

FARMWORKER &
LANDSCAPER
ADVOCACY
PROJECT



PROYECTO
DE AYUDA PARA
TRABAJADORES
DEL CAMPO Y
JARDINEROS

BOARD OF DIRECTORS

Position: FLAP is seeking a Board of Directors to support the organization's mission and goals.

Compensation: This is an unpaid position

Background: FLAP is a 501(c)(3) non-profit organization, *at an exciting point in its growth*, committed to improve working conditions and opportunities for low-income workers and their households in the cannery, farms, greenhouse, landscaping, meat, nursery, packinghouse, poultry, restaurants, and snow plowing industries. The organization carries out its mission through advocacy, community outreach and legal education, information and referrals, litigation, partnering with other organizations to fight human labor trafficking, preventing family separations by helping immigrants secure dual citizenship for their children, and facilitates the access to cash transfers to very low-income populations. FLAP does not receive funding from the Federal Legal Services Corporation.

For additional information please visit: <https://www.flapillinois.org/>

To sign up for FLAP's Newsletter: <http://eepurl.com/gJwhRn>

To see FLAP's work in action and receive daily organizational updates, connect with FLAP on social media:

Bilingual: <https://www.facebook.com/farmworkerlandscaper.advocacyproject>

In Spanish, for workers: <https://www.facebook.com/landscaper.flap/>

For more information on the direct impact of FLAP's Executive Director's work, please visit: [facebook.com/alexandra.sossa.3994](https://www.facebook.com/alexandra.sossa.3994)

Board Member Roles:

1. Ensure effective executive leadership

- Hire, support, evaluate, and discharge the organization's executive director
- Ensure the continuity of the organization through the development and recruitment of the executive director
- Provide leadership on organizational transition, in conjunction with the executive director
- Approve compensation and benefit policies

2. Protect and increase financial resources

- Review and approve the annual budget
- Review and approve major financial decisions, commitments, and plans including expenditures, loans, leases, investments, and accounting services
- Develop and implement fundraising plans
- Make a personal financial contribution to the organization and help raise funds for the organization

3. Set programmatic and organizational priorities

- Set long and short-range priorities and strategies of the organization
- Evaluate progress toward program and financial goals
- Review and strengthen the structure of the organization on a regular basis, including its bylaws and board and staffing structures

4. Provide strong board participation and leadership

- Encourage and achieve high participation in regular and special board meetings
- Conduct the affairs of the board including board development and transition
- Provide orientation to new board members
- Ensure board documentation including agendas, minutes, and other materials
- Develop and maintain an appropriate board structure, including officers and committees (as needed)
- Assure compliance with all federal, state, and local regulation and reporting requirements and recognized best practices for nonprofit boards
- Elect officers on an annual basis

5. Represent the organization vis-à-vis the public and community

- Serve as the organization’s “ambassadors” to the community
- Represent the organization at public functions and vis-à-vis other organizations as appropriate

Specific Board Member Responsibilities:

- Dedicate an average of five hours of time to board-related activities each month
- Attend board meetings regularly, notifying the board president or executive director of the inability to attend in advance of the meeting. Meetings are virtually via ZOOM.
- Take on specific individual responsibilities, including work on an ad hoc committee or a standing committee.
- Make a personal monetary contribution and/or secure funds for the organization which total at least \$500 per year.
- Introduce the organization to potential corporate, foundation, law firm, and individual supporters.
- Suggest names of individuals who could be potential board members, contact such individuals and, if needed, participate in meetings with them to introduce them to the organization.
- Must comply with all provisions of the bylaws, specifically portions pertaining to board members.

Application: To be considered for the position, please send your Resume or Bio ***via e-mail***, to: asossa@flapillinois.org in attention to Alexandra Sossa, Executive Director, 33 N. LaSalle, Suite 900, Chicago, IL 60602.

Write: ‘*Board of Directors*’ in the subject line of the e-mail. FLAP ***will not accept incomplete applications***. Position will remain open until filled, but FLAP seeks to fill this position ASAP.

FLAP is an Equal Opportunity Employer!