



CALIFORNIA DEER ASSOCIATION

Board Member Candidate Packet

California Deer Association, Leadership and Collaboration

Serving on the California Deer Association Board of Directors is an opportunity to help shape the future of wildlife conservation, hunting heritage, habitat restoration, and outdoor education throughout California.

Thank you for your interest in serving on the California Deer Association (CDA) Board of Directors. We are seeking dedicated leaders who share our passion for conserving California's wildlife and wild places while strengthening the future of our organization through sound governance and strategic leadership.

Mission

To conserve California's deer, wildlife, and their habitats through science-based stewardship, education, advocacy, and responsible hunting while preserving our outdoor heritage for future generations.

Vision

California Deer Association envisions a future where healthy wildlife populations, thriving habitats, and responsible outdoor traditions continue to benefit future generations of Californians.

Working alongside conservation partners, public agencies, volunteers, landowners, and sportsmen and women, CDA is committed to creating lasting conservation outcomes that improve habitat, educate future conservationists, and protect California's natural resources.

Why Serve on the Board?

Serving on the Board of Directors is an opportunity to make a meaningful and lasting impact on wildlife conservation throughout California. As a Director, you will help:

- Guide the strategic direction of the organization.
- Protect and improve wildlife habitat.
- Support youth education and outdoor heritage.
- Ensure responsible financial stewardship.
- Strengthen fundraising and organizational sustainability.
- Build partnerships that advance conservation.
- Represent members throughout California.

- Help shape the future of California Deer Association.

Board Member Expectations

Board members serve as fiduciaries of the organization and are responsible for acting in the best interests of California Deer Association. Directors are expected to:

Governance

- Establish organizational policy.
- Participate in strategic planning.
- Approve annual budgets.
- Monitor organizational performance.
- Ensure compliance with legal and ethical standards.

Financial Stewardship

- Review financial reports.
- Protect organizational assets.
- Support long-term financial sustainability.
- Exercise sound fiduciary judgment.

Leadership

- Act as ambassadors for CDA.
- Support fundraising initiatives.
- Build relationships with members, donors, and partners.
- Promote the mission throughout California.

Participation

- Attend quarterly Board meetings.
- Actively participate on at least one committee.
- Review meeting materials in advance.
- Maintain confidentiality when appropriate.

Time Commitment

Estimated Average Commitment: Approximately **3-6 hours per month**, depending on committee assignments and organizational initiatives. Typical expectations include:

Activity	Estimated Time
Quarterly Board Meetings	12–16 hours annually
Committee Meetings	1-2 hours per month

Activity	Estimated Time
Fundraising & Events	As available
Member & Community Engagement	Ongoing

Who Should Apply?

California Deer Association welcomes candidates from diverse professional backgrounds who are committed to conservation and nonprofit leadership.

Board experience is valued but **not required**. We encourage applications from individuals with expertise in: Executive Leadership, Business Management, Finance or Accounting, Law, Human Resources, Wildlife Biology, Habitat Restoration, Forestry, Public Policy, Government Relations, Fundraising, Philanthropy, Communications, Marketing, Public Relations, Education, Outdoor Recreation, Agriculture, Natural Resource Management, Information Technology, Risk Management, Nonprofit Governance.

Successful Directors demonstrate:

- Integrity and sound judgment.
- Strategic thinking.
- Collaborative leadership.
- Respectful communication.
- Commitment to ethical governance.
- Passion for conservation.
- Willingness to ask thoughtful questions.
- Ability to represent the interests of the Association above personal interests.
- Respect for diverse viewpoints.
- Dedication to continuous organizational improvement.

What Happens Next?

Please submit your completed application to Executive Director, Shannon Hall, shannon@caldeer.org.

Once your application is received, the Governance Committee will review all submissions and may contact selected candidates for additional conversation or an interview.

Board Member Candidate Application

Candidate Information

Full Legal Name: _____

Preferred Name: _____

Mailing Address: _____

City: _____ **State:** _____ **ZIP:** _____

Primary Phone: _____

Email: _____

Employer: _____

Current Position/Title: _____

Professional Background

Tell us about yourself. Please provide a brief overview of your professional background, leadership experience, and the experiences that have shaped your career.

Leadership Experience

Describe your leadership experience, including positions you've held in your career, nonprofit organizations, volunteer groups, civic organizations, or community initiatives. What leadership accomplishments are you most proud of?

Community & Volunteer Involvement

Tell us about your involvement in your community, conservation organizations, volunteer activities, or other organizations that are important to you.

Why California Deer Association?

What inspired you to apply for the CDA Board of Directors? What excites you most about the opportunity to serve?

How Can You Help CDA?

What knowledge, skills, professional experience, or personal qualities do you believe would make you an effective member of the CDA Board of Directors?

Looking Ahead

Over the next five years, what opportunities do you believe CDA should prioritize?

Board Service

Have you previously served on a Board of Directors?

☐ Yes

☐ No

If yes, please briefly describe your experience.

References

Please provide three professional or community references who can speak to your leadership, integrity, and ability to work collaboratively. Please include first and last name and phone number.

Board Member Commitment

Serving on the California Deer Association Board of Directors is an opportunity to provide leadership, guidance, and support for the organization.

If selected, I understand Board members are expected to:

- Attend scheduled Board meetings whenever possible.
- Prepare for meetings by reviewing materials in advance.
- Participate respectfully in discussions and decision-making.
- Support the mission and goals of California Deer Association.
- Act in the best interests of the organization.

- Maintain confidentiality when appropriate.
- Support fundraising, outreach, and member engagement as opportunities arise.

Applicant Initials: _____

Conflict of Interest

California Deer Association values transparency and ethical leadership.

Please disclose any current relationships, business interests, financial interests, or affiliations that could influence—or appear to influence—your ability to make decisions in the best interests of the Association.

Examples may include:

- Employment or ownership in a business that works with or may work with CDA
- Financial interests related to vendors, contractors, or partners
- Service on another board or organization with overlapping interests
- Family or business relationships with current Board members, employees, or contractors

If none apply, simply write "None."

Response:

Applicant Certification

I certify that the information provided in this application is accurate to the best of my knowledge. If selected to serve, I understand I will be expected to support the mission of CDA and fulfill the responsibilities of a Board member to the best of my ability.

Applicant Signature: _____

Printed Name: _____

Date: _____

Please submit your completed application to Executive Director, Shannon Hall, shannon@caldeer.org.