

As president of Nordic Northwest, I want to ensure we have an effective, high functioning team overseeing the organization. Think of the legacy we are leaving. We must be financially prudent while making significant investments, in programs, in infrastructure, in national treasures such as Fogelbo. We must maintain a long-term viable organization that attracts members, rewards volunteers, attracts quality staff, and improves our status in the community. We need to think 100 years out, how do we get there?

Are you interested in helping to shape the future of Nordic Northwest? Do you have experience in cultural organizations or non-profit boards? Do you have additional “time, talent, and treasure” that you would like to contribute to the Nordic Northwest mission? Do you have skills or experience in the areas of Finance, Governance, Real Estate/Property Management or the Arts? **If the answer to any of these questions is yes, we would love to talk with you about joining the Nordic Northwest Board of Directors!**

The Nordic Northwest board is always looking for additional board members who can help lead the organization. We consider five criteria in particular for individual Board membership:

- Active participation in Board and Committee meetings
- Willingness and capability to serve in leadership positions on committees.
- Demonstrated financial support of Nordic Northwest
- Positive advocacy
- Demonstrated understanding and promotion of Nordic Northwest’s mission, values, and vision.

What do we mean by each of these criterias?

Active participation – We are a working board, which is part of the fun. We operate through committees, so everyone has at least one committee assignment. We expect board members to come prepared to meetings, to engage in robust discussion during board meetings, and to listen as well as engage. Time commitment is the leading cause of leaving board positions, with changes in job or family situation being the largest drivers. We have implemented many accommodations such as online meetings to ease this burden, we have two months with no scheduled meeting, and we encourage but don’t require attendance at events. This is not a full-time job by any means, but we want you to anticipate these requirements.

Leadership – We run a professional board, with clear rules and governance practices. Work is done in committees not in board meetings (Board meetings are mostly to ratify decisions made in committees). The expectation is that, over time, you will lead a committee or be an officer. We expect you to apply your expertise to further the organization as a leader of the community. We have leadership term limits and encourage rotation of roles. We want to keep leadership fresh and have succession plans for each role.

Financial support – We all make a self-defined “Meaningful Gift” that demonstrates our willingness to support Nordic Northwest. It is an important criterion for granting organizations, and we look to the board for financial support as part of our board challenge campaign annually.

Advocacy – We serve as positive spokespeople for the organization. This is not to say you support every decision or there are no changes that could or should be made – instead it says that when you have your Nordic Northwest hat on, you are supportive of the organization, its mission, and objectives. As ambassadors, board members represent the board outside the boardroom – to members, donors, other organizations, the media and the public at large. Board members serve as a link between the organization and its members, stakeholders, and constituents, educating and influencing others about the importance of the organization’s work.

Support of mission, values, and vision. We don’t have a must be Nordic requirement, instead we look for alignment to our core values.

The mission of Nordic Northwest is to highlight, honor, educate, communicate, promote and celebrate Nordic culture and traditions, ancestral, modern and contemporary.

Provide value and serve members by developing and making available and accessible Nordic cultural and educational programming that is rich, authentic and forward looking

VALUES

- We believe in the inherent value of honoring, promoting and sharing authentic Nordic and Nordic-American culture and traditions.
- We believe in the value of building an inclusive community around our shared Nordic heritage and understand the

importance of creating a sense of belonging for people of different backgrounds, ages, life experiences and beliefs.

- We believe in the importance of ethical behavior. We believe in consistently demonstrating respect, providing transparency, honesty and acting with integrity.
- We believe we have been entrusted to provide value to our members and participants by creating programming and experiences that are relevant, accessible and intergenerational and will strive to be family friendly.
- We believe in being good stewards of the financial resources entrusted to us and will operate in a fiscally responsible manner.

There are a lot of wonderful benefits from joining the Nordic Northwest Board – you get to set the direction of this organization. There is no secret handshake, back door access, or compensation, but we will provide the necessary training and support to fulfill your duties. Rewards come from taking personal pride in the accomplishment of the organization. Our Board members enjoy their roles. We're passionate about the work of the organization, the endowments and scholarships we fund, and serving our Nordic community. Meetings and Retreats in addition to the work agenda, are structured with social time to connect with each other and enjoy interesting conversations. We expand our personal and professional networks through our Board membership and are continually learning about Nordic culture, traditions, and current affairs.

If this sounds of interest to you, please send an email to info@nordicnorthwest.org or call the office at 503.977.0275. We would love to talk to you!