

Join Civic Thread's Board

Announcement and Description

We're looking for new board members to help grow our impact. We're a small but effective, financially sound, and community-driven organization. Whether you're a young professional or a seasoned leader, if you care as much as we do about active transportation, community-based planning, health equity, and community empowerment, we invite you to apply.

About Civic Thread

Civic Thread, formerly WALKSacramento, is a nonprofit organization dedicated to improving health equity in the built environment by elevating institutionally underserved voices and priorities to co-create communities, neighborhoods, and places where everyone can thrive.

Civic Thread has earned the respect of key stakeholders, funders, and community partners in the active transportation and environmental justice fields. We partner with community-based organizations, residents, and local, regional, and state agencies to achieve health equity, environmental justice, and mobility goals. Strategies include Safe Routes to School grant-funded programs, community-based planning, strategic marketing and outreach, and technical assistance.

Civic Thread has managed Safe Routes to School programs at over 100 schools across the six-county Sacramento region and helped secure several million dollars in transportation funding through the state's Active Transportation Program. As planning and design consultants, we implement effective engagement strategies and identify creative bicycle/pedestrian solutions. As policy advocates, we work at the local and regional levels to inform and support the adoption of smart growth and environmental justice-supportive policies. We also work with developers and land-use planners to ensure developments support healthy, walkable, bikeable, and transit-friendly communities.

The Civic Thread Board of Directors is currently composed of six board members, with tenure ranging from 1 to 10+ years. It is a very well-qualified and collegial team that works well together. The role of the board is to review and provide high-level oversight of the actions of the staff and executive director.

Board Member Responsibilities and Expectations

Engage Meaningfully:

- Commit to a minimum two-year term, actively participating in quarterly board meetings (four per year) and semi-annual or annual board retreats, with no more than three excused absences per year
- Contribute regularly to at least one quarterly board committee
- Demonstrate a strong commitment to Civic Thread's mission, values, and goals
- Work with the Executive Director to identify opportunities to strengthen the organization and board

- **Time commitment:** approximately 5–8 hours per quarter for board and committee meetings and prep, plus occasional participation in planning and attending board retreats, fundraising events, team holiday gathering, and attending community-facing events throughout the year.

Work Collaboratively

- Work collaboratively with board members and representatives of other organizations to strengthen Civic Thread’s objectives
- Review meeting materials in advance and come prepared to provide thoughtful input and participate in Board discussions and decisions.
- Be familiar with and uphold the organization’s bylaws
- Maintain confidentiality regarding the organization’s business affairs, negotiations, legal matters, and sensitive information related to Board members, staff, clients, and partners

Provide Financial Stewardship

- Review, approve, and monitor Civic Thread’s annual budget
- Develop and support strategies to diversify Civic Thread’s revenue
- Help connect Civic Thread with prospective donors, funders, sponsors, and other resources
- Participate in Civic Thread’s annual \$1,500 “Give or Get” commitment through personal giving and/or fundraising to support the organization’s mission and long-term sustainability.

Champion the Work

- Help expand Civic Thread’s network of like-minded individuals and organizations working to increase health equity in the built environment
- Share professional and organizational expertise and encourage collaborations and links between other coalitions and associations
- Connect professional and community contacts with the Executive Director
- Be an advocate and spokesperson for Civic Thread within your professional networks and community
- Support Civic Thread events through attendance, sponsorship outreach, promotion, and other forms of participation

Desired Qualifications and Skills

Civic Thread seeks Board members who bring thoughtful perspectives, relevant experience, and a shared commitment to our mission. We welcome candidates from a range of professional and lived experience, and we value active participation as much as credentials: some of our best board members show up ready to roll up their sleeves, not just hold a title. If that sounds like you, we’re interested in your experience, connections, and ideas to strengthen the organization. Desired qualifications and experience include (you don’t need to check every box to be a strong fit):

- Relevant and relatable professional experience, with particular interest in candidates with backgrounds in law, human resources, finance and accounting, fundraising and philanthropy, marketing and communications, or organizational development.
- Knowledge of or experience in public policy, public health, transportation, community-based planning, community engagement, or related fields.
- Passionate about mobility justice, health equity, and improving our communities

- Strong interpersonal communication skills and ability to work diplomatically in a group setting
- Experience and passion for engaging with individuals from diverse backgrounds with diverse worldviews
- Willingness to contribute professional expertise, ideas, connections, and resources to strengthen Civic Thread and advance its mission
- Must live within the Sacramento Area Council of Governments' six-county region.

**** PLEASE REVIEW THE APPLICATION INSTRUCTIONS BELOW ****

Application Instructions

To apply, please complete the [online application](#) and upload a resume.

For questions or additional support, please reach out to Gina Yang Hill, Operations Director, at gyhill@civicthread.org.