

Board of Directors Charter

Roles, responsibilities, and operating rhythm of our board.

1. Purpose

The Board of Directors of The Yes You Project (the “Organization”) provides strategic oversight, fiduciary stewardship, and mission accountability for a 501(c)(3) non-profit dedicated to nurturing confidence, emotional well-being, and self-belief in girls, K–12, through mentorship.

2. Mission Filter

Every governance decision is filtered through one question: Does this protect and serve the girls in our programs?

3. Composition

- The Board consists of no fewer than four (4) and no more than eleven (11) directors.
- A majority of directors shall be independent of the Organization’s paid staff.
- Directors serve three-year terms and may serve up to two consecutive terms.
- The Board strives to reflect the communities the Organization serves.

4. Officer Roles

Chair	Provides strategic leadership, sets the agenda, and presides over board meetings.
Vice Chair	Supports the Chair, steps in when needed, and leads cross-cutting strategic initiatives.
Secretary	Maintains records and meeting minutes; ensures governance and compliance documentation.

Treasurer	Oversees financial health, budgeting, audit readiness, and fiduciary responsibility.
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5. Core Responsibilities

Mission & Strategy

- Approve and periodically review the mission, vision, and strategic plan.
- Ensure programmatic activities advance outcomes for girls served.
- Set multi-year goals and measure progress against them.

Fiduciary & Financial Oversight

- Approve the annual operating budget and material financial commitments.
- Review quarterly financial statements and annual independent review or audit.
- Ensure timely filing of IRS Form 990 and applicable state filings.

Risk, Compliance & Child Safety

- Maintain and annually review the Conflict of Interest, Whistleblower, Document Retention, and Child & Youth Protection policies.
- Ensure background checks and training are completed for every mentor.
- Monitor incident reports and oversee remediation.

Leadership & Culture

- Hire, evaluate, and support the Executive Director.
- Cultivate a board culture of candor, learning, and care.

6. Meeting Cadence

Full board	Quarterly, with one annual strategic retreat.
Executive committee	As needed between full board meetings.
Quorum	A majority of seated directors.
Decisions	Simple majority of directors present, except where bylaws require otherwise.

7. Director Expectations

- Attend at least 75% of board meetings annually.

- Sign the annual Conflict of Interest disclosure and abide by the policy.
- Make a personally meaningful annual financial contribution.
- Champion the Organization's mission in personal and professional networks.

8. Amendments

This Charter may be amended by a two-thirds vote of seated directors at any duly noticed meeting. The Charter shall be reviewed at least every two years.

The Yes You Project · A 501(c)(3) non-profit

This document is provided for transparency to school partners, donors, and the public. For the most current version, please contact us via theyesyouproject.org/contact.

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