



## **Board of Directors: Expectations**

### **Basic Responsibilities**

The Board is responsible for executing the mission of Equality Maryland and overseeing the management and direction of the organization. It is responsible for planning and policy decisions, for financial stability and development, and for the ongoing evaluation and monitoring of the work of the organization. The Board is also responsible for maintaining relations with the broader community and assisting with regular fundraising efforts.

### **Term:**

Election for a 1 year term; subject to election for 4 consecutive terms.

### **Meeting Attendance:**

- In-person board meetings held every two – three months – generally in Baltimore.
- Committee meetings and board telephone meetings as needed.

### **Criteria:**

- Willing to accept and promote the mission, goals and objectives of Equality Maryland.
- Possesses professional expertise and influence needed by Equality Maryland and/or represents one or more constituencies needed to provide balance to the Board's membership.
- Has demonstrated significant leadership capability and is willing to provide leadership to the operation of the Board and its committees.
- Willing to make a substantial personal financial contribution at a level that demonstrates commitment and sets a standard for others.
- Willing to ask others to contribute financially to the organization.
- Able and willing to serve effectively as a public representative of the organization and involve others in the work of Equality Maryland.

### **Specific Tasks:**

- Regularly attend Board meetings, committee meetings as assigned, orientation sessions, trainings and special meetings as appropriate.
- Serve on at least one standing committee and accept special assignments.
- Make decisions on issues, policies, priorities, goals and objectives based on careful consideration of the facts, the goals of the organization and its place in the community, and all relevant data.
- Formulate/update and approve long-range strategies and objectives, as well as annual operating objectives.
- Nominate and elect other Board members and officers of the Board pursuant to the By-Laws.
- Monitor the operating budget.
- Select, employ, set evaluation criteria for and periodically evaluate the performance of the executive director in conjunction with Board of Directors of Equality Maryland pursuant to the Human Resources policies of the organization.
- Monitor and evaluate the effectiveness of Equality Maryland's programs and the progress toward achieving stated objectives.
- Make a generous, annual personal or business contribution to Equality Maryland as well as solicit funds from others. (Participation on this Board includes an initial \$3000 Get or Give, to increase to \$5,000 in subsequent years.) The staff and other Board members will work with each Board member to establish a fundraising plan and provide training as necessary and appropriate.