



Board Membership Application

2018

About Us

Stonewall Youth is an organization of youth, activists, and allies that empowers lesbian, gay, bisexual, trans, queer, questioning, intersex, and asexual (LGBTQQIA) youth to speak for themselves, educate their communities, and support each other. Stonewall Youth seeks motivated, independent interns. We appreciate folks with a strong social justice analysis who want to continue to build these skills with us. We support the development of strong leaders that are invested in building community and working towards dismantling inequitable power systems.

Please return this form to:

info@stonewallyouth.org

Or mail to:

P.O. Box 7383

Olympia, WA 98507

For any questions feel free to e-mail us or call us at:

(360) 842 - 7884

Description of Board of Directors Responsibilities

The function of the Board of Directors is to oversee all of Stonewall Youth's operations.

Duties include:

- Determining the organization's mission in cooperation with youth and staff. Setting policies for its operation, and ensuring that the provisions of the organization's charter and the law are being followed.
- Work collaboratively with a team of board members, staff, and youth participants on strategic planning for the future of the organization.
- Establish fiscal policy and boundaries, with budgets and financial controls
- Provide adequate resources for the activities of the organization through direct financial contributions and commitment to fundraising
- Select, evaluate, and if necessary, terminate the appointment of the staff
- Develop and maintain a communication link to the community, promoting the work of the organization
- Adult age board members are expected to commit for a two-year term, youth age board members are expected to commit to a one-year term. Members should expect to attend monthly board meetings and additional committee meetings as needed.
- The general expected hours for a board member are approximately 10 hours a month.

Requirements:

- A commitment to empowering and supporting queer youth leadership
- Ability and willingness to participate in fundraising activities (examples include: direct mailing, face-to-face asks, sponsorships, grant writing, and even small scale events such as bake sales).
- Ability and willingness to make a personal monthly contribution within one's means to the organization (if possible)
- A commitment to staying informed about current events and needs for support in the regular operations of Stonewall Youth,

Desired Qualifications:

- Background in or experience with fundraising, managing budgets, community outreach, and/or marketing.
- Comfort with Board-level policy setting, including creation, decision, and implementation of proposals, personnel decisions, and a desire to actively participate in this process.

Voluntary Information

These questions are optional. We ask them because we strive to foster and celebrate a diverse pool of board members that reflects the many identities and experiences of LGBTQQIA youth in our community.

Race/Ethnicity _____

Gender _____ **Sexuality** _____

What is the best way to contact you? Email ___ Phone ___

Would you like to be on our mailing list if you aren't already? Yes ___ No ___

We run background checks on all Volunteers, Interns, Staff, and Board Members. If you have any questions about background checks, or are undocumented please contact Staff and we will work with you.

I understand that Stonewall Youth will review all applications and will only place qualified applicants. Falsification of information is reason for immediate dismissal. By signing below, I give Stonewall Youth permission to request a criminal background check.

Date of Birth ___/___/___ *Driver's License/State ID #* _____

Legal Name

Signature

Date

We ask that board members commit to at least 2 years at 10 hours a month.

Yes, this works for me: _____

No, here is what I can commit:

Please indicate your availability in the table below:

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

Please keep in mind that our Drop In hours are:

Monday 4pm to 7pm, Wednesday 3pm to 5pm, and Friday 4pm to 8pm

Support Group: Wednesday 5pm to 7pm

(These times are not available for board meetings.)

We also ask board members to undertake at least one fundraising project a year in which you are the main person in charge of it. During such times, more hours may be required.

Yes, this works for me: _____

No, this is what I can commit:

On a separate piece of paper (or within at least 1-2 paragraphs where necessary, more if desired) - please answer the following questions in as much detail as possible.

- How did you hear about Stonewall Youth's Board opportunity? :
- Describe any involvement you have had with Stonewall Youth in the past (volunteer, intern, etc) :
- Do you know any of the current board members? If so please describe your relation:
- What do you hope to gain personally through your involvement with Stonewall Youth? :
- What experience do you have working on or with non profit organizations' board of directors? :
- What experience do you have with group decision making, especially consensus decisions? :
- What qualities or skills would you bring to Stonewall Youth? :
- Stonewall Youth is working toward queer youth liberation. We use an intersectional analysis - bringing all of our many identities to the table. What is your experience/commitment to working on, or need for training in the following areas: undoing racism, challenging homophobia, trans competency, (dis)ability awareness, youth leadership/anti-ageism, ending sexism, understanding class oppression:
- Please list any community affiliations:

Notes on Confidentiality

Stonewall Youth works to make our organization a safe place for youth to come and be their full selves. We are currently in the process of redrafting our confidentiality policy, which we have every volunteer sign when they become a part of our organization. However, here are some guidelines for

confidentiality at Stonewall Youth to take note of.

- In public spaces, we ask volunteers/staff/board members not to acknowledge youth unless they acknowledge you first. This way, we are not “outing” any youth as being Stonewall Youth members. We make youth aware of this guideline and then leave it up to them to decide if they feel comfortable with volunteers and staff saying hello in public.
- If someone calls, emails or drops by asking for a certain youth, we will not confirm or deny their past, present or future participation in Stonewall Youth programs.
- We ask for consent from the youth in either verbal or written form when taking photos or video during any Stonewall Youth function.
- Youth and adult volunteers and staff agree to keep what is said in Support Group confidential. However, youth are aware that staff and adult volunteers are mandated reporters, and if a situation arises where a youth is being harmed or in danger of harming others, we are obligated to report that situation to Child Protective Services if anyone involved is under the age of 18.
- All visitors to Stonewall must go through an intake process in either the form of a volunteer application or youth intake form.

Our support groups are not open for observation by outside visitors.

Code of Conduct

1. Paid and unpaid staff, adult volunteers and adult Board Members of Stonewall Youth shall prevent situations where they are alone with an individual youth and cannot be observed by other people. This means taking preventive actions such as leaving the door open to a room or office, or notifying another adult when providing transportation to a youth.

2. Staff and volunteers shall not abuse youth. This includes:

- Physical abuse--strike, slap, spank, grab or shake
- Verbal abuse--humiliate, degrade, threaten
- Sexual abuse--inappropriate touching or verbal exchange
- Mental abuse--shaming, withholding kindness, cruelty
- Neglect--withholding food, water, or medical care

Any type of abuse will not be tolerated and may be cause for immediate dismissal and/or further action i.e. notifying the proper authorities.

3. Staff and volunteers will use positive techniques of guidance and encouragement. Physical restraint shall never be used unless to protect the participant or others from harm, and must be documented in writing and reported to a board member or staff.

4. Staff and volunteers will respond to participants with respect and will treat all participants equally regardless of gender, religious affiliation, ethnic/cultural background, sexual orientation, ability, gender identity, class background, etc. All interactions should demonstrate respect for others and will value diversity and acceptance.

5. Staff and volunteers will refrain from conduct that is overtly sexual or has sexual overtones in the presence of participants.

6. Using, possessing, or being under the influence of alcohol or illegal drugs during Stonewall Youth sponsored events is prohibited.

7. In order to provide positive role modeling for youth, it is inappropriate for staff or volunteers to use excess profanity, make derogatory comments or jokes, share intimate details of one's personal life, or verbally, sexually, or physically harass others.

8. Staff and volunteers will continually work to be positive role models for youth by maintaining an attitude of respect, loyalty, acceptance, patience, courtesy, tact, and maturity.

9. Staff, volunteers, and board members are expected to model healthy behavior

and will not participate in any self-harming behavior with youth; i.e. smoking, dieting, etc.

10. Staff and volunteers are not to transport participants in their own vehicles except for Stonewall Youth events, except in extenuating circumstances, which must be approved by a board member in advance.

11. Adult board members, adult volunteers, and paid and unpaid staff are prohibited from engaging in romantic or sexual relationships with youth participants. If this code is violated, the board member, staff or volunteer will be asked to step down from their involvement with Stonewall Youth.

12. Stonewall Youth requires that in the performance of their duties, the board of directors, paid and unpaid staff and volunteers abide by the standards set forth in this agreement.

13. The safety of youth participants is paramount. Board members, paid and unpaid staff and volunteers will maintain the confidentiality of youth participants.

14. As a Stonewall Youth volunteer, staff or board member, you are a mandated reporter in and outside of your volunteer work at Stonewall and are required to report to CPS (Child Protective Services) whenever abuse or neglect has been disclosed, observed or is suspected, or when there is evidence of neglect, knowledge of an incident, or an imminent risk of serious harm. [RCW 26-44-020 \(12\)](#) defines abuse and neglect as injury, sexual abuse, sexual exploitation, negligent treatment or maltreatment of a child by any person under circumstances, which indicate that the child's health, welfare, and safety is harmed. Reporting an incident to a staff or board member is not sufficient. You will need to make the call to CPS yourself and within 12 hrs of the disclosure. Staff will sit with you during this call or be available for support if needed.

I UNDERSTAND THAT VIOLATION OF THIS CODE OF CONDUCT MAY RESULT IN TERMINATION OF MY INVOLVEMENT WITH STONEWALL YOUTH.

Signature: _____

Name (please print) : _____

Date: _____

Applicant Disclosure, pursuant to rcw 43.43.834

CHILD ABUSE AND ADULT ABUSE INFORMATION ACT

Answer **YES** or **NO** to each listed item. If the answer is **YES** to any item, explain in the area provided, *indicating the charge or finding, the date, and the court(s) involved.*

1. Have you ever been convicted of any crimes against children or other persons, as follows: aggravated murder; first or second degree murder; first or second degree kidnapping; first, second, or third degree assault; first, second, or third degree rape; first, second, or third degree rape of a child; first or second degree manslaughter; first or second degree extortion; indecent liberties; incest; vehicular homicide; first degree promoting prostitution; communication with a minor; unlawful imprisonment; simple assault; sexual exploitation of minors; first or second degree criminal mistreatment; child abuse or neglect as defined by RCW 26.44.020; first or second degree sexual misconduct with a minor; patronizing a juvenile prostitute; child abandonment; promoting pornography; selling or distributing erotic material to a minor; custodial assault; violation of a child abuse restraining order; child buying or selling; prostitution?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

2. Have you ever been convicted of crimes relating to the financial exploitation if the victim was a vulnerable adult, as follows: first, second, or third degree theft; first or second-degree robbery; forgery?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

3. Have you ever been found in any dependency action under RCW 13.34.030(2)(b) to have sexually assaulted or exploited any minor or to have physically abused any minor?

ANSWER _____ **IF YES, EXPLAIN BELOW:**

4. Have you ever been found in any domestic relations proceeding under Title26 RCW to have sexually abused or exploited a minor, or to have physically abused any minor?

ANSWER_____ IF YES, EXPLAIN BELOW:

5. Have you ever been found in any disciplinary board final decision to have sexually or physically abused or exploited any minor or developmentally disabled person or to have abused or financially exploited a vulnerable adult?

ANSWER_____ IF YES, EXPLAIN BELOW:

6. Have you ever been found in any protection proceeding under chapter 74.34 RCW, to have abused or financially exploited a vulnerable adult?

ANSWER_____ IF YES, EXPLAIN BELOW:

