

Heaven Can Wait Animal Society Board of Directors Candidate Information



Deadline to apply: September 27, 2020

Thank you for your interest in helping animals through serving on the board of directors for Heaven Can Wait Animal Society.

The Heaven Can Wait Animal Society Nominating Committee is conducting a search for individuals to serve on the board of directors. The information below explains the goals and process for this search and the appointment of new board members.

If you have any questions, please reach out to Diane Blankenburg by emailing info@humanenetwork.org.

About Heaven Can Wait Animal Society

Heaven Can Wait Animal Society was founded as a non-profit in 2000, with the goal to eliminate the senseless, unnecessary killing of cats and dogs in Las Vegas area shelters. We focus on the critical need for high-volume, low-cost targeted spay and neuter surgeries for companion animals and free-roaming cats, as well as impactful adoption and foster programming for high-risk and underserved human and animal populations.

Here are the key areas of our focus:

- Spay/neuter and vaccination efforts in neighborhoods from which a large number of dogs and cats enter the shelter system.
- Connection with underserved communities to provide education, resources, and support around animal wellness.
- Opportunities for dogs to obtain a second, and often a third or fourth, chance at a new lease on life through our [Pups On Parole Program](#) while providing rehabilitative programming and vocational training to at-risk inmates at a local women's correctional facility.
- Improvement of quality of life for seniors in low-income housing through animal companionship by placing permanent foster cats in their homes.
- Coalitions with other animal welfare groups and nonprofit partners to improve the health and wellness of the community as a whole.

About the Board of Directors

The board of directors is tasked with guiding the strategic direction of the organization, facilitating growth and innovation, and working to identify and meet emerging community needs.

Serving on the Heaven Can Wait Animal Society Board of Directors is only one of several meaningful ways to get involved with the organization and support animals. In addition to a commitment to helping animals, board members are expected to participate in ensuring that adequate financial resources are available for the organization to do its work and that it becomes financially sustainable. This includes making personal contributions as well as helping with fundraising and broader community support and awareness in a meaningful way.

Recruitment and Selection Process

The board recruitment and selection process is a planned effort with specific steps designed to help ensure the organization attracts and maintains a high level of volunteer leadership.

The board member recruitment and selection process is as follows:

- The nominating committee has defined the needs and selection criteria for board members – laid out in this document.
- The committee will promote the opportunity broadly to the public as well as recruitment through other contacts in the community.
- Candidates will submit responses to questions in the board application by info@humanenetwork.org with *Heaven Can Wait Board Application* in the subject line.
- Applicants will receive a prompt email response when applications are received followed by an update on their application's status within six weeks.
- The nominating committee will review each application to see if the candidate's skills match the pre-determined criteria and the organization's need for varied skills and experiences on the board.
- Applicants who are identified as candidates will be asked to participate in a phone interview.
- Top candidates selected through the phone interviews may be asked to meet in person with the committee members.
- Selected board members will be required to sign the Heaven Can Wait Animal Society board contract and conflict of interest policy.
- Applicants who are not selected for board service may be asked to assist Heaven Can Wait Animal Society in other ways.

Criteria for Selection of Heaven Can Wait Animal Society Board Members

While the following criteria are not the only factors that will be considered in the selection of board members, they are some of the most significant ones. While every candidate is not expected to possess all of these skills, the goal is to create a team of board members that together possess the skills necessary to successfully lead Heaven Can Wait Animal Society.

- Ability to make the commitment of time, both in terms of duration and frequency.
- Professional skills/industry connections or experiences related to needed functions, including but not limited to marketing/communications/media, gaming, hospitality, finance/accounting, legal expertise, HR, management of people, and other business and professional skills.
- Business and personal contacts/connections that will be valuable to Heaven Can Wait Animal Society.
- Strong interpersonal skills.
- Ability to work well and cooperatively with others, while also being willing to speak up about issues or concerns.
- Diversity of experience and background.
- Past board experience.
- Fundraising experience and successes.
- Compassion for animals and commitment to the cause.

Primary Functions of the Board of Directors

The primary functions of nonprofit boards are:

- Establishing the direction of the organization and setting high-level policy.
- Ensuring the legal, ethical, and financial wellbeing of the organization, including protecting assets and providing fiscal oversight.
- Evaluating the executive director's performance, supporting the executive director, and hiring a new executive director when needed.

- Monitoring standards of operation and the strength and effectiveness of programs and results.
- Functioning as an ambassador for the organization in the community, assisting with raising funds, and enhancing the organization's public standing.
- Building a competent board of directors.

Board Expectations

Board members of Heaven Can Wait Animal Society are expected to:

- Commit to serving a two-year term. (There is the potential to be re-elected to a second two-year term.)
- Attend board meetings, meetings of committees on which they serve, and special Heaven Can Wait Animal Society events. The Heaven Can Wait Animal Society board of directors will typically meet monthly. In the event of an emergency, board members may be asked to meet more frequently. Additionally, board committees often meet monthly. Attendance via conference calls may be acceptable for some meetings.
- Respond in a timely manner to communications from other board members and/or the Executive Director.
- Interpret the organization's work and values to the community, represent the organization, and act as a spokesperson when called upon.
- Make a personal financial contribution at a level that is meaningful to them, with a minimum annual commitment of \$750. This could be accomplished in monthly installments.
- Actively participate in one or more fundraising activities and agree to help raise at least \$5,000 annually via new donors, sponsorships, or impactful in-kind donations.
- Sign a board member contract and conflict of interest policy and abide by these agreements.
- Stay actively engaged and informed about what's going on in the organization; ask questions, participate in discussions, request information, and take responsibility for making decisions on issues, policies, and other board matters.
- Work in good faith with staff and other board members as partners towards achievement of Heaven Can Wait Animal Society goals.
- Serve on a voluntary basis. Board members will not be compensated for service, transportation, or other costs associated with serving on the board.

If you are interested in serving on the board, please complete the Heaven Can Wait Animal Society Board of Directors Application and email it to info@humanenetwork.org.

Other Volunteer Leadership Opportunities: If the board commitment is greater than you are looking for right now, there are other opportunities for volunteer leadership within the organization. We would be happy to plan a call with you to discuss this further in the near future. To request this call, please email the Executive Director Francesca Fulciniti at ffulciniti@hcws.org.