

Filling Openings on BSJ

Boards of Specified Jurisdiction (BSJ) benefit from the diverse knowledge, views, experience, gifts and talents of its members. Using an established process or tool for identifying and evaluating potential candidates can help ensure the BSJ has all the skills/talents/gifts it needs to fulfill its responsibility for the areas specifically empowered for governance. It is important to consider how the skills and experience of new members will complement the existing expertise of BSJ members.

In the nomination process, it is recommended that you use matrixes that identify the committees and subcommittees (work groups) from left to right. There are corresponding descriptors from top to bottom, which provide the experiences/gifts/talents and/or characteristics required by the bylaws. For example, the bylaws for BSJ in the Archdiocese of Chicago have guidelines for non-catholic membership as well as parents.

The guidelines from the Office of Catholic Schools recommends other characteristics, such as but not limited to, relationship to the school community, age, gender, and ethnic/cultural group being served by the school community, to be of sufficient importance to include these characteristics in the matrix as well.

For effective governance in the five specified areas, important skills and knowledge areas include: ministry, education, planning, finance, nonprofit law, ethics, institutional advancement (development), marketing, communications, and knowledge of Catholic day school education, community, and/or target constituents of the organization.

The idea in recruitment is to *cover the bases*, ensuring appropriate expertise and leadership skills in filled committee and subcommittee (work groups) chair positions. This may mean reaching beyond the current school community members to identify candidates. An organization's membership, professional associations, local corporations, or community leaders may be willing to offer advice and referrals.