

Introduction to Chimorel's Boards and Committees

Each new potential Board member begins as a Prospective Director. You learn about Chimorel and make commitments to enable us to grow. Our current focus is the *Chimorel Sanctuary* where you can find peace, inspiration and empowerment, imbued with a sense of adventure while you make decisions to enhance your life and the world.

Other programs you may want to become involved in are *Virtual Auctions*, *Create a Career*, *I Got a Job* and *Property Acquisition*. We anticipate supporting thousands of motivated clients to solve major problems and achieve significant goals. We need strong leaders who enable us to develop the resources to support these and other programs.

In the process of developing resources, we follow a 0-4-0 (“Nothing comes for free”) philosophy. To the degree possible, our clients are expected to pay a little more than the cost of providing their services. They pay in cash or through work. At first maintaining this expectation requires a lot of effort and structure; however, this expectation allows us to create a sustainable organization.

Our 0-4-0 philosophy reflects our approach to our Board as well. Board members who make a significant contribution to our growth can expect us to thank them in many ways. Something profound happens when you teach people to fish and their lives change. You will discover many other ways we say thanks as well.

As a Prospective Director, you agree to our Core Values and provide us with a bio. Then you make some decisions regarding your time and willingness to learn about Chimorel. You will have the opportunity to learn about 8 membership levels, more than 20 different programs, our Code of Regulations, Bylaws and policies. You will decide whether to focus on one of our committees, to become an Advisory or Finance member or to become a Voting member. Our committees are Client Assistance, Education & Employment, Business Incubation and Nonprofit Development.

Your Goals for Chimorel

We are asking you to participate in Chimorel's development over the next one to five years, whether or not you remain on a Chimorel Board. As your exposure to Chimorel strengthens, you are encouraged to make a long term commitment.

Chimorel's *modus operandi* is to set goals, test these goals against reality, develop action plans, implement the action plans and revise the action plans when necessary. At the beginning of your involvement this is an informal process involving discussion and friendly agreements. Once we begin to make serious commitments, the process becomes more formal.

You will begin to set goals regarding your time, learning about Chimorel, Board Service, program development, giving and soliciting donations and more. You are also strongly encouraged to set your own personal, business and nonprofit goals which we will support you to achieve. Supporting your goals is one of the significant ways we say thank you.

Toward the end of this handout we give you examples of Warren's Covenant, a Build Chimorel Covenant and a Default Covenant. We also include a Blank Form for your use. You will have limits to the time and other resources you can commit to. This is expected. At the same time once you determine a realistic goal, you should consider yourself making a covenant (truly serious commitment) to achieve your goal.

In 2005 Warren made a ten year covenant. He renews his covenant every ten years and he has kept his covenant since it was made. If you genuinely would like to build Chimorel, you might also consider a ten year covenant. The Default Goal makes a five year covenant. If you start with a one year time commitment, you probably should consider service on one of our Distribution Committees.

Regarding Time: You might spend 25 +/- hours learning about Chimorel in the next few months. Much of your learning can be done on our website. A Voting Director will spend approximately 8 hours/yr on meetings. An Advisory Board member might spend 40+ hours developing programs each year. A Finance Board member might spend 50+ hours helping us develop bank loans, working with foundations and corporations or developing and running fund raising events each year. Some of this time can be telling others about Chimorel as you go about your daily activities. You will also need to make intentional efforts to help us grow.

Regarding Money: We ask each Board member to give at least \$500/yr. If this is a struggle, we will teach you how to earn this much and more through our Scrip and other Chimorel programs. We ask each Board member to raise at least \$1000. This is the equivalent of ten \$100 donations, fourteen \$75 Starter Memberships (slightly more than 1/mo), four \$250 Action Planning memberships or one church that enters our \$1000>\$5000 program.

Other Ways to Support: You can donate services and tangible assets. You can ask others, including your employer/employees, to donate services and tangible assets. You can invite others to become Prospective Directors. You can sell memberships and programs. You can create engagements with businesses and nonprofits. You can help us find property to acquire and renovate. You can help us develop Temp to Hire and Temporary assignments for our clients. You can solicit cash, securities and bequests. You can join our Speakers Bureau.

As you take your Chimorel goals seriously you may find it helpful to focus your efforts on one of the following:

Focus on Time: Learn about and tell others about Chimorel. Serve on our Voting Board. Serve on the Advisory or Finance Board. Serve on a Distribution Committee. Develop programs to a limited degree. Donate and solicit services. Make your own cash contribution.

Focus on Program, Membership, Engagements: Intensive involvement to develop specific programs. Significant selling of any membership or program. Creating engagements for yourself or Chimorel staff. Make your own cash contribution.

Focus on Cash & Other Assets: Significant selling of cash based memberships and programs. Create engagements which generate cash. Personally give \$2000 or more each year. Solicit \$5000 or more each year. Give or solicit other assets and services which reduce Chimorel's need for cash. Manage special events and other fund raising activities which generate significant cash.

Focus on People: Find and engage Resources Developers. Find and invite Board members. Donate and solicit services needed by Chimorel. Meaningful program development. Serve on a Distribution Committee. Learn about and tell others about Chimorel. Make your own cash contribution.

Chimorel's Goals for You

We want your service with Chimorel to be meaningful, inspirational and potentially profitable. When you support somebody and their eyes meet yours in a silent moment of “Thanks!!!” something wonderful happens inside of you. This is a meaningful part of what you receive when you support others. Little by little this translates into something inspirational in your life. It lifts your spirits and enables you to overcome some of the trials life throws at you.

Start with what you receive by supporting others, but don't stop there. Set your own personal or business goals. We will support these goals. You might also want us to support another nonprofit you are concerned about. Perhaps we will develop an affiliate relationship with you or your nonprofit.

Everything at Chimorel is a two way street. We expect our clients to pay for the services they receive in cash or with work. We also expect to support you with things you need and want in your life. Are your kids ready to pay for part or all of their college education? Would you like to build the home of your dreams? Do you want to reduce taxes, provide for your retirement, leave something to your children and support a worthy cause? Do you want to start or strengthen a business? Is there a significant problem you need to solve? Through our website and through our coaching, we can support you with all of these things and more.

Your Next Steps

Write a bio and send it to us at warren@chimorel.com. Explore the Become a Director section of our website. Set goals for yourself and for Chimorel. Turn your Chimorel goals into covenants.

Your personal goals should include an *action verb*, a **time frame** and a **dollar amount**.

“I want to *earn* an additional **\$10,000 this year**.”

Warren's Covenant

Warren is 79. Starting in 2005 Warren made a 10 year commitment. In 2005 Warren gave more than \$500 to Chimorel, as well as some computer software and his van. His will gives a \$100,000 life insurance policy to Chimorel. In 2006-2020 Warren exceeded his cash commitment.

Warren works on Chimorel 2 to 10+ hours every day, seven days a week, even on vacations. Some of this time is paid, but much of it is volunteer. At an average of five hours per day and \$35/hr his time involved in Board service, donated services and program development easily exceeds \$35,000 each year. Warren periodically sells memberships, programs and engagements. Because he is paid for doing this he does not count these activities.

In 2005 Warren added five Prospective members to Chimorel's Boards and has continued to find new Prospective directors regularly. He has gotten significant donations of computers, other assets and services each year since 2005.

Time Commitment	10	yrs			Annual	Total
Personally give: cash					\$500	\$5,000
Personally give: securities/bequest					Insurance policy, etc.	100,000
Personally give: tangible assets					tbd	tbd
Donate Services (hrs x amt)	200	hrs	\$ 35	/hr	7,000	70,000
Program Development	200	hrs	\$35	/hr	7,000	70,000
Sell Programs					tbd	tbd
Create Engagements					tbd	tbd
Invite Board members	5	x	\$1,000		5,000	tbd
Solicit: cash					tbd	tbd
Solicit: securities/bequest						tbd
Solicit: tangible assets					tbd	tbd
Solicit: services	20	hrs	\$50	/hr	1,000	10,000
Total					\$20,500	\$255,000

Warren easily exceeds his \$20,000+ annual commitment. Please note that not all of this commitment is reflected on Chimorel's books because much of it is volunteer time or other items that may not have a cash value. Warren's commitment is a work in progress. He will continue to enhance his commitment as his resources develop and as he determines new Chimorel needs. In 2021 he acquired the Chimorel Sanctuary and has sold on a land contract this property to Chimorel for \$100,000 less than he paid for it.

Build Chimorel Example

This example shows a genuinely committed Board member who makes a ten year commitment to develop Chimorel, which includes a time commitment of 40 hours of Learning, 64 hours of Board Service and program development and 25 donated service hours, which suggests a commitment of approximately 130 hours each year for this dedicated Board member.

Under the Building Chimorel Commitment our dedicated Director gives \$2000 cash and \$1000 in other assets. He/she generates additional cash by selling \$3000 in programs and memberships, creating \$3000 in engagements and soliciting \$4000 in cash and \$2000 in other assets. He/she also solicits 40 hours of donated services, finds 2 new Board members and 5 resource developers.

Time Commitment	10	yrs			Annual	Total
Learn about Chimorel	40	hrs	\$50	/hr	\$2,000	\$20,000
Board Service	24	hrs	\$50	/hr	1,200	12,000
Program Development	40	hrs	\$50	/hr	2,000	20,000
Donate services (hrs etc x amt)	25	hrs	\$50	/hr	1,250	12,500
Solicit: services (hrs etc x amt)	40	hrs	\$50	/hr	2,000	20,000
Invite Board members	2	/yr	\$1,000		2,000	20,000
Find Resource Developers	5	/yr	\$200		1,000	10,000
Sell Memberships & Programs	10	yrs	vary		3,000	30,000
Create engagements	10	yrs	vary		3,000	30,000
Personally give cash	10	yrs	vary		2,000	20,000
Solicit: cash	10	yrs	vary		4,000	40,000
Personally give other assets	10	yrs	vary		1,000	10,000
Solicit: other assets	10	yrs	vary		2,000	20,000
Total					\$26,450	\$264,500

If you genuinely make a serious commitment to helping Chimorel grow, you will be affecting the lives of thousands of people. In addition, there are many benefits to you, your family, your friends, your associates and your business that you may receive as a result of your involvement.

Default Covenant

All Board members are encouraged to enter into a five year covenant to develop Chimorel, whether or not they remain on a Chimorel Board. You may choose a longer commitment if you want. The default covenant suggests a time involvement of 25 hours of Learning, 24 hours of Board Service and 40 hours of Program Development. This means essentially that you would be devoting approximately 90 hours of time each year to Chimorel. Some of this time can be things you do as you go about your normal activities, simply telling others about Chimorel. There does need to be an intentional commitment to do things to enable Chimorel grow.

Under the Default Covenant you give \$250 each year to Chimorel, ask others for at least \$500 in cash and another \$500 in other assets. You should think seriously about the other suggested commitments: soliciting 40 hours of services, inviting one new Board Member, selling Memberships and Programs valued at \$800, creating one engagement valued at \$500.

Time Commitment	5	yrs			Annual	Total
Learn about Chimorel	25	hrs	\$50	/hr	\$1,250	\$6,250
Board Service	24	hrs	\$50	/hr	1,200	6,000
Program Development	40	hrs	\$50	/hr	2,000	10,000
Solicit: services (hrs/etc x amt)	40	hrs	\$50	/hr	2,000	10,000
Invite Board members	1	/yr	\$1,000		1,000	5,000
Sell Memberships & Programs	5	yrs	vary		800	4,000
Create engagements	5	yrs	vary		500	2,500
Personally give cash	5	yrs	vary		250	1,250
Solicit: cash	5	yrs	vary		500	2,500
Solicit: other assets	5	yrs	\$50	/hr	500	2,500
Total					\$10,000	\$50,000

The following is a template you can use as a Prospective Board Member to initiate your covenant. Please detach this template, fill out your expected involvement and give it to Warren.

My name						
My phone			My email			
Time Commitment		yrs			Annual	Total
Learn about Chimorel		hrs	\$50	/hr		
Board Service	8	hrs	xx	/hr	\$1,200	
Program Development		hrs	\$50	/hr		
Donate services(hrs etc x amt)		hrs	\$50	/hr		
Solicit: services(hrs etc x amt)		hrs	\$50	/hr		
Invite Board members		ea	\$1000			
Find Resource Developers		ea	\$200			
Sell Memberships & Programs						
Create engagements						
Personally give cash						
Solicit: cash						
Personally give securities / bequest						
Personally give otherassets						
Solicit: other assets						
Total						