CalSAC Board of Directors Overview (2024-2026 Term)

Organizational Overview: CalSAC is building a future where every child in California — regardless of income, race, or zip code — has access to high-quality, affordable out-of-school time options like before school, afterschool, and summer enrichment programs. Every year, we train and empower thousands of adults who work in California’s out-of-school time programs to strengthen their skills, deepen their impact, and advocate for policies that benefit children and families. In turn, they shape the lives of tens of thousands of young people, helping them unlock their full potential. We see a future where every professional in the field has the resources they need and is valued for the important impact they have on the lives of children. We are committed to fulfilling the promise of an informed, engaged and empowered out-of-school time workforce, and a more equitable future for California’s children and families.

Training & Professional Development – CalSAC’s Trainer Network builds the training and facilitation skills of leaders in the field, who in turn provide training to professionals working in a variety of out-of-school time programs across the state. Through the network, we deepen and grow the skills of professionals to best serve the interests of young people across our state. Our network is the largest of its kind in the country.

Leadership Development – CalSAC’s Leadership Development Institute Fellowship deepens the knowledge, skill and abilities of out-of-school time professionals. Through this intensive program, we help staff learn how to lead and manage programs that build the social and emotional skills of the young people they serve and the adults on their teams. CalSAC’s people-driven programming fosters transformative change, allowing each individual to be part of the larger movement for equity and social justice. Our fellowship for emerging leaders of color is a model in the country.

Advocacy – Through visits with state legislators and policymakers, program site visits and the annual statewide CA Afterschool & Summer Challenge, CalSAC educates and empowers professionals, youth, and families to engage in grassroots advocacy. In addition to helping advance the out-of-school time field, these advocacy experiences help show young people and emerging leaders how to speak out and use their voices to create change.

Board Philosophy: We envision a board of directors that acts as thought partners, supporters, and risk takers who are innovative and responsive to the needs of building a sustainable organization to serve the broad out-of-school time field and its professionals. We envision a board that thrives through:

- **Team Leadership** - a team that exercises a broad range of leadership styles and effectively addresses needs within the team.
- **Diversity** - making vital the importance of reflecting open-mindedness and valuing difference in ideas, backgrounds, perspectives, personalities, approaches, and lifestyles.
- **Fundraising** - we achieve 100% board participation in making a personally meaningful contribution to our annual fundraising campaign. Board members also actively introduce supporters to our organization each year, inviting them to contribute their "TLC" (time, love, and cash) to support and sustain work that matters.
- **Accountability** - clarifying roles and responsibilities with high follow-through, being responsive to problems, and holding each other accountable for team agreements.
- **Respect** - an atmosphere of mutual respect and genuine positive regard that empowers members to contribute.
- **Constructive Interaction** - allowing conflict to provide an opportunity for discovery, growth, and creativity where feedback is given and received well.
- **Optimism** - a team with an inspiring, shared vision that is enthusiastic, forward looking, and appreciative of each other.
Board Responsibility: As a governing and fundraising board, the CalSAC Board of Directors ensures the sustainability of the organization by: bringing influence to the organization as an active ambassador, securing financial contributions and in-kind donations, and providing needed technical and organizational skills to the Board of Directors.

Formal responsibilities of a board of directors include:
1. To ensure that the organization stays in compliance with laws and regulations relating to nonprofit corporations.
2. To determine the organization’s mission, strategies and high-level priorities.
3. To ensure that the organization uses its resources to fulfill its tax-exempt purpose.

Effective board members also have the following characteristics:
1. A passion for the mission and shared vision for the organization.
2. An interest in engaging in strategic and generative thinking.
3. A willingness to engage in fundraising.

Board Commitment: In addition to advancing the organization’s mission and ensuring its sustainability, responsibilities include:
1. Serve a three-year term on the Board of Directors.
2. Attend a mix of half (virtual) and full-day (in-person) board meetings 6 times a year, including a 2-day annual retreat. New board members will also attend two virtual orientation meetings (2 hrs each). Meetings are held across California. Travel and meals are provided.
3. Share time, talents, and expertise at an average of 4-6 hours per month, in addition to board meetings.
4. Participate fully on one committee of the board. Generally, committees meet 6 times a year for one hour.
   a. Governance Committee – board meetings, recruitment, development, evaluation, etc.
   b. Internal Committee – financials, audits, human resources, etc.
   c. External Committee – fund development, board give/get goals, marketing/branding, etc.
5. Participate in fundraising activities of the organization, including a contribution towards the CalSAC Board Give or Get Annual Campaign Goal (Example: the board’s 2023-24 collective goal is $24,000 with a minimum $1,500 per board member give/get) by:
   a. Making a personally meaningful contribution.
   b. Reaching out to people in your network to give to CalSAC.

CalSAC is committed to maintaining a robust board of directors that reflects the diversity of California. New board members are being sought who will amplify and strengthen the current assets of the board.

To Apply: Complete the application here. Phone interviews will be held in October and a board vote will take place in late October to elect new members. Terms begin December 2023.

For more information or to schedule a time to discuss this opportunity further, please contact Lupine Reppert, Executive Director, at 510-444-4622 x109 or lreppert@calsac.org.