



***Connecting you with our watersheds for the future of salmon***

## **Sound Salmon Solution Board Membership 2021**

### **Our Mission**

To ensure the future of salmon in the Stillaguamish, Snohomish and Island County watersheds through habitat restoration, education and stewardship that connects people with our watersheds. We strive to be strategic, collaborative, interactive and innovative in all the work we do.

### **What Board Members Do**

The Board is comprised of dedicated volunteers that work collaboratively to support the organization through mission-based leadership and strategic governance. While day-to-day operations are facilitated by SSS's Executive Director (ED), the Board provides guidance, advocacy, expertise, oversight and development to the organization in partnership with the ED. Board Member responsibilities include:

#### *Leadership, Governance and Oversight*

- Serving as a trusted advisor to the ED as s/he develops and implements SSS's strategic plan.
- Reviewing outcomes and metrics created by SSS for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to board and committee meetings.
- Approving SSS's annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities.
- Contributing to an annual performance evaluation of the ED.
- Assisting the ED and Board President in identifying and recruiting other Board Members.
- Partnering with the ED and other Board Members to ensure that Board resolutions are carried out.
- Serving on committees or task forces and taking on special assignments.
- Representing SSS to stakeholders; acting as an ambassador for the organization.
- Ensuring SSS's commitment to a diverse Board and Staff that reflects the communities SSS serves.

#### *Fundraising*

- Collaborating with the ED to actively seek and solicit sustained donations from foundations, organizations, and individuals.
- Assisting in the development and promotion of fundraising events.
- Making personal donations to the organization within their means.

## **What Board Members Commit To**

Board Members are volunteers and as such do not receive compensation. The organization however will cover preapproved administrative support, travel, and accommodation costs in relation to performing certain Board Member duties.

Board Members serve three-year terms and are eligible for re-appointment for one additional term. Board meetings are typically held monthly on the second Tuesday from 6-8. However meetings may be cancelled, rescheduled and/or relocated as the Board deems necessary through consensus. Committee meetings are held in coordination with Board meetings unless otherwise agreed upon. Full attendance at meetings is expected. Critical business can be delayed without full participation.

## **Who Board Members Are**

SSS strives to recruit Board Members who reflect the diversity of our communities in our watersheds and who are passionate about salmon recovery. We seek prospective Board Members who desire to engage their expertise, experience, knowledge and connections in service to our mission. SSS Board Members present and past have been landowners, retirees, natural resource management professionals, wildlife management professionals, recreational anglers, business people, engaged citizens, long time SSS volunteers, educators, environmental advocates, students, parents, and much more. Board Members should have:

- An enthusiastic commitment to and understanding of SSS's mission.
- Collaborative working skills and a natural affinity for cultivating relationships and persuading, facilitating, and building consensus among diverse individuals.
- Personal qualities of integrity, credibility, and reliability.
- A positive, joyful approach to the work at hand.

## **How to Become a Board Member**

Prospective Board Members need to attend at least one SSS Board meeting to introduce themselves and share their qualifications and reasons for wanting to join the Board. Prospective Board Members become full Board Members by majority vote of the current Board after being nominated by a current Board Member. Prospective Board Members are welcome and encouraged to attend more than one Board meeting before being nominated for full Board Membership to assess their fit with the organization and the current Board.