

## **Desired characteristics of board members:**

### **I. Knowledge**

- a. Understands and subscribes to the organization's mission and values
- b. Knows how to build partnerships with other community groups
- c. Understands the complexity of the organization's challenges
- d. Understand the difference between governance and management and will abide by these
- e. Knows how to be a “team player”: when to listen and when to speak up
- f. Sees social/volunteer service as a responsibility of citizenship

### **II. Skills**

- a. Can work to build consensus
- b. Can work with, be supportive of and show respect to other Board members and Staff
- c. Is adept at strategic and financial planning
- d. Has strong communication skills
- e. Can deal with diverse groups and ideas in a constructive way
- f. Knows how to differentiate the important from the unimportant

### **III. Attitudes and personal characteristics**

- a. Feels that collaboration is necessary for success
- b. Possesses openness and honesty
- c. Is optimistic but realistic
- d. Ability to avoid conflict and political agendas in dealing with board issues
- e. Sees self as a servant leader
- f. Is personally challenged by what is best for the organization and the community
- g. Can be decisive and comfortable with large-scale decisions
- h. Accepts that change is our constant companion
- i. Values personal growth and learning, covering matters confronting the board and organization



### **My Pledge as candidate for Director of Marathon and Lower Keys Association of Realtors®**

I, \_\_\_\_\_, recognizing the important responsibility I am undertaking in serving as a member of the board of this organization, hereby pledge to carry out in a trustworthy and diligent manner the duties and obligations in my role as a board member.

The organization will be governed by individuals selected for their experiences and personal attributes. Once selected, each individual shall be required to fulfill his/her fiduciary duty with care and loyalty in the best interest of the system and the people it serves. The following characteristics will be utilized in selecting people to serve.

#### **My role:**

I acknowledge that my primary roles as a board member are 1) to contribute to defining the MLKAR's mission and governing the fulfillment of that mission, and 2) to carry out the functions of the office of board member as stated in the bylaws.

As a board member I will focus on the development of policies that govern the implementation of institutional plans and purposes. This role is separate and distinct from the role of the chief executive officer, who determines the means of implementation and management of the association and staff.

#### **My commitment:**

I will exercise the duties and responsibilities of this office with integrity, collegiality, and care.

#### **I Pledge:**

1. To establish as a high priority attendance at all meetings of the board and committees on which I serve.
2. To be prepared to discuss the issues and business addressed at scheduled meetings, when possible having read the agenda and background material relevant to the topics at hand.
3. To maintain the confidentiality of what is said or seen at board or committee meetings.
4. To work with and respect the opinions of my peers who serve on this board and Association staff.
5. To always act for the good of the community and the organization.
6. To represent the organization in a positive and supportive manner at all times and in all places.
7. To observe the parliamentary procedures and display courteous conduct in all meetings.
8. To refrain from intruding on administrative issues which are the responsibility of staff management.
9. To avoid conflicts of interest between my position as a board member and my personal life. If such a conflict does arise, I will declare that conflict before the board and refrain from voting on matters in which I have conflict.
10. To support in a positive manner all actions taken by the board even when I am in a minority position on such actions.
11. To serve on a committee or task force and participate in the accomplishment of its objectives.

12. To participate in board leadership training, board development workshops, seminars or other educational events that enhance my skills as a board member.
13. If, I find myself unable to carry out the above duties as best I can, I agree to resign my position as a board member.

**Agreed and Signed,**