



**Board of Directors**  
RECRUITING EXCELLENCE

# About Plan

Founded in 1937, Plan USA is part of Plan International — a global organization that is active in more than 80 countries and 55,000 communities across the globe.

We center our work around Gender & Youth Equality, Humanitarian Response, Skills & Work, and Education.

Every year, with the help of our supporters, our programs reach and improve the lives of millions of girls and their families around the world.

## Our unique approach

We aim to be girl-centered, girl-driven and girl-led in all of our work.

**GirlEngage** is Plan USA's approach to development, the first and only that's letting girls become the drivers of the change they want and need in their lives. This strategy, focused on adolescent girls ages 10-18, makes it possible for the girls themselves to drive our impact — from designing projects, to leading activities, to measuring success. *Girls know the changes they need in their lives, and it's up to us to listen and work with them, and for them, to make that change happen.*

Plan USA recently concluded its successful 5-year We Are the Girls capital campaign which raised \$200 million. By implementing GirlEngage through a diverse portfolio of innovative projects, the campaign helped to create a world in which every girl is safe, educated and economically empowered.

## An approach that works

We partner with young people and other advocates to drive change and fight for gender equality in practice and policy at local, national and global levels.

We believe that elevating the voices of young people is critical. Our [Youth Advisory Board](#) — a body of young people from the U.S. — strives to vocalize the needs of young people by serving as ambassadors to Plan USA. Our board of directors also reserves a seat for a young person as a voting member.

**Plan International USA is a girls' rights organization.**

Powered by supporters, we partner with adolescent girls, children and young women to overcome oppression and gender inequality. We provide the resources that are unique to their needs and the needs of their communities, ensuring they achieve their full potential with dignity, opportunity and safety.

## Our funding

Plan USA's programs are funded by individuals, corporations, foundations and the United States Government.

Our [child sponsorship](#) program — through which a sponsor in the U.S. makes a monthly gift and is linked with a child in need — is an important part of our individual fundraising. The program encourages children and sponsors to exchange letters and photos to gain an appreciation for each other's cultures.

Our individual fundraising also includes mission donors, who contribute one-time or recurring gifts to Plan USA — sometimes to specific funds, based on the donor's passion. We also have a robust [planned giving](#) program, where supporters can create legacy gifts through their estate planning, retirement assets, donor-advised funds and more.

We partner with some of the largest philanthropic organizations and corporations in the United States. Partners like the J.P. Morgan Chase Foundation, Kimberly-Clark Corporation, Paramount, and the Bezos Family Foundation fund programs to improve the lives of girls and young people around the world.

And through funding from the United States Agency for International Development (USAID), the Department of Labor and the Department of State, Plan USA implements programs that impact some of the most vulnerable children in the world.



# The board of directors

Serving as a member of the board of directors of Plan USA is an opportunity to participate in the governance of an organization often ranked among the top non-governmental organizations (NGO) in the world.

Members of Plan USA's [board of directors](#) have the opportunity to tackle critical challenges and provide strategic input on how the organization meets the needs of the world's most vulnerable girls. This includes participating in long-term strategy development and financial stewardship and oversight; providing advice and counsel to management; engaging young people; and advocating for girls' rights and gender equality.

Because Plan USA is part of a global federation, board members also have the opportunity to participate in the global governance of the federation through Plan International's members' assembly and international board.

## Apply to join our board!

Plan USA is always looking for passionate and talented individuals to serve on our Board of Directors. We believe the quality of our work is enhanced by having diverse voices, perspectives, skillsets and life experiences on the board.

Plan is currently seeking Board members in any of the following areas:

- Sector leaders in the United States Government (USG) and/or INGO space, with extensive experience with the USG funding landscape for international development and/or humanitarian programming, or through strong connections to donors or policymakers on one or more of the following topics: gender, education, youth and economic empowerment, humanitarian assistance.
- National leaders in the broader gender space (e.g., media, entrepreneurship, finance, technology).
- Individuals with a strong, varied social or professional network and a willingness to leverage these contacts to improve the lives of girls across the globe.

If this does not align with your experience, we'd still love to hear from you. New roles open periodically based on revolving needs.



### Board members agree to demonstrate their commitment in the following ways:

- Preparing for and attending board meetings, which are held four times per year (two remote/two in-person) with special meetings as needed. In-person meetings are generally held in DC.
- Contributing knowledge and expertise through participation in committee(s) or task forces.
- Playing an active role in securing the financial resources necessary for Plan to achieve its mission. Board members are expected to leverage personal relationships and connections to help identify and solicit potential funders. They're also expected to directly invest by making a personal contribution each year. A \$5,000 minimum annual contribution (\$1,000 for youth members) is required.
- Visiting one of Plan's program sites at least once every three years.

*If you are interested in learning more about serving on Plan USA's Board of Directors, reach out to [BoardRecruitment@planusa.org](mailto:BoardRecruitment@planusa.org)*



Plan USA is committed to diversity, equity and inclusion and seeks to recruit board members who will contribute unique perspectives during a time of change for the international development sector. The organization develops an annual diversity, equity and inclusion (DEI) work plan focusing on issues ranging from diversity in recruitment, to organizational communications, to engaging local partners in programs.

**Plan International USA**

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