

**Homer A. and Mildred S. Scott Foundation
First Interstate BancSystem Foundation
Foundation Trustee / Director Competencies**

| <u>Competency</u> | <u>Descriptor</u> |
|-----------------------------|---|
| Communication | Communicates clearly and effectively. |
| Continual Learning | Takes responsibility for improving personal knowledge and skills in general and in particular for improving those which relate to philanthropy's financial and legal issues. |
| Creativity | Employs personal, artistic, and intellectual inventiveness when engaging in Foundation business. |
| Interpersonal Relationships | Uses appropriate interpersonal styles to build good working relationships and trust inside and outside the Foundation. |
| Leadership | Inspires respect and trust inside and outside of the Foundation. |
| Philanthropy | Exhibits an understanding of philanthropy and the impact it can have to strengthen communities; exhibits moral sensitivity to the act and need for giving. Understands and supports the philanthropic legacy of the Scott Family. |
| Problem Solving | Exercises sound judgment in arriving at sensible choices on behalf of the Foundation. |
| Strategic Thinking | Understands and applies basic concepts and processes of strategic planning. |