



## Role Responsibilities and Agreement

Adopted by the Board on December 12th, 2019

### BOARD ASSOCIATE DIRECTORS

UN|HUSHED is a 501(c)3 organization that publishes comprehensive sexuality education curricula and other materials, trains professionals on how to use those materials, and supports a broader, more inclusive global dialogue about sex and sexuality.

### MISSION

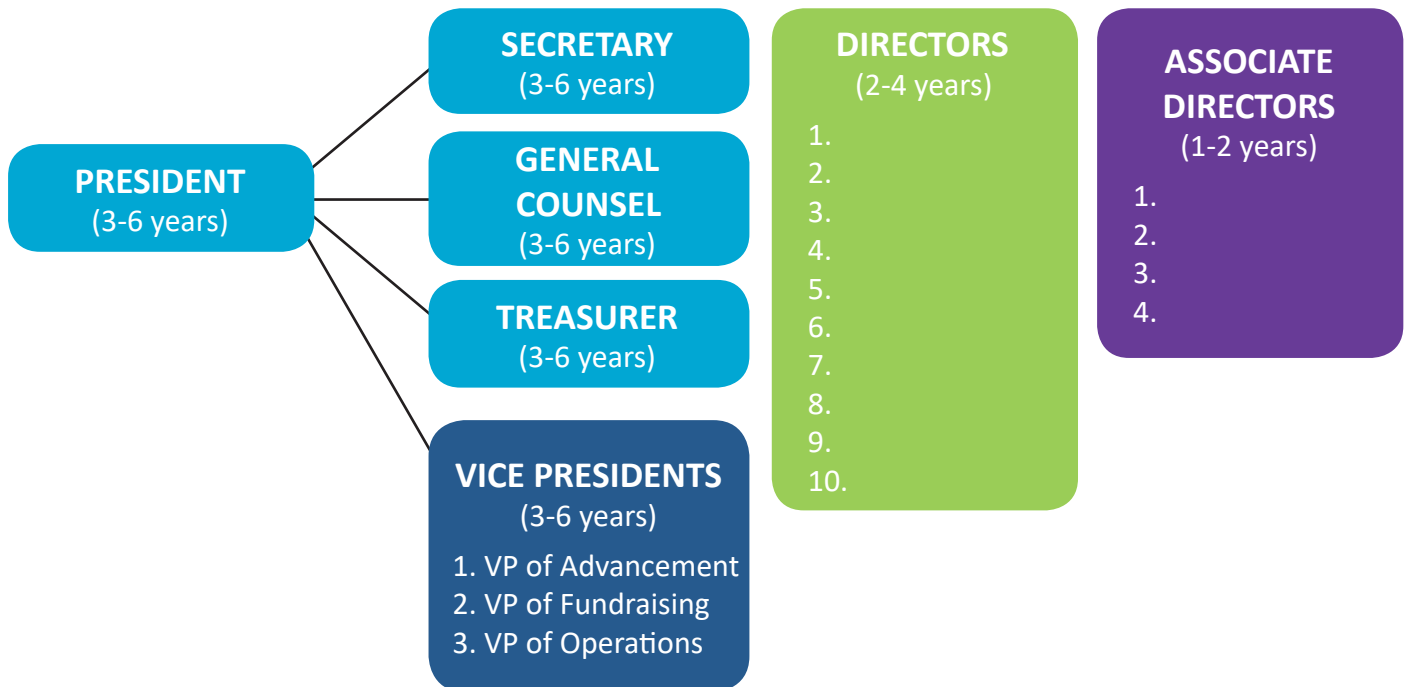
Breaking the social silence and stigma surrounding human sexuality.

### BOARD STRUCTURE

UN|HUSHED Board of Directors (“BoD”) shall consist of no less than four (4) members and no more than twenty-one (21) members with minimum and maximum term limits.

#### Structure includes:

- **Four (4) experienced leaders** who’ve demonstrated ideal leadership and subject-matter skills,
- **Three (3) leaders-in-training** with team-building and executive leadership potential,
- **Ten (10) enrichment managers** who enjoy project-focused teamwork with specific goals, and
- **Four (4) young professionals** interested in work/study experience and/or initial board experience.





## Board of Director Bylaws

- **SERVE**—applicable, consecutive year(s) of membership, renewable for two consecutive terms (max).
- **ATTEND BOARD AND TEAM MEETINGS.**
  - Quarterly BoD meetings\*
  - Monthly team meetings
  - Mentor/Mentee check-ins; 1:1s; etc.

NOTE: Two consecutive absences from quarterly BoD meetings will require Executive review of circumstances.
- **GIVE**—minimum financial support or raise equivalent fundraising in each fiscal year.
- **IMPLEMENT**—actively participate in developing, implementing, and supporting initiatives, teams, and projects.
- **IDENTIFY**—and refer new member candidates and business opportunities.
- **REMAIN KNOWLEDGEABLE**—have a thorough understanding of the ongoing work we do and the UN|HUSHED mission.
- **PROVIDE TIMELY RESPONSES**—to correspondence and request for updates.
- **PARTICIPATE IN SLACK**—build global community, increase project alignment, share ideas, and cultivate teamwork.
- **UTILIZE ORGANIZATION'S RESOURCES**—e.g. G Suite email, cloud drive, document retention, calendar, conferencing, forms, QuickBooks, project management, business cards.

NOTE: Business cards are a personal expense.
- **VOLUNTEER**—in our annual board event during summer board retreats, when we give back to local community.
- **RESPECT AND COMPLY**—with organizational values.

## ASSOCIATE DIRECTOR ROLE

In addition to bylaws adherence, the Associate Directors (who are not part of the executive committee nor serving as any Vice President) are responsible for the following:

- Commitment to no less than 1 year in term office (with option to renew, by majority vote, for an additional 1-year term; 2 years maximum)
- Minimum financial contribution of \$120 per year (or \$10 monthly dues). Per bylaws, this support could also be obtained through individual fundraising
- As needed, ongoing co-work with team and team lead for only one (1) of the following initiatives:
  - o Prospect research,
  - o Grant writing,
  - o Fundraising,
  - o Spotlights (blog), or
  - o Volunteer recruitment