



Core Functions of a Backbone Organization

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The Backbone Organization will provide backbone support to the PSP Learning Community, Governance Body, and Proof Point Communities (PPCs). The role of the Backbone Organization includes:

- Backbone for the Governance Body including strengthening group relationships and trust, supporting Governance Body meetings, facilitating clear and timely communication, and shepherding consensus decision-making, feedback, and review processes
- Backbone for the full PSP Learning Community including supporting Learning Community meetings, facilitating shared learning, and managing coordination and communication
- Assistance to the PPCs including providing one-on-one support as needed to each community, addressing individual needs, and offering guidance and support
- Support for the Working Group(s) including launching working groups, helping with coordination, and providing as needed support
- Interface with Family Voices who facilitates family engagement with the Learning Community and supports family engagement with each PPC
- Interface with the PSP project manager
- Liaise with the PSP funder contributors

The Backbone Organization will also be responsible for advancing key activities including:

- Stewarding annual budget processes
 - Support to the Governance Body with initiative-wide and local PPC investment decisions
 - Support to the PPCs with their specific budget requests
- Stewarding ad hoc grant recommendations
 - Support to the Governance Body with strategy decisions and grant recommendations that may come up throughout the year (e.g., evaluation, enabling conditions needs, etc.)
- Communicating to the field
 - Sharing lessons learned, elevating PSP and the work of the PPCs, and generally supporting communications and field-building strategies

Organizational Qualifications

- **Decision-Making:** Ability to support the PSP Governance Body as the initiative's ultimate decision-making body for the PSP Learning Community. Experience bringing a group to consensus while fostering trust and building relationships.
- **Neutrality:** Embrace and maintain a neutral position as the Backbone Organization, while also functioning as a convener, coordinator, advocate, and/or TA provider to the Governance Body and Learning Community. Experience navigating group dynamics where partners with competing priorities are collectively working toward a common goal.
- **Vision Alignment:** Organizational values that align with the vision and values of PSP including centering and co-creating with families and communities.



- **Racial Equity Focus:** Have racial equity as a guiding principle with demonstrated practices / structures / guidelines to achieve racial equity. Experience a
- **Family and Community Engagement:** Commitment to and experience with centering family and community priorities and experiences.
- **Systems Focus:** Commitment to and experience with addressing systems level challenges that impact children and their families.
- **Advocate and Support:** Commitment to advancing the vision of PSP beyond a transactional, administrative relationship.
- **Non-Profit Status:** Designated 501c3 non-profit entity.
- **Additional Qualifications:** Expert facilitation skills including direct, transparent, clear, and accessible for a wide range of audiences.