



## L'Arche USA Board Member Candidate Profile

### Governance

L'Arche USA is grateful to have passionate board members and board committee members who donate their unique skills and expertise to help further our mission. The board of L'Arche USA, with the help of its committees, provides leadership in areas of organizational governance and membership, fundraising, communications, human resources, and safeguarding, while providing guidance to and supporting L'Arche USA's executive leadership. The dedication of our gifted board members is one of many factors that provide stability and the possibility for growth for L'Arche communities around the United States. We invite you to consider joining our board!

### The Purpose Behind What We Do

#### L'Arche's mission is to:

- Make known the gifts of people who have intellectual disabilities, revealed through mutually transforming relationships;
- Foster an environment in community that responds to the changing needs of our members while being faithful to our core values; and
- Engage in our diverse cultures, working together toward a more human society.

### About L'Arche USA

L'Arche USA was founded in 1998 and became operational in January 1999 as a national organization with membership in the International Federation of L'Arche. "L'Arche USA exists to support its member communities, ensure standards, and unite member communities in a common vision and mission. Furthermore, L'Arche USA offers formation programs and services for individual members. L'Arche USA influences the public's awareness and perception of people living with intellectual and or developmental disabilities, including public policy." - L'Arche USA Constitution (Amended and Restated, June 2018)

How does the L'Arche USA National Board of Directors put the above into practice? In addition to the regular responsibilities of a nonprofit board of directors, members of the Board are called to build community within the board, build relationships with L'Arche communities, and become ambassadors for the mission of L'Arche. As a governing Board, we advise out of our expertise and don't get involved in national or community daily operations. We respect subsidiarity - the principle that decisions are made by the people closest to the questions - whenever possible.

At the core of L'Arche are relationships that can lead to the transformation of one's heart, one's community and even the world as a sign of hope and unity. As a Board member, you are invited to engage in that transformation. In particular, we seek Board and committee members who expand our diversity of race, spiritual identity, dis-ability, gender identity, sexual orientation, geography and age. We acknowledge and honor the fundamental value and dignity of all individuals and pledge ourselves to creating and maintaining an environment that respects diverse traditions, identities, and experiences.

## Profile of a Committee Member Candidate

The L'Arche USA Board seeks to recruit a member to sit on its Governance Committee, with the ultimate goal of joining the L'Arche USA Board. The Governance Committee serves as the representative of the L'Arche USA Board of Directors regarding all activities relating to board governance. The Governance Committee looks after the composition, engagement and organizational health of the board and its members and offers recommendations when adjustments are needed. The Governance Committee is attentive to the needs for board and board member development and formation.

The committee meets via videoconference at least quarterly, and more often as needed, generally 4-6 times/year for 60 - 90 minutes. Committee members invest 30 – 60 minutes in preparation for each meeting, dedicate time to specific projects as needed, occasionally are invited to participate in board meetings / formations, and spend time communicating with each other and staff, generally via email or other messaging tools, as requested. The estimated time commitment is an average of less than 1.5 hours/month.

Committees of the L'Arche USA Board are composed of board members as well as people who do not currently sit on the Board. Committee members who are not national board members serve two-year terms, renewable upon mutual discernment and agreement. Committee members who are also on the national board, serve on the committee in terms that coordinate with their board term, and are flexible as needed.

The committee currently consists of four members: two non-board members and two board members who bring a mix of experience from roles in leadership, both within and outside of L'Arche USA, extensive experience in non-profit leadership and governance, as well as cultural competency and promoting care and engagement of Board members. Our Board Vice President, Brian Berg, chairs the Committee. We are currently seeking another committee member who can bring additional experience of some of the areas listed below.

Within our Governance Committee, we look for a diversity of expertise and experience in the areas of:

- Non-profit governance and leadership
- Non-profit board best practices
- Growing cultural competency, to support good diversity, equity, inclusion and belonging on our board
- Identification, recruitment and onboarding of board members, in line with organizational priorities
- Promoting care and engagement of Board members
- Promoting understanding of the mission and growth in leadership abilities

### To Learn More

If you are interested in learning more about this opportunity to help govern L'Arche USA, please contact Brian Berg at [brianjberg@icloud.com](mailto:brianjberg@icloud.com) or +1 (530) 682-0036. Please also [visit our website](#) to meet our current board members.

