

Fountain City Difference Project Inc.

Call For Board Members



DIFFERENCE
PROJECT[®]

We appreciate your interest in The Fountain City Difference Project Inc! Our mission is to bridge the divide that cripples our youth and their future by equipping them with the power of choice! We are at an exciting time in the growth and development of our organization as we continue to scale our impact through new programming and partnerships and recognize opportunities to grow our reach and impact.

The Fountain City Difference Project works to transform the lives of inner-city youth by exposing them to alternative skills, outlets, and options through self-defense workshops, domestic violence education, and gun-safety workshops. We are a haven for youth self-expression, comfort, and innovative change. The Fountain City Difference project is invested in ensuring that all children know they have a choice in their future, and their current story doesn't have to be the only one they share! The Fountain City Difference Project defines change as the ability to dissect a problematic situation and pioneer a method to overcome the obstacle and emerge not only triumphant but informed.

Our up incoming Board is a group of dynamic professionals committed to supporting the Fountain City Difference Project Executive Director and the organization to achieve next-level greatness.

We're looking for Board members who:

- Are passionate about, and committed to, The Fountain City Difference Project's mission, goals, and values.
- They can help us build the reach and influence of our network.
- Can represent the organization to the broader community, including but not limited to members of local government, philanthropic leaders and donors, educators, media, and the businesses community.
- They are committed to meeting the Board of Directors' advocacy, work, fundraising, and learning requirements as stated in the Job Description.

Overview of Service

- **Board Member Term:** Terms are for three years, with a maximum of three terms in most circumstances.
- **Annual Commitment:** Working with the Executive Director, Board members enter into an annual agreement that calls for self-evaluation at the end of each fiscal year. The agreement asks each Board member to commit to their annual advocacy, work, fundraising, and learning goals. Our Board members are committed to advocating on behalf of The Fountain City Difference Project in their daily lives and work environments and by introducing new people to The Fountain City Difference Project in various capacities. Specifically, regarding Board work, members serve on at least one committee of the Board that will effectively use their expertise and skill set and enables the Board member to explore and expand a new area of interest related to the station. Board members also attend (in person or via video conference) each of our 6 Board meetings

and 1 Retreat. During each year, Board members will have several opportunities to deepen their understanding of the work of The Fountain City Difference Project. Typical opportunities include Splash Jam, program partner visits, in-school classroom visits, and special Board presentations.

Quarterly Commitment: Approximately 6-10 hours, distributed as follows:

Each quarter will typically include 1-2 Board meetings, 1-2 committee meetings, and an event.

- **FQ1 Jan – Mar:** 1 Board meeting –1-2 committee meetings, typically via phone or video call. Splash Jam planning Continues – commitments vary. Ability to observe other programs (duties subject to change)
- **FQ2 Apr-Jun:** 1 Board meeting –1-2 committee meetings. Annual Splash Jam Event in Jun. Back To school drive planning Kickoff. Ability to observe other programs (duties subject to change)
- **FQ3 Jul – Sep:** 1 Board meeting –1-2 committee meetings. Ability to observe other programs. Hallo-Teen Bash Planning (duties subject to change)
- **FQ4: Oct-Dec:** 1 Board meeting –1-2 committee meetings. Splash Jam Planning Kickoff. Hallo-Teen Bash Ability to observe other programs (duties subject to change)

*Note: Committees typically meet 4-6 times/year for 60-90 minutes.

Board members may also be asked or offer to participate in various introductory meetings. *

Officers and Committees:

Each year, the Board elects its officers for one-year terms. This is done following the Bylaws and based on member interest, expertise, and organizational need. Standing Board Committees will include:

- Executive (Officers Only, Board Chair is Committee Chair)
- Governance (Board Directors Only)
- Finance (Treasurer is Chair; may also have community volunteers)
- Fundraising (Chaired by a Board Director; may also have community volunteers)
- Audit Committee (Chaired by a Board Director; may also have community volunteers)

Ad Hoc Committees:

In addition to the standing Committees noted above, the Board also creates discrete Task Force groups on an ad hoc basis to take on specific projects vital to the organization's success and growth. Board members are asked to formally participate in these groups as needed. Example (subject to change)

- Gala
- Splash Jam
- Educated and Empowered (Back To School Drive)

- Hallo-Teen Bash

Vision of Service

- The Board of Directors is responsible for the overall governance of The Fountain City Difference project Inc. in a manner consistent with nonprofit law, the organization's bylaws, and the organization's mission. In partnership with staff, Board members provide assurance and oversight over significant policies and procedures, especially those that impact our organization's long-term health and well-being. The Board is committed to upholding best practices in all aspects of the organization's work and embracing broader standards of nonprofit excellence. As stewards who hold the organization in trust for the good of the entire community, Board members are willing and engaged public ambassadors of The Fountain City Difference Project. The latter understand and respect the nuances of executive leadership. As such, when the Board functions before the public, it speaks with one reasoned voice to all constituents and stakeholders. As a group, the Board always acts in the organization's best interests – especially with respect to conflicts of interest, privacy, confidentiality, and professional codes of conduct. When acting as individuals, Board members contribute in ways that highlight their professional strengths, engage their personal expertise, and encourage overall innovation by the Board-at-large.

The following are areas of shared responsibility by all Board members:

Note: While specific experience in one or more of the following is helpful, this is not required.

- **Fund Development / Philanthropy** – Ensuring adequate resources to achieve the organization's well-managed growth, including creating and updating a fund development plan and a plan for the stewardship of donors, participating in fundraising activities based on each Board member's skills and background, and supporting an annual expansion of the organization's internal culture of philanthropy, sustainability, and revenue building.
- **Strategic Planning** – Planning for the future, including working with the staff to: set the organization's strategic direction and annually reviewing and updating the organization's mission and goals. Ensuring the organizational and legal structures are adequate and appropriate. Ensuring the nonprofit is adequately insured based on a detailed assessment of risks.
- **Education** – Providing support and counsel to our Program team. Expertise that is most relevant includes Self-defense instructors, Domestic Violence Education Counselors, current and former educators with a background in early childhood education, Youth advocates, youth counselors, Law Enforcement Officers, current and former K-12 district leaders, and consultants who have worked closely with K-12 institutions.

- **Finance / Fiscal Management** – Approving an annual budget and ensuring that the budget is both sound and furthers strategic priorities set forth by planning. Ensuring that appropriate fiscal and financial management policies are in place and monitoring the effectiveness of these policies. Monitoring the nonprofit’s financial status, including monthly and quarterly reviews of relevant financial statements and annual review of income, expenses, and assets.
- **Human Resources / Board Development / Staff Development** – Participating in Board development activities, including Board member recruitment, orientation, training, recognition, and evaluation, and establishing personnel policies, especially regarding salaries/benefits as part of the annual budget.
- **Brand Visibility / Public Affairs** – Supporting the organization’s reputation and visibility goals and promoting The Fountain City Difference Project to the public, including advocacy, and serving as an emissary of the organization to other community organizations and institutions.

Intentional Recruitment Commitment

As is typical with most nonprofits, the development of the Fountain City Difference Project Inc. Board of Directors is a vital part of the continuing, successful operations of the organization. Efforts to continue developing the Board emphasize three aspects of participation: **Diversity – Leadership – Expertise.**

The Fountain City Difference Project has identified critical areas of intentional recruitment within these three categories designed to create a dynamic board that can lead the organization in the coming years. They are as follows:

- **DIVERSITY:** Everyone interested in Board service is welcomed and encouraged to nominate him or herself to the Fountain City Difference Project’s Board of Directors. One of our Board development goals is to ensure Board members represent a broad and diverse set of perspectives in line with our organizational values. We are particularly interested in adding leaders who bring global, racial, ethnic, or other perspectives not currently represented on the Board.
- **LEADERSHIP:** We welcome Board members who represent, have contacts, and maintain a sphere of influence among the following sectors and areas of professional life:
 - o Corporate Leadership
 - o Philanthropy
 - o Technology
 - o Finance
 - o Brand Visibility/Public Affairs
 - o K-12 Public Education
 - o Social Justice

- **EXPERTISE:** The goals of the Board are to enhance the fundraising capacity of the Board, provide guidance and support for staff that serves as operational management, and contribute to the longevity and financial independence of The Fountain City Difference Project Inc. The following skills sets, and expertise will help to move the organization forward:

- o Fundraising/Foundations/Endowments or Venture Capital
- o Volunteer Management/Recruitment
- o Technology
- o Finance
- o Public Relations/ Marketing/Communications
- o Strategic Planning and Organizational Development
- o Human Resources
- o Nonprofit Operations