



sage[®]
Senior Advocates
for Generational Equity

Join SAGE's Leaders Action Board (LAB) *So future generations can thrive*

SAGE & LAB

SAGE sparks the imagination and commitment of people over 50 who believe in generational equity: the principle that each generation has the responsibility to give forward and improve the quality of life for the next. To accomplish our work, we raise awareness about major challenges facing the future in education, the environment, and the economy (the 3 Es), and we provide resources, training, and support to actively engage people in social causes and nonprofit organizations. We prioritize opportunities to work across generations because we need each other, and the future needs all the advocates it can get.

SAGE offers several intergenerational programs. Our Leaders Action Board (LAB) is a program for early or mid-career leaders who are seeking growth opportunities in education, career, and civic service. LAB Leaders serve as an intergenerational bridge to advance solutions to challenges facing our shared future. The LAB program is a cornerstone in our work to engage and support a broad, multi-generational community, and to inspire people of all ages to give forward. Together, we believe:

- Each generation can improve the quality of life for the next.
- People in each generation need each other, and together we are stronger.
- Everyone can give forward so that future generations can thrive.

As one measure of progress, each year SAGE seeks to inspire, train, and support more than 1,000 people to give forward in their communities. There are millions of people and thousands of groups who share our vision for generational equity. Our role in this collective effort is to engage people with their talent, experience, and capacity to give forward.

LAB Volunteer Opportunity

We are pleased to invite individuals to apply to serve on our LAB. We welcome candidates who believe in our mission, and who are interested in leveraging their talent and experience to create opportunities for future generations to thrive. We also seek candidates with diverse cultural, racial, economic, and political backgrounds who can strengthen our efforts and ensure they are relevant to a broad audience.

Please see the next two pages for a summary of LAB Leader Responsibilities.

Expressions of Interest

For more information about the LAB, contact SAGE at 971-717-6570 or hello@WeAreSage.org. We can share background on our specific needs, opportunities, and application process.

LAB Leader Roles & Responsibilities

Overview

Participants on the LAB are known as LAB Leaders and are selected by the LAB Executive Committee for a 12-month term. As a LAB Leader, you participate in LAB meetings and practice leadership skills to plan or help plan and participate in two to three short-term, and hands-on service events that engage people from different generations. You also identify personal leadership goals that relate to social causes, your education and career, and participate in relevant training and experiences offered by SAGE, our partners, and the community.

LAB Leaders are important members of the SAGE community. Being a committed LAB Leader includes acting consistently with our values (community, relationships, equity, inclusion, and legacy) and meeting these expectations:

Be a champion for SAGE's mission and the work of the LAB!

- ✓ Attend LAB meetings each year (2 absences allowed when needed).
- ✓ Lead or co-lead one Service Across Generations event each year in Northeast Oregon and do your best to attend the other Service Across Generations events during the year.
- ✓ Identify personal leadership goals and participate in relevant training and experiences offered by SAGE, our partners, and the community.
- ✓ Serve about 2-4 hours a month. The time range depends on your availability, interests, and your role on the LAB. Activities include attending meetings, planning, and participating in events, attending other SAGE events, and working on personal goals. Participate fully and constructively and encourage others too.
- ✓ Plan to serve for 12 months, renewable terms. We realize life can be unpredictable and we will work with you if you have time constraints.
- ✓ LAB Leaders complete a background check prior to service on the LAB.

Description of these expectations

- **Meetings** – You meet eight times a year to get to know each other, participate in relevant leadership training and discussions, and plan two to three *Service Across Generations* events that take place at different points in the year. LAB meetings are generally scheduled during evenings around Portland and last about 90 minutes. Leaders are asked to attend in person but can join by video on occasion. Leaders are encouraged to attend all meetings but may miss two per year. Meeting dates and times can be adjusted depending on group availability. Meetings take place at different locations such as offices, informal cafés and restaurants.
- **Events** – You plan or co-plan one *Service Across Generations* event each year such as at a school, food bank, or outdoors. You work with SAGE advisors to choose which service project to plan and organize. You also support and attend the other hands-on service events developed by other LAB Leaders. During these events, people of different generations engage in a 2 to 4-hour, hands-on volunteer project offered with a SAGE partner. At each event, Leaders welcome guests of different generations, share food and opportunities to socialize, and serve together. These events offer fun and enriching opportunities for people of

different generations to learn about a cause and to get to know each other.

- **Personal Development** – While serving on the LAB, you identify personal leadership goals and participate in relevant training and experiences offered by SAGE, our partners, and the community. Each year, LAB Leaders identify areas where they would like to learn more on their own or as a group on topics that relate to social causes and nonprofit leadership such as partnership-building, board service, nonprofit management, volunteer engagement, and more. Throughout the year, you share your progress with other LAB Leaders and SAGE.
- **Outreach & Communications** – You work with SAGE and our partners to establish participation goals for *Service Across Generations* events, and to develop a marketing and outreach plan for each event. You also work with SAGE and our partners to envision how to engage and energize participants to learn about the meaning and purpose of each event, and you help to capture memories from the event through photos, videos, and interviews.
- **Networking** – Depending on your interests and availability, you are encouraged to attend other SAGE events and to connect informally with people involved in SAGE.

How will I benefit as a LAB Leader?

You receive an opportunity to engage others in meaningful roles that strengthen our community, and a path to action on causes that are important to you. As a LAB Leader, you also receive:

- **Leadership Training:** SAGE offers leadership training by engaging you in decision-making processes and developing your leadership skills.
- **Activism:** SAGE can help you clarify and affirm some of the ways that you can address the causes that are important to you.
- **Mentorship:** SAGE can also help you connect with new communities and groups. A member of SAGE's community may also be able to mentor a LAB Leader, offering experience in activism and soft skill development.

SAGE & LAB Governance

SAGE is governed by a separate Board of Directors. SAGE's Board oversees the strategy, management, and fiduciary responsibilities of our organization. LAB Leaders are not members of SAGE's Board. Rather, the LAB is a program of SAGE and affords an opportunity for emerging leaders to learn more about what it is like to serve on a Board.

The LAB is governed in a way that is like a Board of Directors. LAB Leaders operate under Bylaws, and the LAB has officer positions of Chair, Vice Chair, and Secretary. The Chair manages meetings and encourages participants to assume new leadership opportunities.

SAGE's Staff Liaison and Board Liaison oversee the LAB Program and support the Chair.