

# **City Slicker Farms**

## **Board Member Job Description**



The mission of City Slicker Farms is to increase wellness and build community through equitable access to healthy food, thriving gardens, and urban green space.

The Board of Directors is the legal authority for City Slicker Farms. Board Members act in a position of trust for the community and are responsible for the effective governance of the organization. They provide mission-driven leadership and strategic governance. The day-to-day operations are led by the Executive Director of City Slicker Farms.

### **Commitment to Anti-Racism**

Anti-racism, dismantling white privilege, and interrogating intersections of power and privilege are integral to our mission of food justice and equity. As an organization based in West Oakland and created to fight the impacts of systemic racism on food access for Black and low-income communities, City Slicker Farms is committed to centering the Black community in our leadership, hiring and work. While we are currently an affluent, white-led organization, we are committed to ongoing power and privilege training for our staff and board, and succession planning to transfer leadership to people of color. We commit our resources and space to support and celebrate African American life, culture, organizations and businesses. And we commit to doing the internal and external work required to ensure the values of equity and inclusion are present throughout our organization and programming.

### **A Learning Board**

As board members, staff and volunteers, one of our essential responsibilities is to learn and grow, both as an organization and as individuals. We call ourselves a “Learning Board” in order to name our commitment to ongoing education and seeking out different ideas and perspectives. We challenge our assumptions, experiences and perceptions and practice being comfortable with being uncomfortable. We work to hold ourselves accountable to the communities we work with and to each other; and to create a safe and inclusive space for all.

What this looks like in practice is committing time before meetings to read, listen, watch or reflect and dedicating board meeting time to discuss these activities. It means that professional and personal development is a vital line item on the expense budget. It means that diversity, equity and inclusion is not a single checkbox we mark off as training we attended, but a lens that we use to guide or programming, staffing and strategic choices.

### **Duties**

Each Board Member must stay informed on organizational matters and participates in deliberations and decisions in matters of policy, finance, programs, personnel and advocacy. To this end, each Board Member will:

- Attend a set of program orientation sessions to experience what City Slicker Farm's does first hand within the first six months of Board membership
- Work collaboratively with staff and other board members to achieve City Slicker Farms' strategic goals
- Review measurable performance indicators of City Slicker Farms' mission fulfillment, impact, and effectiveness
- Attend and actively participate in at least 80% of monthly board meetings and annual board retreat (Monthly Board meetings are held 6:00-8:00 p.m. on the fourth Thursday of the month via video or phone, or at our Farm Park site in West Oakland)
- Participate in monthly, ongoing education, discussion, and action around issues of equity, diversity, and inclusion. This may include readings, podcasts, videos, and trainings.
- Read and be prepared to discuss relevant materials in preparation for meetings
- Serve on at least one Board Committee and attend those meetings regularly.
- Serve as an ambassador of City Slicker Farms' work in the community
- Financially support City Slicker Farms at a level commensurate with their capacity. Board Members will consider City Slicker Farms a philanthropic priority and make annual gifts that reflect that priority. In order for City Slicker Farms to credibly solicit contributions from foundations, organizations, and individuals, the organization must have 100 percent of board membership contribute annually at a level that they are able to give.
- Assist in obtaining the financial resources necessary to carry out City Slicker Farms' goals
- Provide oversight of, and approve City Slicker Farms' budget
- Attend and support special events, such as fundraising and community outreach events
- Approve, where appropriate, policy and other recommendations received from the Board, its committees, and staff
- Review the bylaws and policy manual and recommend bylaw changes to the board as needed
- Continuously implement all Board policies and review them as needed
- Select, support, and assess the performance of the Executive Director
- Recruit new board members and periodically assess Board performance
- Spend time engaging with the staff and supporting program activities
- Total time commitment of 5-10 hours per month

### **Key Qualities of Board Members:**

- **Commitment to the mission and values of City Slicker Farms** — they understand the importance of food justice and equitable access to local, organic, culturally relevant food for all.
- **Ability and willingness to be an ambassador and advocate for City Slicker Farms** — they are able to clearly and accurately represent the mission, vision, and programs and are willing to advocate for City Slicker Farms

- **Commitment to anti-racism and accountability** — our vision of a world where all communities are nourished and have access to healthy, high-quality and culturally celebrated food is not possible without an ongoing, active centering of anti-racism as essential and non-negotiable.
- **Ability to present opinions** — they are able to present their views clearly, frankly, and constructively in whatever form they are most comfortable (we recognize the different ways we all process information and communicate, and thus strive to offer multiple ways for members to engage).
- **Willingness and ability to listen** — they listen attentively and respectfully and make sure they understand what they have heard.
- **Ability to ask questions** — they know how to ask questions in a way that contributes positively to debate.
- **Flexibility** — they are open to new ideas, are strategically agile and responsive to change.
- **Conflict resolution** — they are oriented to resolve conflict, are resilient after it occurs, and support board decisions once made.
- **Dependability** — they do their homework and attend and participate in meetings.

**Ideal candidates will possess some of the following expertise, experience or skills:**

- |   |                                 |
|---|---------------------------------|
| ● Community Organizing                                  | ● Data Science/Analytics        |
| ● Consensus Building                                    | ● Engineering and/or Carpentry  |
| ● Experience within our program                         | ● Legal/Insurance               |
| ● Board Governance                                      | ● Operations                    |
| ● Business/Organizational Development                   | ● Outreach/Community Organizing |
| ● Community Leadership                                  | ● Policy/Advocacy               |
| ● Education, especially Environmental/Food/Agricultural | ● Program Evaluation            |
| ● Professional Farming/Gardening                        | ● Public Health/Food Security   |
| ● Finance/Investment/Accounting                         | ● Public Relations/Marketing    |
| ● Fundraising   | ● Risk Management               |
| ● Government Relations                                  | ● Youth Programming             |
| ● Human Resources                                       | ● Visioning & Strategizing      |
| ● Hospitality   | ● Volunteer Management          |

**Board of Directors Term**

The term is two years, which may be renewed up to a maximum of three consecutive terms, pending approval of the board. A Board Member who has served their term limit may be elected to serve on the board after an absence from the board of one year.

**Evaluation**

A Board member's performance is evaluated annually based on the performance of assigned Board requirements and duties.

**How to apply**

*Online:* Complete [this online application](#) and send your resume to [kelly@cityslickerfarms.org](mailto:kelly@cityslickerfarms.org).

*Download and email/drop off:* [Download and print your application](#). You can email the form and your resume to [kelly@cityslickerfarms.org](mailto:kelly@cityslickerfarms.org) or drop it off at the West Oakland Farm Park (2847 Peralta St.) between 11 and 5 pm any day of the week.

*In-person:* If you need accommodations or assistance with your application, please stop by our office at the West Oakland Farm Park (2847 Peralta St.) between 11 and 5 pm any day of the week or call our office at 510-763-4241 to schedule a time outside those hours to meet.

Questions can be directed to [kelly@cityslickerfarms.org](mailto:kelly@cityslickerfarms.org) or over the phone at 510-763-4241.

We will respond within two weeks with next steps in the process. Prospective candidates will attend a farm tour, backyard garden tour, backyard garden build, and/or volunteer at our farm, to better understand City Slicker Farms' mission and work., which include speaking with members of the board and the Executive Director, visiting a program, and attending a board meeting