



IMPACT Bay Area

Board Member | *Job Description*

About IMPACT Bay Area

IMPACT Bay Area is a grassroots 501(c)(3) nonprofit based in the San Francisco Bay Area. Since 1985, we have taught more than 20,000 people skills for personal safety, boundary-setting, and empowerment through trauma-sensitive, culturally responsive self-defense programs.

Our work centers on social justice and equity. We serve communities most impacted by violence and believe that safety, confidence, and self-determination are rights—not privileges. Graduates often describe our programs as life-changing, and our instructors, staff, and board are deeply committed to creating safer, more connected communities.

If you are passionate about empowerment, community care, and making a difference, you will find a home at IMPACT.

Position Description

IMPACT Bay Area is seeking board members who are passionate about our mission and excited to help steward the organization into its next chapter.

Our board is a working board, meaning members are actively engaged—not just advising from a distance. Board members contribute their skills, perspectives, relationships, and leadership to collectively support IMPACT's sustainability, growth, and long-term impact.

At the same time, we view board service as a two-way partnership. We aim to offer board members a meaningful, growth-oriented experience—one that supports leadership development, deepens community connection, and provides the opportunity to contribute to purpose-driven work alongside like-hearted people.

You do not need prior board experience. We are looking for people who:

- Care deeply about IMPACT's mission and values
- Are interested in leadership and shared responsibility
- Want to apply their skills in a meaningful, community-centered way
- Are excited to grow alongside other values-aligned leaders

Board Engagement (What This Looks Like in Practice)

IMPACT Bay Area is a small organization, and board engagement is meaningful but designed to be sustainable. Board members can generally expect to:

- Spend approximately **4–6 hours per month** on board-related activities
- Attend 70% of monthly virtual board meetings and periodic retreats
- Serve at least **one-year term**, with the option to renew
- Support operational projects and tasks in partnership with the Operational Director
- Stay engaged, responsive, and collaborative

We recognize that people have different capacities and seasons of life. Engagement is grounded in communication, shared responsibility, and mutual support.

Fundraising Philosophy

While there is no individual fundraising requirement, the board collectively commits to supporting IMPACT's financial sustainability and annual fundraising goals. Board members contribute in different ways, including:

- Making personal gifts when able
- Sharing IMPACT's work with their networks
- Making introductions to potential supporters or partners
- Supporting events or campaigns
- Helping shape fundraising strategy

Fundraising is a team effort, and board members are supported every step of the way.

Desired Skills and Experience

We welcome board members from a wide range of backgrounds. Skills and experiences that are especially helpful include (but are not required):

- Community connections or relationship-building
- Fundraising, donor engagement, or partnerships
- Marketing, communications, or storytelling
- Nonprofit or volunteer leadership experience
- Finance, operations, HR, or organizational development
- Legal, governance, or fiduciary experience
- Project management/organizational skills

Most important is alignment with IMPACT's mission and a desire to contribute.

Onboarding Process

We are intentional about ensuring board service is a good fit for both IMPACT and our board members. Before joining the board, candidates typically:

- Meet with an IMPACT board representative to learn more about board service and ask questions
- Complete the Board Interest Form
- Attend at least one board meeting to observe how the board works together
- Submit a resume and a short purpose statement describing:
 - What they hope to contribute to IMPACT
 - What they hope to gain from the experience
- Meet with a member of the Executive Committee and Operational Director
- Are formally voted onto the board once these steps are completed

This process is designed to create shared clarity, build connection, and support a thoughtful transition into board service.

Interested?

If you are excited about IMPACT's mission and curious about board service, we'd love to hear from you.

Please complete our [Board Candidate Interest Form](#), and we will follow up to continue the conversation.

For questions, contact board@impactbayarea.org.