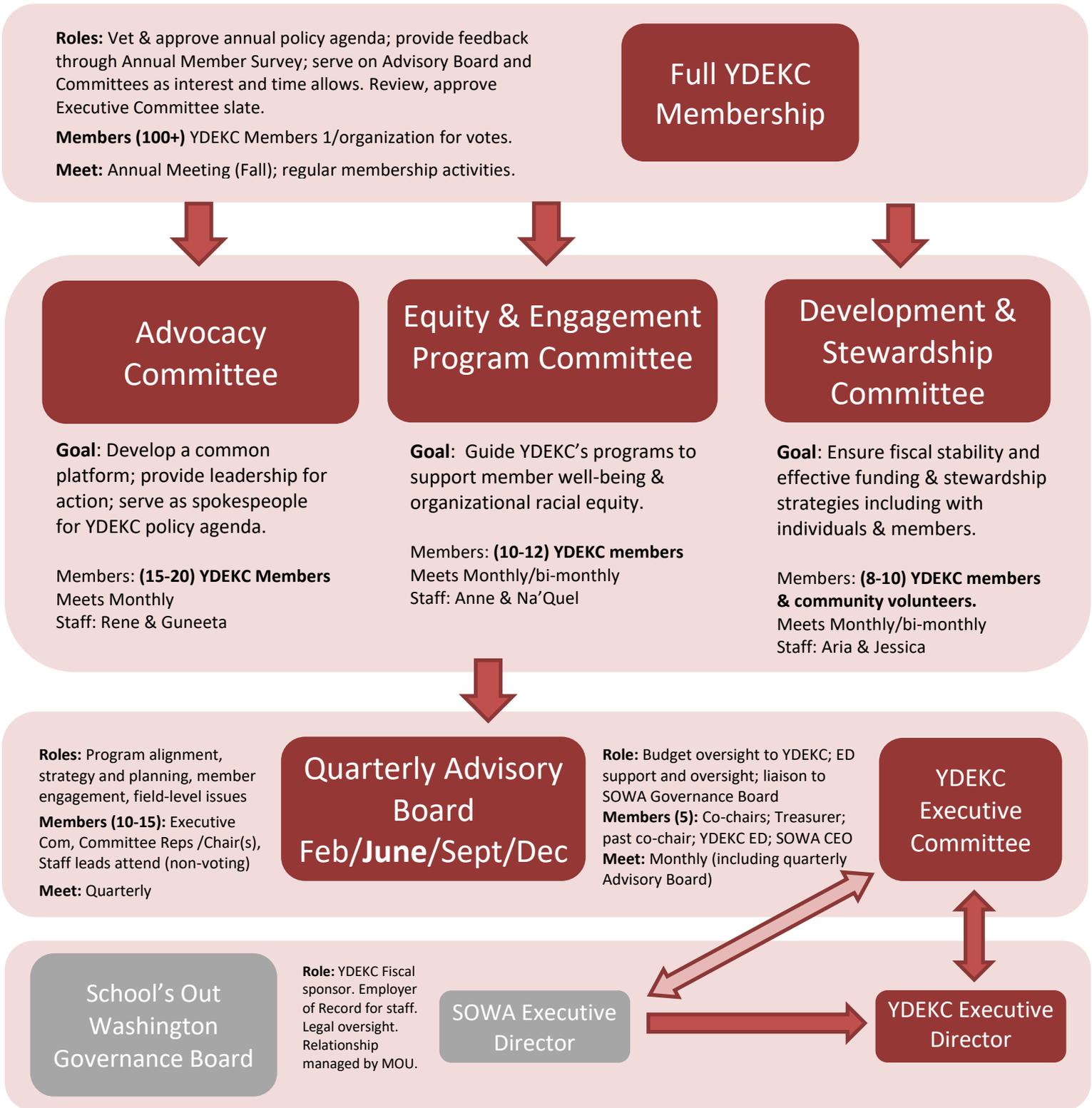




Youth Development Executives of King County

Governance Structure





Youth Development Executives of King County Governance Structure

YDEKC COMMITTEE ROLES & EXPECTATIONS

YDEKC Committees strive to represent the full membership of YDEKC. Individuals serving on YDEKC Committees work towards the YDEKC mission and enacting YDEKC beliefs, rather than on behalf of their individual organizations.

Committees seek to ensure diversity of their make-up both in representation of *individuals* across experience, race, gender and sexual orientation; and representation of participating member *organizations* across geography, focus issues or populations served and organization size.

YDEKC strives to create pathways to deepen engagement and leadership of our members. With 3 active member-led committees, more than 30 different members can be actively leading YDEKC's work at any one time. Collectively, YDEKC strives to ensure more than half of our advisory board and committee members are BIPOC.

Leadership Roles:

- **Committees select a chair or co-chairs** to lead committees and to serve on the YDEKC Advisory Board as committee liaisons and active leaders of YDEKC's Advisory Board.
- **YDEKC Advisory Board Co-Chairs** are nominated by committee membership and brought forward as a slate to be approved at the fall membership summit. Advisory Board Co-Chairs need to have served on a committee for at least 6 months before being nominated.
- **YDEKC Executive Team (Co-Chairs, past co-chair, treasurer)** can be stipended as necessary when time is not compensated for by the organization they represent, to help ensure representation from smaller organizations.

Committee Purposes:

- **Executive Committee:** Budget oversight to YDEKC; Executive Director support and oversight; liaison to SOWA Governance Board. *Staff: ED*
- **Advisory Board:** Field-level engagement & more generative/deeper decision-making; YDEKC program alignment, strategy and planning, member engagement. *Staff: ED, Committee leads attend.*
- **Equity & Engagement Committee (Program) Committee:** guide YDEKC's programming to support member well-being and racial equity within youth-serving organizations in the field. *Staff: PD & Partnerships Manager*
- **Advocacy Committee:** guide YDEKC's policy work to support durable and sustainable funding for the full cost of doing business as a nonprofit. *Staff: Policy Director*
- **Fund Development Committee:** guide YDEKC's development efforts to sustain and grow operations. *Staff: Dev't & Comms Manager*

Terms:

Committee members serve 2 year terms with the opportunity to renew up to 3 times for a total of 6 consecutive years. Committee membership is both an individual and organizational commitment; therefore, seats are not held if a member leaves their organization of employment during their term.

Benefits:

- Build strong peer relationships with other leaders
- Work towards strategic and regional goals for young people, with a focus on Black, Indigenous and Youth of Color
- Gain inspiration and strategy from others
- Have early access to information impacting the field
- Help shape the future of YDEKC and the youth serving field



Youth Development Executives of King County Governance Structure

Roles & Responsibilities:

- **YDEKC Representation:** being an ambassador for the collective action work of YDEKC in the community, with partner organizations and institutional leaders
- **Role Modeling Change:** implementing or aligning to YDEKC supported or endorsed practices and advocacy positions within your organization
- (Unique roles and responsibilities for each committee)

Expectations:

Meeting Attendance: The YDEKC Advisory Board and Committees represent the broader YDEKC Membership. YDEKC values member involvement and participation and expects members will make every effort to attend all scheduled meetings during the year. Should a situation arise that will result in you missing a meeting, you will be expected to notify staff in advance. If you miss two meetings in a six month period, the committee leadership may contact you to ensure that you are still able to fulfill your role.

	Executive Committee	Advisory Board	Advocacy Committee	Program Committee	Fund Dev't
Jan	X		X	X	X
Feb		X	<i>State YD Day</i>		X
March	Build		X	form	X
April	X		X	form	re-form
May			X	launch	re-launch
June	X	X	X	X	X
July	X		X	X	X
August				<i>Thriving Leaders Event</i>	
Sept	X	X	X	X	X
October	YDEKC Member Summit				
November	X		X	X	X
December	X	X		X	



Youth Development Executives of King County Governance Structure

Background - YDEKC Governance Redesign

The YDEKC Advisory Board has operated in essentially the same way since the organization became a staffed entity in the fall of 2011. In September of 2011, one year after the initial Summit in November 2010, the steering committee shifted to become a more formal Advisory Board, and Jessica Werner came on as the first Executive Director in October 2011. Meaningful decision making was held at the board level for the first 5 or 6 years, but as the organization has grown with staff and committee structure taking on more roles and responsibilities, the Advisory Board has lately done “more listening and less doing”, with several exceptions – notably strategic planning. Many of the monthly meetings became primarily a means for report out from staff (Jessica) or opportunities to share something that was very close to finalized, without meaningful choices to be made of sufficient time for board members to wrestle with challenging choices and decision making.

Board Interviews

Paired with the adoption of a new mission and strategic directions in the fall of 2020, advisory board co-chairs Jamila Coleman and Pedro Perez encouraged a re-examination of what sort of board YDEKC needs at this time to move forward. Jessica interviewed most current board members (10 of 12) in late October and November to get feedback about how to make the board more useful, meaningful and effective. **Themes** that came out through this process include:

- **Representation matters** – several members shared that they participate on the YDEKC advisory board to ensure that their own identities and the populations they directly serve are represented.
 - *“one thing I appreciated is that you’ve intentionally sought out leaders of color and can get us together and work together, honestly work together.”*
 - *“I see my views are different than how they need to be communicated and heard by mainstream – amplifying the voice of the communities I serve. Commitment I’m making and want to continue to do – seeing a lot of things changing. It is to our community’s advantage to be involved.”*
- **Desire for meaningful contribution** – many felt the strategic planning process and mission renewal was the most meaningful opportunity for engagement.
 - *“meetings and work that I find the most meaningful is when we’re really engaged in dialogue. Need to know what’s going on with report outs and such, but better when we are chewing on some stuff and engaged in conversation.”*
 - *“Getting to a place where we have enough time to stick with a particular thing we are informing that we really get to shape it. We often don’t have enough time to truly inform things.”*
- **Relationship building and collaboration** – many felt like participation is helpful for their own collaborations and networking with others in similar roles.
 - *“Initially as someone looking to move up into higher executive role, wanted to be in a space with other executives working on similar goals and similar mission and values with youth development.”*
 - *“Easy to go weeks without connection to others/colleagues. Feeds me, and also can bring perspective.”*
- **Reasonable expectations** – some expressed appreciation for not having a lot of expectations outside of meeting times for board members which is helpful especially at this time.
 - *“I immerse myself in the board meetings when I’m present, not necessarily outside of the meetings, vs. burdening us throughout the month and in this reality its so hard to keep up with things.”*