



The Village at Glenclyff Board of Directors “Job Description”

Summer/Fall 2024 New Member Priorities

- In this round of Nominations, we seek to fill three to four positions.
- We especially need nominees with one or more of the following skill sets and experiences:
 - Lived experience of homelessness, poverty, racism, or other forms of structural oppression
 - Law: nonprofit and/or or healthcare legal issues
 - Human resources
 - Fundraising and event planning
 - Marketing, PR, social media
 - Secondary priorities:
 - Medical respite/recuperative care
 - Banking and accounting
 - Property management
 - Construction, design, sustainable development, circular economy
 - Behavioral health services for people experiencing homelessness

Where you find The Village at Glenclyff

- The Village is many years in the making but only recently incorporated as an independent nonprofit. We were envisioned as a program of Open Table Nashville, but now operate as separate, friendly organizations.
- Our model is a “[medical respite](#)” facility, providing short-term housing and support services for people exiting hospitalization to help them recuperate until they can find permanent housing.
- Twelve micro-homes are complete (though some unexpected maintenance has been required) with site work prepared for phase II. We have been welcoming clients from various referral sources for about a year.
- We hired our first-ever Executive Director in 2021, but their tenure was shorter than anticipated. While our founder, Ingrid McIntyre, stepped up as interim director, we

conducted an extensive search process for their replacement and hired Julia Sutherland in January 2022.

- We are a startup nonprofit with a young staff of four when fully staffed, eager to establish more processes, structure, and stability to ensure our long-term sustainability.
- We embark on the next chapter of Board participation with an openness for new energy and ideas.

Who is eligible

- Anyone 18 or older who resides in the greater Nashville area and is personally committed to the work and mission of The Village at Glencliff is eligible for nomination.
- Term-limited, previous Board members and current Village staff are not eligible for nomination.

Our vision of meaningful representation

- We believe that representation matters. People closest to the problem are closest to the solution, as has been said, so we know that people who have experienced homelessness and other forms of structural oppression, such as racism and homophobia, have a distinct and essential perspective.
- We also believe in collective liberation, the notion that structural oppression harms everyone and, therefore, all people benefit from a more just society. That means, in part, that allies for social and racial justice also have a role in working for a more equitable world, including via our Board of Directors.
- Our Board is currently not diverse enough. We have struggled to recruit people of color and people who belong to other underrepresented identities in non-tokenizing ways. Our vision is that our Board reflects the people we serve, at minimum, but that people are not tokenized for their identities and experiences. This is a balance we walk together and to which we seek to hold ourselves accountable.

What to expect

- The Board meets monthly via Zoom, usually at 6-7pm Central Time on Tuesdays, unless meeting in person. We strive for at least two in-person meetings per year, including a holiday gathering in the winter. Board members are expected to miss no more than two meetings per year and send advance notice to the President if one will be absent.
- Board members are expected to participate in at least one committee, which meet on their own schedules as needed.
- Board members should make annual or recurring financial contributions to the Village as they can; it matters more that all Board members donate than how much they give.
- Board members are advocates and ambassadors for the Village, which means familiarizing oneself with Village programming, volunteer opportunities, and funding needs.
- The Board should attend, support, and promote any fundraising or other events within its sphere of influence.
- Board members are expected to provide guidance to the Executive Director and other staff when called upon according to their roles and expertise.

- We hope to devise clear term limits (e.g., two years), though some may remain longer in order to stagger terms and ensure continuity.

Legal

- A Board of Directors is a legally defined entity of a 501(c)3 nonprofit with collective responsibility to supervise the Executive Director, including terminating or hiring this position if necessary. Board members' names are listed on the Form 990, a publicly available tax form all nonprofits submit.
- Board members serve without financial compensation.
- The Village carries standard Directors and Officers insurance. The bylaws provide for indemnification against certain legal expenses that may arise in connection with service on the Board of Directors.