

Nonprofit Governance Discussion II

Building and Orienting the Board you Need

Board Engagement

- Importance of the Board of Directors
- High Degree of Ethical Standards
- Privilege and Opportunity

Ideally, board members are able to connect their passion with organizational purpose and mission. This motivates and sustains board members.

MT Board Findings

Board attendance is fairly high:

- ❖ 75% of respondents said that attendance at board meetings is above 80%

Board giving is decent:

- ❖ 64% of respondents said more than 50% of board members contribute financially

Areas for Improvement:

- ❖ 18% have an emergency succession plan
- ❖ 14% have a staff member as a voting member
- ❖ 58% have a strategic plan
- ❖ 68% review executive's performance annually
- ❖ 84% have an annual budget

Planning for a New Cohort of Board Members

- Current board structure and membership
 - ❖ Examining Current Demographics of your Board
 - Which segments of stakeholders are represented?
 - What age groups, professions, gender, expertise?
 - Is your community generally represented? What/who is missing?

Planning for a New Cohort of Board Members

- Is the board you have now what it needs to be to reach your future vision/potential?

- ❖ Considerations:

- Political access
- Media access
- Funding/Investment access
- Partnership development
- Ability to lead/govern
- Program expertise

Planning for a New Cohort of Board Members

- Recruiting new Board Members

- ❖ Targeting potential recruits
- ❖ Gaining access
- ❖ Messaging and context
- ❖ Appealing to passions and interests

Board Culture and Performance

- Orienting new Board Members – Passing along Culture

- ❖ Formal vs. Informal
- ❖ Board Position Descriptions, Expectations, Policies
- ❖ Meeting Format

- Nurturing Board Culture through Mentoring

- ❖ Flow of meetings, politics of personal interactions and board etiquette, sensitive board topics, special areas of focus, decision making

Board Culture and Performance

- Building meaning and purpose for board members
 - ❖ Connecting board members with committees
 - ❖ Identifying value-added opportunities
 - ❖ Improving board capacity and functionality

What is next for your board?