



131 STEUART STREET, SUITE 201
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ATLANTA | NEW ORLEANS | NEW YORK | OAKLAND | SACRAMENTO | SAN FRANCISCO
SANTA CLARA | SEATTLE | T 415 371 0727 | F 415 371 1634 | JUMA.ORG

Board Member (National)

Organizational Profile

Juma Ventures strives to break the cycle of poverty by paving the way to work, education and financial capability for youth across America. Founded in 1993 with a single Ben & Jerry's Shop in San Francisco, Juma's initial business (social enterprise) was designed to give homeless youth the training and job experience they needed to transition from living on the streets to enjoying a stable adulthood. Since then, Juma has become a nationally recognized youth development organization focused on employment, financial capability, and career supportive services.

Juma has experienced unprecedented growth over the last five years, expanding from four to nine U.S. cities. Today, Juma operates 22 concession businesses and in 2018 will employ over 1,400 youth at major sports and entertainment venues across the United States (Atlanta, Dallas, Houston, New Orleans, Oakland, Sacramento, San Francisco, Santa Clara, Seattle).

As one of the country's largest youth-run social enterprises, Juma has now employed more than 7,200 low-income youth who have generated \$34 million in enterprise revenue and earned \$9.5 million in wages. Our strong leadership, dedicated staff and committed funding partners have led to numerous awards including the National Youth Employment Coalition's PEPNet Award for Promising and Effective Practices, the National Organization of the Year from the Social Enterprise Alliance and the winner of the Social Impact Exchange 'Scaling Business Plan' competition for our national expansion efforts. More recently, after just four years in operation, Juma Seattle won the 2017 Gold Award at the Seattle Business Magazine's Community Impact Awards for Youth Development Non-Profit of the Year.

Juma has recently engaged in an ambitious strategy to serve 12,000 youth over the next 5 years. This number is 2x the total youth Juma has served in its first 25 years and the board will be integral in supporting Juma's efforts to reach this milestone.

Juma is looking for board members who share our passion for changing lives and for using business as a tool for sustainable social impact. Our culture is supportive, open, inclusive and relevant, focused on youth, empowerment, dedication and respect.

Board Member Description

Reports to: National Board Chair

Purpose: To serve the public interest by participating in the Juma Ventures board's efforts to effectively pursue its mission; to develop policies and procedures to govern the operations of Juma Ventures; and to monitor Juma Ventures' finances, programs and performance.

Term: Three years



Individual Board Member Duties and Obligations

- Demonstrate commitment and provide support to the organization's staff through engagement and attendance at Juma events and activities
- Represent Juma Ventures to the public, businesses and the community
- Make introductions to your network to help Juma with fundraising and business partnerships
- Make a personal financial gift (\$15k Give/Get)
- Contribute skills, knowledge and experience, as appropriate
- Assume leadership roles in board activities or serve on committees as appropriate
- Assist in recruiting new board members
- Follow conflict of interest and other organizational policies
- Be well-informed and prepared for meetings
- Be open to diverse perspectives
- Educate yourself about the programs of Juma Ventures
- Attend board and committee meetings

Expected Meeting Attendance

- Regularly scheduled board meetings (quarterly)
- Meetings of committees and task forces on which you serve (varies depending on the committee)
- Board retreats, planning sessions, and board development workshops (scheduled as need)
- Organizational events (e.g. Match the Promise event)

Board of Directors' Collective Responsibilities

- **Meet the needs of Juma Ventures members and constituents:** Juma Ventures exists to fulfill a mission. Every board decision should be guided by how its actions will help Juma Ventures better achieve its mission and have a greater impact.
- **Ensure appropriate organizational management and leadership:** Select, supervise, evaluate and if necessary, terminate the CEO.
- **Establish policies and organizational goals for the CEO to implement and achieve:** A key board responsibility is supporting the CEO to lead the organization, achieve its goals and fulfill its mission. Expect feedback and regular communication from the CEO on Juma Ventures performance, and then evaluate his or her work. Effective board and CEO communication is vital to the organization's success.
- **Support the staff with expertise and skills when they are sought:** Your personal skills, knowledge, and talents are valuable to the organization. Board members' expertise and knowledge provides the organization with valuable in-kind "consulting" support as well as an extra set of hands when needed. All experiences, skill sets and talents are equally valued and can be utilized in the organization.
- **Engage in strategy development and planning:** Acting as a team, board members adopt strategies that guide the future direction of the organization and monitor implementation of those plans.



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- **Ensure that the organization has adequate financial resources and that funds are responsibly spent:** The board’s fiduciary responsibilities require regular financial assessment and ensuring that there are sufficient resources to implement the organizations’ goals and meet obligations.
- **Drive fundraising, partnerships and business growth:** Make introductions to personal networks and actively reach out to friends and colleagues to help Juma deliver on its ambitious growth goals.
- **Ensure board meetings are adequately attended:** Ensure that every meeting achieves quorum so that board decisions are not delayed and the work of the board is not impeded.