

AMERICAN SOCIETY OF ADAPTATION PROFESSIONALS

ASAP Board of Directors Expectations and Requirements for All Board Candidates

Board Candidate Expectations	
1- Professional Expertise and Experience	<ul style="list-style-type: none"> • Expertise, professional training or experience, grounded knowledge, practice, or advocacy in adaptation, resilience, mitigation, or related work. • Demonstrated expertise in climate adaptation, resilience, or a related field; acknowledges that climate change is caused by human activities and threatens life on Earth • General knowledge of climate adaptation policy landscape and professional community • Diversity of outlooks, backgrounds, and life experiences welcome
2- Leadership Experience	<ul style="list-style-type: none"> • Prior experience in leadership roles, including but not limited to non-profit, government, tribal, religious/faith-based, medicine, physical and social sciences, design and consulting, legal professions, labor, military, environmental justice, or academia. • A reputation for ethical behavior and integrity in professional and personal life.
3- Commitment to Justice, Equity, Diversity and Inclusion	<ul style="list-style-type: none"> • A track record of advocating for diversity, equity, and inclusion (DEI) in their professional and/or personal life (e.g., volunteer work, community service). • Understanding of and commitment to provide the tools through which ASAP recognizes the individuality and intersectionality of our members, organizations and communities. • Acquired skill and/or lived experience, training, and advocacy of justice, equity, diversity, and inclusion (JEDI) in professional and/or personal life and community.
4- Cultural Competency	<ul style="list-style-type: none"> • Commitment to actively listen to, learn from, communicate, and effectively work with people with diverse backgrounds, perspectives, lived experiences, and paradigms with the intent to create, foster, and protect an open and inclusive environment within ASAP.
5- Strategic Vision and Alignment	<ul style="list-style-type: none"> • A clear understanding of and commitment to ASAP's mission and strategic goals. • Commitment to evolve ASAP's mission and goals as relevant to the challenges of a changing climate through strategic and tactical

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	<p>interventions for transformational, behavioral, and structural change.</p>
6- Innovation and Vision	<ul style="list-style-type: none"> ● Ability to bring innovative ideas and a forward-thinking approach to the organization's work, ● Ability to innovate internal and external systems, approaches, and strategies for collective work throughout the organization, anticipate and adapt to uncertainty and chaos in political, cultural, and climate fields.
7- Collaborative and Interpersonal Skills	<ul style="list-style-type: none"> ● Teamwork: An ability to actively listen, work collaboratively, and accommodate tension with humility and compassion within team dynamics which may include the board, ASAP Members, and Staff. ● Communication Skills: Strong and effective communication skills, both in listening and in conveying ideas effectively. ● Ethics & Integrity: Practice of honesty, morality, and transparency in behavior. For reference, ASAP defines ethics as societal principles or standards that govern behavior, obligations, and rights within a society or social system. ● Transparency: A commitment to transparency and accountability in decision-making.
8- Contribution to Organizational Growth	<ul style="list-style-type: none"> ● Basic financial knowledge, including how to read balance sheets, and profit & loss statements, and understand cash flow analysis and audit reviews. ● Networking and member recruitment experience. ● Resourcing grant- funding, private, corporate, philanthropic, and other funding opportunities. ● Experience and/or willingness to contribute to fundraising and resource development efforts. ● Accessing technologies, training, professional relationships, or external consultants to enhance overall organizational functions and productivity.
9- Understand and oversight of legal, fiduciary (trustee) obligations and responsibilities	<p>Finance:</p> <ul style="list-style-type: none"> ● Budgeting Accounting/reporting. ● Payroll and compensation. ● Oversight and approval of budget and management of funds. <p>Governance:</p>

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	<ul style="list-style-type: none"> ● Policy ● Hiring/Management/personnel ● Recordkeeping ● Liability <p>Care:</p> <ul style="list-style-type: none"> ● Conflict of interest. ● Obedience (compliance) to articles of incorporation, bylaws, mission and purpose.
10- Time, Availability, Advocacy	<ul style="list-style-type: none"> ● Availability to actively participate in board meetings, committee work, and other organizational activities/ad hoc committees (see Convening Responsibilities). ● Serve as active recruiters for individual and organizational members. ● Ability to leverage personal and professional networks to benefit ASAP's growth and outreach. ● Willingness to serve the full term and actively engage in the organization's long-term
11 - Board Governance and Non-Profit Experience	<ul style="list-style-type: none"> ● Governance Knowledge: Familiarity with non-profit governance, including roles and responsibilities of board members

Convening Responsibilities

- Convene Annual and Regular Meetings of the Board. The Board will hold an annual meeting known as the Annual Meeting of the Board.
- Regular Board Meetings will be held quarterly or more frequently as deemed necessary by the Board. Special Meetings may be called by the President or by any three (3) of the Directors. The board should meet within each quartile with ad hoc committees between board meetings.
- Formation of Board ad hoc Committees as deemed necessary.