



BCM Board of Directors Role Description

Updated April 2025

Thank you for your interest in supporting Big City Mountaineers!

We are so excited that you are interested in joining the Board of Directors at our organization. Below you'll find an overview of Big City Mountaineers (BCM), a description of the Board of Directors role and responsibilities, and the Board terms and participation requirements.

About Big City Mountaineers

Big City Mountaineers is committed to providing transformative experiences through connections to nature that strengthen life skills and build community for youth from disinvested communities. We provide free, fully-outfitted backcountry adventures that help youth (ages 12-18) from underserved communities discover their strengths and potential in the great outdoors.

Working across five cities—Denver, Minneapolis, Seattle, Birmingham, and the San Francisco Bay Area—we partner with local organizations to reach youth who might otherwise never experience wilderness. Over 85% of BCM youth participants identify as a person of color, and over $\frac{2}{3}$ report qualifying for financial assistance from the government.

A dedicated team of employees, seasonal field instructors, and community volunteers guide these journeys, fostering growth in self-esteem, self-efficacy, and a sense of belonging that extends far beyond the trail.

Since our founding in 1990, we've grown into a respected outdoor access and youth development nonprofit, recognized with honors like the Outdoor Retailer Inspiration Award. Throughout 2025, our organization will be looking forward to celebrating BCM's 35th year anniversary of providing transformative outdoor experiences.

"The trip for me was life changing, I enjoyed making closer friendships and learning more about camping. I feel really good about it."

-Andrea, BCM youth participant

Board of Directors: Roles and Responsibilities

The Board of Directors of Big City Mountaineers is charged with governance of the organization and responsibility to ensure the long-term continuity and success of BCM.

Board responsibilities include, but are not limited to:

- Demonstrate passion for outdoor equity through active leadership in BCM's development, collaborating closely with staff as accessible ambassadors, advocating to lower barriers to outdoor participation, cultivating an inclusive culture that values diverse perspectives, making decisions through an equity lens, and recruiting board members who expand the organization's diversity.
- Oversee BCM's financial operations by approving and monitoring budgets, maintaining fiduciary responsibility to ensure appropriate spending is aligned with organizational mission, and establishing policies for short- and long-term investments.
- Lead fundraising efforts through personal donations, engaging personal networks to give, promoting events and campaigns on social networks, while identifying potential donors, sharing valuable connections, and contributing expertise to support BCM.
- Guide BCM's strategic direction by shaping and evaluating the organizational plan to align with mission and long-term impact; collaborate on executive leadership oversight through annual reviews and succession planning; uphold governance best practices by assessing board performance, supporting board development, ensuring legal compliance, and managing risk to safeguard BCM's sustainability and integrity.

Board Terms & Participation Expectations

BCM is a working Board; we need our Board members to make their expertise available for the organization on a regular basis.

Board members are expected to:

- Serve one three-year term, renewable for one additional three-year term.
- Prepare for and attend monthly meetings; one in-person meeting a year.
- Actively serve on one or two Board Committee(s) (approximately 2-4 hours per month); participating on committee calls and possible work outside the call may be necessary. (Board committees are: HR, Finance, Development, Marketing & Communications, Risk & Safety, and Nominations.)
- ****Personally, contribute to Big City Mountaineers annually at a level that represents significant personal commitment to the organization. *While there is no required set dollar contribution for BCM, each Board member should establish their own personal "give or get" number annually.***

- ***Participate in one BCM overnight trip, expedition or adventure fundraising experience over the course of a three-year board term.*

Interested?

Please complete this Google Form to apply:

<https://forms.gle/uWFM92yjSLcmDpkv8>

BCM receives more applications for Board seats than we are ultimately able to accommodate. At the moment, we are especially interested in candidates with the following characteristics:

- Currently living in the Birmingham, SF Bay Area, Denver, or Minneapolis regions
- Professional experience in law, finance, HR, or nonprofit fundraising
- Those with similar identities or lived experiences as the youth BCM serves

However, we invite all who are interested to apply, regardless of age!

After reviewing your application, our Nominations committee will reach out to individuals whose candidacy we are interested in pursuing.

Candidates can expect to participate in two structured interviews. The first interview is with members of the Nominations committee, the second interview is with a member of the Board's Executive Committee and a member of the committee you will be serving on, and the third interview is with BCM's Executive Director. Following these three interviews, candidates who we wish to advance will be recommended to the full Board for a vote. This process can take between 2-4 months.

Candidates who are selected to join the Board of Directors will be onboarded and invited to attend the next scheduled Board meeting.

If you have questions, they can be directed to boardrecruitment@bigcitymountaineers.org.