

Board Development Policy for Hood River Watershed Group

In accordance with ORS 541.910(2), the Hood River Watershed Group (HRWG) will strive to develop and maintain a board whose members reflect a range of geographic areas within HRWG's service area, as well as a diversity of community interests, including but not limited to:

- Natural resource management (fisheries, forestry, wildlife, conservation)
- Agriculture
- Tribes
- Irrigation water management and conveyance
- Business and industry
- Recreation
- Urban and rural residency

In addition to the above, the HRWG will seek to develop and maintain a board whose members possess unique skills, knowledge, experience, and perspectives relevant to the needs of the organization. To this end, the board of directors should include a broad variety of attributes such as:

- Perspective and appreciation of HRWG origins and history
- Professional training and experience
- Gender and ethnic diversity reflective of the community
- Understanding of financial accounting and reporting
- Experience with nonprofit 501(c)(3) management and board responsibilities
- Ability to connect with individuals and businesses in the community to broaden engagement and guide fundraising
- Experience with employee management and human resource issues

The HRWG will rely on the diverse interests and attributes enumerated above as guidance when considering, nominating, and electing individual directors to the board while recognizing that it may be impractical for a relatively small board of directors to reflect all desired interests and attributes at any one time.

A board development committee will meet at least annually to develop a list of candidates for annual board elections and reach out to prospective new board members. The committee will be staffed by the Executive Director and will have at least two non-board members and one HRWG board member. The committee will solicit nominations and feedback from the community and HRWG members, including sharing the prospective candidates at HRWG meetings preceding annual elections.

Adopted by the Board of Directors of Hood River Watershed Group on August 30, 2022

Signature: _____  _____ Date: ___09/13/2022_____

Title: Secretary

Date last reviewed: August 30, 2022