



A. Pathways Board Recruitment Packet

Dear Prospective Board Member,

Thank you for your dedication and interest in joining the Pathways to Promise board. This board recruitment packet offers a concise overview of Pathways to Promise, outlining the board's role, responsibilities, and commitment.

Established in 1988 by fourteen faith groups and mental health organizations, Pathways to Promise is an interfaith nonprofit organization committed to fostering supportive and caring environments for individuals facing mental health challenges and those who support them inside and outside of faith communities. Having evolved over the years, we recently adopted new mission, vision, and values statements. Our longstanding commitment involves providing assessment, training, consultation, and resources 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 with expertise in areas such as legal, financial, fundraising, PR/marketing, governance, educational leadership, and nonprofit experience. 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.

Interested candidates are invited to submit a completed application form, two reference letters, and a resume 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 feel free to contact me directly at mstephenson@pathways2promise.org.

Thank you for your interest.

Rev. Mark Stephenson, MDiv
Board President

A.1. About Pathways to Promise

Pathways to Promise is committed to addressing the urgent U.S. mental health crisis through innovative and equitable action. As a multifaith and multicultural mental health support organization, we strive to revolutionize anyone-anywhere access to mental health programs, resources, and a community delivery model for individuals facing mental health challenges and their supporters.

THE CHALLENGE:

The mental health crisis impacts approximately half the U.S. population over their lifetime, with 1 in 4 adults diagnosed with a mental health disorder each year. Loneliness, affecting about half of U.S. adults, contributes to mental health problems. This crisis, which touches anyone, anywhere, necessitates prevention, treatment, and recovery. The situation affects not only individuals but also those who care for them.

Compounding this challenge are both a shortage of mental health professionals and the associated stigma, which result in unjust access to care and engagement and costs lives. This is where Pathways to Promise steps in to bridge the gap.

OUR RESPONSE:

Our mission is clear: "Equip diverse communities to establish safe, equitable, and healing connections for mental wellness." Leveraging faith community volunteers and developing a comprehensive continuum of programs, the *COPE Toolkit*, expanding online resource library, and implementing a *Connecting Communities of Care (3C) SafetyNet* delivery model, we address prevention, treatment, and recovery.

The *COPE Toolkit* comprises five programs informed by research, theory, and practice. They are designed to be engaging, adaptable, and relational and to provide valuable knowledge and practical skills, and to adjust perceptions. The *3C SafetyNet* model is structured, supportive, sustainable, and scalable. The model will be used to expand access to mental health support in communities.

WE NEED YOU:

We invite you to join us on our mission to create a stigma-free, diverse SafetyNet of Connected Communities of Care. Your expertise, commitment, and perspective can significantly shape a future where 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.

A.1.a. 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.

A.2. About the Board of Directors

Pathways to Promise board members are the fiduciaries who steer Pathways towards a sustainable future by adopting and executing sound, ethical, and legal governance, and financial management policies and are a working board that shares their experience and expertise to participate with the Executive Director in advancing the five strategic priorities.

In summary the responsibilities of the board members include a) commitment to our strategic focus, b) participation in the board meetings, c) assisting with fundraising, d) recruiting board members, and e) attending and participating on a committee/work group.

A.2.a. Committed to Our Strategic Focus

Board members are responsible to buy-in and commit to Pathways' strategic focus. Our strategic focus is comprised of our core values, mission, and vision statement.

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.

A.2.b. 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.

A.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.

A.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.

A.2.e. Participate on Committee or Workgroup

1. A desire to work together as a group, to listen to divergent viewpoints, and to build consensus.
2. Willingness to 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.
 - a. Board Development
 - b. Resource Development
 - c. Program Development
 - d. Operations Development
 - e. Expansion/Outreach Development

A.3. Pathways to Promise Board of Directors Application Form

Thank you for expressing interest in serving on the Board of Directors for Pathways to Promise. We appreciate your commitment to contributing to our mission of providing multifaith and multicultural mental health support. Please complete the following application to help us understand your background, skills, and commitment to advancing mental wellness.

Personal Information

1. **Full Name:**

2. **Contact Information:**
 - Address:
 - Email:
 - Phone:

3. **Occupation:**

4. **How did you hear about Pathways to Promise?**

Professional and Educational Background

1. **Education:**
 - Degree(s):
 - Institution(s):
 - Graduation Year(s):
2. **Professional Experience:**
 - Briefly describe your current or most recent professional role.

Skills and Qualifications

1. **Relevant Skills:**
 - Please list any skills, experiences, or qualifications you possess that you believe would contribute to the Pathways to Promise Board.

2. **Board or Committee Experience:**
 - Have you served on the board or committees of other nonprofit organizations? If so, please provide details.

Commitment and Availability

1. **Time Commitment:**

- Our Board typically meets every two months with additional committee meetings. Are you able to commit to these time requirements?

2. Expected Contribution:

- Briefly describe what you hope to contribute to the Pathways to Promise Board.

Diversity and Inclusion Statement

- How do you believe your background and experiences contribute to the diversity and inclusivity of our Board and the mission of Pathways to Promise?

Interest in Mental Health Advocacy

- Briefly explain your motivation for joining Pathways to Promise and your interest in mental health advocacy.

Professional References

1. Please provide contact information for two professional references who can speak to your qualifications.

Declaration

I, [Your Full Name], hereby confirm that the information provided in this application is accurate and complete to the best of my knowledge. I understand that any misrepresentation may result in the withdrawal of my application.

Signature:

A.4. Resume and Reference Letters

Please submit the application above along with two reference letters and your resume to admin@pathways2promise.org. Thank you for your interest in Pathways to Promise.