



Invitation to Join the Pathways to Promise Board

Dear Prospective Board Member,

Thank you for your interest in joining the Pathways to Promise board. We invite you to be part of a caring and committed team that is providing solutions to the growing need for better mental health support across the country.

Board membership presents a unique opportunity to serve faith communities and other organizations in making a positive impact on the lives of individuals and families navigating mental health challenges.

As you may know, the U.S. Surgeon General [released a report in May 2023 that says](#), “With more than one in five adults and more than one in three young adults living with a mental illness in the U.S., addressing loneliness and isolation is critical in order to fully address the mental health crisis in America.”

Addressing mental health since 1988, Pathways to Promise is a multifaith, nonprofit organization committed to fostering connected communities of care for individuals ***experiencing mental health challenges and those who support them.***

Adapting to societal changes, we recently created new mission, vision, and values statements which you will see below. **Our longstanding commitment focuses on training opportunities, providing resources, and establishing community supports to individuals in faith groups and other organizations.**

Currently, Pathways is actively seeking new board members to contribute to this crucial work. We are specifically seeking candidates ***who want to share their experience in legal, financial, fundraising, PR/marketing, governance, educational leadership, mental health & wellness, and nonprofit operations.***

Interested candidates are invited to send a cover letter and a resume/CV to admin@pathways2promise.org. Your interest and participation are highly valued.

For additional information about Pathways to Promise, please visit our website, www.pathways2promise.org, or contact me at mstephenson@pathways2promise.org.

Hope to talk soon,

Rev. Mark Stephenson, MDiv, ThM
Board President

1. About Pathways to Promise

Pathways to Promise's origins are rooted among faith communities; we are a multifaith and multicultural mental health support organization. Pathways strives to revolutionize anyone-anywhere access to our mental health programs, online resources, and social support connections for individuals facing mental health challenges and those in their circle of care. We are developing a sustainable, scalable connected community of care delivery model to bring the programs into the community by the people of the community.

THE CHALLENGE:

The mental health crisis affects approximately half of the U.S. population during their lifetime, with one in four adults diagnosed with a mental health disorder each year. Additionally, loneliness affects about half of U.S. adults and worsens mental health problems. This crisis makes nearly anyone, anywhere vulnerable to distress that may result in a loss of quality of life or loss of life.

These individuals need mental health support and services. Compounding this need are the challenges of accessing care, receiving quality care, caregiver shortages, and marginalizing social stigma. Moreover, minorities are disproportionately impacted, as is often seen in various health outcomes. This situation affects not only the individuals themselves but also those who care for them.

OUR RESPONSE

Mental health is a social justice imperative for everyone that demands urgent and innovative action to bring mental health wellness to all. Pathways to Promise is committed to addressing our country's mental health crisis and bridging the gap in support through our programs, resources, and faith and community volunteer support.

Pathways will accomplish this by developing a comprehensive continuum of programs—the *COPE Toolkit*, by expanding our online resource library, and by equipping individuals as social support that encourage professional care. Pathways is developing and implementing a Connecting Communities of Care (3C) SafetyNet delivery model to bring the programs that address the continuum of mental health prevention, treatment, and recovery to the community by the people in the community.

WE NEED YOU:

We invite you to join us. Your expertise, commitment, and perspective can significantly shape a future in which mental health support is universally accessible. We eagerly anticipate the possibility of welcoming you to the Pathways to Promise family. Together, we can make a meaningful impact on this crisis.

2. About the Board of Directors

Pathways to Promise board members support and supervise the Executive Director as fiduciaries who steer Pathways towards a sustainable future by adopting and executing sound, ethical, legal governance and who share their experience and expertise in the following five ways:

2.a. Commitment to Our Strategic Focus

Board members are responsible to buy-in and commit to Pathways' strategic focus. Our strategic focus consists of our core values, mission and vision statements, and our strategic priorities.

Core Values

1. Compassion – people-driven mental wellness support
2. Companionship – side-by-side human connections
3. Courage – championing justice for everyone
4. Collaboration – connecting faith and other partners
5. Creativity – program and model delivery innovations

Mission: Equipping diverse communities to create safe, equitable, healing connections for mental wellness.

Vision: A safety net of stigma-free, diverse, connected communities of care.

Strategic priorities: Pathways to Promise is guided by these five strategic priorities, which are used to frame our strategic plan and board reports.

1. Operational Development – Implement a strategic framework for optimizing the internal functioning and efficiency of the organization
2. Board Development – Ensure that our nonprofit organization has a highly effective and well-prepared governing body in place.
3. Resource Development – Secure the financial resources necessary for our nonprofit's operations, programs, and initiatives.
4. Program Development – Create and enhance initiatives that align with the organization's mission and goals.
5. Expansion/Outreach Development – Expand the capacity and reach of the organization in order to better fulfill its mission and serve its beneficiaries.

2.b. Participate in Board Meetings

Board members are responsible to attend the following meetings:

1. Attend an annual in-person board meeting.
2. Attend bi-monthly online board meetings five months a year.
3. Attend periodic additional meetings or an extension of the monthly meeting to conduct board or staff business. For example, a meeting could include a bi-monthly committee or work group meeting or bi-monthly administration meeting for board officers.

2.c. Assist with Fundraising

1. Make a personal contribution or pursue donations to raise a balance of \$1,000 over the course of the year.
2. Assist in pursuing two potential funding sources from either donors, grants, or contracts annually.
3. Participate in general campaigns as outlined by the Resource Development plan for each year by helping with leads and ideas on other ways to raise funds.

2.d. Recruit Board Members

1. Help us diversify our board by the needed expertise, networks, and experience to advance our mission.
2. Nominate at least one viable board candidate or work group participant annually.

2.e. Participate on Committee or Workgroup

1. Desire to work together as a group, to listen to divergent viewpoints, and to build consensus.
2. Share knowledge, education, experience, and skills to assist with an assignment in the operation of the organization such as writing, speaking, training, including service as a board officer, committee member, and working group member.

3. Please Send a Cover Letter and Resume or CV

Please send us (admin@pathways2promise.org) your resume/CV and a cover letter expressing 1) why you are interested in serving on the Pathways board and 2) what you expect to bring to the board. Thank you for your interest in Pathways to Promise.