



DISH BOARD RECRUITMENT PROFILE

DISH is committed to helping our residents flourish. It's the solution to homelessness that works. For two decades, DISH (Delivering Innovation in Supportive Housing) has been at the forefront of providing safe, inclusive, and welcoming housing to adults and families in San Francisco. **We currently operate nine properties, housing over 800 San Franciscans.**

In addition to providing vital support to people most in need, DISH's supportive housing encourages new starts by providing each resident with the dignity and hope that comes with having a place they can call home. It also addresses inequities in our systems of care that have a disparate impact on communities of color. It's a proven solution to homelessness.

The crisis on the streets continues to grow, which is why we need you!

What we are looking for in a Board Member

We are seeking a diverse group of experienced professionals with a variety of skills, experience, and perspectives to steward the continued growth and viability of the organization. While DISH does serious work, we balance that with not taking ourselves too seriously! We are looking for candidates with a deep commitment to promoting a more equitable society. In addition, expertise in finance, real estate, legal, fundraising, marketing/PR, Human Resources are desired. We are seeking experience in strategy, diverse philanthropic networks (individuals, institutions/foundations, corporate philanthropy, etc.), and a variety of community connections (technology, social services, education, media, and philanthropy to name a few). DISH also values candidates with lived experience who can draw upon that experience within their Board role. The ideal candidate will be a seasoned leader with strong links to Bay Area and California networks. Experience as a Board Member with a not-for-profit institution and a track record of effective participation is a bonus.

Duties & Responsibilities of a Board Member

DISH Board members are the guardians of the organization's mission and resources. They are tasked with guiding the organization's mission through strategic planning and oversight, serving as a resource on Board committees, participating as donors and fundraisers to the organization, and acting as ambassadors for DISH. After an orientation, newly elected Directors serve an initial three-year term. Directors may then serve up to two (2) additional three-year terms.

Specific responsibilities include:

- Attendance at approximately 6 Board meetings annually (every other month), 5-6:30 pm (90 minutes each) on Tuesdays. Meeting schedules may change post July 2025.
- Attendance at a half-day retreat annually.
- Serve on at least one standing committee – these include the Executive, Financial Capital, Fundraising/Development and Governance/Human Capital, which typically meet three to four times per year virtually. Currently, committee meeting times vary by availability.
- Contributing to DISH is an expectation of Board service. There are multiple ways to contribute, with a meaningful personal gift, as well as diligent efforts to bring support to the organization from within their community. Give-or-get requirements are expected to be in the \$500 - \$25,000 range.
- Support the annual BASH event, either by sponsoring, volunteering on the host committee, and/or attending and inviting those in their network to attend.

Why join DISH's Board?

If you live in San Francisco, you know we must do better to ensure everyone has a place to call home. Many view homelessness as intractable, but DISH proves that there are solutions that work. Joining DISH's Board is an opportunity to be part of the solution, in an innovative and meaningful way.

DISH's work breaks down barriers, makes an impact, and is cited as the gold standard of addressing homelessness. Being at the forefront of innovation means that DISH is the first to pilot programs such as the street-to-home program, which cuts the red tape and gets people into homes faster. Charting new pathways, DISH is not only tackling homelessness, but addressing what support looks like after folks get into homes.

We go beyond traditional property management practices, prioritizing those who are most at-risk of instability. We engage people where they're at and on their terms—investing deeply in their lives, building trust and connections, and inspiring their growth as valued individuals. Our programs aim to uplift residents through community engagement, holistic wellness, and opportunities for connection, creativity, and optimism; helping residents flourish.

"I needed a chance to get back on my feet and get support to improve my health. Now I have a beautiful, quiet place and I draw strength and find hope in laughter, music, art, good conversations, and sleep. It feels like mine now. DISH's work is so important." - Dimitri, DISH Resident

Why Now?

For nearly two decades, our unique approach has proven effective, and we are ready to do more. This is an exciting chance to join DISH as a Board member, contributing to its growth while being part of a fun, transparent culture. The team blends purpose with authenticity, laughter, and genuine connection. With DISH, what you see is what you get.

DISH has built a strong foundation and stellar reputation during our 18 years as a fiscally sponsored entity. We are at a phase in our growth where that is no longer a viable model and we will be fully independent by July 2025. As DISH transitions into a stand-alone 501c3, we will be transitioning our 5 member Advisory Board to a full nonprofit Board of Directors that will include 5-10 new members. This is an opportunity for engaged and committed candidates to help build our new organization and play a board leadership role.

"My favorite part of being on DISH's Board is witnessing DISH's holistic approach to homelessness. Tenants are not only getting off the streets, but most importantly they are regaining their humanity. This Board service also helps stretch my innovation and growth mindset." – Kathy Bolts, Board member

Candidates must have a compelling interest in DISH's mission and should also be excited to bring creativity and innovation to a challenge and to meaningfully contribute to an organization at this time of change. Individuals who have worked within organizations or on boards during times of strategic transition will find this an exciting opportunity to lead in a meaningful way.

For more information please email info@dishsf.org with subject line "Board of Directors Inquiry"