

Board Recruitment Policy

Camp Solomon Schechter (CSS), a 501(c)(3) nonprofit corporation, in accordance with their Bylaws and as directed by the CSS Board of Directors has established a set of policies for the purpose of helping camp to further and fulfill its vision and mission.

I. Vision & Mission

Mission: Camp Solomon Schechter provides a fun, safe and welcoming environment where children and young adults create their own unique Jewish community in the spirit of the Conservative movement, thereby becoming independent, caring individuals who are connected to Judaism, Israel and their local Jewish communities.

Vision: Camp Solomon Schechter will be the premier Jewish camping experience in the Pacific Northwest. Schechter will create programs based around nature, music, art and sport that strengthen the bonds of our Jewish communities and provide a high quality, critical Jewish intellectual, physical, emotional and social experience for its campers, staff and alumni.

II. Scope of this Policy

A well-functioning Board of Directors is not only essential to meeting legal requirements but also essential to helping the camp achieve its goals and mission. The type of Board and the effectiveness of its performance depends on the effort put into identifying the skills, expertise, and contacts the camp needs and then recruiting Directors who can bring them to work for the camp. The purpose of this Board Recruitment Policy is to assure that the highest standards are utilized to identify, vet and accept Directors onto the Camp Solomon Schechter Board of Directors.

III. Definitions

1. Board of Directors (Directors) – shall refer to the Camp Solomon Schechter Board of Directors – the governing board established by the CSS Bylaws.
2. Governance Committee – shall refer to the governing committee established to administer the Bylaws, Board policies and review of Board members as guided by the CSS Board of Directors and outlined by the CSS Bylaws.
3. Senior Staff Member – shall refer to any full-time, permanent employee of the camp who has been an employee of the organization for at least a year.

IV. Responsibility for Policy

The Governance Committee is responsible for the establishment of the CSS Board Recruitment Policy. To meet this responsibility the committee will:

1. Adopt and periodically review the CSS Board Recruitment Policy.
2. Define and assign the responsibilities for all involved parties.

V. Board Self-Assessment

On a biennial basis, the Governance Committee will conduct a Board self-assessment that includes age ranges, areas of expertise, community connections/affiliations, geographic representation, synagogue representation, Board knowledge, and questions to determine the current attitude and perceptions of the Board.

The committee will also review the current strategic plan and camper, rental and OSPREY student demographics to determine the need for particular skill sets and/or demographic representation on the Board to effectively further its mission.

VI. Determination of Needs

- A. Based on the Board self-assessment, the Governance Committee will create a list of skills and/or demographics that are needed on the Board to target recruitment.
- B. An ongoing need is to ensure that the Board has geographic diversity. Minimally, representation will be garnered from the Greater Seattle Metropolitan Area (including Seattle proper, Bellevue and Mercer Island), Eastern Washington (i.e., Spokane), Oregon and the Greater Vancouver, BC Metropolitan Area.
- C. An ongoing need is to ensure that the Board has broad congregational representation, i.e., any congregation that has a significant Schechter camper population, especially those who are part of the Northern Pacific Region of the United Synagogue of Conservative Judaism.

VII. Identification

- A. Every Board member and senior staff member is responsible for cultivating relationships in the community that may result in identifying a potential Board candidate.
- B. A priority will be given to identifying potential Board candidates from congregations that have a significant camper population, especially those who are part of the Northern Pacific Region of the United Synagogue of Conservative Judaism.
- C. A priority will be given to identifying potential Board candidates from individuals who are currently volunteering for the camp, specifically those serving on one (or more) committee.

VIII. Nominating Process

- A. When a potential Board candidate has been identified, his/her name, a brief biography and a brief explanation as to why he/she should be considered will be submitted to the Governance Committee.
- B. The Governance Committee will review the candidate using the criteria identified in Section VI: Determination of Needs and, if appropriate, will steward them through the rest of the nominating process.
- C. The Governance Committee will then assign a Director and, possibly, a senior staff member, neither of whom submitted the request for membership, to meet with the candidate.
- D. The assigned Director and, if assigned, senior staff member will meet with the candidate within a reasonable period of time to:
 - a. Review the Board Interest Packet that minimally includes:
 - i. Board of Directors Expectations
 - ii. Board List
 - iii. Recent copy of Board minutes
 - iv. Budget & Balance Sheet
 - v. Amended Bylaws
 - vi. Strategic Plan
 - vii. Annual Report
 - viii. Camp Brochure
 - ix. Other camp marketing materials
 - b. *Informally* interview the candidate.
 - c. Answer any questions the candidate may have to make an informed decision on membership.
 - d. Invite the candidate to the next Board meeting.
- E. The candidate must attend, either in person or by teleconference, the meeting in which he/she is being considered for membership. (He/she may also attend a meeting prior to the meeting in which he/she is being considered for membership, if she/she wishes, to better make an informed decision on membership.)
- F. Prior to the meeting in which he/she is being considered for membership, the Governance Committee will forward his/her name, brief biography and brief explanation as to he/she should be considered to the full Board.
- G. At the meeting in which he/she is being considered for membership:
 - a. The candidate will take a few minutes to talk about themselves and why they want to be a member of the Camp Solomon Schechter Board of Directors. Members of


the Board may ask questions and clarify anything needed to make an informed decision.

- b. The candidate will then leave the room for discussion and vote.
- c. Once the candidate leaves the room, the individual who submitted the candidate's name and the Director and, if assigned, senior staff member who interviewed the candidate will state whether or not they are recommending the candidate for membership and why.
- d. Normal Board action takes place, and if they are voted onto the Board, a mentor (see Section IX-A below) is assigned.
- e. The candidate is then asked to return to the meeting for the results of the Board action. If the candidate is voted onto the Board, they are a fully participating member of the Board from that moment forward.

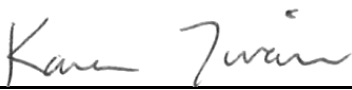
IX. Board Orientation

- A. The new Board member is assigned a Board mentor at the time they are voted onto the Board. A Board mentor:
 - a. Is a current Director in good standing that has completed their first term on the Board.
 - b. Meets with the new Director, as needed, to answer questions and discuss the history of Board actions and current topics on the Board's agenda.
 - c. Continues in this role throughout the new Director's first term on the Board.
- B. The new Board member receives a Board Orientation Packet/Board Book, the contents of which have been determined by the Board Secretary and reviewed at least every three years.

Approved this 4th day of May, 2014



David Schwartz, Board Co-President



Karen Twain, Board Co-President



Sarah Glass, Board Secretary

Due for review and affirmation in May 2017.