



Recess Board Roles

Developed during board reimagining process
led by Sadao Ghosh with Advisory Circle and Co-Directors, 2023-2024

*Consider that a single individual may be representing multiple roles
Ideal board size varies and Recess may consider a board of 7 or less, not to exceed staff size*

Cultural Producer

- Long history of working in collaboration with communities
- Not necessarily a Recess alum
- Understands strategic engagement and strategic outreach

Community Organizer

- Someone who has experience organizing or movement building in various communities
- Understands building power in communities
- Someone who understands “the practice” of organizing

Ecosystem Connector/Caretaker/Guardian (2)

- Person is the external culture keeper and an external relationship builder
- Ensures Recess enters into external relationships with individuals and organizations upholding its values
- Enjoys people-mapping; Relational
- Understands how networking can support fundraising efforts
- Two potential positions here for two different networks

Strategist (2)

- Strategic thinker; is thinking three steps ahead
- Understands how to make plans and create tactics to move an organization in the right, values-aligned direction
- Understands how to maneuver in different landscapes and sectors
- Understands fundraising strategy and relationship building
- (1) position: Social justice oriented / (1) position: National organizer, cultural strategist

Mediator/Restorer/Doula

- Holds the values of abolition while recognising harm and conflict will always occur
- Holds Recess’s reparative practices, restorative justice, and conflict resolution
- De-escalator
- Care-based role

Recess Alumni (3)

- Session Program Alumni - residency artist
- Assembly Program Alumni - young people (2 to support one another)

Archivist

- Holds and stewards institutional knowledge and organization history