

# Junior Achievement (JA)-Rocky Mountain, Inc. Board of Directors



## Role of Directors

- Utilize influence to secure volunteer and financial resources from personal and professional networks to help the organization fulfill its mission;
- Actively engage with other board members and staff leadership to define and monitor the strategic direction of the organization;
- Volunteer to implement JA programs, and attend JA events to personally experience the mission of the organization and serve as a JA ambassador in the community; and
- Provide meaningful personal financial support

## Board Composition

The JA Board of Directors is comprised of senior corporate executives, business owners, and educators, who reflect the diversity of the community and are willing and able to influence their organization's efforts in the community, in order to position JA as a vital force in strengthening children's ability to succeed by leveraging opportunities our free market economy create.

## Financial, Volunteer, and Participation Expectations

On an annual basis, every Director is required to volunteer at least once, attend at least one JA Special event, contribute a meaningful personal financial gift, and attend at least two of the quarterly Board of Directors meetings. Directors are also asked to make introductions for JA staff to organizations and/or influential individuals in the community, serve on a project, committee, or task team, and attend the annual Board of Directors strategy offsite/retreat.

During the 2022/23 fiscal year, the *average board company* contributed \$24,400, and the average annual personal contribution from directors was \$3,500.

## Meetings

The Board of Directors typically meets four times a year, which includes an annual strategy retreat. Generally, meetings are held in September, November, February, and May (strategy retreat). Meetings are scheduled one year in advance and are usually held from 8:00-9:30 a.m.

## Director Nomination and Terms

The JA Executive Committee seeks strong community leadership in new Director nominations on an ongoing basis to help achieve the goals of JA. Directors are elected for three-year terms and can be re-elected to subsequent terms. JA Directors may not extend an invitation to another individual to join the board without approval from the President & CEO and the JA Executive Committee.

## Committee Structure

There are four standing committees: Executive Committee and Audit and Finance Committee. JA leadership may also form short-term strategic task teams to address mission critical issues. Current Task Teams include JA Golf Classic/Auction and Strategic and Retreat Planning.

## Director Engagement Metrics

The table below provides guidance on the many ways that a Director can support the organization, which allows JA to develop and maintain an incredibly active and passionate Board of Directors. The goal of the outlining our expectations is to communicate and recognize the many ways board members can support the organization.

<u>Category</u>	<u>Minimum / Expectation</u>	<u>Points</u>	<u>Incremental Points for Achievement Over/Above Minimums</u>	<u>Board of Directors Participation Goal</u>
<b>Be a Volunteer</b> - in a classroom, - at JA Finance Park, - at JA Dream Accelerator, or - at the JA Stock Market Challenge	1 JA Program / year	1	+1 for each additional Volunteer engagement	100%
<b>Attend a JA Special Event</b> - JA Stock Market Challenge, - JA Bowl-A-Thon or JA Trivia Bowl - Colorado Business Hall of Fame, - JA Inspiration Reception, - JA Golf Classic, or - JA Dinner/Auction	1 JA Special Event / year	1	+1 for each additional Special Event attended	100%
<b>Give a meaningful personal contribution to support operations</b>	Personal Discretion	1	+1 per \$1,000	100%
<b>Attend Quarterly Board Meetings</b>	2	1	+1 each additional Board Meeting	100%
<b>Introductions</b> - Provide JA Management an introduction to a company or influential individual in your personal or professional network	1	1	+1 each additional Introduction	75%
<b>Serve on a Committee or Task Team</b> - Executive Committee - Finance and Audit Committee - Task Team – Golf/Auction - Task Team – Strategic Planning	1	1	+1 for each additional Committee or Task Team	75%
<b>Attend Annual Retreat</b> - Annual strategic retreat held in May	3	3	n/a	75%

The expectation for each Director is to **achieve 10 points per JA fiscal year (July 1<sup>st</sup> – June 30<sup>th</sup>)**.