

**NOW SEEKING**

## Voting Member — Board of Directors

*Social Work / Foster Care / Child Welfare Focus*

Uncompensated Volunteer Service · 4–6 Hours/Month · Faith-Rooted Mission

### Who We Are

Black Sheep Ministries is a Pennsylvania 501(c)(3) nonprofit organization operating under the conviction that no one is too far gone to be restored. Our tagline is simple: "Where the system ends, we begin." We go after the ones who fall through the cracks — the overlooked, the system-involved, and those carrying wounds that institutions were never built to hold.

We operate three core programs — Grace Circles (youth and family stabilization), Family Restoration & Foster Support (non-custodial families and child welfare navigation), and the Black Sheep Care Team (crisis hospitality and street-level outreach) — serving Armstrong, Westmoreland, and parts of Allegheny County, Pennsylvania.

We are not a church. We are not a youth group. We are a structured, governed, trauma-informed organization working alongside courts, county agencies, and community partners to reach those who need it most. Faith is our foundation — not our filter.

### The Opportunity

Black Sheep Ministries has an open voting seat on its Board of Directors. We are seeking a qualified individual with direct experience in the social work field — specifically someone who has worked inside the foster care system, Children and Youth Services (CYS), or a closely related area of child welfare, family services, or court-ordered intervention.

This is not a ceremonial position. Board members at BSM are active, engaged stewards of the mission. They carry real responsibility for the governance, strategic direction, and long-term sustainability of the organization. If you are looking for a name on a roster, this is not the seat for you. If you are looking for a place to use your experience to shape something that matters — keep reading.

### What Is Expected of a Board Member

Board members of Black Sheep Ministries carry fiduciary responsibility for the organization's finances, programs, and mission integrity. As a voting director, you will be expected to:

- Serve as a genuine advocate for Black Sheep Ministries in your professional network, your community, and your sphere of influence — not just when asked, but as a natural extension of your commitment to this work.
- Sit on at least one of BSM's six standing committees: Finance, Fundraising, Events & Community Engagement, Programs & Outreach, Facility & Property, or Marketing & Communications. You will have input in selecting your committee based on your background and interests.

- Attend four quarterly meetings per year with the full Executive Board of Directors. Additional meetings may occur as needed and will be coordinated with advance notice.
- Commit to approximately 4 to 6 hours per month for your assigned committee role, which includes preparation, participation, and follow-through on assigned responsibilities.
- Attend organizational banquets and signature events — these are not optional extras, they are part of your role as a face and voice of the organization.
- Review and exercise sound judgment on governance matters including financial reports, policy decisions, and organizational planning.
- Complete required Pennsylvania clearances in accordance with Act 153 (PA State Police background check, PA Child Abuse History Clearance, and FBI fingerprint clearance), as BSM operates in environments involving minors and vulnerable populations.
- Acknowledge a personal background and foundation of faith. We do not require doctrinal uniformity, but the leadership of Black Sheep Ministries operates from a shared recognition that this work is rooted in something greater than policy and programming.

## Who We Are Looking For

*The right person for this seat has spent time on the front lines of the child welfare world. They understand what it looks like when a family falls apart and what it takes to hold the pieces together. They have sat across from a caseworker, a judge, or a parent who had run out of options — and they did not look away.*

**They know the system well enough to know where it ends. And they believe — in their bones — that someone must be willing to begin where it does.**

Specifically, we are looking for someone who:

- Has direct professional experience in foster care, CYS/child welfare, family court, or a closely related social services field.
- Understands the systems that BSM's participants are navigating — including court-ordered involvement, non-custodial family dynamics, and the realities of children caught in adult systems.
- Brings credibility and professional relationships that can open doors, deepen partnerships, and strengthen BSM's standing with courts, agencies, and county government.
- Is willing to advocate publicly and consistently for the mission — in conversations, in networks, and at the table.
- Can bring a practitioner's perspective to committee work, particularly in Programs & Outreach or governance review.
- Is faith-grounded in their personal life and is comfortable working within an organization whose internal culture and operational identity is rooted in faith.
- Can commit the time required to serve meaningfully — not just show up, but contribute.

## Compensation

This is an uncompensated volunteer position. Board members of Black Sheep Ministries serve out of conviction, not compensation. The return on this investment is measured in lives stabilized, families restored, and a mission that outlasts any one individual.

## How to Express Interest

If this describes you — or someone you know — we want to hear from you. Send a brief introduction of yourself, your professional background, and why you believe you would be a fit for Black Sheep Ministries to:

**[info@blacksheepministry.org](mailto:info@blacksheepministry.org)**

*Subject Line: Board Seat Inquiry*

[blacksheepministry.org](http://blacksheepministry.org) · (724) 334-8851

*Applications are reviewed on a rolling basis. Board term length and committee placement will be discussed as part of the interview process. All prospective board members will be required to complete a formal Board Member Intake Form and Pennsylvania Act 153 clearances prior to appointment.*

***"Where the system ends, we begin."***

Black Sheep Ministries · Tarentum, Pennsylvania ·