

# We're seeking passionate people to join our team of Shadowcliff Board & Advisers

*Shadowcliff is a seasonal retreat center at the edge of Rocky Mountain National Park in Grand Lake, Colorado. Its story has unfolded over 65 years from a volunteer-built dream into a 501(c)3 nonprofit with a mission to hold space for individual and collective transformation. With compassionate and visionary leadership, Shadowcliff has served many audiences as a radically welcoming safe space for workshop and retreat groups, a rest stop for CDT hikers, a place of reconnection for family groups, and a gathering space for local neighbors. Our values are healing, growth, community and hospitality.*

**The Shadowcliff Board of Directors is seeking to increase our volunteer leadership team in 2023 to cultivate new relationships, grow organizational oversight, and diversify leadership perspectives.**



## FAQ's of Board Service

### **What's the time commitment?**

Typically, 6-10 hours per month, variable by season and committee involvement. Depending on need, board directors should be prepared to serve on two committees. The board has monthly virtual meetings, and has 2 in-person retreats per year in Colorado. Board directors should be able and willing to travel to retreats, although some assistance can be made available if needed.

### **How is information shared and work conducted?**

Because our board is geographically spread out, we depend heavily on virtual meetings and online file sharing. Organizational documents, agendas, and committee work are all stored on a central Google Drive. Communications are sent primarily by email. Committee chairs are responsible for setting a meeting schedule and com-

municating relevant information to their members. Chairs are also asked to provide short written updates/reports prior to each board meeting. Some asynchronous work between meetings is expected.

### **What are the fundraising expectations for board directors?**

Board directors are expected to assist in fundraising efforts through communications with donors and potential donors, as needed with certain campaigns, usually 1-3 times per year. In addition to an annual fall appeal, the Fund Development committee works with the Executive Director to identify opportunities for special campaigns, and consider what support may be elicited from the board to meet specific goals. Board directors should also expect to assist with a portion of donor acknowledgement communications.

Beyond established campaigns, it is expected that board directors will assist in making new connections with potential donors, funders, and other partners who might be a good fit for Shadowcliff, when appropriate.

### **Do I need to have previous board experience?**

Previous board experience is not required. We do follow many of the basic standard procedures for nonprofits based on Robert's Rules, and it's important for new board directors to be willing to learn what practices are unique to nonprofit leadership. We have found it helpful to have a variety of experience on the board that can offer both wisdom of experience and fresh, challenging perspectives.

### **What's the board culture like?**

Dedicated, optimistic, pragmatic, and thoughtful, our board directors embody traits that reflect our values. We're fueled by fond memories of time spent at Shadowcliff or places like it, and each of us believes in the power of special places to hold space for personal and community transformation. We all have different relationships to Shadowcliff and different ways that we like to contribute, but we genuinely appreciate each other's experiences and perspectives. We know that Shadowcliff has been a labor of love for many people over a long period of time — there's a "can-do" attitude among seasoned Shadowcliff staff and volunteers, but we also know that resources are limited and have to be managed wisely by a small year-round staff. Board members are expected to show encouragement to our hard-working staff, but also to speak up with questions when appropriate. We respect each other's time by following our agendas and communicating expectations whenever possible. In short, we try to model Shadowcliff values in our interactions with each other and the communities we are a part of.

### **Is there a financial commitment involved?**

We do expect board directors to give financially to Shadowcliff as a symbol of commitment, but we do not require any certain amount.

## **Next Steps**

**If you're curious to learn more about being on the Shadowcliff board, please reach out to Board Chair Kelly Yarbrough for a conversation: [prairie.kelly@gmail.com](mailto:prairie.kelly@gmail.com). Or, if you're ready to tell us a bit about yourself, you can fill out [this interest form: Shadowcliff Board or Committee Service Interest Form](#).**

