

The Raymond John Wean Foundation Resident Council Program

Shared Power. Better Decisions.

PURPOSE

The Resident Council Program formalizes the role of community residents as trusted advisors and collaborators in the Wean Foundation’s work, complementing—rather than replacing—the governance role of the Board. The Council ensures that lived experience and neighborhood priorities inform Foundation decisions and practices across its grantmaking, capacity building, partnerships and operations pillars.

GUIDING PRINCIPLES

- **Resident Expertise:** Lived experience is a form of expertise equal to technical or institutional knowledge.
- **Equity & Inclusion:** Decision-making power is intentionally redistributed.
- **Transparency:** Clear feedback loops between residents, staff and trustees.
- **Learning Orientation:** Continuous mutual learning between residents and the Foundation.
- **Respect for Time & Labor:** Residents are compensated and supported.

LENGTH OF TERM

To ensure continuity, members **serve two-year terms**, with an opportunity for one-year renewal.

FEEDBACK AND ACCOUNTABILITY

- Shared summaries of how Resident Council input was used
- Council representatives invited to present insights to the Board of Directors

Emphasizes equity and long-term peer engagement across the Foundation’s four pillars:

1. GRANTMAKING (up to 20 hours annually, all members)

Resident Roles + Contributions

Residents serve as advisors and reviewers.

- Participate in grantseeker orientation and technical assistance
- Participate in learning conversations
- Review grant applications, conduct learning conversations and make funding recommendations

Value Add: Reduces blind spots, improves equity in funding decisions, and increases legitimacy and trust in grant outcomes.

2. CAPACITY BUILDING (up to 16 hours annually)

Resident Roles + Contributions

Residents shape support that builds capacity.

- Participate in trainings and conferences
- If you have not done so already, attend the Racial Equity Phase I Two-day workshop, at no cost to you, within the year**
- Contribute to capacity-building learning agendas and offerings
- Provide recommendations and vet providers
- Provide feedback on the grantee experience with Foundation processes

Value Add: Ensures capacity building is practical, culturally responsive, and grounded while strengthening resident leadership pipelines.

3. PARTNERSHIPS (up to 8 hours annually, *optional)

Resident Roles + Contributions

Residents act as community ambassadors and connectors.

- Participate in meetings and convenings
- Advise on potential strategic partnerships
- Surface grassroots groups and informal leaders
- Assess alignment with resident-identified priorities

Value Add: Strengthens local collaboration and trust and expands the Foundation's reach into authentic community networks.

4. OPERATIONS (up to 6 hours annually, *optional)

Resident Roles + Contributions

Residents inform how the Foundation shows up.

- Provide feedback on applications, reporting requirements, and timelines
- Participate in strategy reflection sessions with staff
- Provide recommendations for vendors
- Offer perspective on how Foundation actions are experienced on the ground

Value Add: Improves operational equity and effectiveness and builds internal accountability to community impact.

STRUCTURE and SUPPORT

- Orientation and ongoing leadership development opportunities
- Bi-monthly Council meetings scheduled during evenings or weekends
- Space for reflection, learning, and strategy
- Transportation support and meals

TIME COMMITMENT AND APPRECIATION

- Up to 50 hours **annual commitment**
- In recognition and appreciation of the Resident Council volunteer efforts, **an honorarium of \$1400** will be paid to each member who successfully meets all the expectations and responsibilities of the program. Honorariums are available at the conclusion of each year.

INDICATORS OF SUCCESS

- Diverse change agents are at decision making tables
- Space is created for critical and complex issues
- Built rapport and strengthened relationships with those with similar values or priorities
- Accountability is a leadership norm
- Tangible operational changes informed by resident feedback

GOVERNANCE and AUTHORITY

The Resident Council serves in an advisory capacity and does not hold governance, fiduciary, or legal authority. Responsibility for organizational governance remains with the Wean Foundation Board of Directors, and operational authority remains with Foundation staff. The Resident Council's role is to provide lived-experience insight, strategic perspective, and community-grounded feedback that meaningfully informs Foundation decisions. While the Council does not make binding decisions, the Foundation commits to transparent feedback loops, including clear communication about how resident input is considered and applied.

*optional participation in programming under this pillar

**previous participation will be accepted