



Board of Directors
Goals and Expectations

By joining the Board of directors of the PUEBLO, Center for Legal and Human Rights, you are joining a unique and cutting-edge organization that is dedicated to serving as a catalyst for revolutionary change. It is an obligation that is not to be taken lightly. We are in a state that is politically extremely unfriendly and significantly under-resourced. If we are to succeed as an organization it will be in large part a result of your energy, passion, and time.

As a member of the Board of Directors, you are expected to use your best efforts to achieve the following goals and expectations. These goals have been developed with the belief that commitment comes from participation, governance, leadership, and fundraising.

1. **Attendance at Board Meetings**

You should plan to attend every board meeting as part of your regularly scheduled activities. The Board of Directors meetings are held at 5 p.m. on the third Wednesday of every month unless otherwise noted. By attending board meetings, you will gain insight into the operations of the organization and its staff, along with making decisions regarding governance and other matters. The camaraderie that develops at board meetings is critical to that effective governance.

2. **Payment of Dues and Other Charges**

Unfortunately, we are constantly understaffed and must selectively utilize our staff. The collection of dues and other charges is not a function to which staff should commit substantial time. We therefore expect that your dues and other charges will be paid within sixty (60) days, unless other arrangements are made in advance.

3. **Compliance with Conflict of Interest Policy**

All board members, volunteers, and staff must disclose any business dealings or relationships with the Organization that may appear to be a potential conflict of interest, whether or not one exists. By disclosing any potential conflicts, the liability to board members and volunteers is lessened, and a clear trail is established for the organization.

4. **Attendance at Fundraising and Other Social Events**

Not only is attendance at fundraising and other social events fun and collegial, it is an expression of your commitment to the organization and its activities. You

should plan to attend all of the primary fundraising functions and other social functions of the Board of Directors as they arise.

5. **Tough Political Stomach**

Our work is often quite controversial. There is the possibility that our organizations' aggressive defense of legal and HUMAN rights will occasionally draw ire from the media and general community. In fact if it does not than we are likely not advocating to the levels that we should be. As such, board members are expected to embrace these potential objections to PUEBLO's stances and actions.

6. **Fundraising**

While governance is a part of your duties, this organization will not operate without the board's fundraising efforts. By joining the Board of Directors, you are making a commitment to raise and/or contribute at least \$2,500 per year (in cash or in kind). As part of that fundraising obligation, you are required to purchase and/or sell at least one sponsorship or table (or other funding designation) at PUEBLO's first annual celebration that will take place in May.

7. **Board Committees**

Upon joining the Board of Directors, you must sign up for a board committee and commit to active participation. The insight you gain by meaningfully participating in a committee will assist in your governance function.

8. **Organization Activities**

As a board member you are required to attend at least one community action throughout the year. By attending a protest at a worksite, or standing in solidarity with workers or students at community events, you will have a better understanding of the work that PUEBLO engages in.

9. **Sponsor-A-Youth**

You must participate in the Sponsor-A-Youth (SAY) program by providing the Organization with at least ten (10) names per year. By helping us expand our database, you will be helping the Organization in future fundraising activities.

10. **Guidance and Leadership**

With a diverse board, we can draw from many skill sets and attributes. Board members should provide guidance, leadership, and professional expertise where appropriate. Think of how you might offer your special professional or social skills to assist the organization in its governance and operations.

11. **Mission**

You must agree to uphold the mission of PUEBLO, Center for Legal and Human Rights and conduct yourself with integrity and decency in your board and Organization activities. .

Our goals and expectations are great, and our needs are even greater. Your commitment to achieve these goals is critical to the operation of an effective and efficient Board of Directors. Welcome aboard and have fun.

Dated: _____

AGREED TO AND ACCEPTED:

Board Candidate

(Printed Name of Board Candidate)