

LEADERSHIP MODEL FOR WOMAN'S WAY RED LODGE

(adopted by the Interim Board of Trustees July 4, 2006)

(Revised by the WWRL Board 08-10-08)

(Revised by the WWRL Board 09-06-08)

TYPE OF BOARD

Collective Board of Trustees

BOARD ROLE

Responsible for creating and amending the vision, mission and purpose, setting overall policies and procedures, setting financial and fiduciary policies for the organization based on community values. The Board will select/hire an Executive Director for the organization when that position is needed. The Board may also decide when issues require further input from the membership before making a final decision. All Board members participate in decision-making processes as outlined in the Woman's Way Red Lodge (WWRL) Meeting Structure & Decision Making Agreement.

BOARD SIZE

No less than three members, no more than thirteen (including officers).

BOARD COMPOSITION

Chair, Vice-chair, Secretary, Treasurer, plus one chair from existing Board Councils. The Board may also include representatives of Woman's Way Long Dance (WWLD) and up to two Board Members-At-Large. If and when an Executive Director is hired, she will sit as a member of Board with full participation and decision-making responsibilities. Board members (except the Executive Director) receive no compensation other than reasonable expenses.

QUORUM

A quorum comprised of at least 2/3rds of the board members is required before business can be transacted or motions made or passed. These Board members must be either physically present or participating throughout the proceedings by teleconference.

CRITERIA FOR BOARD POSITIONS and COUNCIL CHAIRS (except WWLD Representative)

Women who have been Lodge Sister members of WWRL and actively engaged in WWRL leadership activities for at least one year are eligible to serve in these positions. WWRL leadership is defined as serving on a Prior Board, a Board Council or facilitation/co-facilitation of at least three offerings produced or sponsored by WWRL. Previous participation in four WWLD gatherings and a minimum of one leadership* role is suggested.

CRITERIA AND SELECTION OF WWLD BOARD REPRESENTATIVE

Board member for WWLD Representative will be selected by WWLD. Current Year WWLD facilitator or co-facilitator may self nominate or select an eligible representative to the Board. Previous participation in four WWLD gatherings and a minimum of one leadership* role is suggested.

SELECTION FOR BOARD POSITIONS and COUNCIL CHAIRS

The Board will name a Nominating Coordinator prior to September. The Coordinator may invite others to sit with her on an ad-hoc council. Through a process of self-selection, stepping up, and invitation, the Nominating Coordinator presents a slate of names for open Board positions to the Board by mid-October, for discussion and review. In the event that more than one person steps up to serve in the same position and discussion between the parties stepping up and the nominating council does not result in all but one stepping down, the issue will then be taken to the Conflict Evolution Council for mediation with a recommendation provided to the Board. The Board finalizes all positions by heart agreement. The new Board is announced to the community on or before the Annual Meeting and Fall Wisdom Council, and their term begins at the adjournment of the Annual Meeting, or if there is no annual meeting, on January 1st following the election.

BOARD MEMBER VACANCIES

In the event of a vacancy in the Chair, Vice-Chair, Secretary, or Treasurer Officer positions, the community will be notified of the open position. Non-profit corporations are required by law to have a minimum of 3 officers As soon as possible, and within three months, the Board will consider eligible candidates, self-selected or by nomination, and confirm the new Officer by heart agreement. In the case of a WWLD vacancy, the current WWLD Facilitator(s) will appoint an eligible candidate and the Board will confirm by heart agreement.

If a Council Chair position is vacated, the community will be notified of the open position. If this position remains unfilled for two consecutive board meetings, the Board will take steps to prioritize the Council's business and delegate critical tasks among available women. Council members will be invited to step up to particular tasks and lines of communication with the Board will be clarified. Council business that is not a critical priority will be put on hold, and the Council will await committed leadership to resume its role as a Board Council.

LENGTH OF TERM

Board members serve a minimum of one consecutive year and a maximum of three consecutive years in any one position with the intention that the Vice-chair may step up to become Chair as the position opens. The Board will move toward staggered terms to insure continuity and mentorship.

FREQUENCY OF MEETING

A minimum of bi-annual, in-person meetings.
Conference calls as required.

BOARD ATTENDANCE

Serving on the Board of Woman's Way Red Lodge is an earnest commitment and responsibility. In the balance of holding the interests and needs of individuals with those of community, WWRL seeks to empower women to step into leadership, and the Board is committed to respecting and honoring the nature of individual women's lives. The Board also recognizes that as a legal organization and as a community of women working to create a vehicle to share our vision, clarity around expectations and structure provides clear guidelines to help WWRL function well. The organization depends upon the Board, made up of Officers and Council Chairs, to provide leadership and vision, make decisions based on the best interests of the organization as a whole, and maintain clear communication in and between Councils.

If a member of the Board is unable to attend two consecutive Board meetings or misses three of five Board meetings, the Board secretary will request the Conflict Evolution Council to delegate a Council member to begin an inquiry process. Hand in hand and side by side, actively listening and speaking together, the CEC representative and the Board member will examine and reflect on what best serves the community and the Board member in a direct and honest inquiry. Timeliness is requested so that the Board can be informed about next steps at the next regularly scheduled Board meeting.

WHO CAN CALL FOR BOARD MEETING

Any member of the Board may request a Board meeting to be confirmed by the officers and called by the Board Chair.

BOARD COUNCILS

The Board may create and disband Board Councils as needed to attend to the business of the organization. The Chair of each Board Council (not to include ad-hoc councils) will sit as a member of the Board.

BOARD COUNCIL CHAIRS

Board Council chairs will be selected by the same nominating process used for the Board officers. Duties of the Council chairs include but are not limited to managing the business of their Council, providing liaison between the Board and the Council, reporting Council recommendations to the Board and/or presenting any issue to the Board that needs Board approval such as financial expenditures

BOARD COUNCIL MEMBERS

May be selected by nomination or self selection process from Lodge Sister Circle and confirmed by heart agreement by that specific Council. Council members make an annual commitment to serve from January to January and make and/or renew their commitment at the annual fall RLWC. Council members may invite consultants from the private sector for sharing advice and/or skills when needed. These consultants may be offered remuneration for their services with Board approval. These consultants would attend Council meetings and/or RLWC on an invitation basis only and would not participate in heart agreements.

COUNCIL SIZE

No less than 3 members including chair. Smaller working groups may be organized within any given Council to gather information and provide services needed. These smaller working groups will be organized by consensus process and self-selection at a Council meeting.

AD-HOC COUNCILS

Ad-hoc councils may be formed and disbanded by the Board and/or Board Councils. Ad-hoc councils serve a specific, temporary purpose. Ad-hoc council members are confirmed by the body requesting their formation through heart agreement.

ADVISORY COUNCILS

May be formed by the Board to serve as an adjunct to the Board for information gathering, recommendations on legal or organizational issues, to provide broad perspective and specific skills not found within the membership. Composition and criteria to be determined by the Board or an ad-hoc Board Council when the need for such a Council develops. Criteria for serving and composition of Advisory Councils will be determined by the Board through heart agreement. Training or experience in non-profit organization building, compassionate or non-violent communication, or alternative business models would be of benefit in serving in this group and are highly encouraged but not mandatory.

EXECUTIVE DIRECTOR CRITERIA

Criteria, qualifications, and process for hiring an Executive Director will be determined by the Board through heart agreement. An ad-hoc council may be formed for this purpose, reporting back to the board for final decisions.

MENTORING

All board members may serve as mentors with the agreement of the individuals involved and agreement by the Board as a whole. Non board members being mentored will not participate in the heart agreement process of the Board. Mentoring within Board Councils may also be arranged with that Board Council chair.

RED LODGE WISDOM COUNCIL

WWRL Wisdom Council (RLWC) is a community meeting open to any interested WWRL members to address community issues, plan, and organize the work of WWRL. Lodge Sister and Support Sister members may participate in heart agreement decisions at RLWC. RLWC provides the opportunity to get feedback, information, inspiration, ideas, and direction from the WWRL membership to the Board as well as the opportunity for the Board to report on progress, direction, and decisions and to seek help from the membership. Input, including heart agreements, provide advisory recommendations for the WWRL Board to consider in its final decision making authority.

RLWC will be called by a Board officer and held at least bi-annually. Announcements of RLWC will be made to the community at least 30 days in advance. Facilitators for RLWC will be self-selected and agreed upon by the Board. In-person attendance for all WWRL members is strongly encouraged; when this is not possible, ideas may be shared in written form.

In addition, any member of the Lodge Sister Circle and Support ~~Sister~~ Circle may approach a Board member with a request that a RLWC be held. After discussion and Agreement by the Board a RLWC may be called. The Board officer calling the RLWC will provide at least 30 days notice to the WWRL Community at large

DEFINITIONS:

- WWRL is Woman's Way Red Lodge
- WWLD is Woman's Way Long Dance
- RLWC is Red Lodge Wisdom Council

*A leadership role in WWLD is defined as a lodge leader or co-leader or facilitator or co-facilitator of a WWLD gathering.