



2021 TRUSTEE APPLICATION INFORMATION

Thank you for your interest in joining the Board of Trustees of the Northland Foundation. The board seeks to elect new trustees at their June 2021 board meeting. Newly elected trustees will begin their 3-year terms in September 2021. Please note: previous board experience is not required. Areas where the board desires greater representation include but are not limited to individuals who offer the following:

- AGE (50 or younger)
- GEOGRAPHY (Carlton County, Koochiching County, Lake County, East Iron Range & Quad Cities, Fond du Lac Band of Lake Superior Chippewa, Bois Forte Band of Chippewa, Leech Lake Band of Ojibwe)
- ETHNICITY (Black, Indigenous, or other persons of color)
- PRIVATE SECTOR

Applications must be completed on Survey Monkey by January 29, 2021 at 4:30 pm to be considered. We understand some people write short sentences while others need more room. We have provided maximum character limits to many of the survey questions but are not judging answers based on length. All resumes and applications are reviewed by foundation trustees, who will interview top candidates in the spring of 2021. Applicants will be notified by the end of March 2021 whether they have been selected for the interview round or not.

Please read the Trustee Position Description before applying. **Note:** you will also need to upload a copy of your résumé. All materials and link to the Survey Monkey application are available on our website:

<https://northlandfdn.org/trustee-recruitment.php>.

To help you prepare your responses for the Survey Monkey application in advance, all questions are shown below.

Name (first and last)

Address (Street, City, State, Zip Code)

County

Email Address

Telephone number (where you can be reached during the day)

Occupation

Age

I identify my ethnicity as

1. **Gender Identity** our mission meaningful to you? (2000 characters)

2. What experience do you have – personal or professional – that is related to our mission? (2000 characters)

3. What are the three greatest assets of the community/region in which you live? (1000 characters)

4. What is the greatest challenge of the community/region in which you live? (1000 characters)

5. Give an example of how you represent one of the Northland Foundation's values: (Integrity, Respect, Empowerment, Inclusiveness). (2000 characters)

6. What motivates you – from where do you get your energy? (2000 characters)

7. What are your personal or professional aspirations that could be enhanced by service on our board? (1000 characters)

8. What skills, perspectives and life experiences will you bring the board? (2000 characters)

9. Describe any relationships and/or resources that could bring value to our organization. (1000 characters)

10. Do you have any worries or concerns about joining the board? (1000 characters)

11. What professional or personal constraints on your time or service might you anticipate? Board and committee meetings are held during the workday, sometimes in the morning and sometimes in the afternoon. Do you foresee any conflicts that may limit your participation? (1000 characters)

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Northland Foundation Trustee Application Questions and Information, continued

12. What kind of autonomy do you have over your calendar? Do you have flexibility in your daily calendar to accommodate board or committee schedule changes? (1000 characters)
13. How did you hear about this opportunity? Select all that apply.
 - Social Media (Facebook, Twitter, etc.)
 - Email messages from Foundation
 - Referral from current Trustee
 - Other Referral
14. Please upload your resume. Allowable file types are PDF, DOC, DOCX, PNG, JPG, GIF.
(**“Choose File” button here to upload document**)

All resumes and questionnaires will be reviewed by foundation trustees, who will decide on finalists to interview in-person during the spring of 2021. You will be notified regarding next steps by the end of March 2021. The Board of Trustees will elect new trustees at their June 2021 board meeting. Newly elected trustees will begin their terms in September 2021.

Please email with questions:

Carole Saylor, Executive Administrator to the President and Board, carole@northlandfdn.org

See Trustee Position Description, next page



TRUSTEE POSITION DESCRIPTION

The Northland Foundation is a regional 501(c)(3) public foundation established in 1986.

Mission: The Northland Foundation invests in people and communities to support a thriving Northeastern Minnesota.

Core Values:

Integrity. Be solid partners—ethical, reliable, and transparent. Keep the mission and values at the forefront. Walk the talk.

Respect. Listen with an open mind. Honor different cultures, traditions, and beliefs. Practice kindness.

Empowerment. Trust communities to know their own challenges and strengths; self-determination is a key to long-term success. Encourage that all voices be heard, and all gifts valued. Meet people where they are.

Inclusiveness. Challenge ourselves, and others, to acknowledge privilege in all its forms. Be intentional to break down barriers and bring people together. Treat everyone equitably.

The Board of Trustees is comprised of 11-13 adults who reside or work in one of the seven counties (Aitkin, Carlton, Cook, Itasca, Koochiching, Lake and Saint Louis) or five sovereign nations (Bois Forte, Fond du Lac, Grand Portage, Mille Lacs and Leech Lake) within the boundaries of Northeastern Minnesota.

Responsibilities:

- **Fiduciary** – Approve annual budget, investment strategy, large grants, loans and audits. Make sure funding and programs are in alignment with mission. Review financial statements and monitor fiscal controls.
- **Strategic** – Develop and monitor mission and strategic plan. Refresh from time to time. Hire, support and assess performance of the president. Establish policies and goals to ensure accountability to the law and our values. Identify, recruit and elect trustees.
- **Generative** – Bring personal and professional expertise to support the mission. Engage in deeper inquiry, exploring root causes, values, options, and new ideas for the organization.

Expectations:

- Support mission and core values.
- Understand organization and policies and abide by them.
- Participate in board meetings and at least one committee.
- Attend events and site visits when available/interested.
- Make an annual financial contribution—no established minimum.
- Serve as an ambassador both in communicating out and gathering feedback of our work.

Time Commitment:

- Trustees may serve up to three consecutive three-year terms.
- The Board of Trustees meets four times a year in March, June, September, and December.
- Additionally, each trustee serves on one of three committees (Finance ~ Governance ~ Grant). Committees meet four times a year.
- Outside of committee and board meetings, trustees are encouraged to attend foundation events if available/interested. This may include potential grant site visits, program celebrations, trainings or listening sessions.