

## Overview of the Board of Directors

Disability Rights Montana, Inc. (DRM), is a private non-profit organization that advocates for the civil, human, and legal rights of persons with disabilities. Each state is required to have a protection and advocacy system in order for the State to receive certain federal dollars for services that support persons with disabilities.

As a private, non-profit organization, DRM is governed by a volunteer Board of Directors (Board).

The following is a summary of information that is intended to answer frequently asked questions:

### **1. How many people serve on the Board of Directors?**

Pursuant to the Bylaws, at least seven volunteer members serve on the Board plus the Chair of the PAIMI Advisory Council for a minimum of eight Directors. There may be as many as 15 members on the Board. The Board traditionally maintains nine members. The majority of the members need to be people with disabilities or family members of people with disabilities.

### **2. Who appoints members of the Board?**

The current Board of Directors appoints new members.

### **3. How long are the terms of each appointment?**

Members of the Board are appointed for a two-year term beginning in January. The term expires in December of the following year. Directors are limited to 12 consecutive years of service. Terms are staggered.

### **4. What are the eligibility requirements of Board positions?**

In general, members of the Board of Directors reflect the diverse constituency served by DRM. We are mandated by federal law to serve individuals with developmental, mental, and physical disabilities. Persons with disabilities, family members, and professionals are represented on the Board. DRM is also committed to appointing members representative of Native American communities and makes an effort to ensure that the Board reflects all geographic areas of the state.

**5. What are Board members' responsibilities?**

The primary responsibilities of the Board are to ensure that DRM operates for its intended purpose as stated in its bylaws, is financially solvent and properly manages the assets of the organization, establish the policies of the organization, approve the annual priorities of the organization, and hires and evaluates the Executive Director.

**6. Do Board members have to participate in fundraising for the organization?**

Yes. The Board is committed to raising unrestricted money to support the policy work of the organization. The Board will plan one fundraising each year which all Board members are expected to participate.

**7. What characteristics does DRM consider in appointing members to the Board?**

DRM is a civil rights organization. Its purpose is to protect the legal rights of people with disabilities. Protecting legal rights is not the same as acting in a person's best interest. One of DRM's fundamental values is that people with disabilities can make their own decisions even when we do not agree or the decision is contrary to their best interest. As a member of the Board, you need to be comfortable with the work DRM is mandated to do and willing to defend that work, as it is not always popular.

**8. How many Board meetings are held each year and where are they held?**

The Board meets quarterly. The regular full board meetings are generally on Fridays from 9:00 a.m. to 3:00 p.m. and are normally held in Helena, although on occasion are held in different parts of the state.

**9. Are there other meetings or obligations?**

Yes. The Board has several committees: Bylaws, Long-Range Planning, Human Resources, Legislative, Finance, and Nominating. Each member of the Board serves on at least one committee. The most active committees are Finance, Human Resources, and Legislative. These committees generally meet the evening before (Thursday) the regular Board meeting. Occasionally a committee will have a conference call between regular meetings.

**10. What about expenses for Board members?**

All travel, room and board, and other expenses connected with DRM and Board meetings are paid for by DRM. DRM also provides reasonable accommodations for Board members with disabilities.

**11. Are there any prohibitions regarding appointments?**

Generally, if you work for the Montana Department of Public Health and Human Services (including contract agencies) or other organizations that provide direct services to people disabilities, you are not eligible to be appointed to the Board because of the potential economic or loyalty conflicts. Occasionally, however, service providers have been appointed. They must abstain from voting or deliberating in any action that causes a conflict.

**12. How do I apply for a position on the Board?**

You must complete an Application and a Board of Directors Values Inquiry. You may fill out an Application and submit it at any time. If you need an accommodation in filling out the Application, contact DRM and staff will assist you. Notices of vacancies are placed in our newsletter and sent to numerous agencies on a regular basis. After completing the Application and the Board of Director's Values Inquiry, send it to:

Disability Rights Montana  
1022 Chestnut Street  
Helena, MT 59601

Once your Application and Values Inquiry are received, you will be contacted for an interview with a committee of the Board.

**13. Where can I get more information?**

Please feel free to visit us at our website: [www.disabilityrightsmt.org](http://www.disabilityrightsmt.org) or call us at 1-406-449-2344 (Voice/TTY) or toll-free at 1-800-245-4743 (Voice/TTY).

## APPLICATION FOR THE BOARD OF DIRECTORS

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone Numbers: Home (406) \_\_\_\_\_ Work (406) \_\_\_\_\_

Cell (406) \_\_\_\_\_ Fax (406) \_\_\_\_\_

E-mail: \_\_\_\_\_

Occupation: \_\_\_\_\_

Employer: \_\_\_\_\_

**Please describe why you would like to become a member of Disability Rights Montana's Board of Directors. What is your interest and motivation for serving on the Board?**

**Please explain your knowledge of issues affecting people with disabilities.**

**Are you presently or have you in the past been a member of other non-profit Board of Directors? If so, please list the organizations and dates of your involvement.**

**What other skills or experience would you bring to the Board of Directors of Disability Rights Montana?**

**Financial**                       **Non-profit management**                       **Legal**

**Fund-raising**                       **Personnel**                       **Public Relations**

**Other:** \_\_\_\_\_

\_\_\_\_\_

**The law that established the protection and advocacy system requires that DRM’s Board of Directors be a majority of people with disabilities or family members of a person with a disability. Please check the appropriate statement below. This information is kept confidential with the exception that it is disclosed in the annual reports to the federal grantor. (Even if you do not meet the requirement, your application will be considered.)**

- I am a person with a disability.**
- I am a family member of a person with a disability.**
- I do not meet the above requirement.**

**Employment/Volunteer History: (information is required to help determine potential conflicts)**

**Names, addresses, and phone numbers of at least two people we can contact as references:**

**1:** \_\_\_\_\_

**2:** \_\_\_\_\_

**Please feel free to use separate sheets of paper when answering the above questions, or to attach a resume which covers your employment/volunteer history.**

**Within a few weeks after your application is received by DRM, you will be contacted by a member of the Nomination Committee of the Board to schedule an interview.**

**If you have any questions, please contact: Bernadette Franks-Ongoy, Executive Director**

**1-406-449-2344 (Voice/TTY) or  
1-800-245-4743 (Voice/TTY)**

**Please return application to:**

**Disability Rights Montana  
1022 Chestnut Street  
Helena, MT 59601**

## Board of Directors and PAIMI Advisory Council Values Inquiry

Disability Rights Montana (DRM) is a civil rights organization for people with disabilities. As such, it is fundamental that its Board of Directors and PAIMI Advisory Council, individually and collaboratively, defend DRM's core values of equality, liberty, and self-determination. Below is a list of statements to help evaluate your suitability to be on the Board of Directors and PAIMI Advisory Council. Your answers are for your own reflection and for the present members of the Board and Council to help evaluate your application.

There are no right answers. There are, however, answers that are consistent with the core values of the organization.

On a scale from 1 - 5, please circle the number that most accurately reflects whether you agree or disagree with the following statements:

- 1. People with disabilities are full and equal citizens under the law. They are entitled to equal access to the opportunities afforded to all members of society.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

- 2. People with disabilities are entitled to be free from abuse, neglect, exploitation, discrimination, isolation, and be treated with respect and dignity.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

- 3. Two people living with down syndrome are capable of love and should be supported in their right to get married.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**4. The above couple has the right to have children.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**5. Children with disabilities should be educated in the regular classroom with their peers.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**6. People with mental illness should be able to obtain treatment, including crisis services, in their local community rather than institutions.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**7. All people with disabilities have a right to live in an integrated community and receive supports and services rather than in live in institutions.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**8. People with disabilities want to work and earn a livable wage.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5



**9. People with disabilities are tax payers.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**10. A 31 year old, severally disabled woman who since birth requires 24 hour care and now lives full time in a nursing home, has the right to receive full medical attention to sustain her life when she is hospitalized.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**11. Every public building should be accessible even if it costs money to achieve accessibility.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**12. People with disabilities should be allowed the opportunity to vote independently and privately.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

**13. Even a person who has a guardian has the right to vote.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

- 14. People, regardless of age, type, and level of disability, have the right to make choices with respect to daily routines and major life events.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

- 15. Even when the consequences may not be in their best interest, a person with a disability has a right to make their own choices.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5

- 16. Physical restrains are not an acceptable treatment intervention.**

Strongly Agree	Mostly Agree	Agree	Mostly Disagree	Strongly Disagree
1	2	3	4	5