**HRRMC BOARD CHARACTERISTICS**

HRRMC is a large, very complex business operating in a challenging overall environment for health care. Margins are razor thin – and allowing the financial situation to deteriorate could threaten the hospitals ability to continue to provide services. We want to provide as many services to the Hospital District as we can so that our population can get needed medical care locally as much as possible, but it will always be a function of the financial feasibility, the needs of the community, the ability of the Hospital to absorb a new service, and the availability of suitable providers. The Board needs to be very active – and with 5 members, that includes service on committees as well as functioning as Board members. With this in mind, the current Board believes the following characteristics are important for new Board members.

1. **The ability and willingness to put in a substantial amount of time.**
2. **An ability to put the needs of the hospital and the district ahead of any personal agendas.**
3. **A strong sense of ethics.**
4. **An ability to understand the complexities of the hospital business to a level that will allow substantive input into the oversight of hospital management.**
5. **An ability both to listen and to articulate points of view clearly.**

**In addition to these personal characteristics, we believe certain skill sets should be represented on the Board.**

1. **At least 3 members of the Board should have managerial experience, including supervision of staff.**
2. **At least 2 members of the Board should have financial management experience.**
3. **At least 1 member of the Board should have health care experience.**
4. **At least 1 member of the Board should have experience with construction or property development (given the expansion needs that will be on the horizon in the next few years).**
5. **It would be helpful if 1 member of the Board had knowledge of IT and related issues (preferably in combination with some of the other skills needed).**