



CALL FOR NOMINATIONS – BOARD OF DIRECTORS

The Cultivating Change Foundation’s mission is to value and elevate LGBTQ+ agriculturists through advocacy, education, and community. The Foundation is currently seeking nominations for individuals to serve on its Board of Directors. Nominations will be accepted through December 31, 2023.

I. NOMINATION CRITERIA

Attached to this nomination form is a description of the role, responsibilities, and desired qualifications of Foundation board members. The nominating committee will review nominations through the lens of the described role, responsibilities, and desired qualifications. The nominating committee will also consider each nominee’s commitment to the Foundation’s mission, ability to effectively represent the various stakeholders, capacity to dedicate sufficient time to board service, willingness to engage in fundraising efforts, contribution to board diversity, and any other factor that would advance the Foundation’s mission.

II. NOMINATING GUIDELINES

A complete nomination packet will include:

1. Nomination Form. Please fill in all requested information in the attached nomination form.
2. Supporting Information. You are welcome, but not required, to include additional information in support of the nomination (e.g., resume or letters of recommendation), not to exceed five pages in addition to the nomination form itself. Supporting information may include any information relevant to the nomination criteria described above or that would otherwise assist the nominating committee in reviewing nominations.
3. Who May Nominate. Any person, group, or entity may nominate one or more individuals. Self-nominations are accepted and will be given the same consideration as any other nomination.
4. Submitting Nominations. Submit nominations to Rob Larew, Nominating Committee Chair, by email at robert.larew@cultivatingchange.onmicrosoft.com. Nominations must be received on or before December 31, 2023. For further assistance, please contact Rob Larew at robert.larew@cultivatingchange.onmicrosoft.com.

III. SELECTION PROCESS

The Cultivating Change Foundation nominating committee will review nominations and make recommendations to the Board of Directors. The nominating committee may interview nominees before making recommendations.



BOARD OF DIRECTORS NOMINATION FORM

Nominee Name: _____

Address: _____

Phone: _____ Email: _____

Based on the nomination criteria and guidelines, explain why you believe the nominee should be selected to serve on the Foundation's Board of Directors. You are encouraged to attach additional information as outlined in the nomination guidelines to describe the nominee's experience and qualifications. (Additional information not to exceed five pages.)

Nominating Group/Person: _____

Contact Person: _____

Phone: _____ Email: _____

Provide the name and contact information for two other people (at least one of whom does not work with the nominee) who the Foundation could contact to gather additional information about the nominee:

Name: _____ Name: _____

Organization: _____ Organization: _____

Phone: _____ Phone: _____

Email: _____ Email: _____

Cultivating Change Foundation Board of Directors Job Description

Responsibilities of the Board

The mission of Cultivating Change Foundation (CCF) is to Value and Elevate LGBTQ+ Agriculturists through Advocacy, Education, and Community.

Board members are the fiduciaries who steer Cultivating Change Foundation towards a sustainable future by adopting sound, ethical, and legal governance and financial management policies, as well as by making sure the nonprofit has adequate resources to advance its mission. Currently, the CCF board is a “Hand’s On” board and there are no paid positions within the organization.

As the highest leadership body of the organization and to satisfy its fiduciary duties, the board is responsible for:

- determining the mission and purposes of the organization
- strategic and organizational planning
- ensuring strong fiduciary oversight and financial management
- fundraising and resource development
- approving and monitoring the organization’s programs and services
- enhancing the organization’s public image
- assessing its own performance as the governing body of the organization

Responsibilities of Individual Board Members

Each individual board member is expected to:

- know and support the organization’s mission, policies, programs, and needs
- faithfully read and understand the organization’s financial statements
- serve as active advocates and ambassadors for the organization and fully engage in identifying and securing the financial resources and partnerships necessary for the organization to advance its mission
- leverage connections, networks, and resources to develop collective action to fully achieve the organization’s mission
- make a meaningful personal contribution to the organization, which can be monetary, time, in-kind, other resources, or any combination
- identify and reach out to personal connections that can benefit the organization’s fundraising and reputational standing
- prepare for, attend, and conscientiously participate in board meetings
- participate fully in one or more committees

Other responsibilities of nonprofit board members

- follow the organization's bylaws, policies, and board resolutions
- review and sign an annual conflict-of-interest disclosure and update it during the year, if necessary, and proactively disclose potential and actual conflicts before and during meetings
- Board Members will keep confidential all confidential information, records, or discussions regarding the Foundation to the extent legally permitted to do so

Qualifications

We consider the CCF work meaningful and impactful. We believe this board position is an extraordinary opportunity for individuals who are passionate about CCF's mission and who bring leadership experience in the agriculture industry. Selected Board Members will have achieved leadership stature in the agriculture business, government, philanthropy, nonprofit sector, or related industries.

Ideal candidates will have the following qualifications:

- Substantial, relevant professional experience in the agriculture business, government, philanthropy, nonprofit sector, or related industries as needed.
- A commitment to, and an understanding of, CCF's beneficiaries, preferably based on experience.
- Savvy interpersonal skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals.
- Personal qualities of integrity, credibility, and a passion for improving the lives of CCF's beneficiaries.

Service on CCF's Board of Directors is without remuneration though administrative support, travel, and accommodation costs in relation to Board Members' duties can be tax-deductible. Please consult your tax advisor for more information.

Board terms/participation

Each director shall be elected for a term of three years until successor has been elected, provided that the President shall automatically become a director by virtue of that office and provided also the running of the term of director shall be suspended for all officers during the time served as an officer. Directors other than the President may be re-elected to successive terms, provided that after serving three (3) full consecutive terms or nine years, whichever is less, a director shall not be eligible for re-election until he or she has been off the Board for one (1) year.

A. Staggered Terms. One-third of the total authorized number of directors shall be elected in each year. If the total authorized number of directors at any time shall not be evenly divisible by three so that a different number of directors must be elected in certain years, the Board of Directors shall make its best effort to equalize the number of director terms expiring in each year.

B. Term Endings. The term of office of each director shall end on December 31 of the applicable year.