

# Minnesota Coalition Against Sexual Assault Board of Directors Recruitment Packet

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## A note of welcome from the Minnesota Coalition Against Sexual Assault (MNCASA)

Thank you for your interest in joining the Minnesota Coalition Against Sexual Assault (MNCASA) Board of Directors. The anti-sexual violence movement benefits greatly from the guidance and leadership of board members. As a statewide coalition, MNCASA is dedicated to supporting and representing community-based advocacy agencies across the state while working with individuals, collectives, and organizations to create a Minnesota where communities are transformed through safety, healing, and accountability. Our goals are to:

- Assist victim/survivors in gaining the response, support and justice they deserve;
- Enhance practice and inform systems in addressing sexual violence;
- Challenge and change the systems that allow sexual violence to thrive;
- Train and provide resources for those providing community advocacy work;
- Prevent sexual violence in all of its forms; and
- Challenge all forms of oppression and actively support equity for all people.

MNCASA is strong when we have board members who reflect the communities we serve; bring their skills, expertise, and passions to ensuring the duty of care, duty of loyalty and duty of obedience for the organization.

### Our Mission

The Minnesota Coalition Against Sexual Assault (MNCASA) is a statewide coalition that drives transformative culture change to address and prevent sexual violence through advocacy, prevention, racial justice, and systems change.

### Our Vision

We envision a world free of sexual violence in which all human beings are treated with dignity and respect and communities are transformed through safety, healing, and partnerships.



### History of MNCASA

Many rape crisis centers began when women began to speak out about their experiences with sexual assault, and to support one another in healing. In 1971, a group of women, primarily volunteers, began a program in Minneapolis offering 24-hour crisis lines, support groups, and a mechanism for victims, volunteers, and communities to begin speaking out.

In 1975, the Minnesota Program for Victims of Sexual Assault in the Department of Corrections was created to fund and provide assistance to sexual assault programs statewide. As more programs started, many felt isolated, unsupported, and unable to take time away from working with victims to address the emerging statewide needs. In 1978, the Minnesota Coalition Against Sexual Assault (MNCASA) was born as a grassroots group of member programs sharing resources and support. MNCASA was incorporated in 1982 and continues its specialized focus on stopping sexual violence and improving how support programs and the criminal legal system respond to it.

## Today

The Minnesota Coalition Against Sexual Assault (MNCASA) is a membership organization that supports the work of sexual assault programs statewide. We represent 70 plus member agencies throughout Minnesota, most of whom are community-based advocacy agencies providing direct services to victims/survivors within their communities. For over 40 years, MNCASA has provided leadership and resources for sexual assault programs and allies to prevent sexual violence while promoting a comprehensive, socially just response for all victims/survivors. For the next 40 years, MNCASA will drive transformative culture change to end sexual violence through advocacy, prevention, racial justice, and systems change.

MNCASA provides (1) Victim and Survivor Support by helping partner programs and medical, law enforcement, legal, and social service providers deliver state of the art victim advocacy and support, (2) Prevention Support by developing the capacity of partner programs and others to design and implement effective community level primary prevention strategies, (3) Policy Reforms through public policy education and advocacy, and (4) Systems Change by developing capacity in medical, criminal justice, social service, and judicial systems to incorporate a coordinated and victim-centered approach into their responses. This work is largely housed in the Sexual Violence Justice Institute at MNCASA (SVJI). SVJI is known nationwide for its leadership in technical assistance, training, and work with multi-disciplinary teams.

## Minnesota Coalitions

Minnesota has six crime victim coalitions: MNCASA, Violence Free Minnesota (VFMN), Minnesota Indian Women's Sexual Assault Coalition (MIWSAC), Mending the Sacred Hoop (Tribal DV Coalition), the Minnesota Children's Alliance (coalition for child advocacy centers), and Minnesota Alliance on Crime (MAC, a general crime victim coalition). MNCASA is committed to working closely with our community of coalitions.

## Looking Ahead

Sexual violence is rooted in oppression and the tolerance of injustice in the systems that govern society. Within all of its endeavors, MNCASA will challenge all forms of oppression and actively support the equity of all people. MNCASA commits to directing its resources, relationships, and position of privilege toward prioritizing intersectional social justice in our daily work, with the goal of ending the injustices that allow sexual violence to persist.

MNCASA will continue to improve the ways we work with our membership by providing continuous feedback loops so that we can respond to the emerging needs of our members (trainings, technical assistance, annual and regional meetings, etc.) as necessary. We will expand our funding opportunities so that we can more quickly respond to these needs. We will continue to expand our sexual assault prevention work through the Rosemary Project and continue to work with community organizations to design and implement effective community level primary prevention strategies. We will continue to fight for better laws and policies when it comes to supporting victims/survivors, and we will continue to fight for systems level change in how the criminal justice system works with and offers a victim-centered, trauma-informed response to victim/survivors of sexual assault.

## Board Composition

Board members must believe in, and support the mission of MNCASA and possess skills, talents, and resources to govern effectively and to further the mission and vision of MNCASA. The MNCASA Board will consist of no fewer than nine (9) and no more than fifteen (15) persons, as defined in the MNCASA Bylaws. MNCASA Partner Programs shall represent at least 51% of the Board of Directors. The Board will strive for representation from the seven (7) regions recognized by MNCASA, when possible. The Board Development Committee will strive for the diversity and balance necessary to enable MNCASA's foundational principles set forth in MNCASA's guiding documents. The Board of Directors is committed to being broadly representative of Minnesota and inclusive of marginalized voices.

## Professional Experience

A comprehensive evaluation identified the need to recruit individuals who can bring the following skills, experience, and expertise to the Board:

- Accounting/Financial Management
- Administration/Management
- Board of Directors Experience
- Communications/Public Relations/Media
- Criminal Legal System
- Education
- Entrepreneurship/Business Development
- Faith Community
- Fund Development, Planned Giving, and Donor Development
- Fundraising/Special Events
- Gender Studies
- Government Leadership/Public Office
- Human Resources
- Law Enforcement/Corrections
- Legal
- Lobbying or Public Policy Work
- Marketing/Advertising
- Military
- National leadership in Sexual Violence, Domestic Violence, or Gender-Based Violence
- Nonprofit Leadership
- Public Health
- Racial Justice
- Social Justice
- Victim or Social Services Provision



## Election of Board Members

### Procedure

1. Announce your interest in the Board of Directors by submitting your [application](#). The [application](#) is designed for both slating and voting; some of your responses will be seen only by the current Board of Directors.
2. You can email us at [boarddevelopment@mncasa.org](mailto:boarddevelopment@mncasa.org) for more information.
3. The Executive Director and Board Development Committee will review all applications submitted, schedule interviews as appropriate and prepare a slate of board candidates for approval by the Board of Directors. All applicants will be informed of their status upon completion of the process.
4. The approved slate is then presented for election by membership.
5. Board Member elections will be held at the MNCASA Annual Meeting.

### Timeline

June 30	Applications due. Although nominations to the MNCASA Board may be submitted to the Board Development Committee at any time, completed applications for consideration in conjunction with the November 2026 Annual Meeting must be submitted with the candidate's resume to <a href="mailto:boarddevelopment@mncasa.org">boarddevelopment@mncasa.org</a> by the close of business.
July 24	Interviews will be conducted. All applicants will be notified of their status.
October 9	Approved slate will be distributed to MNCASA member programs for review at least 30 days prior to the Annual Meeting.
November 12	MNCASA Annual Business Meeting

## Orientation Schedule

The Board Development Committee believes that onboarding our newest members is crucial for the work of our Board of Directors. With that in mind, we have scheduled time to come together to provide a broad overview of MNCASA, your duties as a member of the Board, and expectations. If you are selected to move forward on the Slate, the Board Development Committee Chair will work with you to identify next steps, including scheduling the time that works for you.

## Board Member Duties

- *Duty of Care:* Take care of MNCASA by ensuring prudent use of all assets, including facility, people, and goodwill.
- *Duty of Loyalty:* Ensure that MNCASA's activities and transactions are, first and foremost, advancing its mission; Recognize and disclose conflicts of interest; Make decisions that are in the best interest of the nonprofit corporation, not in the best interest of the individual board member (or any other individual or for-profit entity).
- *Duty of Obedience:* Ensure that MNCASA obeys applicable laws and regulations, follows its own bylaws, and that the nonprofit adheres to its stated corporate purposes/mission.

Thank you again for your interest in joining the MNCASA Board of Directors and for offering your support, skills, and energy. With the collective knowledge, strength, and commitment of survivors, community-based advocacy programs, allies, MNCASA staff, and you, Minnesota can continue to be a leader in the anti-sexual violence field with the shared work of preventing sexual violence and transforming communities through safety, healing, and accountability.

Please feel free to contact us with any questions that you may have. Questions may be directed to: [boarddevelopment@mncasa.org](mailto:boarddevelopment@mncasa.org)

## Overview of Board Member Position

### Position Description

The Board is legally responsible for the overall direction and performance of MNCASA. The Board carries out their responsibilities by establishing broad policy guidelines and by monitoring the Executive Director within that framework. It is the Executive Director's function to implement the policies established by the board and carry out day-to-day operations.

### Eligibility

- Prospective candidates can be either a representative of a sexual assault advocacy program or an at large representative who brings the perspective of an allied organization, a specific community, and/or a related profession.
- Prospective candidates are committed to the mission and philosophy statements of MNCASA and support the vision of the organization.
- Prospective candidates are committed to fulfilling the responsibilities of the Board of Directors as listed below.

### Board Member Responsibilities

In general, members of a non-profit coalition board of directors have the same duties as the directors of any business. In addition, coalition boards must act on behalf of MNCASA partner programs, meaning that individual directors have to balance individual interests, business interests, and partner program interests when making decisions.

Our primary responsibilities are to:

- Help shape the direction of MNCASA through its mission, strategy and key policies.
- Hire, compensate, delegate responsibility to, and hold accountable the Executive Director.
- Contribute to an annual performance evaluation of the Executive Director.
- Serve as a trusted advisor to the Executive Director in the development and implementation of MNCASA's strategic plan.
- Ensure the organizational leadership, resources, and finances are commensurate to help MNCASA achieve and sustain positive outcomes.
- Maintain governing policies that realistically address the broadest levels of all organizational decisions and situations.
- Approve MNCASA's annual budget, audit reports, and material business decisions.
- Perpetuate the Board's leadership capacity using ongoing education, training, and recruitment.
- Be informed, participatory, act in good faith, and meet all legal and fiduciary responsibilities.

- Assist in identifying and recruiting MNCASA board members.
- Maintain confidentiality as required.
- Serve on committees to enhance the organization's efforts.
- Represent MNCASA to stakeholders and serve as an ambassador for the organization.
- Ensure MNCASA's commitment to a diverse board and staff.
- Make personally meaningful contributions to MNCASA based on skills, talents, and community connections. This may include supporting MNCASA's fundraising initiatives and considering MNCASA a philanthropic priority by making an annual gift to reflect that priority.

In addition to the responsibilities and eligibility requirements outlined above, we have expectations of our board members that we urge you to consider and understand. Directors should expect to spend an average of 2-6 hours per month on board-related activities.

## Board Member Expectations

- Attend the mandatory orientation for new board members.
- Attend and participate fully in board meetings in person or via electronic means. Special projects may require more time commitment.
- Be a member of at least one board committee and actively participate in discussion. It should be noted that Board Members elected or appointed to a Board Officer position are required to serve on the Executive Committee in addition to one other committee.
- All committees meet on a monthly basis by video conferencing.
- Be prepared for all meetings, including reading the meeting documents in advance of every board or committee meeting.
- Attend other MNCASA events, such as member meetings and trainings.

## Board Term

Board members shall serve staggered two-year terms up to three consecutive terms, not to exceed six years. If approved at the November 2026 MNCASA annual meeting, board term will take effect January 2027 to December 2028.