



## Board of Directors Participation Interest Form

The Virginia Anti-Violence Project (VAVP) works to address and end violence, with a specific focus on lesbian, gay, bisexual, transgender, and queer communities across VA.

VAVP uses the image of a tree to represent our core values and how we strive to live into those organizationally and as individual members of the organization. These values are inseparable and flow with one another to create solid roots from which to grow.

Therefore, our work is rooted in:

**Community** – The Virginia Anti-Violence Project joins our community in building experiences of acceptance and connection to something beyond ourselves. We long to feel engaged with each other, to show up, to be seen and heard, and to feel valued.

**Family & Relationships** – The Virginia Anti-Violence Project joins our community in celebrating families and relationships in all of their queer/trans and beautiful variations. We love our chosen and biological families, our pets, our children, our friends, and our relationships where people can feel at home and loved. We recognize the importance of having complex and fun conversations about how sex, sexuality, intimacy, gender identity, and consent are indeed central and crucial to our lives.

**Intersectionality/Racial Justice** – The Virginia Anti-Violence Project challenges our community to honor the wholeness of our individual and collective identities, not singularly our sexual orientation or gender identity. We must acknowledge our shared oppression, while also acknowledging some members of our community are disproportionately impacted by multiple forms of oppression. We commit individually and organizationally to joining our community in addressing and dismantling white supremacy.

**LGBTQ+ Liberation/Equity** – The Virginia Anti-Violence Project recognizes that in order to end violence against and within LGBTQ communities we must work toward full LGBTQ+ liberation. We recognize that individual, community, and cultural change are inextricably linked and our community must engage in diverse mainstream spaces in order to ensure that all our people have access to equitable resources.

**Trust/Accessibility** – The Virginia Anti-Violence Project trusts that people in our communities know what's best for us. We follow the fierce leadership that already exists within our communities, particularly centering people who are most affected by oppression and violence.

**Fun/Creativity** – The Virginia Anti-Violence Project believes that creativity builds resiliency and fosters hope. We commit to singing with you, dancing in with you, and celebrating with you because having fun together is essential to our survival.

**Integrity/Transparency** – The Virginia Anti-Violence Project depends on our community to hold us accountable in aligning our collective and individual actions and decisions with our stated values and commitments. We recognize that we will fall short of our community's expectations at times and we commit to being open, honest, and consistently showing up as we learn and grow in community.



Please fill out this form to the best of your ability. A representative from VAVP will be in touch with you shortly. This information will be shared with the VAVP board to help guide our decision making process and is not confidential. *These forms are reviewed at each board meeting as they come in.*

The Virginia Anti-Violence Project is committed to supporting leadership from within oppressed communities including, but not limited to, communities of color, the transgender community, the disability community, and youth.

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Address: \_\_\_\_\_

Telephone -- Daytime: \_\_\_\_\_ Evening: \_\_\_\_\_

Email: \_\_\_\_\_

How would you like to be reached?  Phone  Email  Postal mail

Occupation: \_\_\_\_\_ Employer: \_\_\_\_\_

Please share with us a little bit about your identity. VAVP is dedicated to having a diverse board that is representative of the vast diversity within our communities.

Sexual Orientation/Identity: \_\_\_\_\_

Gender Identity: \_\_\_\_\_

Racial Identity: \_\_\_\_\_

Do you identify as a person with a disability?  Yes  No

Explain your experience (if any) in working with interpersonal, hate-motivated, or state sanctioned violence within and against the LGBTQ community:

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Describe any previous experience with nonprofit organizations:

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What skills and/or qualifications would you bring to the organization?

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Please provide the names and contact information of two references who are familiar with your work and/or volunteer efforts.

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**Board Expectations:**

The VAVP Board of Directors meets face-to-face every other month for approximately 2-3 hours, and Board Committees meet at various frequencies depending on the needs of the organization.

VAVP Board members are required to serve on one committee but are encouraged to serve on multiple committees and take on leadership roles when opportunities become available and their schedule allows. Additionally, Board members are required to participate in fund development activities articulated by the Sustainability Committee to promote financial health of the organization.

The VAVP Board communicates electronically throughout the month, and requests Board members be able to dedicate at least 1-2 hours monthly for electronic communication.

**Board Committees** (Please select at least two interest areas):

- Sustainability – Creating and executing a year long development plan to sustain the work of VAVP. Responsible for coordinating fundraising events such as house parties, major donor asks, and individual solicitation.
- Communications – Drafting position documents for the organization, public awareness campaigns, and working with media and public officials.
- Finance – Developing an annual budget and developing financial controls and monitoring all fiscal aspects of the organization.
- Personnel – Oversight of personnel policies, support for staff, and assist in performance review process.

Thank you for completing this form. Please send it to the VAVP either as an email attachment to [info@virginiaavp.org](mailto:info@virginiaavp.org) or through postal mail at the address below:

VAVP  
P.O. Box 7445  
Richmond, VA 23221