



THE BOARD OF TRUSTEES SELECTION PROCESS

In conjunction with the submission of a nominee for the Geneva School of Boerne Board of Trustees, the Committee on Trustees (COT) thought it would be an appropriate time to inform the Geneva community of the selection process for nominating candidates for the Board of Trustees and to point to guidelines, qualifications and characteristics used in selecting board nominees. It is the hope of the COT that a better understanding of this process would encourage future participation in GSB leadership positions and yield a qualified and diversified Board of Trustees.

The Board consists of at least seven members with staggered three year terms, which may be increased as deemed appropriate by the Board. The number of board members may vary from year to year, but the Board always seeks to be sufficiently broad enough in representation to encompass different perspectives.

PROCESS

The process for selecting board nominees for presentation to the Geneva community starts with the nomination of candidates. According to the bylaws, anyone may nominate a candidate including the Board itself or the COT.

Although ultimate authority rests with it, the Board has created a standing committee called the Committee on Trustees to which it has delegated several functions and responsibilities. One of these is to profile the Board's mix of membership at least as often as a new strategic plan is produced in order to identify what skill sets are needed to execute the GSB strategic plan effectively." Another is to make sure that the foundation for the selection of all potential board members conforms to the Portrait of a Geneva Board Member. Candidates selected by the COT must go through a thorough application and interview process which will help to determine the commitment and fitness of all potential board members.

The COT will conduct preliminary interviews with those candidates which they believe conform to the Portrait of a Geneva Board Member and also possess the necessary skill set to help execute the current GSB strategic plan effectively. The interviews generally last one to three hours. The submitted application and the interview process are designed to ensure the nominee has met the minimum requirements but the primary focus is on the nominee's readiness, qualification and commitment to assume that role.

After all of the interviews have been conducted, the COT meets and makes a recommendation to the Board on the nominees whom the COT believes make the best candidates at that particular time. Those nominees will go through a second interview with the full Board of Trustees. Nominees determined by the Board to be the most qualified will be submitted for approval to the general community of GSB. In order to be accepted on the Board of Trustees, the nominee must receive an affirmative vote from the majority of the GSB families who vote. Each GSB family has one vote.

QUALIFICATIONS

There are two minimum qualifications for serving on the Board that are delineated in the bylaws. First, all members of the Board shall be committed, biblical Christians and shall *agree without reservation* to the GSB Statement of Faith, Statement of Purpose and Identity and the Leadership Commitment (emphasis added). Each member shall be a Christian role model in the school and in the community. Second, all candidates shall be a member in good standing of local churches. The Bylaws further allow that the Board may from time to time establish such other qualifications, characteristics or guidelines and the Board has done so.

From a philosophical perspective, the Statement of Purpose and Identity speaks to leadership in the school in general by the following comment on leadership: "...positions of significant leadership, such as board membership or administration, should be reserved for those that have demonstrated an understanding of and whole-hearted commitment to classical education, the principles of this document and Geneva's Statement of Faith" (emphasis added). Derivative of both the minimum requirements set forth in the bylaws and the philosophical statement set forth in the Statement of Purpose and Identity, the Board has developed further guidelines and provided examples of the characteristics of an "ideal" board member. The Statement of Purpose and Identity and the Portrait of a Geneva Board Member can both be found on the Geneva website. Although no one person is expected to possess each of these characteristics, they are a useful tool in both selecting new board members and used in new board member training.

CONCLUSION

In sum, the process, qualifications and guidelines employed by the Board and the Committee on Trustees are designed to produce qualified, disciplined and committed leaders who have demonstrated a commitment to the Mission Statement of GSB and a biblically-based Christian lifestyle.

It is the hope of the COT that this article clearly explains and draws attention not only to the process but the qualifications of a board member with the ultimate goal of soliciting and increasing participation in the future leadership of GSB. It is also a goal of the COT that the GSB community knows and realizes that there is a rigorous process in place to make sure that future decisions affecting GSB are made by people who are committed to the mission statement of the school and have a whole-hearted commitment to classical education and the Statement of Faith.

Geneva School of Boerne's Committee on Trustees

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