



**TRUE COLORS**  
FLINT HILLS, KANSAS

Board Member  
Description & Application

# *We're looking for board members!*

If you are looking for a way to be involved with supporting the mission, vision, and values of True Colors Flint Hills, Inc., please consider submitting an application to join our board. The True Colors board meets monthly and expects board members to support the mission and vision of True Colors through donation of time, energy, resources, and talents.

Interested parties can **inquire about the opportunity** or **submit an application** by emailing the Executive Director, Katie Baker ([director@truecolorsfh.com](mailto:director@truecolorsfh.com)) and the board president, Seth Fuentes-Dills ([sethdills@gmail.com](mailto:sethdills@gmail.com)).



**Organizational Information**

True Colors is a nonprofit located in Manhattan, KS that serves middle and high school aged LGBTQ+ youth in the Manhattan area through education, advocacy, resources, and support. With an operating youth center that hosts regular drop-in hours, and youth-driven programming, youth are able to spend time at the True Colors house to share meals, play games, make friends, work on arts & crafts projects, peruse the inclusive library, find items in our gender-affirming clothing closet, be fitted for binders, and much, much more! True Colors is governed by a board of directors located in the Manhattan area and is driven by input from youth representatives.

**Mission**

True Colors is a youth-driven organization that provides direct services, advocacy, and education in support of Queer and trans\* youth.

**Vision**

We envision a world where Queer and trans\* youth are celebrated, safe, and connected (with others and with needed resources), where all are included and none are excluded.

**Values**

**Safety:**

- Physical Safety through promotion of healthy coping skills, addressing preventative factors, and creating a safe space for youth to gather.
- Emotional Safety through connections with mental health resources, positive mentorship, emotional support, and suicide and substance abuse prevention

**Relationships:**

- Belonging to an Inclusive Community both at True Colors and outside of True Colors.
- Modeling Healthy Relationships through volunteering, mentorship, programming, etc.

**Advocacy:**

- Advocacy for “Our Youth” by advocating for them as needs arise and providing support for their range of needs.
- Advocating for “Our Community” by providing educational opportunities, being involved with addressing harmful policy, and building a brighter future in our sociocultural context.

*True Colors provides equal employment and volunteer opportunity to all persons without regard to race, color, religion, disability, sex, age, national origin, sexual orientation, gender identity, and gender expression. True Colors is committed to equal employment opportunity for all applicants and staffers in personnel matters including recruitment and hiring, benefits, training, promotion, compensation, transfer, and layoff or termination.*

*In addition, services will be provided to our agency’s clients without regard to race, color, religion, disability, sex, national origin, sexual orientation, gender identity, or gender expression.*



**Job Title:** Board Member

**Reports To:** Board/ Board President

**Status:** Volunteer

**Term:** Three years for each board member (ending on December 31st of the third year) for a maximum of two consecutive terms.

**Job Goal:** The goal of a board member is to be an active participant in the governing body of True Colors and to participate in board member duties, such as attending board meetings, revising/ writing policies and procedures, attending community events, chairing or sitting on committees, etc.

**Education, Experience, and Licensing Qualifications:**

- Not applicable to this position.

**Personal Qualifications/ Skills:**

- Strong interpersonal skills
- Consistent follow-through
- Strong communicator electronically and in person
- Teamwork and collaboration
- Able to meet time commitment and responsibilities of a board member

**Job Responsibilities:**

- Attend monthly board meetings.
- Participate in committees (social media, fundraising, events, etc.).
- Attend events at True Colors and in the community.
- Act as advocates of True Colors, representing our organization and acting as an ambassador for the organization in our community.
- Help to ensure financial accountability and support of the organization.
- Provide insight on, updates to, and creation of board policies and procedures.
- Other duties as designated by the board of directors.

**Supervises:**

- Executive Director

**Evaluation:**

- Not applicable to this position.



*Please fill out the following and submit it via email as soon as possible. This information will be shared with the nominating committee/ board during the search for new board members.*

**Applicant Information**

Name: \_\_\_\_\_ Pronouns: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: ( ) \_\_\_\_\_ Email: \_\_\_\_\_

Current Employment: \_\_\_\_\_

**Application Questions**

Why are you interested in serving on the board (personal and/or professional reasons)?

Do you have experience serving on other nonprofit boards? If so, please list those and the dates of service.

How are you currently connected with True Colors?

What particular skills/ strengths do you think you would bring to the board?



Committee(s) on which you would be interested in serving (Ex: Fundraising, Social Media, Events, etc.):

Other interest areas, hobbies or skills that could contribute to your board participation:

Can you commit to the job responsibilities described above? \_\_\_\_\_

Is there any additional information you would like to share as part of your application?

**Next Page:**

**Board Member Matrix & Applicant Signature**

**Instructions:** Place an “X” next to the key areas that are applicable to YOU. This information is based on our board member matrix for the nominating committee to consider current needs in our membership.



## Board Member Description & Application

MISSION CONNECTION / ENERGY	
	High passion for the mission
	Engagement in sector prior to board service - credibility
	Connection to the cause
	Reflective of the community TC serves

SPECIFIC EXPERTISE	
	Finance (CPA, Budgeting)
	Legal
	Human Resources
	Public Relations
	Communications / messaging / marketing
	Digital Strategy / Social Media
	Strategic Planning
	Sector expert (academic, professional in the space)
	Community organizing (mobilizing people to rally to a cause)
	Professional fundraising
	Nonprofit leadership (staff)
	Lobbying / Advocacy

EXPERIENCE / COMPETENCY	
	Prior nonprofit board experience
	Writing skills
	Facilitation skills
	Access to monetary resources
	Experience working in collaboration with others through committee work
	Strong networker with broad sphere of influence
	Availability for active participation

ATTRIBUTES	
	Leadership potential
	Diplomacy - receptive to alternative points of view
	Contagious enthusiasm about the work of the organization
	Team player
	Humble confidence (ego in check)
	A sense of joy in being of service
	Respectful - responsive to emails and requests
	Sense of humor
	Excited about sharing the impact of the work with their networks

COMMUNITY CONNECTIONS	
	Religious Organizations
	Corporate
	Education
	Media
	Political
	Small Business
	Social Services
	K-State
	Other

Signature: \_\_\_\_\_

Date: \_\_\_\_\_