

Resist Board Owl Role Descriptions

Resist as a Worker Self-Directed Nonprofit

[Resist](#) is a Worker Self-Directed Non Profit (WSDN). Most nonprofits are required to have a Board of Directors that exercises ultimate control over the corporation. Boards of Directors are generally required to exercise a “duty of care” and “duty of loyalty,” which require that each Director devote attention to the activities of the nonprofit and to act, as a prudent person would, to ensure that the best interests of the organization are being served. Boards may delegate their duties, but may not over-delegate them, meaning that the Board should still be able to take back control when necessary to ensure the wellbeing of the organization.

In the case of the Resist, our Board has resolved that it is in the best interests of the organization to have staff govern under a system of worker self-management, in recognition that the staff are well positioned, well informed, skilled, and motivated to advance the mission.

The Role of the Board

Resist’s board’s primary purpose is one of oversight to ensure we are living our mission and overall healthy as an organization. The board is responsible for approving Resist’s budget. In addition, all decisions about staff compensation, benefits, and hiring shall be made by the Board, by way of our budget process. Resist’s Board members have the following nine oversight roles (or “Owls”). The intention here is to provide, using a light touch approach, an extra set of eyes at the topmost level to identify potential problems and fulfill fiduciary duties while maximizing staff agency and power.

Below you will find a list of potential responsibilities for each owl. Note that text in **purple** is standard baseline responsibilities for all owls, while text in black are other responsibilities unique to each role, and can be customized per owl’s capacity and interest.

Financel Owl (Treasurer)	Worker Self-Governance Owl	Communications Owl
• Oversight of key performance indicators • When needed, collaborate with Strategic Design Group for Theory of Change process	• Oversight of key performance indicators • When needed, collaborate with Strategic Design Group for Theory of Change process	• Oversight of key performance indicators • When needed, collaborate with Strategic Design Group for Theory of Change process

• Support the autonomy of staff collective's vision towards meeting organizational mission • Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis • Communicate with Resist's Finance Working Group about current financial income and expenditures, and whether projected revenue is enough to meet the budget. This communication may take place at the Board meeting • Ask staff about any confusing or concerning budget items, expenditures, or transactions, and bringing any unresolved concerns to the Board • Expected only to interfere with self-governance if they believe the financial reports show evidence of misfeasance or mission drift	• Support the autonomy of staff collective's vision towards meeting organizational mission • Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis • Excitement around supporting a shift in organizational structure that lifts up worker autonomy, nimbleness, creativity and mission aligned work • Review newly adopted proposals and policies and ensure/support organizational alignment of staff proposals for vision and direction of organization • Ensure systems for growth and healing are in place for the staff collective • Review Worker Self Direction Nonprofit self-assessment and inquire into whether worker self-direction is effectively advancing the mission of Resist • Discuss any concerning proposals, policies, or governance practices with staff and bringing any unresolved concerns to the Board	• Support the autonomy of staff collective's vision towards meeting organizational mission • Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis • Excitement around supporting creative and effective narrative strategy creation • Excitement in supporting and amplifying strong storytelling from Resist grantees and other change makers • Expected to get familiar with Communications Principles, Values, and Priorities • Expected to describe to other board members the types of strategies the communications circle is using to forward the mission • Discuss any concerning activities with staff and bringing unresolved concerns to the Board
--	---	---

	• Not expected to exert an influence on any particular policy or proposal, but rather (1) be knowledgeable enough about policies to be able to notice troubling trends, and (2) make an inquiry into whether the process being used is functioning in a manner that keeps the organization aligned and the staff fulfilled • Staff is expected to coordinate an evaluation of the governance every two years and share it with the Worker Governance Owl	
Resource Redistribution Owl	Legal Compliance Owl	Elder Owl
• Oversight of key performance indicators • When needed, collaborate with Strategic Design Group for Theory of Change process • Support the autonomy of staff collective's vision towards meeting organizational mission • Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status.	• Oversight of key performance indicators • When needed, collaborate with Strategic Design Group for Theory of Change process • Support the autonomy of staff collective's vision towards meeting organizational mission • Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis	• Oversight of key performance indicators • When needed, collaborate with Strategic Design Group for Theory of Change process • Support the autonomy of staff collective's vision towards meeting organizational mission • Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status

● Review activity updates on a quarterly basis ● Ensure that Resist is effectively advancing its mission of redistributing resources to frontline communities ● Discuss any concerning activities regarding the resource distribution program with staff and bringing unresolved concerns to the Board ● Expected to be able to describe to other board members the types of strategies the resource redistribution circle is using to forward the mission ● Expected to get familiar with Resource Redistribution Principles, Values, and Priorities	● Ensure that Resist is operating in compliance with the law by annually reviewing a legal compliance check-list with staff ● Ensure that Resist is keeping proper meeting records and following procedures ● Field complaints and grievances per Resist's Grievance Policy and accountability process	● Review activity updates on a quarterly basis ● Commitment to build collective and/or individual intentional relationships with the staff collective with the purpose of building and maintaining trust ● Ensure that Resist's systems of support and accountability are functioning well, as outlined below in this document ● Communicate regularly with staff should any accountability situation reach Step 3 ● Hold at least one Elders conversation per year to connect and give updates for Resist ● Coordinate any Step 4 circle in Resist's accountability process ● Responsible for maintaining and communicating with an active Circle of Elders membership
Development Owl	Staff Owl (Clerk)	Movement Sustainability Commons Owl
● Oversight of key performance indicators ● When needed, collaborate with Strategic Design Group for Theory of Change process ● Support the autonomy of staff collective's vision towards meeting organizational mission	● Oversight of key performance indicators ● When needed, collaborate with Strategic Design Group for Theory of Change process ● Support the autonomy of staff collective's vision towards meeting organizational mission ● Provide oversight of healthy budget process and participate in hiring process for permanent staff	● Oversight of key performance indicators ● When needed, collaborate with Strategic Design Group for Theory of Change process ● Support the autonomy of staff collective's vision towards meeting organizational mission

• Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist. • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis • Support Resist's Development and Fundraising strategy • Discuss any concerning activities regarding the development program with staff and bringing unresolved concerns to the Board • Expected to describe to other board members the types of strategies the Development circle is using to forward the mission • Expected to get familiar with Development Principles, Values, and Priorities	• Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis • Serve as the Board Clerk by managing meeting logistics and board-staff communication	• Provide oversight of healthy budget process and participate in hiring process for permanent staff • Contribute to a creative, relational, healing culture at Resist • Ensure that Resist is effectively advancing its mission • Expected to notice activities that may not be aligned or may jeopardize tax-exempt status • Review activity updates on a quarterly basis • Offer support and guidance around Movement Sustainability Commons and all of its projects
--	---	---