

GENESYS **WORKS.**

FOR STUDENTS.

FOR COMMUNITIES.

FOR COMPANIES.

FOR FUTURES.

FOR GENERATIONS.

FOR LEADERS.



WHO WE ARE

OUR MISSION

To transform the lives of disadvantaged high school students through skills training, meaningful internships, and impactful relationships.

OUR VISION

We envision a future when all youth finish high school equipped and empowered with the knowledge and skills required to achieve career success and a lifetime of economic self-sufficiency.

OUR VALUES

1. Be phenomenal. Demonstrate an ability to excel above everyone else.
2. Be passionate about the mission of Genesys Works. People come to Genesys Works not to make a big fortune but to make a big impact.
3. Do the right thing. Have a strong work ethic and ethical fiber.
4. Thrive in growth. Genesys Works is an entrepreneurial organization in a high growth state which means that an entrepreneurial person will perform best in the role.
5. Have fun. Genesys Works has an outstanding culture where people build relationships and take their work seriously but also enjoy one another at the right time. We have fun while accomplishing our mission.



BOARD MEMBER DUTIES

Board members must act in good faith and with reasonable belief that their actions were taken in the organization's best interest. The principles for assessing a Board member's actions include:

DUTY OF CARE

The duty of care describes the level of competence that is expected of a board member and is commonly expressed as the care that an ordinarily prudent person would exercise in a like position and under similar circumstances. A board member owes to the organization the duty to exercise reasonable care when making a decision on behalf of the organization.

DUTY OF LOYALTY

A Board member must act in good faith and in the best interests of the organization when making decisions affecting the organization, and must never use information obtained through Board participation for personal gain or for the benefit of another organization.

DUTY OF OBEDIENCE

The duty of obedience requires that a Board member be faithful to the organization's mission and stated purpose. Board members must never act contrary to the mission, vision, core values and goals of the organization. Board members are responsible for ensuring that the organization will manage funds granted and donated to fulfill the organization's mission, consistent with the public's trust.

BOARD RESPONSIBILITIES

INDIVIDUAL

MEETINGS

There are 4 total planned board meetings per year. The expectation is that members attend the majority of board meetings and make best efforts to attend other key events (e.g. Breaking Through, major fundraising events, etc.).

COMMITTEES

Time and skill requirements will vary by committee and role. We expect every board member to be active participants in at least one board committee.

BOARD DEVELOPMENT

Board members are expected to introduce potential board candidates to GWC. They are also expected to make themselves available to meet with prospective candidates.

CONTRIBUTED INCOME

Board members are expected to drive a total “give/get” contribution of \$10,000 through a combination of personal giving and board member solicited contributions. The “get” includes corporate sponsorships, event sponsorships, and/or other donations/grants). Out of this \$10,000, members are expected to contribute a minimum of \$1,000 through personal giving.

JOB INTRODUCTIONS

Board members are expected to work with their own organization (where possible) to introduce, maintain, or grow the number of intern and/or alumni-staffed roles.

BOARD RESPONSIBILITIES

COLLECTIVE

1. Provide governance and leadership for the entire organization.
2. Determine the organization's vision and mission.
3. Support the Executive Director and assess his or her performance.
4. Provide effective strategic and organizational direction.
5. Secure adequate resources.
6. Protect assets and oversee financial decision-making.
7. Monitor and strengthen the organization's programs and services (including policy and standards development).
8. Enhance the organization's public standing.
9. Ensure legal and ethical integrity and maintain accountability.
10. Assess Board performance; recruit and support new Board members; and develop Board succession plan.



YEARLY EVENTS

STUDENT-CENTERED EVENTS

Breaking Through (Late April/Early May): Genesys Works' "graduation" ceremony where we celebrate the hard work of our Young Professionals and the dedication of our Corporate Partners

Year in Reviews (Late May/June): Small group gatherings held at each Corporate Partner's office where our interns reflect on the year and share their experiences

Signing Day (August): The last day of summer training, we ask friends, corporate partners, and families to join us as our students find out where they are interning for the upcoming year

CULTIVATION EVENTS

Cocktails & Conversation (Biannual; February and October): Our Cocktails & Conversation series explores critical topics in workforce development, education, and other issues facing Chicago's youth. These events are intended to provide an introduction for new friends, while engaging our current supporters with important discussions from Chicago thought leaders.

FUNDRAISING EVENTS

Annual Golf Outing (August): Genesys Works Chicago's major fundraising event held at the Medinah Country Club. This is a great opportunity to network on and off the course and enjoy a day of golf on one of Medinah's world-renowned courses.

GENESYS WORKS.

Interested in joining us?

Contact Kim Nicholas, Executive Director

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