

ISF Nominating Committee – Candidate Evaluation

Purpose

The Nominating Committee evaluates and selects a balanced slate of candidates for the Steering Committee who collectively have the skills, judgment, temperament, and commitment needed to effectively lead the organization.

Selections should reflect the ISF’s mission, values, and the needs of its membership.

Candidates will be evaluated based on their commitment to ISF’s mission, ability to work collaboratively, sound judgment, reliability, relevant skills, and capacity to serve, with the goal of presenting a balanced and effective leadership team, as follows:

Core Evaluation Criteria

1. Commitment to Mission and Values

- Demonstrates clear alignment with the organization’s purpose and goals
 - Has shown genuine engagement or interest in the group’s work
 - Acts in a way that reflects the group’s values (e.g., respect, inclusion, collaboration)
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2. Judgment and Decision-Making Ability

- Can think strategically and weigh competing priorities
 - Makes thoughtful, balanced decisions (not reactive or purely emotional)
 - Demonstrates discretion with sensitive issues
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3. Ability to Work Collaboratively

- Works well with others, even when there is disagreement
- Listens actively and respectfully
- Avoids dominating conversations or creating conflict
- Can compromise when appropriate

- Acts in accordance with Steering Committee decisions, even if not in personally agreement
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4. Reliability and Follow-Through

- Has demonstrated the ability to complete tasks and meet commitments
 - Shows up consistently and contributes meaningfully
 - Can be trusted to handle responsibilities without excessive oversight
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5. Relevant Skills and Experience

The slate as a whole should cover key areas, such as:

- Leadership/facilitation
 - Event planning or operations
 - Communications or outreach
 - Financial management
 - Legal, policy, or advocacy experience
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6. Representation and Diversity of Perspective

- Reflects a range of backgrounds, experiences, and viewpoints within the membership
 - Helps ensure the Steering Committee is not insular or homogeneous
 - Brings perspectives that strengthen decision-making and inclusivity
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7. Temperament and Emotional Intelligence

- Handles disagreement constructively
 - Does not escalate conflict unnecessarily
 - Is respectful, measured, and solutions-oriented
 - Can separate personal issues from organizational decisions
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8. Capacity and Availability

- Has sufficient time and bandwidth to fulfill the role
- Understands the expected level of commitment

- Is willing to be actively engaged, not just nominally involved
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Role-Specific Fit

The committee should also consider how candidates match specific roles:

- **Chair:** Strong facilitator, calm under pressure, trusted by group
 - **Vice Chair/Operations:** Organized, execution-focused, detail-oriented
 - **Treasurer:** Financial literacy, attention to detail, high integrity
 - **Secretary:** Organized, clear communicator, detail-oriented
 - **Member-at-Large:** Flexible, engaged, good connector with members
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Balancing the Slate

The Nominating Committee should **not just pick the “best individuals” in isolation**, but rather propose a **balanced team** that:

- Works well together
 - Covers key skill areas
 - Reflects the membership
 - Maintains a healthy mix of experience with ISF governance and new voices
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Process Integrity Guidelines

To build trust, the Nominating Committee should:

- Apply criteria consistently across all candidates
- Avoid favoritism or pre-selection based on personal relationships
- Be prepared to explain (at a high level) how the slate was developed
- Disclose and manage conflicts of interest