Mission Statement

Create Now's mission is to empower youth and young adults from ages 3 to 24 through a variety of arts programs in multiple disciplines that help them to heal and thrive. Our goal is to assist them to get out of poverty and learn skills that can lead to jobs and careers.

Vision Statement

Create Now is committed to building a world where all youth experience creative self-expression.

Core Values

Creativity – We foster creative exploration and self- expression. From overcoming adversity to discovering new passions and inspiration in life, our unique programs create real results.

Immediacy – Our focus is on helping youth that are most in need now, with the urgency and hands on approach that saves lives.

Connectivity – We connect diverse people and organizations through creative arts. We connect kids with mentors and life opportunities plus corporations with communities and philanthropic endeavors. Create Now is the place to make a difference through the arts.

Efficacy – Our comprehensive programming delivers life-changing results. We create programs that are relevant and meet the needs of the youth, and the agencies that we partner with and serve.

Associate Board Member Expectations and Commitment

I understand that as an Associate Board member of Create Now, I have an ethical and fiduciary responsibility to ensure that the organization works diligently towards its stated mission goals. Further, I agree to fully support the mission, vision, and core values of the organization, to adhere to its behavioral expectations, and to act responsibly and prudently as its steward. As an Associate Board Member, I agree to:

1. **Attend Meetings and Events.** To the extent possible, I will attend associate board meetings, committee meetings, and special events.

2. **Be an Advocate**. I will make best efforts to attend a variety of Create Now programs and events throughout the year so that I am knowledgeable about the organization's activities. I will represent the organizations' work and values to the community, act as a spokesman and bring at least two guests to a Create Now event.

3. **Make an Annual Personal Financial Contribution.** It is important for Create Now that Associate Board members contribute personally to the organization. I will make a minimum annual personal financial contribution of $250 (give or get).

4. **Take an Active Role in Fundraising.** In addition to making a personal contribution, I will make introductions of potential funders and supporters and will provide in-kind services, as appropriate, above and beyond my service as an Associate Board member or committee member.

5. **Avoid Conflicts and Behave in an Ethical Manner.** I will always represent the best interests of the organization, publicly and privately. I will immediately disclose any actual, potential or perceived conflict of interest to the Board and the CEO. I will maintain the confidentiality of any information provided to me by the organization. I will treat other board members, the CEO, staff, parents, and students with respect. I will not challenge any decisions made by the board or CEO in any public arena or speak negatively about staff or other board members. I will immediately take any concern or disagreement to the board or CEO in a confidential and diplomatic manner.

Committees - The Associate Board will be composed of three committees: Fundraising, Membership, and Special Projects. Every member of the Associate Board will be required to sit on at least one of the committees and dedicate additional time as needed to accomplish committee-specific goals (i.e. fundraising events, recruitment efforts, etc.). Each committee will be led by a chair person who sets goals/plans and oversees committee operations. See brief descriptions of the committees below:

- Fundraising - **Raises funds and awareness for the organization/cause**. The committee will carry out various fundraising initiatives (i.e. events, peer-to-peer, partnerships/sponsorships) and aim to expand the donor base.
- Membership - **Serves current, incoming, and prospective members**. This committee will be responsible for managing the recruitment process to build a diverse board as well ensuring that current members are satisfied with the board experience.
- Special Projects - **Supports the community (youth) as well as the staff/org**. Aligned with Create Now organization's goals and commitments, this committee will work on projects to benefit the youth (i.e. arts education, financial literacy, career growth, etc.) as well as the staff/org (i.e. marketing, social media, SEO, etc.)

Financial Contribution - I understand that I will be required to give or get an amount of **$250** by the end of the fiscal year if you join after July or by the end of the calendar year if you join before July. If possible, I will also try to make introductions to potential supporters and help secure additional funding and/or pro bono services as follows:

Conflict of Interest Disclosures - Please list any potential conflicts of interest or restrictions from your employer that we need to be mindful of.

Thank you and welcome to the Create Now Associate Board!

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