

Name: <b>Board of Directors: Board Members Competency Matrix for Governance Responsibilities</b>		Document Reference #: <b>2383</b>
Approved: 2025-01-15	Last Revised/Reviewed: 2025-01-15	Authorized by: Policy & Systems Coordinator
Keywords: board, directors, competency, governance, attributes, skills, knowledge, experience, perspective, structure, responsibilities		

## Board Members Competency Matrix for Governance Responsibilities

This competency matrix outlines the attributes, subject-specific skills, diverse perspectives, and balance required for board members of Stonehenge Therapeutic Community. It encompasses the organization's vision, mission, values, and the mechanisms to enhance governance through committee structures.

### Desired Attributes:

**Integrity:** Upholds the highest ethical standards, demonstrating honesty, transparency, and accountability in all actions and decisions.

**High Ethical Standards:** Acts as a guardian of ethical principles, ensuring that all board decisions adhere to the organization's values and codes of conduct.

**Sound Judgment:** Applies informed and balanced judgment to address complex issues, ensuring decisions align with the organization's goals.

**Empathy:** Displays genuine compassion and understanding toward clients, families, and stakeholders, guiding decisions that prioritize their well-being.

**Effective Interpersonal Skills:** Communicates clearly, listens actively, and collaborates seamlessly with fellow board members, stakeholders, and the community.

**Cultural Competency:** Values diverse perspectives and ensures that governance decisions are inclusive and culturally sensitive.

**Commitment to Community Health:** Prioritizes community health and well-being, ensuring that board decisions reflect the organization's commitment to its mission.

**Commitment to Organizational Success:** Dedicated to advancing the organization's mission, goals, and long-term sustainability, fostering its growth and impact.

### Subject-Specific Skills, Knowledge, and Experience:

**Quality and Safety:** Understands and promotes best practices in addiction treatment, ensuring the delivery of safe and effective care.

**Law and Regulations:** Proficient in legal and regulatory aspects of healthcare, ensuring compliance and minimizing risk.

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**Financial Acumen:** Familiarity with financial management, budget oversight, and resource allocation to support the organization's fiscal health.

**Risk Management:** Identifies, assesses, and mitigates risks related to addiction treatment services, safeguarding the organization's interests.

**Technology Utilization:** Understands and embraces technology to enhance governance processes and support organizational growth.

**Human Resources Oversight:** Knowledgeable in personnel management, fostering an inclusive work environment, and attracting skilled professionals.

**Sustainability Awareness:** Recognizes the importance of sustainable practices in minimizing the organization's environmental footprint.

**Lived Experience Appreciation:** Values and incorporates lived experiences related to addiction and recovery in decision-making.

**Diverse Perspectives:**

**Community Representation:** Reflects the community's diverse demographics, advocating for policies that address the varied needs and concerns.

**Clients and Families:** Incorporates feedback from clients and families to shape policies, programs, and services that resonate with their needs.

**Clinical Service Providers:** Collaborates with healthcare professionals to integrate medical and psychological insights into addiction treatment strategies.

**Stakeholder Engagement:** Engages with community leaders, advocacy groups, and policymakers to align organizational goals with community expectations.

**Balancing Fresh Perspectives and Organizational Continuity:**

**New Members:** Welcomes individuals with innovative ideas and diverse backgrounds to infuse fresh perspectives and drive organizational evolution.

**Experienced Members:** Retains seasoned board members to provide historical context, institutional memory, and steady decision-making.

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**Governing Structure and Committee Mechanisms:**

**Committee Expertise:** Establishes committees under board oversight, composed of members with specific subject-matter expertise, to advise on complex or technical decisions.

**Committee Diversity:** Ensures committee composition reflects diverse perspectives to provide well-rounded advice on various aspects of governance.

By embodying the attributes, subject-specific skills, diverse perspectives, and balance outlined in this competency matrix, board members of the Stonehenge Therapeutic Community will effectively execute their governance responsibilities. They will support the organization's vision, mission, and values while utilizing committee structures to enhance decision-making through specialized expertise and diverse viewpoints.