



Board of Directors Selection Process—Q&A's

Why serve on the Arlington Soccer Board of Directors?

Our club serves over 9,000 children in and around Arlington who love to play soccer. If you want to deepen your ties to our incredible community of players, coaches, professionals, volunteers, and families, please consider lending your time and expertise to our Board of Directors. Our Board brings substantial professional leadership, guidance, and expertise to an already talented group of dedicated staff members.

What are the responsibilities of the Arlington Soccer Board of Directors?

The Arlington Soccer Board has three core responsibilities:

- 1) Ensure Arlington Soccer is moving in the right direction: offer strategic advice on major club initiatives, ensure our mission and vision are in alignment with the club's actions, and establish organizational values. 2) Oversee and partner with the Executive Director throughout the year and provide an annual performance review.
- 3) Provide fiduciary oversight of Arlington Soccer regarding financial, legal, insurance and risk management, measure progress on Arlington Soccer's strategic plan, and monitor programs/services, adherence to Arlington Soccer's mission and values.

Additional responsibilities include participating on and/or leading Board work committees, representing Arlington Soccer at various events, advocating for the association in the context of critical issues facing Arlington Soccer (e.g., field capacity).

How large is the Board of Directors?

The Arlington Soccer Board is comprised of eleven directors: nine At-large Directors, the Chairperson of the Recreational Program Committee, and the Chairperson of the Competitive & Development Program Committee. The executive committee is selected annually and consists of the President, Vice-President, Treasurer and Secretary

How often does the Board meet?

The Board calendar can change throughout the year, but generally the board meets every other month on the fourth Monday of odd months. On months without a full Board meeting, our working committees meet to work on specific internal or external matters. Board meetings do not represent the only work the Board conducts throughout the year. In addition to scheduled meetings, Directors conduct business throughout the year via email, and are sometimes asked to attend meetings directly related to our community interests. community meetings related to Arlington Soccer business, activities, and other events.

How are Board Committees configured?

There are currently three Board Committees:

- Executive Committee – This committee includes the following officers: President, Vice-President, Treasurer, and Secretary.



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- Internal Affairs Committee – This committee deals with internal club issues including but not limited to budget, personnel, and risk management.
- External Relations Committee – This committee deals with external club issues including but not limited to fundraising, local government and business relations, and communications.

What knowledge, competencies and skills are needed to perform as an Arlington Soccer At-Large Director?

General Knowledge

- Be familiar with Arlington Soccer's mission, vision, values, and goals
- Understand the Board's role in proper stewardship of Arlington Soccer
- Understand Arlington Soccer's governance structure and policies
- Understand Arlington Soccer's programs and

servicesGeneral Competencies

- **Strategic thinking:** Ability to keep the big picture in mind, ability to think independently, grow in knowledge and rely on data rather than opinions; ability to understand issues from different perspectives.
- **Communication:** Ability to articulate ideas, opinions, rationales, and comments in a clear, concise, and logical manner to address the needs of the audience; ability to achieve practical consensus in group discussions; ability to advocate for Arlington Soccer.
- **Decision Making:** Ability to use logic and reasoning to identify issues as well as the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems; ability to make informed decisions efficiently and act when needed.
- **Collaboration:** Ability to cooperate and collaborate and builds consensus by intentionally listening and engaging in diverse perspectives; ability to interact with other board directors in a group setting, both contributing to discussions, and valuing the contributions of all directors.
- **Confidence:** Ability to speak up, even when it might feel uncomfortable or means expressing an unpopular opinion; willingness to ask tough questions that may challenge the majority's opinion or thinking on a matter.

What are the expectations of an Arlington Soccer At-Large Director? What is the commitment expected?

It is expected that Arlington Soccer At-Large Directors will:

- Commit to the purpose, mission, and values of Arlington Soccer.
- Act ethically in accordance with the values of Arlington Soccer.
- Show leadership throughout the Arlington Soccer community by being active and visible contributors to our advocacy, fundraising, and reputational initiatives.



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- Avoid conflicts of interest.
- Understand the need to base decisions on what is good for Arlington Soccer, rather than what is best for a particular constituency or your own player.
- Accept accountability for group decisions so that the Board speaks with one voice.
- Devote the time necessary for Board work, including actively serving on committees, attending Board meetings, being responsive to Board Director requests for action electronically, and attending meetings, activities, events outside of regularly scheduled Board meetings.
- Prepare for and attend meetings and conference calls and be an active participant.
- Maintain confidentiality.
- Serve for a term of three years.

What is the selection process for new At-Large Directors?

The selection process has three phases: application, interview, and meet and greet.

Application Phase: All candidates are required to apply by the deadline. Applications will be reviewed by the Board Nominating Committee.

Interview Phase: Selected candidates will be invited to interview with the Nominating Committee.

Meet and Greet Phase: Selected candidates will be invited to participate in a Meet and Greet event with the Arlington Soccer's voting Membership (Recreational Club Managers, Recreational Program Chair and Competitive & Development Program representatives).

What is the time frame for the selection process?

Applications are due by April 30th. The other dates noted below are tentative.

Date	Activity
April 30, 2022	Application Deadline
Late April to early May	Candidate Interviews
Middle of May	Meet and Greet
Early to middle of June	Annual Meeting/Vote on New Board Directors
Late June	New Board Director Orientation
July 25, 2022	First Meeting of Reconstituted Board

If I have questions, who do I contact?

For more information on the Arlington Soccer Board, check out the [Board and Volunteers](#) tab of the Arlington Soccer website. For more information on the selection process, please contact boardnominations@arlingtonsoccer.com.