



Board of Director's Member Agreement

Equality Indiana Educational Fund, Inc. (DBA Equality Indiana, a 501(c)(3) entity)

As a member of the **Equality Indiana** Board of Directors, I accept the legal and ethical responsibility to ensure the organization fulfills its mission and operates in compliance with its bylaws, Indiana law, and U.S. law.

I believe in and will actively support the mission, vision, and values of **Equality Indiana**.

My Commitments as a Board Member:

Representation & Outreach

- Promote Equality Indiana's mission and purpose to my networks and community.
- Advocate for constituents' needs and represent their interests to the organization.

Participation

- Make a good-faith effort to commit to 10 hours per month on organizational business with an additional 10 to 15 hours per month during Pride Celebration Season (June to September).
- Attend at least 80% of board meetings annually; review materials in advance.
- Serve on at least one committee or working group and accept leadership roles when asked.
- Contribute expertise and take on initiatives as needed.

Fundraising & Resource Development

- Make a personally meaningful annual contribution (preferably among my top three charitable gifts).
- Assist with fundraising by cultivating donors, engaging new supporters, and thanking contributors.

Board Conduct

- Follow the conflict-of-interest policy, disclose conflicts, and recuse myself as appropriate.
- Maintain confidentiality and publicly support board decisions.
- Respect and support staff, board members, and volunteers.
- Direct operational concerns to the Executive Director.

Engagement & Accountability

- Stay informed about the organization and relevant field developments.
- Actively participate in decision-making and voice questions or concerns.
- Participate in board evaluations and step down if I cannot meet responsibilities.

Term of Service & Compensation

- Two-year term, renewable up to three consecutive terms, followed by a two-year hiatus.
 - This is an unpaid position.
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What Equality Indiana Commits to you as a Board Member:

- Provide timely financial and activity reports.
- Offer opportunities to engage with leadership on programs and goals.
- Support board development with training and relevant information.
- Reimburse reasonable expenses (per bylaws) excluding regular meeting attendance.
- Respect changes in personal circumstances affecting board service.

If I cannot fulfill these commitments, I will notify the Board President or designee. This agreement is **not a legal contract** but a mutual understanding of responsibilities.

"Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has." – Margaret Mead

Signature

Print Name

Signature Date

Service Start Date

Signature of Organizational Representative

Print Name

Title

Signature Date