Board Membership**

The following guidelines are currently being used by the Nominating Committee and have been approved by the Board. Potential Board members will be more attractive to the extent that they fit these guidelines.

1. Since the Board operates by consensus, Board members need to be able to work effectively with each other and each Board member needs to have the skills to work well with others.
2. Collectively, the Board has responsibility for the effective and efficient operation of the Deep Spring Center. This requires many different skills and areas of knowledge. Individual Board members will be a better fit for the Board to the extent that they have needed skills and knowledge and to the extent that they have skills and knowledge that are not possessed by others. For example, the Board needs to have some members with financial skills, but not all members have to have these skills.
3. The Board oversees the various activities and groups that make up the DSC. It is useful for the Board collectively to have familiarity with all of these activities and groups. Individual Board members will be a better fit for the Board to the extent that they have experience with the activities and groups within the organization and to the extent that their experience is not shared with other Board members.
4. Board members will be a better fit to the extent that they support the purposes and activities of the Center and to the extent that they are active in the Sangha.
5. Board members need to be willing to serve on the Board and have reasonable prospects of being able to serve a full three year term.
6. Board members need to have enough time to perform their duties as members of the Board and to be able to attend most Board meetings.