



BOARD DIVERSITY GUIDELINES

Updated 3/27/09

In order to provide proper governance of the National Health Care for the Homeless Council, the Board of Directors should be comprised of individuals who will bring the following qualities:

1. Commitment to the goals and principles of the National Council, and a desire to pursue those goals through active involvement on the Board.
2. Leadership experience, including involvement with other organizations of similar scope and purpose, and experience with committee work.
3. Specific expertise in the areas of:
 - HCH Practice
 - Finance
 - Development
 - Law
 - Public policy advocacy
 - Experience with organizational leadership transitions
4. Representation of the Individual Membership of the organization

The Nominating Committee will consider the following characteristics of potential Board members or officers, as important in devising slates of nominees, but secondary to the qualities listed above

- Gender: slates that include both men and women are preferable.
- Race/ethnicity: slates should include individuals who represent the racial and ethnic diversity of HCH providers and clientele.
- Geography: slates should reflect the nation-wide character of the organization.
- Project Type: slates should reflect the variety among organizational members of the National Council.
- Tenure with the Council: slates should provide opportunities for new leadership to emerge and simultaneously include experienced leaders of the organization.
- Professional discipline: slates should reflect the variety of professional disciplines involved in the work of health care for homeless people.

BOARD MEMBER JOB DESCRIPTION

Organizational Member Representatives and Individual Members (including the HCH Clinicians' Network, the Respite Care Providers' Network, the National Consumer Advisory Board, and other Individual

Members) are eligible for election to the Board of Directors by the Governing Membership of the National Health Care for the Homeless Council. Election is for a two-year term, and there is a limit of two consecutive terms as an elected member of the Board. In addition to the elected Board members, chairs of Standing Committees are appointed by the President and serve on the Board.

The President, President-Elect, Secretary and Treasurer are each elected to one-year terms of office. The Board meets monthly by one-hour conference call. Board members also participate in two face-to-face meetings of the Governing Membership each year. The annual meeting of the Governing Membership – when elections occur – is held each spring in conjunction with the National HCH Conference; a 2 day retreat meeting is held each fall for purposes of organizational planning. The bylaws allow for reimbursement of travel expenses for membership meetings to the extent allowed by the annual budget, but there is no guarantee of reimbursement, and recent budgets have not supported travel for Organizational Member Representatives.

It is anticipated that each Board member will serve on a Committee of the Board. Committees typically meet monthly by one-hour conference call.

There is also an expectation that each Board member will make financial contributions to the National Council, at whatever level of giving is comfortable to the member.

The National Council carries standard Directors and Officers insurance. The bylaws provide for indemnification against certain legal expenses that may arise in connection with service on the Board of Directors.

CHARGE TO THE NOMINATING COMMITTEE

According to the Bylaws of the National Health Care for the Homeless Council, “a Nominating Committee appointed by the President shall solicit nominations from the membership and shall prepare a slate of candidates for election to the Board by the Governing Membership. Chairs of Standing Committees appointed by the President shall serve as full members of the Board for the duration of their terms as Committee chairs, regardless of their status as elected Board members. Two members of the HCH Clinicians’ Network Steering Committee and one member of each other Individual Membership Group, elected by the respective Individual Membership Groups, shall serve as full members of the Board.” (Article III, Section 2a)

In addition to Board members, the slate prepared by the Nominating Committee shall include nominees for President-Elect, Treasurer, and Secretary. Other Officer positions (President and Immediate Past President) are predetermined.

In appointing the Nominating Committee, the President should exclude anyone who expresses an interest in an Officer position, and any Nominating Committee member who develops an interest in serving as an Officer should resign from the Nominating Committee.

Individuals eligible for nomination include:

- Individual Members (including members of the HCH Clinicians' Network, the National Consumer Advisory Board, the Respite Care Providers Network, and general members);
- Organizational Member Representatives.

Consistent with the Board Diversity Guidelines (March 27, 2009), the Nominating Committee shall prioritize:

- Prior service to the National HCH Council, through committee participation, research collaboration, or other volunteer opportunities;
- Demonstrated commitment to the mission of the National HCH Council;
- Widespread geographic representation;
- Ethnic, racial, gender, and cultural diversity;
- Diversity of organizations represented in the membership;
- Diversity of discipline and perspectives (i.e. administrators, consumers, advocates, clinicians, financial officers, etc.).