About KZCF: KZCF, established in 1925, has the vision of Kalamazoo County being the most equitable place to live, with the mission to mobilize people, resources, and expertise and to advance racial, social, and economic justice. Learn more at kalfound.org.

Core Values:
Center Anti-Racism and Equity
Advance Racial Justice
Nurture Healing and Love
Cultivate Transformative Relationships
Serve the Greater Good
Learn and Grow
Embrace Joy

BOARD Overview: The Kalamazoo Community Foundation Board of Trustees is where all authority resides unless otherwise designated to the President/CEO. The Board represents and serves the public trust to ensure that the organization carries out the purposes for which it was established in a legal, ethical, and accountable fashion, thereby filling a critical link between the community and the Foundation. The ability to achieve this mission and vision can best be pursued with a governing body that is fully inclusive. The Board seeks a majority of trustees that represent identities of those communities most directly impacted by injustices.

TRUSTEE RESPONSIBILITIES AND LEADERSHIP ATTRIBUTES
The Kalamazoo Community Foundation seeks to create an environment that allows for full activation of the talents and attributes that board members bring to the table. In addition to executing the duties and responsibilities for the role, board members have the opportunity to contribute their unique capabilities for maximum community impact.

- Steward the Foundation’s Big Picture Strategy
- Establish a Culture of Trust
- Ensure that financial practices are values-aligned
- Leverage Power in Support of Partners
- Analyze at systemic and strategic levels
- Demonstrate Strong Character
- Engage In Continual Learning
- Serve as an ambassador for trust-based philanthropy
Steward the Foundation’s Big Picture Strategy

➤ Uphold and model KZCF’s culture and values to help build and sustain a culture of trust, alleviate power imbalances, and empower staff to build trust-based relationships with community partners.

➤ Steward the foundation’s big picture strategy by overseeing KZCF governance, providing partnership and accountability for the equity-minded strategic plan, approving grantmaking priorities and align external collaborations and relationships.

➤ Come prepared and regularly attend Board, standing and ad-hoc committee meetings, retreats and work sessions.

➤ Respect and support all actions of the Board and maintain confidentiality. Confidential information will not be used for personal purposes or transmitted to others except in the course of a board member’s duties on behalf of the Kalamazoo Community Foundation.

Establish a Culture of Trust

➤ Prioritize trust-based relationships between board members and the rest of the organization.

➤ Evaluate the board’s embodiment of KZCF/trust-based values by seeking feedback from staff.

Ensure that financial practices are values-aligned

➤ Align the KZCF investment portfolio, internal financial practices, and strategies with Core Values, community impact and accountability.

➤ Maximize spendable in community in balance with the long term spending power.

Leverage Power in Support of Partners

➤ Bring to the table broad and diverse relationships, be willing and effective at making introductions that expand quality relationships for the community foundations goals.
Contribute at a level and in ways that are personally meaningful. A contribution can be, but not limited to, expertise, time, or monetary.

Analyze at systemic and strategic levels

- Contribute to the Board’s discussions by serving as a critical thinker, looking at long-term benefits and risks, provide focus and reflection on specific board level goals.
- Commit to an anti-racism and equity analysis to establish performance standards and evaluate the performance of the organization.

Demonstrate Strong Character

- Leadership thought and action, consistently displays integrity, credibility, courage and a commitment to the values of the Community Foundation.
- Conduct affairs ethically, reveal, and avoid conflicts of interest.
- Meet the obligations of duty, care, loyalty and candor.
- Monitor compliance with the organization’s principles and policies and ensure the Board, individual members and the President/CEO collectively are held accountable for their performance.

Engage In Continual Learning -

- Contribute a unique perspective to the breadth of knowledge that the Community Foundation has at its disposal. The knowledge from trustees and volunteers helps us widen that base of knowledge.
- Engage in continual learning around systems of racial, social and economic justice and apply learnings to advance KZCF strategic direction and trust-based culture.
- From time to time extend learning through attendance at in-service workshops and conferences (Council of Michigan Foundations and Council on Foundations Community Foundation Fall Conferences with the Foundation Chair attending the Larger Community Foundation annual meeting.)
- Listen respectfully to all points of view, actively communicate, identify and consider risks and strive for equitable decisions.
➢ Periodically conduct Board evaluation.

Support Foundation Leadership and Staff - honor the roles of the governance board and the staff leadership, providing support to the CEO and the leadership team with current and emerging organizational needs.

Legal

➢ Assure compliance with state and federal regulations and laws. Meet the obligation of legal, fiduciary, and fiscal oversight responsibilities of a board member.

➢ Become acquainted with the community foundation structure, its legal basis, and function.

➢ Make all decisions pursuant to founding documents, Bylaws and established policy.

CEO

➢ Select, employ, and designate authority for organizational leadership and management to the President/CEO. Serve as a thought partner and collaborator with the CEO in leadership.

➢ Provide specific expectations, require appropriate reporting and conduct regular evaluations of the President/CEO and determine compensation.

Organizational

➢ Establish and support the vision, mission, guiding principles and values, strategic direction, and policies for the Foundation.

➢ Explore innovative and equitable approaches to the Foundation’s governance structure and operations and assess its strengths and weaknesses in order to build on the historic leadership excellence of the Foundation.

Serve as an ambassador for trust-based philanthropy - Serve as an ambassador for trust-based philanthropy as an external representative of the Foundation.

➢ Apply trust-based values and lessons to all aspects of work.