

# Christian College Board Selection Criteria

Note: This tool is used to gain agreement among all trustees of what the future ideal profile of the board should look like. *The items below are examples only.* The three categories reflect the board’s perception of the “dream team” which would include all those players thought to be needed for an excellent board of trustees. The Board Development Committee (or nominating committee) would use this board-approved profile to assess the current board members and target the search and selection process for new trustees. When a denomination appoints trustees, the profile would be given to the appointing authority as guidance. Hopefully, the board/president would also be asked for nominees.

- I. **EVERY** trustee candidate should, prior to election, ...
  - A. Be widely known in community as a follower of Christ; in word and deed
  - B. Have demonstrated his or her interest in and support for the college
  - C. Have served on at least two other nonprofit boards of directors
  
- II. As a **GROUP**, the entire board should ...
  - A. Fairly reflect the “moral owners” (constituencies) of the college
  - B. Include at least X female and Y minority leaders
  - C. Have between A-B% of seminary-trained and ordained leaders
  - D. Have 1/3 capable of donating \$10,000+ annually
  - E. ... other as fits the bylaws or policies
  
- III. **SOME** individual trustees should bring *one or more* of the special skills or experiences the board feels are critical to board discussion and decision-making. The board development committee should have a confidential list of current trustees and prospective trustees who fit the board’s individual, special criteria.

	Our Ideal Board Profile Would Have at Least One Person in Each Category Below	Which Trustees?	Which Prospects?
A.	Theologian conversant with academic freedom and other issues		
B.	Local pastor close to youth		
C.	Leader in broader community of private higher education		
D.	Proven experience in major donor fundraising		
E.	Expert in curricular issues		
F.	Business/professional alum leader in college’s market		
G.	Expert in large organization finance, preferably a CPA		
H.	Expert in construction and building maintenance issues		
I.	Lawyer whose practice is primarily nonprofit/education		
J.	Expert in learning theory/psychology		
K.	... other qualifications as determined by the board		