

Board Service and Nomination Information

AllPaths Family Building is an independent non-profit organization that serves the fertility and family building community. AllPaths is dedicated to creating a caring community within New England to support, inform, and advocate for all those struggling with fertility and family building.

Our Board of Directors consists of a maximum of 20 directors and is supported by two part-time, paid staff members (Executive Director and Operations Manager). AllPaths strives for a diverse Board and is seeking individuals interested in serving the organization as Board directors. This information describes Board service with AllPaths Family Building, including the nomination process.

Q: What does the Board of Directors do?

The Board is responsible for developing the overall operating policies and providing guidance for AllPaths. Directors provide volunteer leadership in the continued development and implementation of programs and services consistent with the AllPaths mission. Directors ensure that the goals of the organization are met and protected.

Directors are actively involved in the planning and marketing of AllPaths programming. They also develop and implement strategies to increase engagement with key stakeholders.

Directors have a fiduciary responsibility for AllPaths, to ensure its long-term financial success and stability. In addition to overseeing and approving the annual budget, Board directors also participate in fundraising that ensures that the organization has the financial resources to support its services. Each Director is expected to raise a share of total fundraising annually through a personal donation and/or through solicitation from other donors/sponsors.

Q: How does the Board accomplish its work?

The full Board meets four times each year: three virtual meetings and one in-person annual meeting in Massachusetts. The executive committee meets six times each year (and all Directors are welcome). During meetings, the Board discusses the activities of AllPaths, shares information and develops the organization's priorities and action items. Between meetings most communication among directors, as well as between Board and staff, occurs via email.

Q: What is it like serving on the Board of AllPaths Family Building?

Serving on our Board is rewarding, stimulating, and fun. Directors steer the organization, ensuring that we continue to excel as a leader of fertility and family building support, resources and advocacy. Directors interact closely with others who have experienced family building challenges and with members of the professional community. The Board is key to enabling AllPaths to do its important work in support of the fertility community. Directors are able to use existing skills and develop new skills while serving on the Board and its committees.

Q: What is the time commitment for Directors?

Directors spend an average of two to four hours a month on Board work. In addition to the Executive Committee, there are Board committees focused on Development, Marketing,

Advocacy, Nominations, Governance and Finance. Other committees are formed on an ad hoc basis.

The Executive Committee may also be required to attend periodic ‘emergency’ meetings to discuss timely matters.

The following is a summary of the responsibilities of Directors:

Term of Service	Two years, typically beginning in June; Upon the completion of a two-year term, Directors can serve additional terms (with a maximum of eight years). Following the maximum term, a Director is eligible for nomination to the Board after a four-year hiatus.
Commitments	Four Board Meetings each year: three virtual; one in person in MA
	Attendance at Walk and Conference (encouraged)
	Strategic Planning Meetings (as needed)
	Board Committee membership (virtual meetings; schedule varies)
	Executive Committee (meets virtually six times a year)
	Annual one-on-one call with Board President (once per year)
Financial Donation	All Directors are expected to make an annual financial commitment (see below).

Q: What is the annual financial commitment for the Board of AllPaths Family Building?

Because board service implies a commitment of the Director’s skills, time, talent and treasure, it is expected that all Directors will contribute a minimum of \$1,000 annually to AllPaths. This can be given from their own resources and/or by raising funds through matching gifts, peer-to-peer fundraising, corporate sponsorships, and more. The Director may give their own commitment as a one-time or recurring donation. In the case of financial hardship, a Director who is unable to meet the minimum requirement may contribute to the best of their ability with the approval of the Board President. Recognizing that major funding sources take the Board’s financial contribution into account when assessing our organization as a potential beneficiary, Directors commit to achieving 100% giving participation each year.

Q: What is the nomination process?

The Board or Nominations Committee meets to determine what the needs are for new Directors for the upcoming board term. Individuals interested in joining the Board are asked to complete a nomination form listing a summary of their background. A Director talks with the nominee so the nominee can ask questions about AllPaths and Board service requirements. Applications are accepted, reviewed and voted on a rolling basis. If you have any questions, please contact Kate Weldon LeBlanc, Executive Director (617-686- 8465) or Jennifer Redmond, Board President (jennredmond01@gmail.com).

Thank you so much for your interest in serving on our Board.