



Board Member Commitment

About the CARIE Board

The Board of Directors at CARIE is an active and hands-on group. Every board member has a direct responsibility to “Give, Get, and Do” – that is, to **Give** a personal financial contribution (as well as, if possible, in-kind donations of any kind), **Get** additional gifts & resources by marshaling one’s network, and **Do** what needs to be done in order to further the mission & strategic plan of the organization. While we recognize that the specifics of each member’s contributions will vary, it is expected that every person on the board recognizes and agrees to abide by the “Give, Get, and Do” policy.

Terms & Renewals

Board members are elected to serve three-year terms on the CARIE board, and may be renewed for a second three-year term. After two consecutive three-year terms, each board member must rotate off the board for a period of at least one year before signing on for a third term.

An exception to this policy may be made for board officers & committee chairs, who may serve an interim year while identifying & training a replacement for their positions.

Members who are rotating off the board may continue to serve on committees.

“Board Report Card” and Self-Assessment

Each year, all members of the board will receive a “Board Report Card” from the Board Development Committee. This report card will contain a brief record of individual engagement throughout the year – meeting attendance, committee participation, event attendance/support, financial support, etc. The report card will be confidential, and is meant to provide an opportunity for both the board member and the Board Development Committee to ensure that each board member is as engaged as possible in the work of the organization.

Every board member will also be asked to complete a self-assessment each year, which may be shared with the Board Development Committee. Again, this tool is designed to help each board member measure his or her effectiveness & engagement with the organization, and to identify opportunities for better engagement.

Individual Responsibilities

- Provide strategic guidance to the organization & Executive Director on programming, mission, strategic planning, financial management, and all other relevant matters
- Take financial responsibility for CARIE by committing to learn about the organization, read financial reports and other budget documents, and keep up-to-date on CARIE programs, finances, and management
- Attend all board meetings, review all materials thoroughly and carefully, and actively engage in discussions
- Serve actively on at least one standing board committee (Finance, HR, Board Development, Marketing & Fund Development, Executive), with a strong preference for serving on two committees
- Make a personally significant financial contribution to the organization each year
- Share resources and talents with CARIE, including expertise, contacts for financial support, and contacts for in-kind contributions.
- Serve as an advocate for CARIE within one's circles of influence — personal, business, faith, civic, etc.
- Be accessible, at least by phone or e-mail, to staff and other board members as needed
- Attend as many organization events and fundraisers as possible
- Actively participate in building board strength through recruitment of possible nominees to the board who can make significant contributions to the work of the board and the organization
- Follow conflict of interest and confidentiality policies

Board Member Commitment

As a CARIE board member, I pledge to carry out my individual responsibilities as laid out above to the best of my ability. I understand that I am morally, financially, and legally responsible for the health and well-being of this organization, and I pledge to do everything I can to help realize the CARIE mission, to improve the well-being, rights and autonomy of older persons through advocacy, education, and action.

I will act with the care and loyalty required of board members, and put the interests of the organization first. I will do my best to preserve the investment of time and resources made over years by all the donors and volunteers who created this organization and brought it to this point.

Signature

Date