



### **ORGANIZATIONAL EXPERTISE (O.E.)**

The degree to which a Board Member understands URBAN VISION's purpose, goals, and objectives, along with the way the organization functions. Intelligent decision-making and policy formulation is contingent on this factor.

### **MANAGEMENT EXPERIENCE (M.E.)**

The degree to which Board Members serve in top level management positions in his/her own organization and is able to constantly strengthen URBAN VISION's functioning on the basis of management principles to which URBAN VISION subscribes. M.E. is important for organizational review and to effect changes needed to keep the organization functioning efficiently.

### **COMMUNITY INVOLVEMENT (C.I.)**

The quality number and diversity of the Board Members' other community interests and involvements. C.I. provides linkage to other community organizations and thereby assists the Board in identifying priorities that relate to the social needs of URBAN VISION. C.I. is beneficial to meeting community needs and affecting collaboration with other agencies in the community and surrounding counties.

### **RECOGNITION & IMAGE (R.I.)**

The degree to which the Board Member is well known and whose participation on URBAN VISION's Board has positive impact on the community's awareness of URBAN VISION. R.I. is helpful in developing a favorable community image for URBAN VISION.

### **FINANCIAL IMPACT (F.I.)**

The amount of influence of the Board Member in generating financial support for URBAN VISION in the community. Personal wealth of the Board Member makes a sizable personal contribution possible, but even more importantly, it provides the basis for influencing other support. F.I. is important for URBAN VISION's financial growth and development.

## **ORGANIZATIONAL COMMITMENT (O.C.)**

The degree of involvement (leadership, financial support, participation) of the Board Member and/or family members in URBAN VISION's programs, activities, or initiatives. Attendance at Board Meetings is one measure of commitment. O.C. involves the Board Member having a personal stake in URBAN VISION. O.C. is important for contribution, continuity, and decision outcomes.

## **COMMUNITY REPRESENTATION (C.R.)**

The degree to which the Board and its members accurately depict the interest and needs of relevant groups or classes of people in the target community. C.R. may need to either be formal representation (delegated authority) or informal representation (membership or communications). Beneficial in adequately obtaining input from relevant community groups or components.

## **SPECIFIC ORGANIZATIONAL SERVICE (S.O.S.)**

The degree to which the Board Member provides extra or specialized organizational services and contacts that are helpful to URBAN VISION's well-being. S.O.S. involves the donation of skilled time, including but not limited to special legal, financial/accounting, pastoral, or professional facility-oriented skills.