

Connect Youth with Nature

Join the force of Big Gumdrops Outdoors, and impact future generations on our Board!



**BIG GUMDROP
OUTDOORS**

*A guide to
joining our
Board of
Directors.*





What is Big Gumdrop Outdoors?

Mission

Our mission is to educate underserved youth about nature and inspire them to explore the great outdoors.

Vision

BGO exists to create the next generation of outdoor enthusiasts and stewards of our land. Our vision is to give youth access to resources and opportunities that equip them to be leaders and changemakers of tomorrow.

About BGO

Big Gumdrop Outdoors is a 501(c)3, federally recognized nonprofit. Serving local communities in Lincoln and Southeastern Nebraska, Big Gumdrop Outdoors (BGO) exists to provide outdoor education and opportunities to underprivileged and urban youth. BGO offers programming through Summer sessions, Spring and Fall afterschool clubs, and hosting monthly community events. BGO uses informal education strategies to meet children where they are and to support children's differences and experiences.



This is an opportunity to help engage local youth in unique outdoor experiences!

Why Join the Board of Directors?

Benefits of Serving on the BGO Board

Impact and Influence

BGO serves over 6,000 youth annually through our programs and events. By being on the Board, you will have a direct role in furthering this impact and BGO's mission.

Professional Growth

Board members receive a thorough onboarding with continuing support and education throughout their term. It is a great way to expand your professional skills and network.

Community Connection

BGO is deeply impened in Lincoln's community, and by seving on the Board you will have a direct line to community partners and the families we serve.

Leadership

You will play a role in decision making, strategic planning, budgeting and oversight for this organization. Your voice matters and your leadership is valued in helping BGO grow. 1



Frequently Asked Questions when Joining BGO's Board:

Do I need to have previous board experience?

No! Some of our Board members have previously served on nonprofit boards, and some have not. Having a range of experience is actually really helpful. The most important thing is that you have a commitment to BGO's mission, and the time to be involved and bring your knowledge and talents to the organization.

How often do you meet?

The full Board of Directors meets once a month. The majority of these meetings are virtual, but we will meet in person in Lincoln at least once a quarter. We additionally have a longer, in person, Annual Meeting during the first quarter of the year.

Meeting time and dates are determined each year based on the availability of BOD members– in 2026 they will be the third Thursday of the month from 6:00–7:30pm. Smaller subgroups of the BOD, such as the Executive Team and committees, will have additional meetings throughout each quarter.

How long is a board term?

Each board term is for 3 years.

What exactly does the board do?

Like all non-profit boards, BGO's Board of Directors is the highest governing body of the organization. Our main role is to advance BGO's mission through a range of activities from strategic planning, to advocating for BGO's work, to fundraising and public communication. The Board has governance responsibilities that include legal and financial oversight, and also is responsible for providing support to the Executive Director. The Executive Director (ED) oversees the daily implementation of strategy and operations at BGO, in alignment with the organization's mission, vision, and values. The ED directs all activities of staff teams, program administration, and financial management. The ED also serves as the primary liaison between Board and Staff, and as such participates in many meetings along with the Board of Directors. The ED is not a member of the Board, and does not cast a vote in any voting actions by the Board.



Frequently Asked Questions when Joining BGO's Board cont:

What is the most important skill I would need to be a board member of BGO?

BGO can benefit from a wide range of skills and experience. For each Board application cycle, we identify some areas of knowledge that would be particularly beneficial to the organization's current work. However, the most critical things we look for in all Board members is a commitment to the mission, and the time to engage in a meaningful way. Board service can look a lot of different ways, but fundamentally we need people who have the excitement to take on work projects and the dedication to follow them through. We have a small staff team, so it's ideal for Board members to work with staff to identify specific needs and then help to carry that work forward.

What is the time commitment for a board member?

Most Board members commit about 4 hours per month to their Board service (including Board and Committee meetings and engaging in regular Board communication). BGO uses email and Google Drive to coordinate our work. Board members are asked to commit time on a monthly basis to engage with these channels of communication in order to keep up with happenings in the organization.

I don't know if I have time to be a board member right now. Can I volunteer in another capacity?

Absolutely, BGO is always looking for volunteers! As a volunteer you can assist with our afterschool clubs, summer programs and field trips, monthly community events, and more. You can learn more and indicate your interest on our [Volunteer Form](#).

How do I get involved?

For more information on how to apply, please visit <https://www.biggumdropoutdoors.org/> or email our current BOD Chair, Audrey Krimm, at akrimm2@nebraska.edu. We will connect you to a current Board member who can talk with you about next steps, and share any additional information you may need.



What is my Role as a Board Member?

Responsibilities

Board members guide the organization in a manner that ensures future sustainability through effective, ethical, and legal governance as well as financial oversight practices. Each board member contributes to ensuring that adequate resources are available to advance the mission of the association. BOD share the following responsibilities:

- The BOD is responsible for providing overall leadership and oversight.
- The BOD is responsible for the long-range framework for activities of BGO. The BOD is responsible for monitoring BGO's performance and effectiveness in meeting its long-range goals and objectives.
- The BOD is responsible for oversight, development, and approval of BGO's governing policy.
- The BOD is responsible for organizing its internal affairs, including nominating and/or selecting appropriate members, selection of the Executive Committee, succession planning, evaluation of its own performance and effectiveness and management of board committees.
- The BOD is responsible for overall financial oversight including review, approval, and monitoring of the annual budget and quarterly financial reports.
- The BOD is responsible for some fundraising and fund-development activities. The BOD is also responsible for attracting resources to the organization.
- The BOD is responsible for promoting awareness of, understanding of, and support for BGO's mission, programs, services, and products.

Duties

Members of the BOD have a legal duty to be loyal, act responsibly, and make decisions that are in the best interest of Big Gumdrop Outdoors. Members must be attentive to the collective responsibilities of BGO and its members.

- Board members must exercise reasonable care when they make a decision for BGO. In order to meet the reasonable care standard, Board members must take an active and informed role in decision-making. Members do not act independently of the board without prior express permission of the full board.
- Board members must be sure that they are acting with BGO's interests in mind, not their own. They must also comply with the BGO Conflict of Interest Policy, and submit a Conflict of Interest statement annually.
- Board members must be faithful to BGO's mission. Their actions must be consistent with BGO's mission statement, Bylaws, and tax-exemption documentation. BGO's central goals and strategic framework must guide all Board decisions.

Travel and Time Commitment

Board members should anticipate around 1 hour of service per week (4 hours per month). This time commitment is in addition to monthly Board or Committee meetings and the Annual Meeting and any other committee or volunteer work.





What is my Role as a Board Member? (cont.)

Expectations

All Board members are expected to take an active role throughout the year. Specific responsibilities will be established during the Annual Meeting by the board of directors and executive director. Expectations include, but are not limited to:

- Board members should understand the strategic framework of the organization and be informed of the organization's mission, goals, policies and services.
- Board members should inform themselves about the issues and history of the organization by reviewing bylaws and minutes.
- Actively participate in all board meetings (making at a minimum $\frac{2}{3}$ of board and committee meetings in each year), discussions and events, paying careful attention to their duties of care, loyalty, obedience and confidentiality.
- Be well-prepared for all board and committee meetings by reviewing the agenda and any supporting materials provided to them prior to the meeting. Call or email the Executive Director or Board Chair if members have questions that will better prepare them for the meeting.
- Prepare sufficiently for each Board call or meeting by familiarizing themselves with relevant documents, reports, and history pertaining to the issue or topic at hand.
- Provide input to relevant issues and communicate to the board.
- Be respectful and open to the potentially conflicting opinions and points-of-view of fellow directors and avoid conflicts of interest. Sign the conflict of interest policy and abide by the policies passed by the board.
- Assist in the preparations of updates, reports, and other forms of communication to share the details of the topic, issue, or project.
- Be proactive with communicating to board members and BGO staff via phone or email.
- Contribute financially to the organization at a level commensurate with their resources.
- BOD members publicly support all decisions made by the full board, even if decisions conflict with your vote.
- Due to board size and succession planning, most board members will serve in an executive role during their term.



Length of Term

BOD Terms are 3 years in length.



Board Member Qualifications

Minimum Qualifications

- Commitment to support BGO's Strategic Framework.
- Ability to lead with vision and listen with curiosity.
- Management skills for small and large groups both in-person and virtually.
- Ability to meet the legal, fiduciary and ethical requirements of a non-profit board member.
- Ability to raise funds or otherwise attract resources in support of BGO and its mission.
- Ability to complete tasks on time, and perform self-directed work.
- Ability to promote BGO enthusiastically.

Preferred Qualifications

- Individuals who are, based upon the identified strategic needs and current BOD composition gaps, subject matter experts or demonstrate a skill set which directly complements the BGO's Strategic Framework (ie. legal, fundraising, vision setting, financial management, etc.).
- Nonprofit, community, or civic leadership experience.
- Experience on a committee comprised of members outside your immediate colleagues.

In Return, BGO Board Members Can Expect

- Increased presence within the professional field and greater exposure for their organization.
- Clear communication about the needs and issues relevant to BGO.
- Commitment to provide materials necessary to be an ambassador for the mission within the community and participate in fundraising efforts.
- Onboarding, Orientation and continuing education as a board member of BGO.
- Celebration and recognition of dedicated volunteer service.
- A rewarding way to give back to a broader community.

Before Applying

- Review this position description in its entirety, read through the [BGO bylaws](#), and review the current [Objectives and Initiatives](#) document, you can view this from Audrey.
- Reach out to existing/previous board members to speak about their experiences.
- Discuss the commitments with personal and professional networks to fully understand and ensure you will have capacity to contribute.

Compensation

Board members are not paid for their services.

Directors shall serve without compensation but may be reimbursed for reasonable actual expenses incurred in the performance of their duties.



Our Active Board

Executive Team



Audrey Krimm
Board Chair



Nichole Vesely
Co-Chair



Marcus Powers
Treasurer



Jana McGuire
Secretary

Board Members



**Marcus
McCaskill**



Marc Shkolnick



Shawn Quinn



April Fearing

Contact Us or Apply Today!

Our board application will be open through January 13, 2027 for 2027 elections. Please reach out to us with any questions!

