



Igniting social change. Advancing social justice.

Board of Directors Member Job Description

About MRG Foundation

MRG is Oregon's leading funder of social, racial, economic, and environmental justice groups. Our mission is to inspire people to work together for social justice and mobilize resources for Oregon communities as they build collective power to change the world.

MRG envisions a just and joyful world where people, cultures, and ecosystems thrive. We believe that this world is possible; however, the primary barrier that keeps us from creating this world – in other words, the root cause of injustice – is the consolidation of wealth, power, and social control among a small group of people who use systems of oppression and privilege to protect their power.

With a multi-oppression analysis, we pay particular attention to how racism and white privilege play out in MRG, in our communities, and in the issue areas we fund. We examine how our work is impacting communities of color and we identify and act on ways to further racial justice in Oregon.

MRG believes that the best chance we have of creating a just and joyful world is by supporting grassroots, community-based organizing to change the institutions and systems that perpetuate injustice and oppression.

MRG has been funding community change-makers for nearly 40 years. Each year MRG raises money from the community and awards nearly \$500,000 in grants for community organizing. To be successful in reaching our incredibly ambitious fundraising goals each year, MRG ensures that fundraising activities are infused throughout the organization; everyone involved with MRG actively engages in fundraising; and fundraising activities and opportunities are innovative, accessible, and culturally appropriate.

MRG places grantmaking decisions into the hands of a committee of activist community organizers. The Grantmaking Committee is comprised of people who are directly involved in developing genuine solutions to the difficult social justice issues facing their communities and the state. This is a radical departure from traditional philanthropy. Grassroots control of funding ensures that resources are directed where they're needed most. Our model also means that community organizers learn valuable skills by volunteering with MRG, both as committee members and board members.

MRG's Current Board Recruitment Priorities

MRG is currently looking for *social activist organizers* to join its board. Priorities include:

- Black activists
- Trans activists
- Activists from Eastern Oregon
- Activists from immigrant & refugee communities
- Activists who are 24 years old or younger
- Activists who live/work in rural communities
- Activists with experience in researching and exploring racial justice & liberation

Board Member Application Process

The process of joining MRG's Board of Directors starts with an initial interest conversation with an MRG staff person and/or a current MRG Board member. If you are interested in serving, you will be referred to our board recruitment committee who will set up a time for a phone or in-person conversation. If board membership is mutually desired from that conversation, you will be invited to fill out and submit a brief application form. The full Board will then vote on your application. If accepted, we'll let you know when the Board would like you to join and will schedule a board orientation and assign you a board "buddy" for the first six months.

Board Member Commitments

MRG's Board members are deeply committed to the success of MRG. Board members are asked to commit their time, their talent, and their treasure.

Time

Term: An MRG Board term is two years. A Board member can serve up to three consecutive terms (six years).

Hours: We ask for a commitment of an average of six to eight hours per month for Board-related activities.

Schedule: The Board meets every other month at MRG offices and via video/conference call. These meetings are typically two hours long and currently held on the third Tuesday of the month in the early evening. We also have two to three in-person longer meetings/retreats each year. In-person Board retreats are typically full day Friday or Saturday meetings that take place in Portland, Eugene, or Salem. Committees meet between board meetings.

Talent

Committee Service: Each Board member also serves on at least one committee. Current committees include Executive, Grantmaking, Finance, Investment, Resource Development, and Events/Justice Within Reach (JWR). We work with each Board member to find the committee that is the best fit for their talents and experience and our needs.

Multi-Issue Perspective: Serving on MRG's Board of Directors is an opportunity to participate in an organization that provides support to a wide range of progressive groups. Board members must bring a multi-issue perspective to their MRG work. This means supporting the issues MRG funds, including racial justice, tribal sovereignty justice, reproductive justice – including access to abortion—LGBTQ liberation, economic justice, immigrant and refugee rights, environmental and climate justice, and peace and international solidarity.

Treasure

Fundraising: MRG raises all the money we grant out each year. Board members play a critical role in MRG's fundraising activities by bringing new donors to MRG and participating in fundraising activities such as planning, donor meetings, and events. MRG provides Board members with the support and training needed for fundraising success.

Financial Contribution: All Board members financially contribute to MRG at a level that is meaningful to them.

Board Member Responsibilities to MRG

The MRG Board supports the work of MRG and provides mission-based leadership and strategic governance. While day-to-day operations are led by MRG's Executive Director (ED), the Board-ED relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board member responsibilities include:

Fundraising and Finance

- Actively engage in fundraising activities to ensure that sufficient revenue is available for MRG operations and programs
- Approve MRG's annual budget, audit reports, and material financial and sustainability decisions
- Ensure that sound financial planning and monitoring are carried out

Leadership, governance, and oversight

- Conduct the hiring, support, and annual evaluation of MRG's Executive Director
- Participate in annual board effectiveness evaluations
- Review board member packets in advance of board meetings and actively participate in board meeting discussions and decisions
- Through active engagement in board meetings, committee meetings, and retreats, assist the Executive Director in proactively identifying issues needing input or oversight by the board to ensure those issues are placed on future board meeting agendas
- Inform and support the work of MRG through your activist /professional experience and networks
- Contribute to the identification and recruitment of additional MRG Board Members
- Represent MRG to community stakeholders; act as an MRG and social justice ambassador

- Oversee the work of the organization, making sure that it adheres to applicable laws and is consistent with MRG's mission and values
- Establish and monitor organizational policies such as personnel, gift acceptance, and financial management policies
- Attend MRG events when available
- Maintain strict confidentiality

MRG Responsibilities to Board Members

MRG is committed to engaging and supporting you as a valuable board member. As such, we commit to the following:

- In recognition that people of color and activists are often asked to provide unpaid labor in service of the movement, we offer a stipend for board involvement to honor and respect your time and talent
- Provide adequate orientation, including assignment of a board “buddy” or partner for the first six months
- Trouble-shoot issues or any questions you have during your tenure
- Tailor your engagement with MRG to appropriate activities and committees
- Support your professional development as an MRG board member and social justice activist when possible
- Honor your time with clear communication and effectively run meetings and retreats