

La Peña Board Pledge 2022

As a board member of La Peña Cultural Center, Inc., I _____
understand that my duties and responsibilities include the following:

1. Participation and Values

- Maintain positive and cordial relations with staff and board members as well as
- Represent La Peña in a positive and supportive manner at all times and in all places.
- Attend all scheduled board meetings and retreats and be available for phone consultation. I understand that commitment to this board will involve a good deal of time, probably not less than 6 hours a month.
- Participate in at least one Board Committee or task force and to the best of my ability inform board members if I cannot attend scheduled meetings.
- Attend key La Peña events (i.e., Anniversary, fundraising, Hall of Fame inductions)
- Volunteer at no less than 6 activities during the year.
- Act in the best interest of La Peña and not in my own interest or the interest of another person or group.
- Maintain confidentiality, not to speak about board matters to non-board members or share board materials with non-board members unless authorized to do so by the Board.
- Represent the board or speak for it only when authorized to do so.
- Disclose to the board and staff any activity or decision that may be a conflict of interest in regards to La Peña matters.
- Refrain from voting on any matter that may be construed as a potential conflict of interest.
- Sign the Conflict of Interest statement annually and disclose any conflicts at that time.

2. Approve and support the strategic direction of the organization

- Be knowledgeable about the organization's strategic plan.
- Participate in the development of strategic direction, approve strategy and support in the implementation of priority areas mutually agreed upon by the staff and board.
- Participate in regular (annual) evaluation of whether the organization is meeting its goals.

3. Set the governing policies of the organization

- Be knowledgeable about existing governing policies i.e. by-laws, personnel, board development and whistle blowing.
- Provide input about proposed or changed policies.

4. Provide financial stewardship

- Be fiscally responsible with the other board members for this organization.
- Take an active part reviewing and approving the budget and the fundraising required to meet it.

- Give what is for me a significant financial donation. I may give this as a one time donation each year, or I may pledge to give a certain amount several times during the year.
- Actively engage in fundraising for La Peña in whatever ways are best suited to me. This may include individual solicitation, undertaking special events, attending fundraising events, writing mail appeals and the like.
- Be aware that the board has a goal of raising \$2,000 from each board member each year through either a combination of personal giving, asking our circle of friends, hosting fundraising activities, etc.

5. Provide legal stewardship

- Be legally responsible along with the other board members for this organization.
- Be responsible to know and ensure the implementation of policies and programs outlined in the strategic plan [I understand that "programs" are from a departmental perspective, not event-based programming].
- Be aware that if I fail in my tasks, and if the organization becomes the subject of a suit by a private person or of the federal or state government, I may be held personally liable for the debts incurred. La Peña has Directors and Officers Insurance to help in such a situation.

6. Monitor and evaluate organizational effectiveness

- Be responsible for the health and well-being of this organization.
- Pledge to carry out the mission of La Peña. (See Mission Statement)
- Participate in regular (annual) evaluation of whether the organization is meeting its goals. (See Strategic Direction)
- Participate in regular (annual) evaluation of whether the board is meeting its goals.

7. Hire and evaluate the Executive Director (ED). Participate in regular (annual) evaluation of the Executive Director.

If I am unable to participate fully or positively as stated above, I will resign at my own will, or if the board asks me to do so.

In turn, La Peña Cultural Center is responsible to me in a number of ways:

- I will be sent regular financial reports and director's reports without request.
- Board members and staff will respond in a straightforward and thorough fashion to any question I have that I feel is necessary to carry out my fiscal, legal and moral responsibilities to this organization.

Signature _____ Date: _____