

Planned Parenthood of the Great Northwest

Leadership Prospectus



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INTRODUCTION

Welcome to Planned Parenthood of the Great Northwest (PPGNW). The mission of PPGNW is to support the lifelong sexual health of women and men, and to foster a community where every child is a wanted child.

We accomplish this through:

- **Services** - High quality, affordable reproductive health services in settings that protect the dignity, privacy, and rights of each individual.
- **Education & Prevention** - Medically accurate, age appropriate, comprehensive sex education that furthers understanding of human sexuality and promotes healthy behavior.
- **Advocacy** - Actively protecting the fundamental right to self-determination, and the right to decide freely if and when to have a child.

PPGNW, one of the nation's most powerful family planning providers and a leader in women's health advocacy, was formed in November 2008 with the merger of the Planned Parenthoods of Alaska, Idaho, and Western Washington, creating the largest geographic affiliate in the Planned Parenthood Federation of America as well as the second largest affiliate based on operating budget. We draw our understanding of the health needs of teens, women, and men from our hands on experience with one of every three women in our three-state area. We provide services in 27 health centers, lead the sex education effort in the Great Northwest, and are the primary defenders of reproductive health and justice issues in Idaho, Washington, and Alaska.

We are reliant on volunteers to provide policy direction through our board of directors, and to augment our staff by fulfilling the roles they are truly best at: being ambassadors of our movement in their own communities. Volunteers help us staff our health centers, serve at county fair information booths, create more depth in our educational experiences, raise money for our issues, and at the highest level, govern our affiliate. Our supporters have the ability to garner the additional loyalty and support of their friends and family – through donations, advocacy, and recruitment of additional volunteers. They are our best representatives of our strengths.

We believe everyone has the right to choose when or whether to have a child, and that every child should be wanted and loved. Planned Parenthood of the Great Northwest is a 501(c)(3) not-for-profit organization. We rely heavily on support from donors to help sustain responsible reproduction.

PPGNW AT A GLANCE (2011 statistics)

Number of Employees: **375** (Total)
219 Health Center
37 Education
7 Advocacy
112 Administrative Support

Number of Volunteers: **1,084**

Number of locations: **27** Health Centers in three states
9 Urban
14 Suburban
4 Rural

Patient / Clients:

Medical Services:

Primarily females, ages 18 - 34 years old; many have no insurance coverage or primary care physician. We treat health care as a basic human right — one that's dispensed freely and without judgment to every person — regardless of race, gender, sexual orientation, class, or age.

Education Services:

Middle and high school age students and their families.

Advocacy:

Registered voters who believe in individual rights and are able to donate time or money; Planned Parenthood of the Great Northwest's primary financial supporter is a 45- to 54-year-old female.

International:

Outreach, health care, and patient education programs are available in Nepal, Cameroon, and Ecuador.



Featured Programs: Medical Services

We provide the most sophisticated instrument in medicine: accurate information.

Over 93 percent of our services are preventive. Our professional medical staff provides up-to-date patient care and the opportunity to confidentially discuss personal needs. We promise to be there for individuals, families, and communities – providing cancer screenings, reproductive care, and health education information; giving respectful and nonjudgmental advice and support; and serving those who might otherwise not have access to professional and compassionate health care services.

Our health center services include: family planning, emergency contraception, pregnancy testing and counseling, early abortion services, sexually transmitted infection (STI) testing and treatment, HIV / AIDS testing and counseling, male health services, menopause / midlife services, and HPV vaccination.

Medical Services by the numbers – (2010 Annual*):

128,240	Medical visits
75,213	Contraception visits
87,105	Unduplicated patients
14,807	Breast exams
14,271	Cervical cancer screenings
33,103	<i>Take Charge</i> patient exams (WA men and women at or below 200 percent of federal poverty level)
12,250	Pregnancy tests
383	Vasectomy patients
55,817	Emergency contraception sales
10,532	Abortions provided
20	Medical and / or in-health center abortion locations
1,512	Visits for HIV tests
123,850	Tests for sexually transmitted diseases



Education

We believe that education is the best prevention.

We are here as a resource for parents, teens, families, and professionals, because having conversations about sex and sexual health doesn't have to be an uncomfortable experience. Sharing your values and providing accurate and honest information is the most important thing anyone can do to ensure everyone gets the information they need to be healthy.

Our educational services include: workshops for parents and kids together; programs for school, youth, religious, and community groups; education publications; resources; and professional development.

Education Services by the numbers – (2010 Annual*):

597	Parents and youth attended Family Night programs
183	Youth took part in Youth Development programs
53	Youth attended Youth in the Know (Idaho only)
104	Youth trained as Teen Council peer educators
7,686	Students received sexuality education from Teen Council peer educators
23,267	Students received sexuality education from PPGNW's sexuality educators
28,304	People received sexuality education from PPGNW
36	Students enrolled in Planned Parenthood University

Training Services by the numbers – (2010 Annual*):

560	Community health and education professionals trained
1,471	Hours of in-person training provided to PPGNW staff
840	Hours of e-learning training provided to PPGNW staff



Advocacy

We're here because we make communities healthier.

Healthy individuals make healthy communities and healthy communities help individuals lead healthy lives. We will always be dedicated to protecting women's reproductive freedom and access to health care.

The Planned Parenthood Action Network advocates for new policies at the federal and state levels that will advance comprehensive reproductive health care and responsible decision making. Through the plannedparenthood.org website, more than 2.5 million activists are kept abreast of the latest policies and proposals affecting family planning and have an easy way to contact members of Congress via e-mail, fax, or postal mail.

Advocacy by the numbers – (2011 Annual*):

53,454	New activists on the Planned Parenthood Action Network
54	New Planned Parenthood Action League volunteers
181	Letters to the editor submitted
660	Phone bank volunteer shifts
153	Community-level visibility events
1,084	Volunteers representing PPGNW
4,986	Facebook friends
963,377	Facebook post views
4,362	Facebook posts generating comments or “Likes”

Agency Funding: Planned Parenthood of the Great Northwest is a 501(c)(3) nonprofit organization. We rely heavily on support from donors to help sustain responsible reproduction.

Agency Funding by the numbers – (2011 Operating Budget, Unaudited)

\$39,411,000	Operating budget
\$40,527,000	Total fund balance (Includes Permanent Endowment funds of \$12 Million)
\$4,500,000	Private fundraising for Operating and Restricted funds

Management Team: Christine Charbonneau, Chief Executive Officer
 Rebecca Poedy, Chief Operations Officer
 Carole Miller, Chief Learning Officer
 Mynor Veliz, Chief Financial Officer
 Laura Einstein, Chief Legal Counsel

LEADERSHIP RECRUITMENT EFFORT

The clients of PPGNW are diverse in many ways – age, gender, ethnically, culturally, economically, educationally, and geographically. Advocating for their needs and viewpoints, and providing high quality services while ensuring the organization’s fiscal health requires our board members to possess a wide range of skills.

PPGNW’s Governance Committee is striving to fill out the range of skills our current board members possess as well as ensuring our board represents the diversity of our clients in our service area. The committee feels strongly that we must also build our “bench strength” going forward to ensure smooth, effective transitions as board members complete their terms over the coming years. We intend to do this by identifying candidates for our board and encouraging service through our board “on-ramps” with committee service and service on our Board of Advocates.

We are looking for qualified, interested, committed, brave, creative people who are willing to engage with us and commit to a volunteer future that includes key leadership work and potential board membership in the next one to three years.

Board of Advocates: This volunteer leadership group is our army of passionate, informed, articulate, networked supporters in our tri-state area—people willing to spread the word about our important work among their networks, use their individual skills and expertise to increase support for our mission, and bring key feedback they hear in the community back to PPGNW staff. We recognize that as we continue to grow, we need to make sure we stay locally connected and relevant, and the BOA is critical to ensuring we do that. The minimal time commitment is literally just 5-6 hours a year to stay informed via a quarterly insiders’ update webinar, but additional opportunities such as hosting house parties or writing letters to the editor can be tailored to each member’s interests and skills.



THE REWARDS ARE MANY

PPGNW offers opportunities to impact women's health issues in our region and country in a direct and meaningful way. Volunteers have an opportunity to learn and grow with leaders from all walks of life and key professions in our communities. Board members are engaged with many of the most contemporary social, health, and economic issues facing our region and our country today. Planned Parenthood leadership roles provide fresh, interesting opportunities that challenge board members' knowledge and decision-making skills. But board member testimonials speak best:

Why do I serve on the PPGNW Board? The intense pleasure of being on a board THAT GETS REALLY IMPORTANT STUFF DONE. Action > Talk. The board and staff are smart and fun. I enter a board meeting tired from the week of hard work and leave each board meeting energized by the accomplishments, people, and tasks ahead. PPGNW has given me more energy than it has taken.

— Board Member Han Nachtrieb, Washington

Being on the PPGNW board has allowed me the opportunity to support a cause in a positive and constructive way. In this turbulent time for women, it is even more important each of us be active to preserve family planning and reproductive freedom. I believe we cannot complain unless we take action, and the PPGNW board has been a wonderful experience to put my words and thoughts into action. The patients served by PPGNW desperately need our services. In the state in which I reside (Idaho), 68% of the patients served have indicated we are their only source of health care. Thank goodness Planned Parenthood is there for them...

— Board Member Camille Oldenburg, Idaho

I love the relationship as a strong affiliate with a strong national organization. Service on the board has given me perspective at the local level with individual clinics, at the regional level in working in three states, and at the national level in participating in national conferences and lobbying Congress. Working with a strong staff that is visionary, passionate, and professional has enabled me as a board member to grow, to be bold, and to take risks. As a board member, this provides a very rare opportunity to work with dynamic leaders such as Chris Charbonneau and Cecile Richards.

— Board Member (and former state legislator) Art Wang, Washington

Board members grow personally and professionally as they work through strategic issues that generate significant creative thought, negotiation, planning, and decision-making.

WHO WOULD YOUR COLLEAGUES BE?

BIOS OF THE 2012 BOARD OF DIRECTORS

Alaina Smith is the Director of External Affairs for The Burke Museum of Natural History and Culture. She previously worked as a communications consultant, specializing in working with foundations and nonprofits, and as the Communications Manager for Philanthropy Northwest, a membership association for foundations. Alaina came to Philanthropy Northwest through a desire to work in the Northwest nonprofit community that was piqued by volunteering at Planned Parenthood. She previously served on the board of Planned Parenthood VOTES! Washington and as chair of the Washington Chapter of the Planned Parenthood Young Professionals.

Art Wang recently retired from Washington State government, where he served in the legislative, executive, and judicial branches as State Representative from the 27th District (Tacoma) for 14 years, Chief Administrative Law Judge (director) of the Office of Administrative Hearings, and Court of Appeals Judge, among other positions. He is a former board chair of PP of Western Washington. In addition to the PPGNW Board, he currently serves on the PP Votes NW, PP Votes Washington PAC, Tahoma Audubon Society, and APACE (Asian American political organization) boards, and was President of the Board of Trustees of the Washington Legal Foundation in 2011. Art also taught law and was in private practice in Tacoma.

Camille Oldenburg resides in Boise, Idaho, and has been a consultant for over 10 years, focusing on strategic marketing, business development, strategic planning, and management. Before turning to consulting, she was a business executive who focused on the health care sector, as the target market for a myriad of industries. Prior to the November 2008 merger, Camille chaired the Planned Parenthood of Idaho Board of Directors and sat on its finance and investment committees. She also serves on the board of Boise State Public Radio (NPR) in Boise, Idaho. Previous to moving to Boise in 2001 from Chicago, Illinois, Camille also sat on the Access Community Health Corporate Board (Chicago) and on the American Medical Association Subsidiary Board of Directors.

Han Nachtrieb is the vice president for human resources at the Fred Hutchinson Cancer Research Center and the Seattle Cancer Care Alliance. Past board activity includes Emerald City Rotary, The Regional Epilepsy Center, King County Labor Agency AFL-CIO, and The Seattle King County Workforce Development Council. Han is past chair of Planned Parenthood of the Great Northwest, and also serves on the board of OneAmerica.

Jennifer Banks is a vice president and credit officer with Key Bank in Boise, Idaho. She has worked in the banking industry for over 15 years. She is a graduate of the University of Utah and received her MBA from Boise State University. Jennifer began as a finance committee member for Planned Parenthood of Idaho in 2007 and joined the board of Planned Parenthood of the Great Northwest in 2010. She was involved with Future Business Leaders of America - Phi Beta Lambda for over 10 years and she currently serves on the Idaho board of the Risk Management Association as well as volunteers for Girls Scouts Silver Sage Council and her local school PTA.

Jim Young retired in August 2007 as an assurance partner of the Seattle office of Grant Thornton LLP, the fifth-largest international accounting tax and business advisory firm. He is currently the Virginia Mason Medical Center board Secretary and Chair Elect. Jim is also on the board of directors (Treasurer) for LifeCenter Northwest. He joined the board of Planned Parenthood of Seattle-King County in 1990, and has held every officer position over the years in the mergers since. Jim has also served on the board of the 501c4 Planned Parenthood Votes! Washington, and six years on the board of PPFA, where he served as treasurer and chaired the national search committee for current CEO Cecile Richards. Jim received his BA in government and economics from Austin College (Sherman, Texas), his master's degree in international economics and foreign policy from the Johns Hopkins School of Advanced International Studies (Washington, DC), and his MBA from the Kellogg School of Management at Northwestern University (Evanston, Illinois).

Kathleen D. Edwards is a member of the Board of the Washington Women's Foundation and has worked on a variety of committees and task forces for other area nonprofits. She also served for 9 years on the board of World Neighbors, an international development organization headquartered in Oklahoma City. In that role, she visited development programs in Ecuador, El Salvador, Guatemala and India. She is a graduate of the Bush School and Whitworth College, and she earned an MA (1991) and a PhD (1994) in Human and Organizational Systems from Fielding Graduate University in Santa Barbara, CA. Kathy's areas of expertise are in governance, leadership development, nonprofit financial planning and executive searches for nonprofits.

Kira Druyan is an attorney in the Law and Corporate Affairs Department of Starbucks Corporation where she specializes in global commercial matters, including international expansions and operations, mergers and acquisitions, joint ventures, and global distribution transactions. After obtaining her B.A. at the University of Pennsylvania and J.D. at Duke University, Kira practiced law at private firms in Seattle (DLA Piper) and Chicago (Mayer Brown), specializing in corporate finance. She has made a substantial pro bono commitment in the area of international micro-finance. Kira worked with fellow board member, Llew Pritchard, to establish the Puget Sound chapter of the American Constitution Society and is currently serving her second term on the Board of Directors of King County Library Services Foundation.

Laura Wedeen brings close to 25 years of experience to reproductive health and family planning programs, including 18 years working in senior technical and management positions based in developing countries. Ms. Wedeen has lived and worked professionally in Haiti, Nepal, and Viet Nam, and undertaken shorter term assignments in more than a dozen additional countries around the world. For most of her career, she has worked with international NGOs, and with the United Nations. Ms. Wedeen moved to Seattle in August, 2009 and currently works as Senior Program Director with PATH. In this capacity, she travels extensively in support of PATH's field programs.

Llewelyn G. Pritchard is a partner with the Seattle law firm of Helsell Fetterman, LLP. He earned an A.B., with Honors, from Drew University in 1958. He received an LL.B. from Duke University in 1961. He has served as a member of the board of governors and executive committee of the American Bar Association (ABA), and as chair of the Section of Individual Rights and Responsibilities. Further positions included the chair of the Standing Committee of Legal Aid and Indigent Defendants, and the chair of the ABA's pro bono effort to assist refugees, immigrants, and newcomers. He is currently a counselor to the ABA Center for Human Rights and a member of the boards of the ABA Rule of Law Initiative and the World Justice Project. Llew has recently been honored with the American Jewish Committee's Judge Learned Hand Award for his service to both the profession and the public in the field of human rights, civil liberties, and access to justice.

Mary Clogston has over 20 years experience in government relations and public affairs. She has represented several state agencies and a statewide elected official in lobbying and executive capacities. In 2011 Mary started her own consulting business representing clients on legislative and regulatory matters with a focus on health insurance and social justice issues. Mary has also been active in women's issues and held leadership positions for the Washington chapter of the National Organization for Women from 1997 - 2004. A graduate of the Evergreen State College, Mary lives in Olympia with her husband and daughter.

Matt Oppenheimer is currently an Entrepreneur in Residence at Highway 12 Ventures and Founder / CEO of Beemit, Inc. Matt led the launch of internet banking and assisted with the expansion of mobile banking services with Barclays PLC in the United Kingdom, Western Europe, and Africa. He was a Senior Consulting Associate at Cambridge Associates, providing investment consulting services to primarily endowed non-profits and specialized in venture capital / private equity. Matt has served on the PPF board of directors and was a peer educator at Planned Parenthood of Idaho and Planned Parenthood of Northern New England for more than six years. He has also presented workshops on youth and male involvement at conferences in Denver, Tucson, Boston, Kenya, and Trinidad. Some of his past organizational affiliations include the National Campaign to Prevent Teen Pregnancy, John Kerry for President, Advocates for Youth, and Teen People magazine. Matt received a B.A. in Psychology from Dartmouth College and an M.B.A. from Harvard Business School.

Pam Groves is a wildlife biologist working as a research scientist and a wildlife paleontologist in Fairbanks, Alaska. Most of her research for the last 25 years has focused on muskoxen and other large ungulates. Currently she is studying DNA and bones from large arctic mammals that lived in Alaska during the last Ice Age. Pam has lived and worked in both rural Alaska and China. She has served on the boards of the Northern Alaska Environmental Center and Planned Parenthood of Alaska. She is currently president of the board of the Musk Ox Development Corporation.

Robin Smith served as board chair for Planned Parenthood of Alaska from 1999 to 2003. During her tenure PPA expanded to Fairbanks, purchased a building and began offering abortion services. She is currently involved with the PPVotesNW, the Alaska Democratic Party and Bird Treatment and Learning Center. She and her husband own a small industrial supply company. They are guarantors with MicroCredit Enterprises and active philanthropists in Anchorage, Alaska. One of her proudest accomplishments was to be an angel investor in the Women's Capital Corporation that brought Plan B (emergency contraception) to the marketplace. She is currently an angel investor in Afaxys.

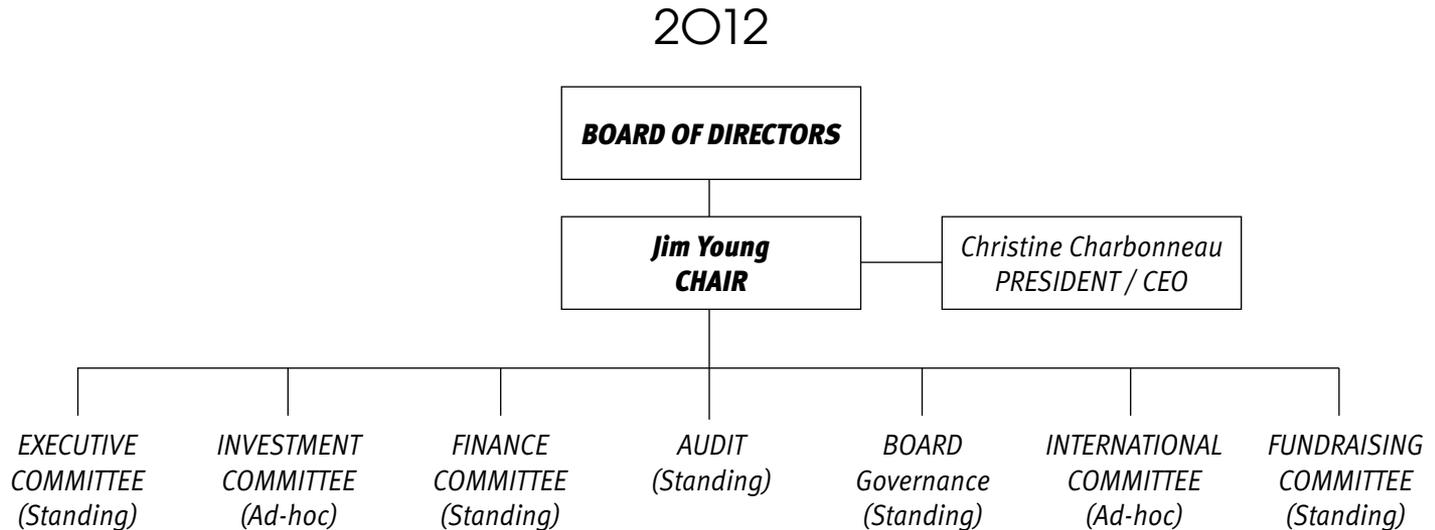
Sarah Ferrency is co-principal at Pacific High School, the alternative school in Sitka, Alaska, serving 30-40 at-risk students ages 14-21. Sarah has been on the Board of Directors of PPA / PPGNW since 2003, and was the chair of the local Friends of Planned Parenthood in Sitka for several years prior to her election to the board. Currently Secretary, Sarah has also served PPGNW as a member of the governance, finance, and executive committees, as well as the original merger task force and the PP Votes! Alaska Board. Sarah earned her B.S. in biological chemistry from the University of Chicago, and attended the University of Alaska Southeast for her M.A. in teaching.

Stephanie Daley-Watson is a founding member of Prism Law Group, PLLC, a Seattle-based corporate law firm. Prior to forming Prism, Stephanie was Vice President, Associate General Counsel and Secretary of Safeco Corporation for six years. Before joining Safeco, Stephanie was Of Counsel in the Corporate Finance and Securities group of Perkins Coie. Stephanie is Secretary of the Board of Trustees of Artist Trust. Stephanie's husband is Christopher Daley-Watson and they have two children, Max and Flannery.

Susanna Orr is Senior Editor for CPD Alaska, LLC. Originally from Whidbey Island, Washington, Susanna holds a B.A. in English from the University of Alaska Anchorage where she was a founding member of the first Planned Parenthood VOX chapter in the State of Alaska. She has previously served on the boards of Planned Parenthood of Alaska, Planned Parenthood Votes! Alaska, and was actively involved in the merger task force that led to the formation of Planned Parenthood of the Great Northwest in 2007 where she has sat on the Finance, Investment, Audit, Governance, and Executive Committees. Susanna currently resides in Anchorage with her two small children.

VOLUNTEER LEADERSHIP STRUCTURE

The officers of the Corporation are board chair, vice chair, secretary, and treasurer, who are elected from within the board from a slate presented by the board governance committee. The committee structure of the board is shown below. Board members are encouraged to serve on more than one committee to help them connect with the issues of the organization and to lend their expertise.



EFFECTIVE, CREATIVE PROFESSIONAL LEADERSHIP

Christine Charbonneau,

President / Chief Executive Officer

Chris Charbonneau is the President and Chief Executive Officer (CEO) of Planned Parenthood of the Great Northwest (PPGNW); a 40 million dollar; 27 health center; Alaska, Idaho, and western Washington affiliate; in three separate time zones. PPGNW's community educators provide age-appropriate medically accurate sex education across three states and with colleagues we operate one 501c4 organization PP Votes Northwest (PPVNW). In Washington State, PPVNW runs the second largest political field campaign in the state, only behind the union, SEIU. Chris is committed to developing that same strength in Alaska and Idaho. PPGNW's next challenges include continued expansion of our 501cE Laboratory Services Cooperative to help more PP affiliates offer affordable services to their clients, the expansion of PPGNW's telemedicine project serving people in our affiliate's most remote areas, development and piloting of PPGNW's Virtual Health Center – serving patients no matter where they live, and preparation for Health Care Reform.



Chris has been a Planned Parenthood (PP) leader for 30 years, 22 of them as a CEO. Beginning as a volunteer in the Seattle Health Center in 1982, she expanded her volunteer commitment to include community education and public policy activism. These early experiences lead her to believe that volunteers are the heart and soul of our cause. After a short paid stint running colposcopy services for Planned Parenthood of Seattle-King County (PPSKC), serving by night as assistant treasurer for a campaign that defeated an attempt to defund abortion services for low-income women, Chris was recruited to Arkansas to work on a troubled ballot initiative in a state with a very small PP presence. After victory in Arkansas, she remained in Little Rock for two years to found PP of Greater Arkansas as its CEO. Over the years, Chris has worked on seven statewide ballot initiatives in Washington, Alaska, and Arkansas, including a pro-active initiative to embed the principals of Roe v. Wade into Washington law.

In 1987, she became the COO of PPSKC and after five years under the leadership of Lee Minto, the PPSKC Board selected her as CEO in 1993. In 1996, Chris led the merger of three PP organizations to become PP of Western Washington; in 2008 she led another merger of three organizations to become PP of the Great Northwest.

Chris was instrumental in the creation of what we now call Planned Parenthood Online, serving well over three million unique users each month, 85% of whom come to PP affiliates across the country for health care services. She had a vision that people, even in rural areas with no bricks and mortar access to one of our sites, should be able to get information to improve their lives from PP, and even buy supplies; today, those services exist. Under her leadership, PPGNW staff created the Speaking of Sex Podcast, a joint project of PPFA and PPGNW, which became a video podcast downloaded by thousands of people each month.

In 1988, Chris and two other colleagues started work to commission the manufacture of affordable contraceptive supplies for public sector providers serving low-income women. Afaxys, a virtual pharmaceutical company of which Chris is the current chair of the board, will begin to supply PP affiliates and our colleagues who serve our same sector with those products beginning in 2012.

Chris was honored with the Ruth Green Award in March 2010. Nominated by the board of PPGNW, and selected by her peers, this highest honor Planned Parenthood Federation of America (PPFA) bestows upon a CEO recognizes Chris' outstanding achievements in planning, public affairs, and fundraising. Chris' leadership is defined by her distinct ability to develop innovative ways to make PPGNW more accessible to patients, while at the same time maintaining stability within the organization. This balance makes her, according to PPFA President Cecile Richards, "a true visionary among health care providers."

Chris works with a staff of 350+ employees, including clinical, support, advocacy and administrative positions.



WHAT IS EXPECTED OF A BOARD MEMBER?

An Active Level of Commitment is Required

Board terms are three years in length. Board members completing their original three years can be re-elected to the board if nominated by the governance committee. Peer evaluations are done with board members at the end of their term if they are eligible for re-election. There are normally eight board meetings per year; four of those are short meetings by phone and computer GoToMeeting, the other four are quarterly and in person over a weekend. Board members are required to serve on at least one board committee and should expect to commit a minimum of 80 hours per year between board and committee meetings.

Board Member Agreement

Each member of the board is asked to endorse the following agreement to formalize her / his commitment to Planned Parenthood of the Great Northwest.

As an individual board member of Planned Parenthood of the Great Northwest (PPGNW), I understand that I have a legal and ethical responsibility to ensure that PPGNW does the best work possible in pursuit of its goals. To this end, I commit to following:

1. I will passionately endorse the vision and mission of PPGNW and the Planned Parenthood Federation of America (PPFA), and actively support a philosophy of reproductive choice.
2. I will become familiar with PPGNW's corporate documents, including the Articles of Incorporation, Bylaws, and all board-approved policies. I will study the annual operating and capital budgets prior to approval.
3. I will develop an understanding of PPGNW's core programs, services, and advocacy efforts. I will stay informed about current issues and trends in sexual and reproductive health and health care delivery.
4. I will make what is for me a substantial financial contribution to PPGNW on an annual basis.
5. I will introduce others to the work of PPGNW, and assist in expanding the organization's pool of supporters. More specifically, I will submit the names of at least five new donor prospects for the annual campaign, attend donor stewardship events in my community (if applicable), and join with staff to carry out major donor solicitations as requested.

6. I will actively support PPGNW's advocacy and public affairs efforts and make an effort to attend events held in my community by the organization's affiliated (c)(4) organizations.
7. I will strive to attend all PPGNW board meetings. I understand that attending at least 75% of all board meetings each calendar year is the *minimum* desirable standard. I will review meeting materials in detail prior to each meeting, and arrive prepared to engage in thoughtful dialogue. I will notify the Executive Assistant to the CEO in advance if I am unable to attend a meeting.
8. I will actively participate in at least one standing or ad hoc committee of the board. I will strive to attend all meetings of the committee, and understand that attending at least 75% of meetings each calendar year is the minimum desirable standard. I will review meeting materials in detail prior to each meeting, and arrive prepared to engage in thoughtful dialogue. I will notify the Committee's Staff Lead or administrative support person in advance if I am unable to attend a meeting.
9. I will make myself available to the CEO and other senior staff members for phone and/or email consultations on critical matters as needed.
10. I will offer encouragement, support, and constructive feedback to the CEO and board officers, and assist with the annual written performance evaluation of the CEO. I understand that the CEO is accountable to the board and that all other staff members are accountable to the CEO.
11. I will support a culture of inquiry and constructive debate that leads to sound decision-making. While respecting different opinions and assuming the good intentions of board colleagues, the CEO, and other staff members, I will question assumptions and challenge conclusions. I will share my perspectives without reservation.
12. I will maintain confidentiality of sensitive board discussions, and adhere to PPGNW's conflict of interest policies.

I will hold myself and other board members accountable for meeting the expectations outlined in this document and the PPGNW *Board Compact*.

For PPGNW to be successful it requires the full commitment of its Board of Directors and of its staff members. Each has a key role, interacting with the other. Role clarity and boundaries to promote the partnership are shown in the compact following.

BOARD / STAFF COMPACT

ROLE OF THE BOARD

Know the Organization

- Understand and uphold the vision, mission, and goals of the organization.
- Advocate for the organization, and the organization's causes, in the community.

Govern the Organization

- Stay focused on mission-critical matters.
- Embrace tough questions, ambiguous challenges, and imperfect tradeoffs.
- Take calculated risks in an effort to expand the reach of the organization.
- Link ambitious plans to financial resources.
- Devote a significant amount of time at every board meeting to strategic and generative thinking.
- Act with integrity, good faith, and prudence when fulfilling fiduciary, goal-setting, and oversight responsibilities.
- Build a constructive partnership with Senior Staff through trust, respect, and honest communication.
- Encourage and support the CEO and other Senior Staff members, and hold the CEO accountable for meeting performance expectations.

Develop the Board

- Revitalize the board through planned turnover and thoughtful recruitment of new board members.
- Support the on-going education and development of board members.
- Conduct regular self-assessments of the board's performance.
- Take an intentional approach to cultivating board leadership.

ROLE OF SENIOR STAFF

Foster Board Excellence

- Facilitate the recruitment and retention of exceptional board members.
- Provide a thorough orientation program for new board members.
- Provide on-going educational and training opportunities for board members.
- Keep board members informed about current issues and trends in sexual and reproductive health and health care delivery.
- Support board performance by maintaining board structures and providing adequate staffing for the board.

Engage the Board

- Envision change and innovation for the organization in partnership with the board.
- Create opportunities for constructive dialogue with the board.
- Report regularly on implementation of the strategic plan and achievement of other board-directed objectives.
- Inform board members about significant risks and opportunities that the organization may be facing.
- Support informed decision-making by providing good data and useful background information to board members in a timely fashion.

Run the Organization

- Lead and manage with integrity.
- Resolve conflicts with openness and empathy.
- Create clear and compelling goals and strategies.
- Deliver high quality programs and services in a responsible and efficient manner.
- Evaluate patient care, educational programming, and advocacy efforts on a frequent and consistent basis.
- Foster innovation and continuous improvement.
- Ensure a safe, healthy, and productive environment for patients, staff, and volunteers.

LEGAL EXPOSURE

PPGNW has Directors & Officers insurance coverage. PPGNW will indemnify board members for actions conducted as a member of the PPGNW Board of Directors.

FINANCIAL COMPENSATION AND ETHICAL CONSIDERATIONS

As a volunteer organization board member compensation comes through the personal satisfaction of helping provide critical health services to thousands of our neighbors who might not receive them otherwise. It also comes through the personal and professional growth opportunities you will experience through your involvement. Board members attend meetings where active participation provides great educational opportunities and discussion.

Board members receive no direct compensation for their involvement. Board volunteers are eligible to receive appropriate, well-documented expense reimbursement for travel to officially sanctioned events such as board meetings or conferences if they request it.

The bylaws of PPGNW contain an *Ethical Considerations* clause that guides board staff and members on gifts and gratuities from vendors or service providers as well.

Planned Parenthood of the Great Northwest

Lee Minto Administrative Support Center

2001 East Madison Street
Seattle, WA 98122-2959
206.328.7734
www.ppgnw.org

Search for Planned Parenthood of the Great Northwest (PPGNW)



Interested in board leadership opportunities?

Contact: Heather Wiker
Director, Office of the President
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