Organization Overview

Bridge to Basics is the Twin Cities' first and only hygiene bank, addressing a widespread yet largely invisible gap across both our community and local nonprofit ecosystem. Borrowing from the proven food bank model, we procure—through strategic bulk purchasing and donations—a standardized inventory of personal care products and distribute them across the seven-county Twin Cities metro area.

As a reliable, ongoing supply chain utility, Bridge to Basics addresses hygiene insecurity by providing monthly distributions of essential hygiene items at no cost to our partner nonprofits and government agencies, allowing them to meet more basic needs and redirect critical time and financial resources back into their direct services.

Our Mission

We bridge the essential hygiene needs of individuals and families through collaborative partnerships, allowing nonprofits to amplify their impact and build a healthier, more empowered community.

Who We Serve

We equip a network of frontline nonprofits, schools, and direct-service agencies that support individuals and families struggling to afford basic daily necessities.

Our Core Values

- We Partner: We prioritize deep collaboration with nonprofits to maximize collective impact and eliminate duplication of efforts.
- We Listen: We actively listen to our nonprofit partners to understand their unique needs—and those of the people they serve—in ways that are culturally responsive, dignified, and meaningful.
- We Act: We move with urgency and agility to meet community needs as they arise.
- We Try: We foster an innovative, solution-oriented mindset to solve complex logistics and community challenges.
- We Empower: We believe access to basic hygiene is a fundamental human right and a critical foundation for unlocking individual and community potential.

Current State & Strategic Position

Bridge to Basics is experiencing a period of extraordinary growth as community demand and awareness have expanded rapidly. Today, our waiting list of prospective partner nonprofits exceeds the network of 75+ organizations we currently serve.

To meet this critical community need, Bridge to Basics is entering a pivotal transformation phase:

- Executive Leadership: The Board of Directors has hired the organization's first Executive Director to professionalize operations and position Bridge to Basics for long-term growth and sustainability.
- Board Expansion: We are actively expanding our Board of Directors to build organizational capacity, deepen specialized expertise, and scale our program model across the Twin Cities.
- Financial Health: Bridge to Basics operates from a position of financial stability and strength, maintaining a healthy cash reserve of at least six months of operating expenses.

This is a unique opportunity for visionary leaders to join our board at a foundational moment—helping shape the strategic direction, infrastructure and long-term impact of a high-growth, high-impact organization.

Board Overview

Bridge to Basics currently has a six-member Board of Directors and is seeking 3 additional board members to support the organization through this transformative phase. Directors serve a three-year term, with the opportunity to renew for a second term.

Our current board members bring deep expertise across finance, human resources, K-12 and higher education, and the broader nonprofit sector. Currently, the board operates in a hybrid capacity—balancing governance and fiduciary oversight with hands-on, operational support ("a working and governing board"). We anticipate this active, engaged model will continue over the next 12 to 18 months, particularly as two of our board members are founders who remain deeply committed to building our organizational capacity.

<u>Board Snapshot</u>

- Current Board Size: 6 members
- Term Length: 3-year term, with renewal option
- Operating Model: Hybrid (Governance & Operational Support)
- Meeting Frequency: Quarterly as a full board, more frequently as committees

Qualifications & Desired Expertise

We are seeking passionate, community-minded leaders who are excited to lend their skills, networks and vision to Bridge to Basics at a pivotal moment in our growth.

Board members are appointed to a three-year term, with the opportunity to renew for a second term upon mutual agreement.

To ensure our board remains active, engaged, and effective, members are expected to have the following qualifications and fulfill the following commitments:

Mission Alignment

- A deep commitment to hygiene equity and our mission of equipping individuals with essential products that foster dignity, health and opportunity.

Community Advocacy

- Willingness to serve as an active ambassador for Bridge to Basics across your personal, professional and civic networks.

Governance & Attendance

- Ability to attend board meetings, contribute to committee work, and support organizational events and distributions throughout the year.
    - Quarterly Meetings: Attend and actively participate in four Board of Directors meetings per year, with additional committee meetings as determined.
    - Events: Support at least two Bridge to Basics community or fundraising events annually.
    - Hands-on Volunteering: Volunteer in our warehouse at least once a year to stay connected to our core operations and mission in action.

Revenue Generation & Resource Development

- While Bridge to Basics does not require a fixed annual financial gift ("give-or-get"), all directors are expected to actively seek, champion, and support fundraising and partnership opportunities throughout their term. This includes helping identify and cultivate:
    - Individual donors and Major Gifts
    - Donor-Advised Funds (DAFs) and Legacy Gifts
    - Foundation Grants
    - Corporate sponsorships and business partnerships

Desired Expertise & Backgrounds

To complement our existing board strengths, we are particularly interested in candidates with experience in one or more of the following areas:

- Fundraising & Donor Relations: Individual giving, corporate sponsorships, grantmaking, or event fundraising.
- Legal & Governance: Enterprise risk management, nonprofit compliance, board governance or organizational policy.
- Community Partnerships: Deep connections within Twin Cities businesses, foundations, nonprofits, school districts, or government services with a focus on fundraising/revenue growth.

Bridge to Basics believes that effective leadership requires diverse perspectives and informed voices at the table. To ensure our strategic decisions remain deeply rooted in community reality, we strongly encourage applications from:

- Individuals with Lived Experience: Neighbors who have personally experienced—or are currently navigating—hygiene insecurity, poverty or basic needs barriers. Your insights and perspective are invaluable to guiding our mission with authentic empathy and dignity.
- Basic Needs Professionals: Individuals working directly within the basic needs ecosystem (e.g., social workers, school nurses, case managers, food shelf coordinators, or street outreach workers) who understand the day-to-day realities facing the communities we serve.
- Diverse Community Leaders: Individuals representing the diverse racial, ethnic, cultural, and socioeconomic communities across the seven-county Twin Cities metro area.

In addition to board seats, we are exploring the inclusion of community members to sit alongside the board of directors to inform and guide organizational strategy. These individuals will embody the diverse perspectives defined above and attend board and committee meetings and serve as advisors. Specifics are to be determined as to the number of individuals and the formalization of these positions.

Board Commitments & Participation

Current & Emerging Committee Structure

- Executive Committee: Composed of the Board Officers (President, Secretary, and Treasurer). The Executive Committee acts on behalf of the Board between full meetings when immediate action is required, provides support to executive leadership, and oversees general governance priorities.

- Finance Committee: Responsible for financial oversight, budget review, fiscal policy monitoring, and long-term financial strategy. *Note: During this initial growth phase, the Finance Committee operates as a committee of the whole, engaging all Board and Executive Committee members. This structure may transition into a dedicated standing committee as the Board expands.*

Expectations & Structure

As Bridge to Basics expands its organizational capacity and community footprint, the Board of Directors will establish standing and ad hoc committees to drive strategic initiatives, ensure operational governance and fulfill specific organizational needs.

- Active Participation: Every Director is expected to actively serve on at least one committee.
- Committee Leadership: While committees are designed to engage broader community voices—including advisory members, subject-matter experts, and community partners—all committee Chairs must be active members of the Board of Directors.
- Formative Committee Growth: As the Board evolves, initial committees may operate with overlapping membership or function as a committee of the whole. Over time, as leadership capacity grows, committees will formalize their specific charters and memberships.

How to Apply

We welcome inquiries from individuals of all backgrounds who are inspired by our mission and eager to help shape the future of Bridge to Basics.

If you are interested in joining our Board of Directors, please reach out to Derrick Brown at db4wolves@gmail.com to learn more about the role, ask any questions, and submit a brief letter of interest outlining your background and why you are drawn to this work.

Application Process:

1. Initial Conversation: An informal conversation with Derrick to answer questions and explore mutual alignment.
2. Formal Submission: Submission of a letter of interest and resume/LinkedIn profile.
3. Board Interview: A follow-up discussion with members of the Executive Committee.