

Board Member Job Description

Are you passionate about local food systems and community development?

Want to share your skills to benefit your neighbors while also gaining valuable experience?

If so, please consider joining our board!

Groundwork Somerville is looking for new board members who are committed to our mission and are ready to help us achieve our goals.

In the past year, we have re-structured our staffing model, almost doubled our operating budget and are re-envisioning our future with our new executive director's leadership. In the year ahead, we plan to undertake a strategic planning process, participate in board strengthening retreats and workshops, and continue to uphold our duties to support our staff.

We encourage candidates throughout Greater Boston both with and without board experience to apply. All candidates are welcome, including those with lived experiences similar to those we serve.

We're also actively recruiting candidates with:

- Backgrounds in financial leadership
- An attorney licensed to practice in the state of Massachusetts
- A farmer or tradesperson with experience in urban farming

Please reach out david@groundworksomerville.org if you are interested in joining us!

Responsibilities of the Board as a whole

The mission of Groundwork Somerville is to cultivate the next generation of environmental leaders to grow a greener and more equitable Somerville.

As the highest leadership body of the organization and to satisfy its fiduciary duties, the board is responsible for:

- Determining the mission of the organization and understanding its collective purpose
- Selecting, supporting, and evaluating the performance of the chief executive
- Strategic and organizational planning
- Ensuring strong fiduciary oversight and financial management
- Fundraising and resource development
- Approving and monitoring the organization's programs and services
- Enhancing the organization's public image
- Assessing its own performance as the governing body of the organization
- Ensuring legal and ethical integrity

Responsibilities of Individual Board Members

Each individual board member is expected to:

- Know the organization's mission, policies, programs, and needs as well as understand its collective purpose
- Read and understand the organization's financial statements and board materials in advance of meetings
- Serve as advocates and ambassadors for the organization
- Engage in identifying and securing the financial resources and partnerships necessary for the organization to advance its mission
- Leverage connections, networks, and resources to develop collective action to achieve the organization's mission
- Give a meaningful personal financial donation each year — no amount is too small
- Prepare for, attend, and participate in board meetings, up to 12 per year (currently held via Zoom)
- Participate in a minimum of one (1) committee or taskforce
- Engage in learning opportunities to better understand the community we serve
- Respect all who bring their voices and lived experiences into the boardroom and the organization
- Commit to the minimum of 5 hours of service each month (includes monthly meeting and committee meetings)

Other responsibilities of board members

- Uphold the legal duties and laws regarding nonprofit governance
- Follow the organization's bylaws, policies, and board resolutions
- Disclose any conflict-of-interests and update it during the year if necessary, as well as disclose potential conflicts before meetings and actual conflicts during meetings
- Maintain confidentiality about all internal matters of the organization

More on our Mission and Vision

The mission of Groundwork Somerville is to cultivate the next generation of environmental leaders to grow a greener and more equitable Somerville.

Groundwork Somerville, a 501(c)3 nonprofit organization, has been “changing places and changing lives” in Somerville, Massachusetts since 2000. Through youth empowerment, urban farming, equitable food access, and community engagement, Groundwork sows the seeds of a healthy community.

Our work is grounded in the understanding that environmental conditions are inextricably linked to economic, social, and racial injustice. We recognize that it is impossible to build a truly sustainable community without holistically addressing these issues.

As a result, we make an explicit effort to employ and empower youth of color and youth from economically disadvantaged backgrounds. Our high-school programming highlights the

nuances of racism, sexism, and environmental injustice, and prepares program participants with tools to address these inequities. We also work to ensure that every student in Somerville Public Schools has access to a school garden and is engaged in hands-on learning outside of the classroom. By empowering young people to cultivate a positive relationship with food and land, we help them grow into adults that are ready and able to build strong communities.

In addition to serving youth, Groundwork Somerville also provides equitable access to food and green space for all Somerville residents. As the stewards of the only farm in Somerville, we are in a unique position to grow culturally relevant crops for our diverse community. We distribute this produce through the Somerville Mobile Market and other avenues for food pickup to ensure the people getting our food are those who need it most.

Our farm also serves as a community gathering and education space where we encourage Somerville residents to learn how to grow their own food and engage with their local food system. We strive to hold space where all Somervillians can gather as a community and celebrate the land and each other.

At Groundwork Somerville, respecting and celebrating diversity is a core value. We are committed to providing a diverse, equitable and inclusive environment for all, within which each person can succeed professionally regardless of race, ethnicity, culture, nationality, gender, religious beliefs, sexual orientation, gender identity, gender expression, age, marital status, or disability. Groundwork Somerville works to foster understanding, communication and respect among all people in the company in order to create an inclusive workplace.