



Voices For Children, CASA of Boulder County

Board Member Job Description

Mission:

Voices for Children, CASA of Boulder County (VFC) builds a healthier community by delivering services, support and advocacy to children who have experienced trauma.

About the Organization:

More than 2,500 children experience abuse and neglect each year in Boulder County and over 200 are removed from their homes and placed in foster care. These children are faced with a difficult path complicated by the physical, psychological, and emotional trauma they have experienced. Additionally, there exists a significant racial disproportionality in the child welfare system. Despite Boulder County residents being 77% white, children of color make up 51% of the children in the child welfare system. Voices for Children understands its responsibility to support our children who face unequal treatment and help them navigate an inequitable society.

Board Position:

The Board of Directors supports VFC's work and provides mission-based leadership and strategic governance. Day-to-day operations are delegated to the Chief Executive Officer (CEO) and the CEO reports to the Board. The Board and CEO relationship is a partnership based on mutual respect and trust. Specific Board member responsibilities include:

Leadership, Governance, and Oversight:

- The Board is responsible for setting the direction of the organization through strategic planning; Board and Staff work jointly to create and monitor the Plan.
- Selecting, appointing, compensating, and evaluating the performance of the CEO, including retention and dismissal.
- Looking to the future by anticipating mission-related and organizational impacts; reacting to unanticipated events or impacts; and long-range planning that adapts to strategic plans and direction such as growth or a narrowing of focus.
- Working in partnership with the CEO and serving collectively and individually as a trusted advisor. Supporting the CEO in carrying out their role leading the organization, delivering the program, and implementing strategic goals and objectives.
- Assuring resources are allocated to fulfill the mission and strategic plan; reviewing outcomes and metrics created by VFC for evaluating impact; regularly measuring performance and effectiveness; adjusting as necessary.
- Approving VFC's annual budget, audit reports, 990 and material business decisions; being



informed of and meeting all legal and fiduciary responsibilities.

- Being informed of and helping to manage risk and reputational issues.
- Contributing to an annual performance evaluation of the CEO and participating in establishing achievable goals for the coming year.
- Assisting in the identification and recruitment of Board candidates.
- Partnering with the CEO and other board members to ensure that board resolutions are carried out.
- Serving on at least one Board Committee, and assisting with task forces or special assignments, as needed.
- Representing VFC to stakeholders and acting as an ambassador for the organization.
- Ensuring VFC's commitment to a diverse board, staff, and ways of operating that reflect the communities VFC serves.

Fundraising:

VFC Board members will make VFC a philanthropic priority and make annual gifts that reflect that priority, commensurate with their capacity. VFC expects to have 100% of Board members make an annual contribution.

Board Terms and Participation:

- VFC Board members will serve a three-year term and be eligible for re-appointment for one additional term. Board meetings take place monthly and committee meetings are generally held monthly.
- Board members should make their best efforts to attend all Board and committee meetings, and are expected to attend at least 75% of regular Board meetings in a calendar year.
- Service on the VFC's Board of Directors is without remuneration, except for certain administrative support, travel, and accommodation reimbursements concerning the Board member's duties.

Qualifications:

- A passion and commitment to supporting vulnerable children in Boulder County who have experienced abuse and neglect.
- Strong interpersonal skills and a collaborative team orientation with a natural affinity for cultivating relationships to create awareness in the community.
- Personal qualities of integrity, credibility, and a passion for improving the lives of VFC's beneficiaries.

Our Commitment to Individualized, Relevant Service, and Representation

Voices for Children, CASA of Boulder County (VFC) serves a wide-ranging group of children and



families from various backgrounds. We are committed to advancing individualized, relevant services that reflect the community we serve and support every child’s opportunity to thrive.

We recognize that some children experience additional challenges within the child welfare system and we are committed to building a team of board members, staff, and volunteers who bring a wide range of perspectives, skills, and lived experiences to inform our advocacy.

We foster a culture rooted in fairness, intentional communication, and accountability— creating an environment that welcomes all who interact with our organization. We prioritize understanding individual histories and needs, and we support learning and dialogue about historical systems and barriers to ensure we’re working toward meaningful and lasting change.

This strengths-based approach ensures that our program is responsive to the unique needs of the children and families we serve. Together, we endeavor to Change a Child's Story and build a future where every child has the opportunity to reach their full potential.