



SHADHIKA

When she leads, change follows

Board Member Job Description

About Shadhika

Juthica Stangl, a native of Kolkata, India, founded Shadhika in 1992 to create a shelter for women who had been wrongly imprisoned due to insufficient dowry or failure to produce a male child. Over the following twenty years, Shadhika provided support to a number of non-governmental organizations focused on poverty, education, and injustice, throughout India. In 2013, in reaction to the 'Nirbhaya' Delhi Gang Rape Case, Shadhika sharpened its focus to combat gender inequality in India by investing in young women's empowerment and economic self-sufficiency. By providing funding and support to women-led non-profits in India, Shadhika is building a framework for equal access to economic and educational opportunities that will drive a shift toward gender equity across the country.

We envision growing our impact to reach 10,000 young women annually by 2030 and supporting a national network of change agents working in every state in India. With more than 20% of all adolescent girls in the world living in India, we know this local approach can create a groundswell of global change.

We value transparency, community, equality, opportunity, and respect in every facet of our operations. Our vision is to inspire a culture that ensures every person in India can choose their own path to meaning, purpose, and happiness.

Position Description:

The Board of Directors supports the work of Shadhika and provides leadership, fund development and strategic governance. While day-to-day operations are led by Shadhika's staff, the Board-Executive Director partnership is critical to the success of the organization.

Board Responsibilities:

- Serve as an ambassador for Shadhika to recruit new donors, board members, and volunteers; and to build awareness about our work and our mission.
- Establish personal annual fundraising goals and work closely with the Executive Director to develop and implement a personal fundraising plan to achieve those goals.
- Serve as trusted advisor to the Executive Director in implementing Shadhika's strategic vision.
- Approve Shadhika's annual budget, financials, and material business decisions.
- Participate in regular board meetings and an annual strategic planning session. Currently meetings are monthly and via zoom; in 2021 meetings will be quarterly, with



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two of these taking place in-person, including an annual 2-day fall board retreat. Committee meetings take place between board meetings.

- Share your professional expertise. Currently we are looking for board members with nonprofit, legal or financial expertise.

Qualifications:

Shadhika is looking for a partner who is not afraid to get their hands dirty while steering the strategic vision of the organization.

You will support and affirm our feminist and human rights approach, aligning your contributions, decisions, and behavior accordingly. You will have a burning passion to achieve gender equality in India.

You will know when to use your expertise and perspective to illuminate your fellow board members and when to listen and learn about the challenges that young women face in India.

You will actively participate in meetings and strategic committee sessions with enthusiasm and curiosity, proposing innovative solutions to advance our mission and asking questions to deepen the conversation.

You will support the Executive Director in creating policies, approving budgets, and setting a vision that upholds our core organizational values and embodies foundational tenets of gender and racial empowerment.

You will promote our work widely in your professional and personal circles. You will actively seek prospective donors, bring them into the orbit of our work, and make the ask.

You will bring humor and a can-do attitude to the boardroom.

Those with legal, financial and previous governance experience on non-profit boards are preferred.

Time Commitment: ~5-8 hours per month includes quarterly board meetings/preparation, fundraising, events and board committee work.

Terms Limits: A board term is three years; board members can serve up to two 3-year terms.

If you are interested in learning more, please email us at mlocook@shadhika.org.