



**BOARD OF DIRECTORS  
COMPETENCY MATRIX**

NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_ DATE: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

<i>CASA Board</i>	√
<b>PERSONAL COMPETENCIES</b>	<i>(should be possessed by all Directors)</i>
• Commitment to CASA’s mission	
• Ability to exercise confidentiality & discretion	
• Strong communication skills	
• Ability to listen to others with openness & respect	
• Ability to collaborate & contribute to problem solving	
• Ability to change: to persuade and to be persuaded	
• Positive reputation in the community	
• Experience or interest in volunteering	
• Well developed personal network	
• Personal time to attend meetings and to participate in CASA’s work	
• Organizational skills	
<b>GOVERNANCE COMPETENCIES</b>	<i>(should be possessed by most Directors)</i>
• Experience with diverse governance processes	
• Strategic thinking & sound judgment	
• Ability to analyze & evaluate information	
• Ability to set targets & priorities & assess performance	
• Experience with risk management	
• Experience of policy and planning processes	
• Ability to effectively engage/lead decision-making	
• Understanding of general legal, financial, and regulatory concepts	
<b>SPECIFIC COMPETENCIES</b>	<i>(should be possessed by at least one Director)</i>
• Medical knowledge including mental health and addictions treatment	
• Ability to effectively chair decision-making processes	
• Business experience	
• Legal expertise	
• Accounting expertise	
• Financial/investment expertise	
• Information Technology expertise	
• Research expertise	
• Human resource management experience	
• Advocacy expertise	
• Communications/Public Relations/Marketing expertise	
• Government Relations	
• Quality Improvement expertise	
• Lived experience or parent of child(ren) experiencing mental health and/or addictions difficulties	