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FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA Volunteer Board Member Selection Process

The purpose of this process is to ensure a transparent, consistent, and mission aligned method for identifying, evaluating, and selecting Volunteer Board Members who are committed to advancing the YMCA's cause, strengthening community impact, and upholding the Y's values of caring, honesty, respect, and responsibility.

The YMCA is committed to building a Board that reflects the diversity of the communities we serve. We believe that a wide range of backgrounds, identities, experiences, and perspectives strengthens our strategic decision making, improves community responsiveness, and enhances our ability to fulfill our mission. All stages of the selection process will be conducted in a manner that advances diversity, equity, and inclusion and seeks to eliminate bias.

Nomination Process

1. **Call for Nominations**
   The Executive Committee will periodically invite nominations from current Board Members.
2. **Eligible Nominators**
   Any current Board Member in good standing may nominate an individual for Board consideration.
3. **Nomination Submission**
   Nominations must include:
   - Nominee's full name and contact information
   - Statement of why the individual is being recommended
   - Any relevant background information or qualifications
4. **Acknowledgment**
   The Executive Committee acknowledges receipt of the nomination and initiates the evaluation process.

Application Process

1. **Board Candidate Application**
   Nominees are asked to complete a standard YMCA Board Candidate Application, which includes:
   - Personal and professional background
   - Previous volunteer or board service
   - Areas of expertise relevant to board needs (e.g., finance, fundraising, community relations)
2. **Conflict of Interest Disclosure**
   All candidates must complete a Conflict-of-Interest form as part of the application.
3. **Submission Review**
   Applications are reviewed by the Executive Committee to ensure completeness and baseline qualifications.

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Interview Process

1. **Interview Team**
   The CEO and/or Executive Committee interview each candidate.
2. **Structured Interview**
   The interview covers:

- Understanding of the YMCA mission and programs
- Experience with community service and leadership
- Capacity to commit time, talent, and resources
- Willingness to support fundraising and advocacy efforts

Vetting and Review by the Executive Committee

1. **Executive Committee Review**

2. **Executive Committee Decision**
   The Executive Committee votes on whether to advance the candidate to the full Board for final approval. The Executive Committee presents qualified candidates to the full Board with:

- Candidate application
- Interview summary
- Recommendation for approval

Full Board Approval

1. **Presentation to the Board**
   Candidates approved by the Executive Committee are presented at a regular meeting of the Board of Directors.
   Presentation includes:

- Candidate application
- Summary of qualifications
- Governance Committee recommendation

2. **Voting Requirement**
   A candidate is elected to the Board upon receiving a **two thirds (2/3) majority vote** of the Board Members present at a duly called meeting with a quorum.
3. **Notification**
   Following approval, the CEO and/or Board Chair formally notifies the candidate and provides a Board Member Orientation schedule.

Onboarding

Upon election, new Board Members participate in a structured onboarding process, including:

- Orientation to YMCA programs, governance, and financial structure
- Review of board expectations, bylaws, and committee assignments
- Signing of annual Conflict of Interest and Code of Conduct forms