



Board of Directors Job Description

The Board of Directors of challengers Independent Living is legally and ethically responsible for all activities of the agency.

Mission:

Challengers Independent Living Inc.'s mission to provide teens (ages 15-21) with clinical support, vocational training, independent life skills training in a safe and nurturing environment.

Why do we need your help?

National data suggests that for youth who have spent time in foster care, at age 24, only 48% are employed, as compared to 75% in the general population. Of those working, only 11% earn a livable wage. Data also suggests the impact of foster care on attending college. 70% of teens that emancipate from foster care report that they want to attend college, however, less than 3% complete college in comparison to their peers in the general population. One of the reasons for this is lack of knowledge of educational resources for foster youth and exposure to what university life could look like for them.

“Between 11 and 37 percent of youth aging out of foster care experience homelessness after they transition. And an additional 25 to 50 percent are unstably housed after transition” (Mitchell 2014). Many of these former and current foster care youth also fall under the characteristics of out-of-school youth, ages 17-24. This most vulnerable population, in which CWIP will serve, will be aided with stable housing through Challengers. “When adolescents “age out” or are emancipated from the foster care system, the newly independent young adults have very little support and encounter astonishingly high rates of unemployment and homelessness” (Zlotnick 535). Challengers is designed to support foster care youth become emotionally stable, employed, self-sufficient adults, creating a well-positioned individual, ready for the workforce.

The Board is Responsible for:

- Determining how the organization carries out its mission through long and short range planning and review
- Adopting an annual budget and providing fiscal oversight
- Recruiting, orienting, and developing board members
- Hiring and evaluation the performance of the Chief Executive Officer
- Evaluating its performance and the overall performance of the organization in achieving its mission.
- Establishing policies for the effective management of the organization

Responsibility of Directors

- Understand and promote the organization's mission
- Be familiar with the organizations programs and operations
- Be a working member of at least one board committee
- Participate in resource and fundraising



- TOTAL annual contribution of \$1000 or more to the organization (personally **and/or** through personal/business networks)
- Assist in membership development
- Advocacy
- Community education
- Review Board meeting materials before the meeting
- Identify any potential conflicts of interest

Time Demands (Approximate)

- Attend and actively participate in at least 75% of Board meetings
 1. 4 Board meeting-2 hours: 3rd Wednesday of the month
- Committee work – 1-3hrs per month or as decided by committee
- Annual planning retreat – 1 day, usually a Saturday in September
- Attendance at events (time varies). Attendance at two events per year recommended
- Participate in ½ day orientation for new Board Members (as scheduled)

Financial and Resource Development Expectations

- Annual gift to Association (100% board giving is expected). Directors are asked to consider a gift that is “significant according to their circumstances” A \$100.00 gift is suggested as a minimum goal.
- Sell tickets to organization fundraising events
 1. 1 Table at Annual Recognition Banquet (sell 7-10 tickets)
 2. 1 Team for Annual Bowl-A-Thon (recruit 4-6 bowlers)
- Recruit sponsors if possible
- Identify and assist in cultivation of potential donors