

## Board Candidate Attributes

The following are additional attributes that can be used when evaluating potential board candidates.

Although candidates would not be expected to meet all the criteria, these can be given weight when identifying candidates. In developing your committee's decision, consider the current and future needs of NSBAR.

- Proven leadership expertise
- Strong strategic thinking skills
- Strong problem-solving skills
- Strong decision-making skills
- Logical/analytical thinker
- Results oriented
- Creative thinker
- Open minded
- Strong ethics
- Integrity
- Proactive
- Team player
- Visionary – can identify and articulate opportunity
- Connected to external environment
- Interest in advancing the organization's mission and purpose
- Ability and willingness to support organization's programs
- Recognition of fiduciary responsibility to the organization
- Individual's values are consistent with the organization's values
- Historical perspective (industry and organization)
- Interest in advancing the industry
- Ability to participate, commit time
- Global perspective
- Prior non-profit Board experience

# Criteria for NSBAR Board of Directors Applicants

These criteria have been created to assist the Nominating Committee with the evaluation of applicants for nomination to the Board of Directors.

The Nominating Committee should refrain from adopting or discussing any additional criteria for applicants that are not contained in the Bylaws of NSBAR or these criteria.

**Timely Submission of the Completed Application:** All applicants must complete the online application within the prescribed timeframe. Late submissions will not be accepted.

- 1. Active Real Estate License Required:** Applicants must have an active Illinois real estate license and be active in the real estate business in Illinois.
- 2. Personal Leadership Abilities, Passion and Diligence:** Applicants must have the personal leadership abilities to advance the mission of the Association, passion to mobilize members in pursuit of that mission and diligence to carry out actions and accomplish goals and objectives.
- 3. Knowledge and Understanding of the Association's Mission, Programs and Strategic Priorities:** Applicants must demonstrate knowledge and understanding of the Association's mission, organizational structures, policies, programs and strategic priorities.
- 4. Alignment with the Association's Mission Statement, Legislative Policies and Strategic Priorities:** Applicants must be aligned with the Association's mission statement, legislative policies and strategic priorities.
- 5. Advocacy and Political Involvement:** Applicants must demonstrate experience and involvement with advocacy and political involvement, including but not limited to participation in Calls for Action, attendance at Illinois REALTORS® Lobby Day and Capitol Conference and support for the REALTORS® PAC (RPAC).
- 6. Civic, Community and Industry Involvement:** Applicants are strongly encouraged to demonstrate experience and involvement with other civic, community and real estate industry organizations (including but not limited to ARREA, CCIM, FIABCI, IREM, NAIOP, NAHREP, NARES, RU, RRC, WCR). Greater weight will be given for experience with real estate-related organizations.
- 7. Understanding and Commitment to Diversity & Inclusion:** Applicants must understand the business specialty, ethnic, gender, geographic and local association diversity of the NSBAR membership and must be committed to inclusion in the Association's organizational structures, policies and programs.
- 8. Ability to Act in the Members' Best Interests and Set Aside Business and Personal Conflicts:** Applicants must act in the members' best interests and set aside all business and personal conflicts that may reduce their ability to fulfill their fiduciary obligation to the Association.
- 9. Ability and Willingness to Devote the Necessary Time and Effort to Serving in the Position:** Applicants must possess the ability and willingness to devote the necessary time and effort to serving in the position. Applicants must agree, that should they fail to have two consecutive unexcused absent meetings of the Board of Directors shall be deemed to have resigned their position and will be notified of their resignation.

10. **Openness to New Ideas and Taking Risks:** Applicants must be open to new ideas, concepts and directions for the Association, which may involve taking risks.
11. **Solicitation of Endorsements and Communication with Nominating Committee Members:** Applicants shall not solicit endorsements from or engage in any communications regarding applications outside of the Nominating Committee meetings with members of the Nominating Committee.