



Board of Directors Position Description

We are seeking experienced and dedicated professionals who can effectively steer and govern a growing organization and advance our mission for outdoor equity. Please explore more about us and apply at www.risehiking.org.

About Us

History

Communities of color have historically experienced and are still facing barriers to natural environments. To address the underrepresentation of experiences, perspectives, and participation in the outdoors, Black Women Hiking the DMV (BWH-DMV) organized its first group hike in 2020 and hasn't looked back. Marking its four (4) year anniversary with 100 events, over 200 miles of hiking, and 1,000+ members, Ready to Implement Solutions for Equity in Hiking Collaborative (RISE Hiking Collaborative) was incorporated in 2024 as a non-profit to expand its impact, and BWH-DMV is now its Signature Adult Program.

Our work aims to take Black women from the margins of outdoor participation to the foreground. By gathering first-time and experienced hikers for outdoor adventures, we are transforming visual frames and narratives and cultivating and expanding our collective consciousness around diversity, equity, inclusion, and justice issues.

Vision

RISE Hiking Collaborative envisions a future where Black women and girls have equitable access to outdoor spaces and opportunities, feel confident, safe, and inspired to explore nature, and lead as environmental stewards.

Mission

Inspire, engage, and provide opportunities and resources that support equitable outdoor access for Black women and girls for recreation, environmental education, stewardship, and advocacy.

Purpose of the Board

Board of Directors have a legal and ethical responsibility to ensure that RISE Hiking Collaborative (RHC) does the best work possible in pursuit of its purpose, mission, and goals, and will act responsibly and prudently as its steward.

Set Direction and Strategy

The Board ensures that the mission, vision, and values are reflected in the organization's strategic plan, it considers its purpose when determining organizational strategies, and prioritizes the voice of the community it serves.

Resource Development

The Board adopts policies related to funds to be pursued and accepted in support of the mission, while also actively participating in financially supporting the organization.

Provide Oversight

The Board monitors various aspects of the organization including its fiscal health, progress toward achievement of goals related to the organization's programs, and various management policies.

Board Operations

The Board is responsible for governance of its operations including internal assessments and performance reviews, the effectiveness of Committees and overall decision making.

Reasons to Serve

RHC believes that our leaders gain as much as they give and service on the Board provides the following benefits and opportunities:

- A rewarding way to give back to the community.
- Directly address the outdoor recreation needs and issues relevant to Black women and girls.
- Gain professional non-profit management experience and board leadership skills.
- Increased exposure and networking opportunities within the broader outdoor industry.
- Opportunity to be an ambassador for the vision and mission of the organization.
- Opportunity to develop a strategic plan, participate in fundraising efforts, and directly influence the growth and policies of the organization.
- Highlight the importance and value of volunteer service and leave a legacy.

Term

Each Director shall hold office for a term of two (2) years. An Officer may extend their term as a Director to complete a second two (2)-year Officer term.

Composition & Skills

The Board shall be composed of persons dedicated to the mission of the Organization and a commitment to and understanding of the Organization's beneficiaries. The Board shall possess the skills to govern the Organization, such as extensive professional experience and leadership in the non-profit sector, business, government, philanthropy, or outdoor recreation. Members should have the ability to cultivate relationships, build consensus among diverse individuals, and attract other well-qualified, high-performing Board members. The Board shall be inclusive of the diversity of the community being served.

Minimum Qualifications

- Subject matter experts who can fulfill the current needs and Board composition gaps (ie. strategic planning, fundraising, financial management, risk management, and legal compliance).
- Holds a full-time position.
- Nonprofit, community, or civic leadership experience.
- Experience on a local/state/national Board, Committee, Association, Task Force, etc.

Responsibilities

The RHC Board of Directors shall:

- a) Attend the annual meeting, each special meeting, if any, committee meetings, and functions such as special events per term.
- b) Elect the Officers of the Board, the Directors-at-large, and the members of the Board Development Committee.
- c) Vote on all other actions requiring a membership vote that is in the best interest of the organization.
- d) Advocate for and promote the organization in order to fulfill and raise public awareness of its mission, goals, accomplishments, and core values.
- e) Approve the annual operational and capital budgets and develop a strategy for financial viability.
- f) Assist in creating a strategic plan to identify long and short-term goals and assist in implementation and monitoring the plan's goals.
- g) Monitor and strengthen the effectiveness of programs and services and alignment with the organization's mission.
- h) Participate in fundraising efforts to ensure there are adequate resources for the organization to fulfill its mission.
- i) Contribute a personal financial donation to the organization annually.
- j) When funding is available, hire and set the compensation of an Executive Director to manage the day-to-day activities of the organization, and then supervise and evaluate the Executive Director.
- k) Gather information on policy-related issues to aid in decision-making input.
- l) Conduct an annual Board self-assessment to gauge performance and

effectiveness in achieving goals on the timescale established.

m) Recruit, nominate, appoint, and train new Board members.

n) Establish and monitor policies to support the integrity of the organization.

o) Conduct other business that may come before the Directors from time to time and take on special assignments as needed.

p) Keep up-to-date on developments in the organization's field.

q) Vote on proposed amendments to the Articles of Incorporation and Bylaws.

Working Board Structure

There are generally two types of Board structures - Governance (i.e., overseeing the work) versus Working (i.e., doing the work). As a start-up non-profit, currently without staff, we operate under a Working Board structure. In addition to governance oversight and high-level strategy/policy, this means that our Board members are involved in implementation efforts. For example, Board members may assist with program delivery, fundraising events, and marketing, as needed.

Board Priorities

In addition to developing a Strategic Plan, Board members should anticipate working to advance the Organization's three (3) main short-term goals, which are to:

1 - Develop sustainable funding

- a. Pursue operating and program dollars - find grants, foundations, corporations, etc.
- b. Secure small donations - reach mission champions and community supporters

2 - Elevate the organization's profile

- a. Board recruitment - reach professionals with experience and connections
- b. Public recognition - implement strategic branding and marketing

3 - Strengthen our impact

- a. People - find new leaders and connect with targeted populations to serve
- b. Environment - expand our call-to-actions and deliver new projects and initiatives

Time Commitment

Board members should anticipate at least 2 hours of service per week or 8 hours per month on assignments. This time commitment is in addition to standing meetings. Board members are expected to actively participate in all meetings, which includes: monthly Board meetings, Committee meetings, and the Annual Business meeting. Dates and times are determined by the Board and meetings are expected to be held virtually.

Compensation

Board members serve voluntarily and without compensation. However, Directors may be reimbursed for pre-approved expenses reasonably incurred on behalf of the organization,

such as travel expenses or other mission-oriented expenses. Directors who cover such expenses themselves may treat them as tax-deductible expenses.

Board Policies

Nondiscrimination

RISE Hiking Collaborative shall not discriminate against any person based on age, marital status, family status, sex (including pregnancy, childbirth, and related medical conditions), race, color, ancestry or national origin, citizenship status, ethnicity, sexual orientation, gender identity, disability: physical or mental, genetic information, or political or religious opinion or affiliation in any of its policies, procedures, or practices.

Policies and Agreements

Each Director shall execute a 1) Board Agreement, 2) Confidentiality Agreement, 3) Conflict of Interest Policy and Acknowledgement, and 4) Fundraising Pledge upon being voted onto and accepting appointment to the Board of Directors.