

Safehouse Progressive Alliance for Nonviolence Board of Directors – Membership Information

“Safehouse Progressive Alliance for Nonviolence is a human rights organization committed to ending violence against adults, youth and children through support, advocacy, education and community organizing. Since opening our doors in 1979, we have served the community by providing safety and support to victims of domestic violence. Our vision has expanded to include a broader social justice agenda, recognizing that to end domestic violence we must also work to end other forms of injustice and oppression that affect people lives.”



The Safehouse Progressive Alliance for Nonviolence (SPAN) Board of Directors is a group of leaders who provide the guidance and direction that supports SPAN in accomplishing its mission. The Board is committed to the values and principles of a feminist approach to social justice, including working toward an end to racism, sexism, and other forms of oppression that intensify the barriers faced by domestic violence survivors and their children. It is the intent of the Board that its membership reflects the diversity of those served by SPAN. Survivors of abuse, former SPAN clients, people of color, LGBTQI community members, and individuals of various cultural, religious, and economic backgrounds are encouraged to apply.

SPAN has provided shelter, counseling, and advocacy for physically and emotionally abused adults and their children for the past 40 years. SPAN has been a leader in the nation in terms of its programs for survivors and their children, social justice work to end racism and oppression, superior staff, and financial solvency. Serving as a SPAN Board member is an excellent way to support the work of the staff in their efforts to assist survivors and children in crisis, to work against the injustice of domestic violence, and to become active in an antiracist/social justice organization. Strong, dedicated leadership from the Board is a critical component to the continued success of SPAN programs.

It is expected that Board members carry out the mission of SPAN in its work to end violence and oppression in all forms. Potential Board members are required to attend the SPAN Volunteer Training as part of their orientation to SPAN. New Board members are also required to participate in a Board Member Orientation. The responsibilities of a Board member include attendance at monthly Board meetings and committee meetings (committee meetings are scheduled by committee members; Board meetings are currently scheduled for the fourth Monday of every month, 5:30-7:30pm). Board members are expected to participate in various fundraising events and to attend other SPAN events, as well as work on specific Board-related activities. Board membership generally involves a time commitment of 7 to 15 hours per month. The term of membership is 3 years. Members of the Board are asked to actively participate in SPAN fundraising efforts by making a personal donation that they feel is appropriate for their situation.

We are eager to explore the possibility of Board membership with you. If you would like an application, please contact the SPAN Outreach Center at 303-449-8623 or info@safehousealliance.org.



**SAFEHOUSE PROGRESSIVE ALLIANCE FOR NONVIOLENCE
BOARD OF DIRECTORS' APPLICATION**

Today's Date: ___/___/___

Name: _____

Home Phone: _____

Work Phone: _____

E-Mail: _____

Home Address: _____

City: _____ Zip: _____

Place of Work: _____

Occupation: _____

Does your employer offer matching dollars for either donations or volunteer hours? Y N

How did you hear about Safehouse Progressive Alliance for Nonviolence (SPAN)? _____

Why do you want to join the Board of Directors? _____

What do you perceive your role to be as a Board Member of SPAN? _____

To what organizations do you belong? _____

What hobbies and interests excite and replenish you?

How do you see your role as a Board member in relationship to the staff?

In what ways, do you think your life experiences would contribute to the SPAN Board of Directors?

Fundraising is an expectation of all Board members to help maintain SPAN as a healthy, viable nonprofit organization. What are your experiences (if any) with fundraising, and in what ways are you willing to commit additional time and energy to achieve our financial goals?

What does “grassroots fundraising” mean to you? _____

How do you typically deal with your own anger? _____

Other's anger? _____

What have been your personal experiences with battering/abuse/violence? _____

What has been your process for dealing with your experiences of battering/abuse/violence? _____

Why do you think battering occurs? _____

What do you see as barriers to survivors leaving their abusers? _____

How do you think violence against women and children is connected to racism, anti-Semitism, heterosexism, ableism, etc.?

How do you think people who are oppressed are prevented from fully participating in our society?

Please list names and phone numbers of 3 references (2 professional, 1 personal preferred):

Please email your application to director@safehousealliance.org, with “SPAN Board Application” in the subject line. Or mail it to:

Safehouse Progressive Alliance for Nonviolence
Attn: Board Chair
835 North Street
Boulder, Colorado 80304

Would you like to be on our mailing list? Y N

<i>For Office Use Only:</i>	<i>Location:</i>
<i>Interview Date:</i> ___ / ___ / ___	<i>Time:</i> _____
<i>Interviewer:</i> _____	

Safehouse Progressive Alliance for Nonviolence (SPAN) Board Selection Criteria and Process

The Safehouse Progressive Alliance for Nonviolence (SPAN) Board of Directors provides the guidance and direction that supports SPAN in accomplishing its mission. The Board is committed to the values and principles of a feminist approach to social justice, including working toward an end to racism, sexism, and other forms of oppression that intensify the barriers faced by domestic violence survivors and their children. It is the intent of the Board that its membership reflects the diversity of those served by SPAN. Survivors of abuse, former SPAN clients, people of color, LGBTQI community members, and individuals of various cultural, religious, and economic backgrounds are encouraged to serve on the SPAN Board.

Expectations for SPAN Board Member:

- Board members must carry out the mission of SPAN in its work to end violence and oppression in all forms.
- Board members support the organization's commitment to Ethical Communication, respectful conflict resolution, survivor-centered services, inclusivity and accessibility.
- Board members are required to attend the SPAN Volunteer Training (approx. 20 hrs.) as part of their orientation to SPAN.
- New Board members are required to participate in a Board Member Orientation (3hrs).

In addition, Board members are responsible for:

- *Attending monthly Board meetings – the forth Monday of each month, 5:30-7:30pm at the SPAN Outreach Center in Boulder.*
- *Participating on at least one Board Committee – current committees include Finance, Fund Development, Membership, and Executive.*
- *Supporting SPAN fundraising efforts, including making a personal donation to SPAN of an amount appropriate for their situation.*
- *Abiding by the legal, ethical and fiduciary responsibilities of the Board.*
- Board Members are expected to be actively engaged in the work of the board. Video conferencing is available to support Board Members' participation in committee and board meetings. Electronic file sharing (through Dropbox) assists board members in accessing information relevant to meetings and board discussions. Board members may miss no more than three board meetings per year.
- Board member terms are three years.

Process for SPAN Board Member Selection:

- Interested candidates must complete and submit a *SPAN Board Member Application*.
- The Board Membership Committee reviews applications and schedules interviews with board candidates. Interviews include at least two current Board Members and at least one member of the staff leadership/management team.
- If agreed, the Committee will forward the application for recommended approval to the full Board. The Board of Directors will vote on the applicant's membership at the next scheduled Board meeting. If approved, the candidate will become a full voting member of the Board of Directors at the subsequent meeting.

STRATEGIC GOAL AREAS 2020

Mission: Safehouse Progressive Alliance for Nonviolence is a human rights organization committed to ending violence against adults, youth and children through support, advocacy, education and community organizing. Our vision is a just and equitable world for individuals and their families.

Goal 1: Cultivate Organizational Excellence

Long-Term Stability

- Diversify Funding Sources
- Rebuild reserve funds
- Cultivate board development, involvement and retention
- Strengthen Board role and volunteer involvement in fund development • Promote efficiencies throughout the organization

Inclusiveness

- Recruit, train and support Board/Staff/Volunteers who reflect the diversity of the community • Support community engagement and feedback

Positive Organizational Culture

- Promote a healthy, innovative organizational culture
- Promote a “Learning Organization”

Goal 2: Provide a continuum of meaningful support and resources to adults, children and youth impacted by interpersonal violence

Continuum of Support

- Provide continuum of services, from Crisis-to--Stability
- Promote advocacy focused, trauma informed, and client-defined services • Deliver culturally and population-specific services:
- Enhance intervention services for children/youth

Community Partnerships

- Coordinate intervention and support services with community partners:
- Expand “points of entry” for adult/children survivors accessing services
- Enhance volunteer and internship opportunities to expand service capacity
- Work with community partners to reduce barriers to long-term stability and safety

Outcomes and Evaluation

- Best/promising practices and evidence-based
- Multiple strategies for evaluation assessment

Goal 3: Promote primary prevention initiatives that enhance the safety and dignity of all people

Evidence-Informed Prevention Initiatives

- Implement evidence-informed prevention initiatives that:
- Expand primary and secondary prevention-focused education in community and school settings

Partnerships for Change

- Influence systems that impact issues of social justice and intimate partner violence
- Partner with social justice allies to expand prevention efforts and increase integrated approaches to positive social change
- Expand technical assistance and cross-training with community groups and organizations
- Enhance visibility and presence in various communities

Social Marketing

- Implement initiatives to influence social norms
- Diversify strategies to reach, educate and motivate the community:

Outcome & Evaluation

- Establish metrics and tools to measure long-term social change

Goal 4: Engage individuals, groups, policy makers and the community-at-large in efforts that promote social, economic, racial, and gender justice

Alliances with Human Rights and Social Justice Groups

- Intersection of multiple social justice issues
- Broad networks of change
- Openness to feedback and critique

Partnerships with Community Organizations

- Leveraged resources
- Coordinate and collaborate with community partners to establish long-term solutions

Policy/Legislative Advocacy Platform

- Educate decision makers on issues related to violence prevention and social/economic/racial/gender justice
- Support policy change and advocacy efforts that promote social justice goals

Cornerstones // Guiding Principles

- **What we do and how we do it addresses the needs/concerns of the diverse communities in which we work;**
- **What we do and how we do it is informed by those most impacted by violence and most alienated from traditional/mainstream resources;**
- **What we do and how we do it focuses on the liberation of the whole person;**
- **What we do and how we do it connects the personal activism with social justice activism;**
- **What we do and how we do it results in social transformation.**