

MISSION

Pathways of Wisconsin provides supported employment opportunities and empowerment through quality, person-centered programming for individuals of all abilities.



VISION

Our vision for Pathways of Wisconsin is for the individuals we serve to be respected, participating members of their community, and have a presence and identity beyond their disability. Increasing opportunities for integrated employment, social activity and skills development will be the foundation of our organization.

Position

The Board will support the work of Pathways of Wisconsin and provide mission-based leadership and strategic governance. While day-to-day operations are led by Pathways of Wisconsin's Executive Director (ED), the Board-ED relationship is a partnership, and the appropriate involvement of the Board is both critical and expected. Specific Board Member responsibilities include:

Leadership, governance and oversight

- Serving as a trusted advisor to the ED as s/he develops and implements Pathways of Wisconsin, Inc.'s strategic plan
- Reviewing outcomes and metrics created by Pathways of Wisconsin, Inc. for evaluating its impact, and regularly measuring its performance and effectiveness using those metrics; reviewing agenda and supporting materials prior to board and committee meetings
- Approving Pathways of Wisconsin's annual budget, audit reports, and material business decisions; being informed of, and meeting all, legal and fiduciary responsibilities
- Contributing to an annual performance evaluation of the ED
- Assisting the ED and board chair in identifying and recruiting other Board Members
- Partnering with the ED and other board members to ensure that board resolutions are carried out
- Serving on committees or task forces and taking on special assignments
- Representing Pathways of Wisconsin, Inc to stakeholders; acting as an ambassador for the organization
- Ensuring Pathways of Wisconsin's commitment to a diverse board and staff that reflects the communities Pathways of Wisconsin, Inc serves

Fundraising

Pathways of Wisconsin, Inc's Board Members will consider Pathways of Wisconsin a philanthropic priority and make annual gifts that reflect that priority. So that Pathways of Wisconsin, Inc can credibly solicit contributions from foundations, organizations, and individuals, Pathways of Wisconsin, Inc expects to have 100 percent of Board Members make an annual contribution that is commensurate with their capacity.

Board terms/participation

Appointment to the Board of Directors shall be for a period of three years. No staff person of the agency shall be eligible for election to the Board of Directors.

Pathways of Wisconsin, Inc.'s Board Members will serve a three-year term to be eligible for reappointment for one additional term. Board meetings will be held quarterly and committee meetings will be held in coordination with full board meetings.

Qualifications

This is an extraordinary opportunity for an individual who is passionate about Pathways of Wisconsin Inc.'s mission and who has a track record of board leadership. Selected Board Members will have achieved leadership stature in business, government, philanthropy, or the nonprofit sector. His/her accomplishments will allow him/her to attract other well-qualified, high-performing Board Members.

Ideal candidates will have the following qualifications:

- Extensive professional experience with significant executive leadership accomplishments in business, government, philanthropy, or the nonprofit sector
- A commitment to and understanding of Pathways of Wisconsin Inc.'s beneficiaries, preferably based on experience
- Savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, convening, facilitating, and building consensus among diverse individuals
- Personal qualities of integrity, credibility, and a passion for improving the lives of Pathways of Wisconsin Inc.'s beneficiaries

Service on Pathways of Wisconsin Inc.'s Board of Directors is without remuneration, except for administrative support, travel, and accommodation costs in relation to Board Members' duties.