

# Becoming a Board Member

## The Position

The Pathways Board Member position is a voluntary position that includes shared responsibility with other Board members for the overall governance, strategic direction, and fiduciary obligations of the organization. Individuals with an understanding of non-profit management and finance, and who have a keen interest in mission-driven community-based non-profit agencies, are of particular interest to Pathways. Because of Pathways' mission focus, we also seek individuals who:

- recognize that children are our nation's greatest resource
- share our passion for, and commitment to, promoting the well-being and success of all children regardless of limitations in ability or income
- understand the roles that strong families and resilient communities play in fostering children's optimum growth and development

## Expectations

The Pathways Board member is expected to be a champion for children of all abilities and for working families seeking affordable high quality child care in the greater Los Angeles metropolitan area. To help Pathways implement its mission, each Board member is also expected to acquire a clear understanding of Pathways' history and purpose, as well as the individual and collective responsibilities of Board members to the agency, to the community, and to fellow Board members. It is expected that a Pathways Board member will carefully examine the agency's by-laws, follow Robert's Rules of Order in meetings, and participate in Board learning activities.

## Responsibilities

### Governance:

- Review and approve Pathways' financial plan and strategic plan annually to assess how well the organization is meeting corporate objectives
- Provide progressive thinking, share the Pathways philosophy, and effectively communicate the goals and roles of Pathways in the community to external constituents
- Evaluate the Executive Director's performance annually
- Evaluate the Board's performance annually and set performance improvement goals as needed
- Promote and share the work of Pathways with widespread circles of influence

### Fiduciary:

- Uphold fiduciary responsibilities with integrity and commitment to Pathways' mission
- Review and approve annual budget and financial plan

### Fundraising:

- Give or get \$1,000 or more in cash/in-kind/service donations annually
- Identify and cultivate corporate relationships to generate financial and non-financial contributions that advance the organization's mission
- Engage in and otherwise support the organization's fundraising activities, including cultivation of individual, corporate, and foundation prospects and participation in fundraising events

### Time Commitment:

- Term of Service: 3 years, renewable for 2 consecutive terms
- Bi-monthly 2-hour Board meetings per year, held late afternoon weekdays
- One weekend retreat per year
- Committee Service: Minimum one committee per year, each having quarterly 2-hour late afternoon weekday meetings
- Participation in Pathways-sponsored events, interaction with funders and donors, and completion of special assignments, on as-needed basis

### Experience & Expertise:

- Leadership and management role in a large private non-profit company or organization
- Fewer than three current commitments to other Boards
- Expertise in one or more areas: Accounting and Finance, Fundraising and Donor Relations, Human Resources, Law, Strategic Planning and Organizational Development, Marketing and Public Relations, Real Estate, Public Policy
- Prior non-profit Board experience desirable, but not required

## Applying

Interested candidates are encouraged to submit in confidence a resume or nomination. [Contact Us.](#)

## Commitment to Diversity

Pathways welcomes all qualified candidates for consideration, including men, women, and people of color.