



Board Candidate Interview Questions

Panta Rhea's CEO will have had 30-minute screening calls with each candidate who makes it to this stage of the process. A protocol for the screening call questions & context setting for PRF board development will be written in alignment with the context Panta Rhea's Board Chair shares and the set of questions asked in the board candidate interviews with the committee.

Board Candidate Interview with Panta Rhea Board Development Committee

Proposed Agenda – 45 min conversation/15 committee debrief

-5 min introductions

-30 min questions from committee

-10 min – candidate's questions for committee/conversation/close -15 min – committee debrief w/o candidate

- 1) *Board Chair welcomes the candidate, facilitates introductions, and explains process (1-hour total, group asks questions in several topic areas, and will provide room for candidate to ask questions). This round is meant to be more of a back-and-forth exchange.*
- 2) ***Board Development talking points***
 - *We are in a next stage of our board development process. We moved from a family –only foundation board to a majority non-family member majority board a few years ago*
 - *We are looking to expand our board membership to more closely align with our emerging strategic vision to be a catalyst for a just and sustainable world with three major grantmaking areas of focus: Global Roots Fund, People Power Fund, and Food Sovereignty*
 - *At this stage, we are particularly interested in expanding our board to include thought-partners with governance and philanthropic experiences in the Global South*
 - *We anticipate the board will continue to evolve and expand in the next few years with representation from leaders across philanthropy and movement work*

INTRODUCTORY QUESTION

Question 1

Please briefly tell us about yourself (in about 5 minutes) and share with us your professional and personal interests in joining Panta Rhea's board of directors.

PASSION FOR THE MISSION & VISION

Question 2

The Panta Rhea Foundation is committed to building a just and sustainable world. We believe that change comes from the grassroots. Briefly describe your history and/or experience of partnering with social change leaders and grassroots organizations.

Question 3 (A follow-up to Question 2)

Please share one example or a story of when you served in a leadership role to build collaboration and partnership to advance social justice work regionally, nationally or internationally.

Question 4

Panta Rhea is committed to racial equity and recognizes that as a foundation we are on a path to become an anti- racist organization, and we value having an organizational culture of care and compassion. Please tell us about any experience you may have in building equity inside an organization, and also please share with us how you would envision you would contribute to our efforts.

Question 5

Panta Rhea values creativity and the arts in all of its programs. What is your experience of bringing creativity and the arts into your life and work?

CONCLUSION

What questions do you have for us?
Any closing remarks?

Board Chair describes to the candidate the next steps of the process, and thanks the candidate for their interest and time speaking with the committee.