



## **AAMFT Board of Directors Competencies**

**All AAMFT Board members should be able to demonstrate knowledge and/or experience in the following areas:**

### **Commitment to Mission, Values, Strategy, and DEI**

- Deep alignment with AAMFT's mission and core values.
- Deep alignment with AAMFT's strategic plan.
- Deep alignment with AAMFT's commitment to diversity, equity, and inclusion embedded in all AAMFT's policies, positions, procedures, and programs.
- Keen understanding of AAMFT's stakeholder needs as it relates to the practice and the profession of systemic family therapy.

### **Strategic Thinking and Visioning**

- Ability to see the big picture, anticipate trends, and align decisions with long-term organizational goals on a global scale.
- Ability to connect short-term actions to the long-term mission, vision, and strategic priorities.
- Ability to contribute to strategic generative board conversations on emerging trends, disruptions, and opportunities that shape the future direction of the organization.
- Ability to understand broader systems and the interdependencies across programs, policies, and stakeholders.
- Ability to apply data and insight to guide decision-making and scenario planning.
- Ability to encourage innovation while safeguarding core values and organizational integrity.

### **Cultural Intelligence and Global Mindset**

- Sensitivity to cultural differences, inclusion practices, and the ability to engage diverse perspectives to strengthen global collaboration.

### **Governance and Fiduciary Oversight**

- Understanding of nonprofit governance, financial oversight, risk management, and ethical responsibility to uphold the integrity of the organization.
- Awareness of the AAMFT policy governance structure and how that is implemented within AAMFT.

### **Accountability and Integrity**

- Demonstrate a commitment to the highest standards of integrity and confidentiality throughout all duties and interactions while safeguarding trust and transparency and stakeholder groups.
- Demonstrate strong follow-through on fulfilling responsibilities.
- Demonstrate strong fairness and impartiality in decision making, avoiding conflicts of interest and bias.

## **Collaborative Leadership and Influence**

- Encourages inclusive participation, ensuring diverse voices are heard and valued in decision-making.
- Facilitates consensus through active listening, reframing, and bridging differing perspectives.
- Supports collective accountability over individual credit or control.
- Mentors and uplifts fellow Board members and volunteer members, contributing to a culture of mutual growth.
- Helps resolve conflict constructively and promotes cohesion during periods of change.

## **Communication and Advocacy Skills**

- Effective communicator (written and oral) who can represent the association to stakeholders, funders, partners, and policy influencers.
- Ability to serve as an ambassador across stakeholder groups to foster alignment with mission, values, and strategy.

## **Commitment to Learning and Development**

- Willingness to engage in ongoing board education, reflect on performance, and grow as a leader in a rapidly evolving global context.

## **Competencies Specific to Board of Directors Officer Positions**

**All AAMFT Board Officer positions shall be able to demonstrate knowledge AND experience for the Board of Directors competencies, plus the following competencies for their specific position as follows:**

### **President-Elect, President, and Past-President**

(5-year total commitment and must have previously served on the AAMFT Board). Each role's competencies lead to the next position.

#### **President-Elect**

**Key Role:** Leadership pipeline and strategic continuity

**Core Focus:** Successor-in-preparation, leadership transition, strategic support

**Commitment:** 2 years (includes annual stipend and approximately 20 hours per week)

#### **Governance Literacy**

- Deep understanding of AAMFT Bylaws and Governance Policies.

#### **Strategic Continuity Planning**

- Understands legacy decisions and upcoming priorities.

#### **Mentorship Orientation**

- Supports the development of Board members.

#### **Collaboration, Foresight, and Scenario Thinking**

- Collaborates with the President, Past-President, and CEO to identify emerging trends, disruptions, and future challenges that may shape the association.

#### **Adaptability**

- Balances stepping up as a leader while observing and learning from current leadership dynamics.

#### **Institutional Memory Building**

- Gains and preserves context that strengthens future decision-making.

### **President (*Chair of the Board*)**

**Key Role:** Chair of the Board

**Core Focus:** Strategic leadership, Board facilitation, external representation

**Commitment:** 2 years (includes annual stipend and approximately 25 hours per week)

### **Visionary Leadership**

- Inspires the Board and organization toward long-term impact and relevance.

### **Diplomacy and Conflict Navigation**

- Manages tensions constructively and fosters unity within diverse viewpoints.

### **Public Representation**

- Serves as a compelling spokesperson for the organization across global and public platforms.

### **Board Culture Stewardship**

- Champions a healthy Board culture rooted in trust, inclusivity, and shared leadership.
- Mentors Board members on AAMFT policies and procedures, participating in committees and task forces, Board network and meeting participation, and engaging in strategic generative discussions.

### **CEO Partnership**

- Models a collaborative and generative relationship with the CEO, balancing support and accountability.

## **Past President (*Historian/Advisor*)**

**Key Role:** Historian/Advisor

**Core Focus:** Continuity of governance, Board advisor, historical steward

**Commitment:** 1 year (no annual stipend)

### **Institutional Memory and Contextual Insight**

- Provides historical context that enriches current decision-making and avoids repeating past missteps.

### **Mentorship and Leadership Development**

- Supports onboarding and coaching of new Board leaders, especially the President and President-Elect.

### **Historical Stewardship**

- Ensure critical decisions, traditions, and documents are preserved and accessible for future leadership.

### **Legacy Framing**

- Help articulate how past efforts connect to current strategy and future direction, maintaining narrative continuity.

## **Board Cohesion and Transition Support**

- Offers behind-the-scenes wisdom to smooth transitions and uphold leadership stability without overstepping.

## **Secretary (*Board Records and Governance Processes*)**

(3-year total commitment and previous AAMFT Board experience preferred or experience serving in a similar position on another board)

**Key Role:** Board records and governance processes

**Core Focus:** Documentation, policy integrity, governance accountability

### **Governance Literacy**

- Deep understanding of AAMFT Bylaws and Governance Policies.

### **Detail Orientation & Accuracy**

- Produces high-quality records, minutes, and policy documentation.

### **Information Integrity and Transparency**

- Ensures information is shared appropriately, timely, and accurately.

### **Confidentiality and Discretion**

- Trusted to handle sensitive Board matters with care and professionalism.

## **Treasurer (*Financial Stewardship & Oversight*)**

(3-year total commitment and previous AAMFT Board experience preferred or experience serving in a similar position on another board)

**Key Role:** Financial stewardship and oversight

**Core Focus:** financial resources, financial health, fiscal transparency,

### **Governance Literacy**

- Deep understanding of AAMFT Bylaws and Governance Policies.

### **Financial Literacy and Analysis**

- Monitors financial reports and budgets with clarity and strategic insight.

### **Transparency and Stewardship**

- Communicates financial information in ways that build confidence among the Board, members, and stakeholders.

**Audit and Compliance Understanding**

- Supports audit processes and ensures regulatory and fiduciary compliance.

**Collaboration with the CFO**

- Works effectively with staff to align financial oversight with organizational goals.