



Chill Board Membership Primer 2023

Chill envisions a future where any young person can experience belonging and thrive in boardsports and beyond. Through boardsports experiences, Chill inspires young people and works to build a more equitable outdoor community. Founded in 1995 by Burton Snowboards founders Jake and Donna Carpenter, Chill currently supports over 2,000 young people each year across 20 sites and 9 countries. We are proud to have served over 30,000 young people since our founding. The Board of Directors provides mission-based leadership and strategic governance. While day-to-day operations are led by Chill's CEO, the Board plays an essential role in organizational oversight, strategic & financial planning, fundraising, and community engagement.

Chill will strive to achieve and maintain a Board constituted of at least 70% of individuals that reflect the identities and lived experiences of our participants. While Chill will not recruit exclusively these individuals, we will make a priority of recruiting those who do and can appreciate our participants' experience and work with them based on their own identities and lived experience. In addition to a shared identity with our students, Chill seeks Board members who hold a commitment to equity, a deep passion for our mission, may consist of alumni, represent geographic diversity throughout the communities we operate, and a diversity in skillsets, expertise and networks.

Board Member Responsibilities

We expect every board member while serving on the Chill Board to prioritize Chill's mission by contributing their time, talent, and resources during the duration of their Board service. All Board members will share in the following duties:

Leadership, governance and oversight

- Assisting in creation of Chill's strategic plan and overseeing its successful execution
- Advancing Chill's vision and mission through service on one or more Board Committee: *People & Culture, Development, Finance*
- Approving Chill's annual budget, audit, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Regularly evaluating Chill's performance and effectiveness using impact metrics
- Contributing to an annual performance evaluation of the CEO and Board
- Advancing Chill's Diversity, Equity and Inclusion goals through individual and group efforts

Fundraising & Outreach

- Chill Board Members will participate in fundraising activities and act as ambassadors for the organization. They will also consider Chill a philanthropic priority and encouraged to make an annual gift accordingly.

Terms, Time, Other Commitments

Chill's Board Members serve a three year term and may be elected to serve for one additional consecutive term. Board members are expected to participate in the majority of board meetings and partake actively in one committee. Board meetings are two hours and held quarterly in a hybrid format, with options to attend via Zoom or in-person at Chill/Burton headquarters in Burlington, Vermont. Committee meetings are held on Zoom, quarterly throughout the year.

Qualifications

- Deep commitment to Chill's mission
- Passion for youth development and advancing equity in boardsports
- Lived experience, expertise and skills in an area required to advance the work of one or more board committees
- Strong communication and relationship building skills

Committees

Each Chill Board member is expected to actively participate in at least one Committee. Officers (Chair/Co-Chair, Treasurer, and Secretary) are also members of the Executive Committee, along with the CEO who is a non-voting Ex-Officio Board Director.

People & Culture Committee

- Responsible for supporting the Chill CEO and Senior Leadership Team in their management of Chill staff
- Oversees active recruitment, expansion and diversification of Board of Directors membership
- Leads on onboarding of new Board members, as well as evaluation and improvement of the Board member experience

Development Committee

- Supports the building of a sustainable pipeline of financial and non-financial support to ensure Chill's ability to pursue its mission

Finance Committee

- Oversees the financial operations of the agency and ensures responsible fiscal stewardship of its resources