

1051 Valencia St
San Francisco, CA 94110



415-550-2611
www.naturalresources-sf.org

EST 1988

NATURAL RESOURCES

Jan 2024

Board Member Parameters

The Natural Resources All Families Foundation (“Natural Resources”)

Mission

Natural Resources, a 501c3 Non-Profit since 2015, was founded in 1988 to serve new families through education, empowerment, and community. Deeply rooted in evidence-based best practices for pregnancy, labor, birth, and early parenting, Natural Resources offers holistic classes, the safest, most effective, essential products, and a warm and inclusive community.

The Board of Natural Resources is focused on governance, fundraising, partnerships, and grant-making to cover the gap between what San Francisco families can afford to pay and what it actually costs Natural Resources to provide the prenatal, birth, and postpartum educational and support services that we offer. Additionally, it ensures that Natural Resources is able to offer important free programming as well as scholarships for classes and trainings.

Our mission is to “Nurture families from pregnancy to early childhood.”

Role of the Board of Directors

To advise, govern, fundraise, oversee policy and direction, and assist with the leadership, growth, and general promotion of Natural Resources so as to support the organization’s mission and needs.

To be proud champions of Natural Resources! To share the mission with their community, assist staff in areas of expertise, and make contacts who might help further the organization in reaching its goals.

Length of term

The expected length of service on the Natural Resources Board is a minimum of 2 years, after which a member has the option of renewing their seat on the NRAFF Board on an annual basis.

Commitments

- Monthly commitment for non-officer Board members is approximately 5 hours a month: a 2-hour board OR 1-hour committee meeting, with Slack and staff communication in between meetings.
 - Kids are welcome, and there is always a virtual option to join. Plus some emailing or reviewing materials in between meetings.
 - It can be a bit more or less than that if we have an event or specific push going on.
- Board members are expected to give or get a *minimum* donation annually.
- Board members are expected to attend at least 3/4 of board meetings (virtually or in-person). If one cannot attend a meeting, the member is expected to read and approve of that month's minutes so as to keep abreast of board business.
- All Board Members are expected to participate in the Natural Resources annual fundraiser.
- Board Members are expected to participate in a minimum of two events per year.

Expectations

- Board members are expected to adhere to their board commitments.
- Before the start of their term, members are expected to agree to avoid situations which could be perceived as a conflict of interest and familiarize themselves with the by-laws and recent business of the board during the transition phase.
- Board Members will agree to confidentiality to keep all board business within the confines of the board and its parameters.
- If a Board Member is not meeting his/her commitments or expectations, a private evaluation will be conducted with the Natural Resources Board. The Board will put the member on a 4-month probationary period, after which another self-evaluation and Natural Resources Board evaluation will be conducted. If said member has still failed to meet his/her Board commitments and expectations, he/she will be asked to leave the Board.

- Current Board Members will begin their exit process 3 months (1 quarter) before their departure. They will share their files, relevant contacts, and projects with the Board Resources Committee.
- Board Members are expected to transition their replacements at a minimum of one month prior to their end-of-term departure.

Board Recruitment

- The Natural Resources Board, as a whole, is tasked in board recruitment, board evaluation, and board transitions.
- The Board should begin a search for a replacement 3 months before (a quarter) the end of a currently servicing board member's term ends.
- Diversity, sphere of influence, and ability to meet board expectations should be considered in evaluating a potential member of the board
- The Board is responsible for creating a Board Recruitment Packet and a Board Orientation packet.

Conflict of Interest

Full disclosure: Board members and staff members in decision-making roles should make known their connections with groups doing business with the organization. This information should be provided annually.

- Board member abstention from discussion and voting: Board members who have actual or potential conflicts of interest should not participate in discussions or vote on matters affecting transactions between the organization and the other group.