**Xperitas Board Member Search**

The Xperitas Board has Board member openings and is seeking qualified applicants who reflect the organization’s values of deep respect for cultures, diversity, and learning. Board members may be based anywhere in the United States. BIPOC candidates are especially encouraged to apply.

Our Mission: Transforming lives through shared global experience and intercultural learning.

Our Vision: All people connected in one global community.

### About Xperitas Xperitas is a nonprofit educational organization dedicated to promoting global citizenship through authentic immersion experiences. Xperitas offers programs that embody true language and cultural immersion, inspire personal connections with diverse individuals and communities worldwide, and provide transformational experiences for our participants.

Xperitas programs embody three key values:

* Immersion - Our programs provide authentic, intentional immersion into the culture and language of the communities with which we partner.
* Connection - Participants make meaningful personal connections with the communities and individuals they meet.
* Transformation - Xperitas programs change how participants see the world and guide them on their journey to global citizenship.

**Board Service and Commitment**

Xperitas’ Board is an engaged, active governing Board. Board members are expected:

* To attend evening board meetings, virtually, every other month;
* To sit on at least one committee that typically meets virtually, in the evening on alternate months when the Board is not convening;
* To complete other work and projects, review documents, and approve measures between meetings as necessary;
* Twin Cities based members are expected to attend the Xperitas Global Leaders Conference, held January 23-25, 2026; and
* To serve in a board officer or committee chair position if nominated.
* Attend an annual in person one day retreat in Minneapolis
* Estimated time commitment 10 hours per month.

Service on the Xperitas Board of Directors is without remuneration, except travel and accommodation costs in relation to Board members’ duties.

The Board’s bylaws call for a three-year term that may be renewed, by mutual agreement of the Board and the Board member, one or two times up to a maximum of 9 years.

**Skills & Qualifications**

The Board seeks the following skills and capabilities in Board candidates:

**Required:**

* Enthusiastic endorsement of the Xperitas mission;
* Commitment to the mission of peace, justice, and the societal value of intercultural and international experiences;
* Intercultural interest/competence; and,
* Desire to develop and contribute governance and leadership skills through service in board officer and committee chair positions.

**Preferred experience in one of these areas:**

* IT systems;
* Private, Parochial, Charter, Independent, Lab School K-12 affiliation;
* Sales and Marketing.

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**Other areas of desirable experience include one or more of these areas:**

* Nonprofit law and governance;
* Finance oversight, compliance, and investment management;
* Travel logistics;
* Higher education;
* Child welfare, health, and safety in an educational setting;
* Organizational leadership and design;
* Nonprofit board leadership;
* Human Resources policy and practice.

## Board of Directors Duties and Responsibilities

**Fiduciary**

* Approval of annual budget;
* Review of financial statements at least quarterly;
* Approval of hire of audit firm;
* Meet with audit firm to review results; and,
* Approve internal policies and procedures.

**Human Resources**

* Hire, review, and, if needed, remove the Executive Director;
* Set annual goals for Executive Director and measure performance based on goals;
* Approve final documents of key personnel policies; and,
* Approve major changes in benefits for employees.

**Planning**

* Implement strategic planning process;
* Participate in all key aspects of strategic planning including data review; and,
* Semiannually review progress and make recommendations.

**Operations**

* Approve recommendations for key systems changes.
* In the event of legal action, develop an action plan and consult as needed

**Governance**

* Recommend and approve changes to policies;
* Recommend and approve changes to bylaws;
* Annual review of Board members’ skill, abilities, and experience;
* Evaluation of Board performance; and,
* Recruiting additional Board members.

**Promote and advocate for the organization**

* Connect Xperitas with individuals and organizations that can help advance its mission; and,
* Advocate for Xperitas’ interests among personal and professional networks.

**Fundraising**

* Xperitas Board members will consider Xperitas a philanthropic priority and are expected to give at a level that is personally meaningful on an annual basis.

**How to Apply**

For your application, please send:

* Your resume/CV
* Responses to the following:
  + What skills & experiences will you bring to the Board relevant to the above responsibilities?
  + What about the Xperitas mission inspires or interest you?

No cover letter or letter of inquiry required. Please send your application materials to [BoardRecruitment@xperitas.org](mailto:BoardRecruitment@xperitas.org) with a CC to  [Leslie@xperitas.org](mailto:Leslie@xperitas.org) by Sunday June 29, 2025.

*Xperitas values a diverse workplace and strongly encourages women, people of color, LGBT individuals, people with disabilities, members of ethnic minorities, foreign-born residents, and veterans to apply. Applicants will not be discriminated against because of race, color, creed, sex, sexual orientation, gender identity or expression, age, religion, national origin, citizenship status, disability, ancestry, marital status, veteran status, medical condition, or any protected category prohibited by local, state, or federal laws*.