

Incumbent Director Re-nomination Checklist

Director Name: _____ Year: _____

Score the incumbent using the following:

- 3. Exceeds standards
- 2. Acceptable: Meets minimum standards
- 1. Unacceptable: Does not meet minimum standards

Re-nomination of an existing Director

A. Knowledge and Effort to Obtain Knowledge

- 1. The incumbent appears to be aware of our Strategy.
- 2. The incumbent appears to understand our Financial Condition.
- 3. The incumbent appears to understand Financial Ratios.
- 4. The incumbent honors the division between governance issues and operational issues.
- 5. The incumbent has taken advantage of outside educational opportunities.
- 6. The incumbent had taken advantage of opportunities to learn more about governance.
- 7. The incumbent has taken advantage of opportunities to learn more about financials and related ratios (financial literacy).
- 8. The incumbent keeps up with industry trends (through reading, attending conferences, etc.).
- 9. The incumbent understands and follows policy guidelines established by the board. (Ex. education, involvement, CEO relationships, etc.)

B. Director Behavior

- 10. The incumbent comes to meetings prepared.
- 11. The incumbent exhibits appropriate behavior in meetings.
- 12. The incumbent exhibits appropriate behavior in dealings with other directors, CEO, staff and members.
- 13. The incumbent refrains from having personal agendas (that are not in line with the rest of the board or in the best interest of the credit union).
- 14. The incumbent keeps the interest of the whole credit union in mind.
- 15. The incumbent treats the CEO and other staff as colleagues (as opposed to subordinates).
- 16. The incumbent honors the duty to maintain confidentiality of board discussions and corporate issues?
- 17. The incumbent contributes positively to discussions in a way that is beneficial to the efforts of the board.
- 18. The incumbent focuses his/her efforts on strategic objectives (vs. operational issues).
- 19. Value added to the CU & Board, new ideas contributed, above & beyond efforts, new ideas brought from training/education.

Total:

- 9 or more "Unacceptable" scores = Not eligible for re-nomination.
- Total Score below 27 (or an average of 1.5 or lower) = Not eligible for re-nomination
- = qualified re-nomination requiring signed commitment to established board standards.
- <6 negative responses (N, U or DNM) = qualified for re-nomination.