People Serving People

Board of Directors
Board Member
Position Description

About People Serving People

People Serving People is Minnesota's largest provider of emergency shelter and comprehensive stabilization programs for families experiencing homelessness. But we don't stop there. We are also a visionary organization working to ensure that every family has what they need—by changing the policies and practices that create family homelessness in the first place.

About the Role

As we expand to serve more families and improve outcomes for every family experiencing homelessness in Minnesota, **we are seeking 2-4 new Board of Directors members**. You'll join a board deeply invested in our mission and committed to providing fiduciary oversight, strategic governance, and fundraising support. We are launching a three-year, $20M comprehensive campaign and need additional members who can make meaningful contributions to the Board of Directors and related committees.

Position Overview

The Board of Directors provides governance for People Serving People, represents the organization to the community, and holds ultimate legal authority. The Board of Directors:

- Establishes the mission, vision, and values of People Serving People;
- Provides fiduciary oversight;
- Monitors performance against agreed-upon goals and benchmarks;
- Hires, reviews the performance of, and sets the compensation of the President & Chief Executive Officer (CEO); AND
- Is an ambassador and active cheerleader for the organization

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Major responsibilities of board members

Governance

- Propose a slate of directors and officers and fill vacancies as needed.
- Annually review the performance of the Board and take steps to improve its performance.

Strategy

- Approve People Serving People's strategic direction, including vision, mission, goals, and strategies.
- Annual monitoring, periodic review, and update the strategic plan as appropriate.

Financial

- Ensure adequate financial resources.
- Protect assets and provide appropriate financial oversight.
- Adopt an annual budget and monitor financial performance.
- Review and understand reports about the organization's financial health.
- Appoint independent auditors and review and approve the annual audit.

Outreach

- Promote People Serving People's mission and goals to appropriate policymaking, philanthropic, and practice communities.

Fundraising

- Shape, approve, and participate in implementing fundraising and earned revenue strategies.

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Program

- Assist in developing a vision of the purpose and scope of support services provided by People Serving People for guests and former guests.
- Monitor the performance of engagement programming and confirm that such programming and priorities are still consistent with People Serving People's mission and strategic plan.

Legal and ethical integrity

- Provide oversight of the functions of PSP sufficient to ensure that PSP is functioning legally and ethically to the best of the collective knowledge of the Board.

Personnel

- Select, monitor, advise, support, and annually review the performance and set the compensation of the President & CEO.

Length of term

Board members are elected to a two-year term, which may be renewed up to a maximum of three consecutive terms. After one year's absence from the Board, directors may be re-elected to additional two-year terms as provided in the by-laws.

Expectations of board members

- Attend and participate in 80% of full Board meetings, in-person or virtually, in a calendar year. Typically, there are seven board meetings; this means attending six meetings.
- Serve on at least one standing committee of the board. Attendance and participation expectations for committee meetings are at least 50%.

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- Attend and participate in special events and take on special assignments as able.
- Be informed about the organization's mission, services, policies, and programs.
- Participate in fundraising events; this can be physical presence, support, or financial contribution.
- Promote People Serving People to stakeholders and potential allies.
- Adhere to People Serving People's Code of Conduct and conflict of interest policies.

To apply

Please complete the Board Member application by December 14, 2026.