

## **The Desert Pearls Foundation, Incorporated Board Member Expectations**

Each board member of The Desert Pearls Foundation, Incorporated affirms the expectations outlined here and strives to perform accordingly:

1. We treat all The Desert Pearls Foundation, Incorporated board members the same when it comes to these expectations.
2. We accept a candidate/nominee/appointee as a board member only after she has agreed to fulfill these expectations.
3. By accepting nomination or appointment, the board member confirms that The Desert Pearls Foundation, Incorporated board member service is one of her top volunteer and giving commitments. Specific performance expectations are:
  - a. Believe in and be an active advocate and ambassador for the values, mission, vision, and programs of The Desert Pearls Foundation, Incorporated.
  - b. Work with fellow board members to fulfill the obligations of board membership as articulated in the job description of the Board of Directors in these performance expectations, and in keeping with all other policies of The Desert Pearls Foundation, Incorporated.
  - c. Act in a way that contributes to the effective operation of The Desert Pearls Foundation, Incorporated Board and work with fellow board members to assure that the Board functions well.
  - d. Steer away from behavior that could be viewed or perceived as divisive or feeds dysfunction within the board membership, such as silos and cliques within the board.
4. Other expectations for board membership:
  - a. Focus on the good of the organization, independent of personal agenda, self-interest, or the influence of others.
  - b. Maintain confidentiality of committee, board and organization work unless otherwise authorized.
  - c. Support Board decisions once they are made.
  - d. Participate in appraisal of own performance and the performance of the Board and its committees.
  - e. Support The Desert Pearls Foundation, Incorporated board policies and procedures for conducting business.
5. Regularly attend Board and committee meetings. Prepare for The Desert Pearls Foundation, Incorporated Board meetings by reviewing materials and bringing the materials to meetings. Use conversation as a core business practice, asking strategic questions and participating in dialogue.

6. Keep informed about The Desert Pearls Foundation, Incorporated its programs, its issues, and its connection to the community through active participation within The Desert Pearls Foundation, Incorporated and conscientious connection outside the organization.
7. Help support the charitable contributions operation of The Desert Pearls Foundation, Incorporated. Specifically:
  - a. Reach into diverse communities and help identify and cultivate relationships to support the organization as donors, volunteers and advocates.
  - b. Give an annual financial contribution to the best of personal ability. Consider this organization one of your 2 – 3 charitable commitments**
  - c. Participate in the fund development by taking on various tasks tailored to your comfort and skills.
8. As appropriate, use personal and professional contacts and expertise to benefit the organization, without compromising ethics or trespassing on relationships
9. Be available to serve as a committee or task force chair or member.
10. Inform The Desert Pearls Foundation, Incorporated Board of Directors of any potential conflicts of interest, whether real or perceived and abide by the Conflict-of-Interest Policy, as related to the situation.
11. Respect the authority of The Desert Pearls Foundation, Incorporated President and Co-board members; adhering to the limitations of the Board, its committees and individual board members.
12. Agree to step down from Board position if unable to fulfill these expectations.