

# 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?

