



Building

High Performing Boards



Because Strong Nonprofits Help Build Strong Communities

LAYING THE FOUNDATION

WELCOME!

In the chat box, tell us your name and the organization(s) you represent today.

COOPER FOUNDATION

Founded by Madison Cooper in 1943 “to make Waco a better or more desirable place to live.”



- Grants
- Nonprofit Network
- Waco Leadership Forum
- Cooper House



MANY BOARD MEMBERS AND CHIEF EXECUTIVES DON'T FULLY UNDERSTAND THE ROLE OF THE BOARD,

THIS INCREASES RISK AND MAKES THE BOARD AN UNDERUTILIZED ASSET.

WHY THIS MATTERS

**NON-PROFITS EXIST TO
IMPROVE THE WORLD.**

**PEOPLE WILL SUFFER
IF I DON'T DO MY JOB WELL.**

WHY THIS MATTERS

“EVERY MAN IS GUILTY OF ALL THE GOOD HE DIDN'T DO.”

-VOLTAIRE

BUILDING HIGH PERFORMING BOARDS





LEADING PRACTICES.
NOT COOKIE CUTTER.
DO WHAT MAKES SENSE.

DISCLAIMER

what we'll cover today

LEGAL DUTIES & WHY HAVE BOARDS?

BUILDING A GREAT BOARD

TRENDS IN BOARD STRUCTURE

BUILDING HIGH PERFORMING BOARDS

LEGAL DUTIES & WHY HAVE BOARDS?

BUILDING A GREAT BOARD

TRENDS IN BOARD STRUCTURE

BUILDING HIGH PERFORMING BOARDS

501 (C)(3) TAX EXEMPT STATUS

UNLIKE FOR-PROFIT COMPANIES,
THEY DON'T ACCUMULATE AND
DISTRIBUTE PROFITS TO THEIR
INVESTORS OR OWNERS.

BECAUSE OF THIS, THEY AREN'T
REQUIRED TO PAY INCOME TAX.



**NONPROFITS ARE
WEIRD ANIMALS**



**MUST HAVE A BOARD OF DIRECTORS,
WHICH HAS AUTHORITY OVER THE
ORGANIZATION**

**LEADERSHIP SHARED BETWEEN THE
BOARD OF DIRECTORS AND THE CHIEF
EXECUTIVE**

**3-25+ VOLUNTEER BOARD MEMBERS
SUPERVISE ONE EXECUTIVE DIRECTOR**



**NONPROFITS ARE
WEIRD ANIMALS**



DUTY OF CARE

DUTY OF LOYALTY

DUTY OF OBEDIENCE

**LEGAL DUTIES OF BOARDS
ACCORDING TO
US NONPROFIT CORPORATION LAW**

DUTY OF CARE:

EACH BOARD MEMBER HAS A LEGAL RESPONSIBILITY TO **PARTICIPATE ACTIVELY** IN MAKING DECISIONS ON BEHALF OF THE ORGANIZATION AND TO EXERCISE THEIR BEST JUDGMENT WHILE DOING SO.

~ SHOWING UP ~ READING THE BOARD PACKET ~

~ ASKING QUESTIONS ~

LEGAL DUTIES OF BOARDS ACCORDING TO US NONPROFIT CORPORATION LAW

DUTY OF LOYALTY:

EACH BOARD MEMBER MUST PUT THE INTERESTS OF THE ORGANIZATION BEFORE THEIR PERSONAL AND PROFESSIONAL INTERESTS WHEN ACTING ON BEHALF OF THE ORGANIZATION IN A DECISION-MAKING CAPACITY. THE ORGANIZATION'S NEEDS COME FIRST.

~ DISCLOSE ALL CONFLICTS ~ DON'T PARTICIPATE IN
DECISIONS THAT PERSONALLY AFFECT YOU ~

LEGAL DUTIES OF BOARDS ACCORDING TO US NONPROFIT CORPORATION LAW

DUTY OF OBEDIENCE:

BOARD MEMBERS BEAR THE LEGAL RESPONSIBILITY OF ENSURING THAT THE ORGANIZATION **COMPLIES WITH ALL THE APPLICABLE FEDERAL, STATE, AND LOCAL LAWS AND ADHERES TO ITS MISSION.**

~ UNDERSTAND THE APPLICABLE LAWS ~

~ ENSURE THAT DECISIONS & STRATEGIES REINFORCE THE PURPOSE OF THE ORGANIZATION~

LEGAL DUTIES OF BOARDS ACCORDING TO US NONPROFIT CORPORATION LAW

DUTY OF COMMON SENSE



DUTY OF CURIOSITY

Can you help me understand...?

INSIST ON ANSWERS



TWO MORE DUTIES OF BOARDS

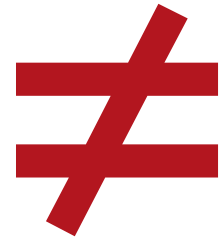
**TO FULFILL THESE DUTIES,
BOARD MEMBERS MUST HAVE A
THOROUGH UNDERSTANDING OF THE
ORGANIZATION'S OPERATIONS, THE
COMMUNITY IT SERVES, AND THE
LARGER ECOSYSTEM.**

PURPOSE-DRIVEN BOARDS

TO FULFILL THESE DUTIES,
BOARD MEMBERS MUST HAVE A
**THOROUGH UNDERSTANDING OF THE
ORGANIZATION'S OPERATIONS,** THE
COMMUNITY IT SERVES, AND THE
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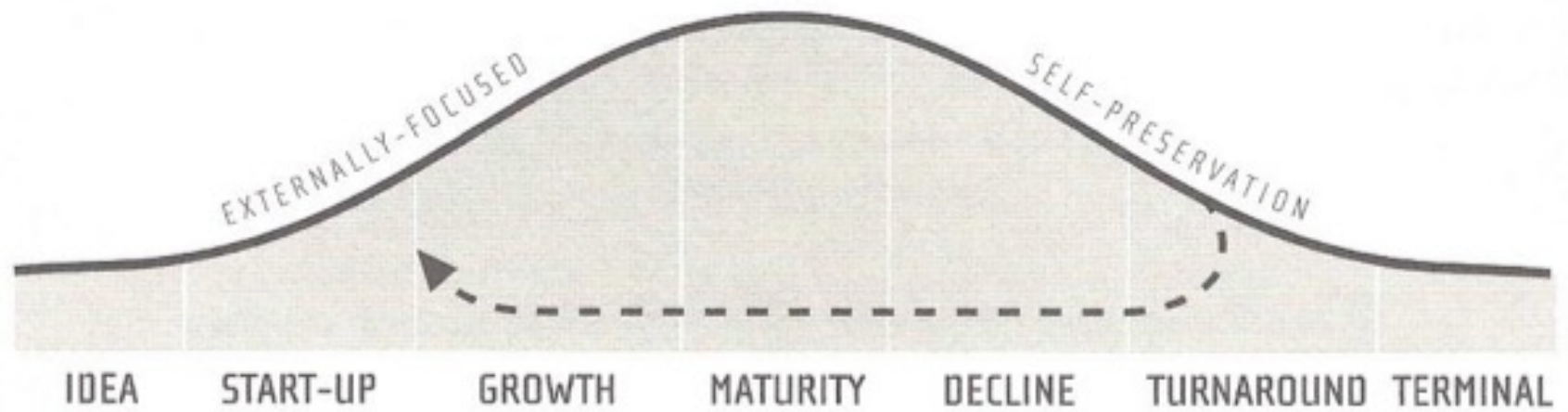
PURPOSE-DRIVEN BOARDS

**THOROUGH UNDERSTANDING OF THE
ORGANIZATION'S OPERATIONS**



MANAGE OPERATIONS

PURPOSE-DRIVEN BOARDS



LIFECYCLE OF A NONPROFIT

Nonprofit lifecycles: stage-based wisdom for nonprofit capacity

Susan Kenny.Stevens - Stagewise Enterprises - 2008

Set
Strategic
Direction

Ensure
Adequate
Resources

Provide
Fiduciary
Oversight

BoardSource®

THE ROLE OF THE BOARD

THE BOARD:

- IS A GROUP OF INDIVIDUALS – A TEAM!
- INDIVIDUAL BOARD MEMBERS HAVE NO AUTHORITY (OR INDIVIDUAL RIGHTS) OVER THE ORGANIZATION

THE ROLE OF THE BOARD

Set
Strategic
Direction



Mission
& Vision

Organization as part of Ecosystem





HOW WILL OUR DECISIONS & STRATEGIES IMPACT **ALL OF THE PLAYERS IN OUR ECOSYSTEM**? WILL IT HELP US – AS AN ECOSYSTEM – DO THE MOST GOOD?

(NOT JUST ASKING HOW DECISIONS IMPACT OUR ORGANIZATION)

PURPOSE-DRIVEN BOARDS

https://ssir.org/articles/entry/the_four_principles_of_purpose_driven_board_leadership



HOW WILL OUR DECISIONS OR STRATEGIES **CREATE MORE EQUITABLE OUTCOMES**? HOW MIGHT OUR DECISIONS REINFORCE SYSTEMIC INEQUITIES?

(NOT JUST ASKING HOW DECISIONS ADVANCE OUR MISSION)

PURPOSE-DRIVEN BOARDS

https://ssir.org/articles/entry/the_four_principles_of_purpose_driven_board_leadership

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THE ROLE OF THE BOARD

Ensure Adequate Resources



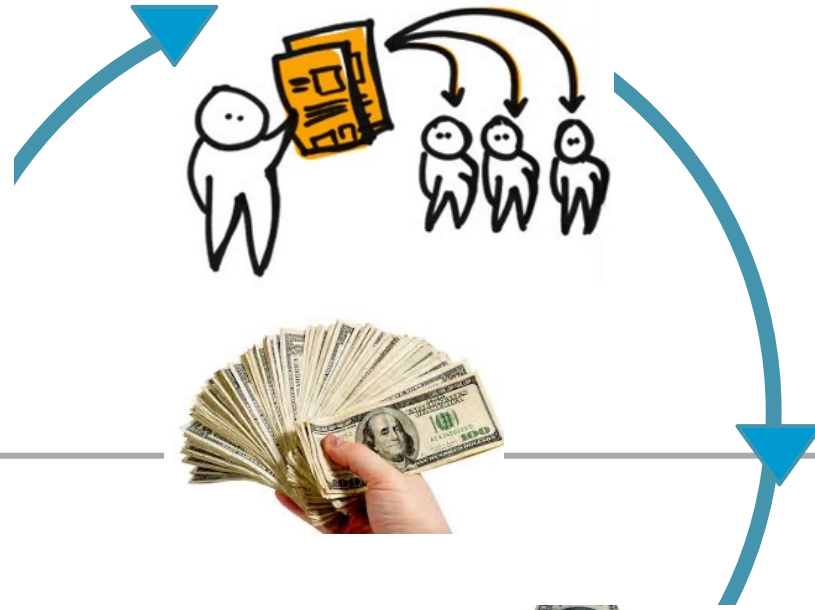
Everyone can be a fundraiser!

Ensure Adequate Resources

Cultivation
(Relationship Building)

Stewardship
(Saying Thanks)

MAKING THE ASK



Ensure
Adequate
Resources

Fundraising Committee!



With non-board members on the committee!

Ensure
Adequate
Resources

SUPPORT THE CHIEF EXECUTIVE!

A HEALTHY BOARD-CEO RELATIONSHIP IS BASED ON:

**A SHARED UNDERSTANDING OF MISSION
AND VISION**

RECIPROCAL COMMUNICATION; AND

**MUTUAL RESPECT, TRUST, AND SUPPORT
FOR EACH OTHER AND THE PARTNERSHIP.**



CHIEF EXECUTIVE = CEO = Executive Director
= The paid staff person in charge of operations.

**SUPPORT THE CEO!
HOLD THE CEO ACCOUNTABLE!**



HOW? ANNUAL EVALUATION

- ANNUAL EVALUATION WITH CLEAR MEASURABLE GOALS
 - ** SERVICE & IMPACT
 - ** STAFF SATISFACTION/TURNOVER
- COMMUNICATION THROUGHOUT THE YEAR
- WHAT ELSE?

THE ROLE OF THE BOARD

THE BOARD:

- LOOK FOR APPROPRIATE OPPORTUNITIES TO CREATE BOARD/STAFF/STAKEHOLDER COMMITTEES OR TASK FORCES
- CONSIDER HOW TO FORMALLY GET FEEDBACK FROM STAFF AND STAKEHOLDERS ABOUT ORGANIZATIONAL AND CHIEF EXECUTIVE PERFORMANCE
- ENSURE THERE IS A GRIEVANCE POLICY FOR STAFF, WITH A CLEAR COMMUNICATION PROCESS



THE BOARD - CHIEF EXECUTIVE PARTNERSHIP



CHIEF EXECUTIVE

- ❑ AUTHORIZED TO MANAGE ORGANIZATIONAL OPERATIONS
 - ❑ HIRES ALL STAFF
 - ❑ WORKS PRODUCTIVELY WITH THE BOARD TO ENSURE STAFFING AND SERVICE MODEL IS ALIGNED WITH APPROVED BUDGET AND STRATEGIC PLAN
 - ❑ EXECUTES THE STRATEGY
-

THE BOARD - CHIEF EXECUTIVE PARTNERSHIP

RESTRICTED INFORMATION FLOW

LIMITED OVERSIGHT

LIMITED STRATEGIC INPUT

CONFLICTS OF INTEREST

FILLED WITH FIGUREHEADS OR FUNDRAISERS WITH NO TIME

FILLED PRIMARILY WITH HANDPICKED FRIENDS WHO SERVE AS A FAVOR TO THE ED

SKELETON BOARD OR CONSISTENT AND/OR WIDESPREAD ABSENCES

SIGNS OF A CONTROLLING EXECUTIVE & WEAK BOARD

WHO RECRUITS BOARD? (SEE BOARD BUILDING!)

RECONSIDER SIZE OF BOARD/EXECUTIVE COMMITTEE

BOARD SELF-ASSESSMENTS

STRONG BOARD CHAIR

SUCCESSION PLANNING

JOB DESCRIPTIONS/EXPECTATIONS FOR BOARD MEMBERS

OPEN CULTURE FOR ASKING QUESTIONS

CEO EVALUATION/EXECUTIVE SESSION

**CONTROLLING EXECUTIVE /
WEAK BOARD REMEDIES**

Set
Strategic
Direction

Ensure
Adequate
Resources

Provide
Fiduciary
Oversight

THE ROLE OF THE BOARD

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Provide
Fiduciary
Oversight

"What we didn't have but obviously needed was an alarmist."

THE ROLE OF THE BOARD

Protect the organization's assets in all forms

APPROVE ANNUAL BUDGET

MONTHLY REVIEW OF FINANCIAL STATEMENTS

PAYROLL TAXES

ANNUAL REVIEW OF THE 990

DIRECTORS & OFFICERS INSURANCE

- ANYONE CAN SUE YOU FOR ANYTHING

ANNUAL AUDIT

INTERNAL CONTROLS



Provide
Fiduciary
Oversight

THE ROLE OF THE BOARD

INTERNAL CONTROLS

UNSCHEDULED REVIEWS OF STAFF
EXPENSE REPORTS

BANK STATEMENTS (ALL!) SENT TO THE
BOARD TREASURER

ENCOURAGE WHISTLEBLOWERS



Provide
Fiduciary
Oversight

THE ROLE OF THE BOARD

NONPROFIT – 501(C)(3) – IS A TAX STATUS, NOT A BUSINESS MODEL

NONPROFITS SHOULD HAVE 3- 6 MONTHS CASH ON HAND.

IDEALLY, NONPROFITS WOULD HAVE DIFFERENT TYPES OF RESERVES FOR A VARIETY OF PURPOSES:

- **CAPITAL NEEDS**
- **TRANSITIONS / DIRECTION CHANGES**
- **OPERATING NEEDS**

OVERHEAD IS IMPORTANT AND HAS ITS PLACE.



**Provide
Fiduciary
Oversight**

THE ROLE OF THE BOARD



Provide
Fiduciary
Oversight

“And, while there’s no reason yet to panic, I think it only prudent that we make preparations to panic.”

THE ROLE OF THE BOARD



Provide
Fiduciary
Oversight

HAPPENS SLOWLY – SLOW BLEED IS FATAL, HEMORRHAGE
GETS ATTENTION

BOARD GENERALLY NOT ENGAGED IN FINANCIAL
MONITORING – PLACATED BY CEO/CFO EXPLANATIONS

BY THE TIME THE BOARD UNDERSTANDS THE SITUATION, IT'S
TOO LATE TO FIX.

**WHEN THINGS GO
WRONG**

Set
Strategic
Direction

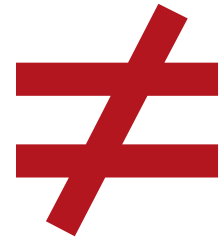
Ensure
Adequate
Resources

Provide
Fiduciary
Oversight

BoardSource®

THE ROLE OF THE BOARD

**THOROUGH UNDERSTANDING OF THE
ORGANIZATION'S OPERATIONS**



MANAGE OPERATIONS

PURPOSE-DRIVEN BOARDS

AKA NOT MANAGEMENT

THE BOARD:

- IS A GROUP OF INDIVIDUALS – A TEAM!
- INDIVIDUAL BOARD MEMBERS HAVE NO AUTHORITY (OR INDIVIDUAL RIGHTS) OVER THE ORGANIZATION

**BOARD =
NOT MANAGEMENT**

BOARD:

- ADOPTS A STRATEGIC MINDSET, FOCUSING ON BIG ISSUES
- ACTIVELY PARTICIPATES IN STRATEGIC PLANNING SESSIONS
- ANNUALLY EVALUATES THE CEO; DETERMINES COMPENSATION
- EVALUATES ITS OWN PERFORMANCE — AT LEAST EVERY 2-3 YEARS
- ASSESSES THE ORGANIZATION'S ACHIEVEMENT OF ITS GOALS VIA STAFF REPORTS TO THE BOARD

CEO:

- ENSURES STRATEGIC PLANNING HAPPENS WITH BOARD INVOLVEMENT
- LEADS OPERATIONAL PLANNING AND APPROVES PLANS FOR THE STAFF
- ENSURES A PROCESS FOR STAFF PERFORMANCE EXISTS, APPROVES STAFF COMPENSATION, EVALUATES OWN PERFORMANCE

BOARD=NOT MANAGEMENT

Set
Strategic
Direction

Provide
Fiduciary
Oversight

Ensure
Adequate
Resources

BOARD:

- DRAFT &/OR APPROVE BROAD POLICIES
- MONITOR LEGAL REQUIREMENTS
- HIRE CEO, DELEGATE OPERATIONS
- EXPECT REGULAR UPDATES

CEO:

- MONITOR DAILY OPERATIONS; ENSURE APPROPRIATE STAFF & OPERATIONAL POLICIES ARE IN PLACE
- HIRE STAFF & DELEGATE OPERATIONAL RESPONSIBILITIES
- SHARE ALL NEWS — GOOD AND BAD — WITH THE BOARD

NOT MANAGEMENT

Set
Strategic
Direction

Provide
Fiduciary
Oversight

Ensure
Adequate
Resources

BOARD:

- ENSURES ADEQUATE FINANCIAL EXPERTISE ON BOARD
- SETS OVERALL FISCAL POLICIES & ENSURES APPROPRIATE INTERNAL CONTROLS
- APPROVES ANNUAL BUDGET & CAREFULLY MONITORS FINANCIAL REPORTS
- HIRES AN AUDITOR AND REVIEWS AUDIT IN EXECUTIVE SESSION

CEO:

- WITH HELP OF FINANCIAL STAFF, PREPARES ANNUAL BUDGET; PROVIDES BOARD WITH REGULAR FINANCIAL REPORTS
- WITH STAFF, HANDLES DAILY FINANCIAL OPERATIONS AND MONITORS CASH FLOW
- DEFINES FINANCIAL POLICES AND PROCEDURES FOR ALL DAILY MONEY TRANSACTIONS

NOT MANAGEMENT

Set
Strategic
Direction

Provide
Fiduciary
Oversight

Ensure
Adequate
Resources

Set
Strategic
Direction

Ensure
Adequate
Resources

Provide
Fiduciary
Oversight



THE ROLE OF THE BOARD



Share something that you learned so far that you can take back to your board.



WHAT'S IN YOUR TOOLKIT?

LEGAL DUTIES & WHY HAVE BOARDS?

BUILDING A GREAT BOARD

TRENDS IN BOARD STRUCTURE

BUILDING HIGH PERFORMING BOARDS

CHAT: WHO BUILDS THE BOARD?

Governance Committee

(formerly/AKA: Nominating
Committee)

&

YOU!

(the board!)



BUILDING A GREAT BOARD

**WHEN DO WE WORK ON
BUILDING THE BOARD?**



BUILDING A GREAT BOARD

STEP #1: WHAT DO WE NEED

RIGHT NOW AND IN THE NEAR FUTURE?

**WHAT ARE THE THREE MOST IMPORTANT THINGS
FOR OUR BOARD TO ACCOMPLISH THIS YEAR?**

**DO WE HAVE THE RIGHT PEOPLE ON THE BOARD TO
MAKE THAT HAPPEN?**

BUILDING A GREAT BOARD

inter-faith commitment dialogues
multi-generational community representation
gender identity compassion leadership growth race inclusion access share veterans
diversity opportunity equity
disability sexual orientation pride
perspective advocacy empowerment

**DIVERSITY, EQUITY,
INCLUSION**



IS OUR BOARD POPULATED IN A WAY THAT ENSURES THAT OUR POWER IS **AUTHORIZED BY AND INCLUSIVE OF THE COMMUNITY IMPACTED BY THE WORK WE DO**? ARE WE DOING ALL WE CAN TO LISTEN TO WHAT OUR PROGRAMMATIC STAKEHOLDERS TELL US IS IMPORTANT?

(INSTEAD OF ASKING, “WHAT DO *WE* THINK IS BEST?” *without intentional reflection on how who “we” are informs our perspective*)

PURPOSE-DRIVEN BOARDS

https://ssir.org/articles/entry/the_four_principles_of_purpose_driven_board_leadership

BUT IT'S NOT EASY! BOARDS MUST BE:

Willing to make changes to the way that your board operates to become more diverse, inclusive, and equity-focused.

(i.e., Participate in racial equity training; become more intentional in recruiting for board demographic diversity; welcome differing points of view into boardroom deliberations)

DIVERSITY, EQUITY, & INCLUSION

COLLEAGUES

BOARD MEMBERS OF OTHER NONPROFITS

NEWS MEDIA

SOCIAL MEDIA

CURRENT VOLUNTEERS & BOARD MEMBERS

DONORS

COMMUNITY LEADERS

SMALL BUSINESS OWNERS

PROFESSIONALS RELATED TO MISSION

LOCAL LEADERSHIP PROGRAMS

BUILDING A GREAT BOARD: HOW & WHERE?

GO BEYOND YOUR NETWORKS

DEEP NETWORKING

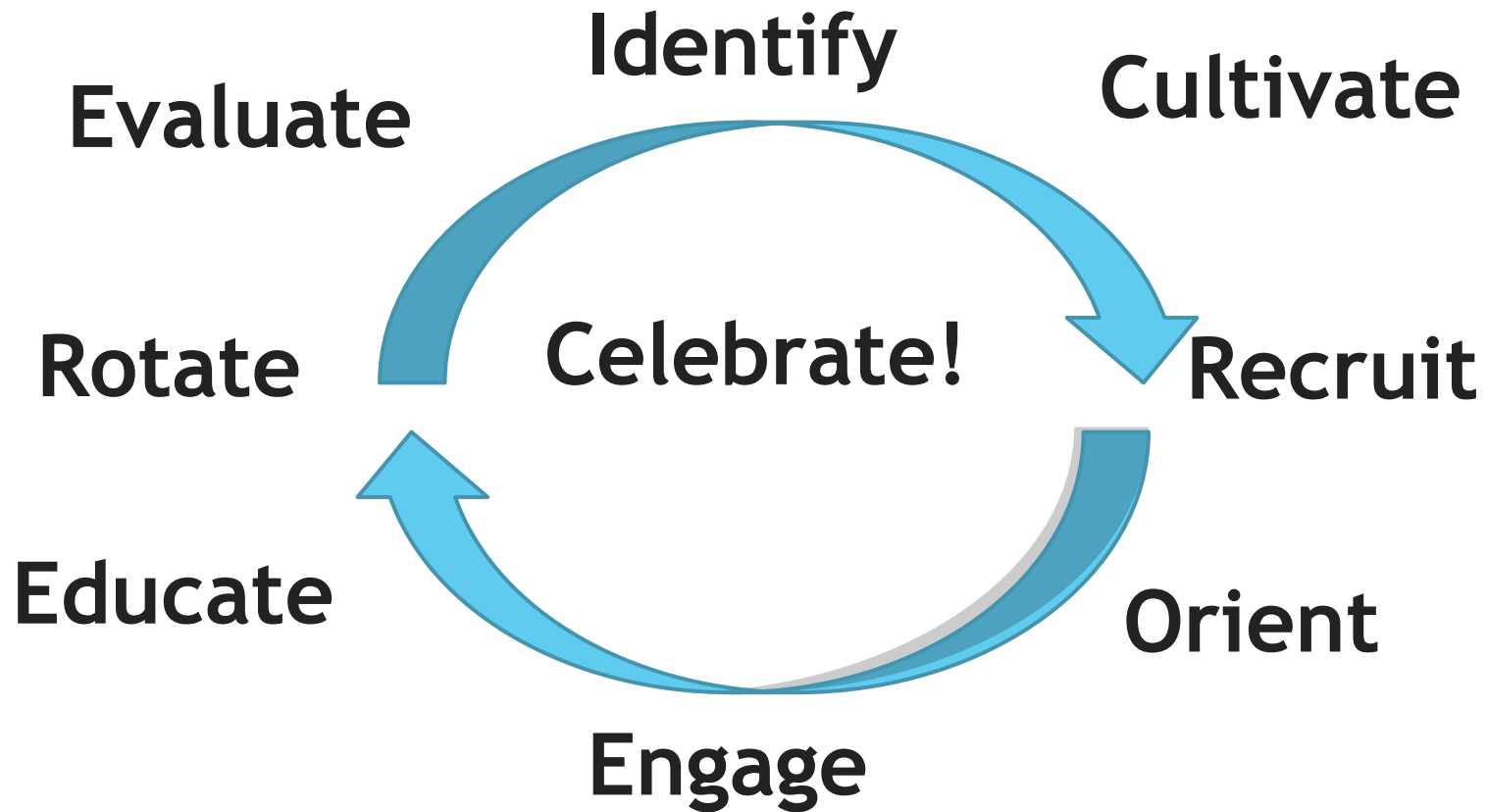
OTHER COMMUNITY ORGANIZATIONS

LEADERS IN YOUR CURRENT OR PAST CLIENT COMMUNITY

POST BOARD POSITIONS PUBLICLY (WEBSITE, SOCIAL MEDIA)

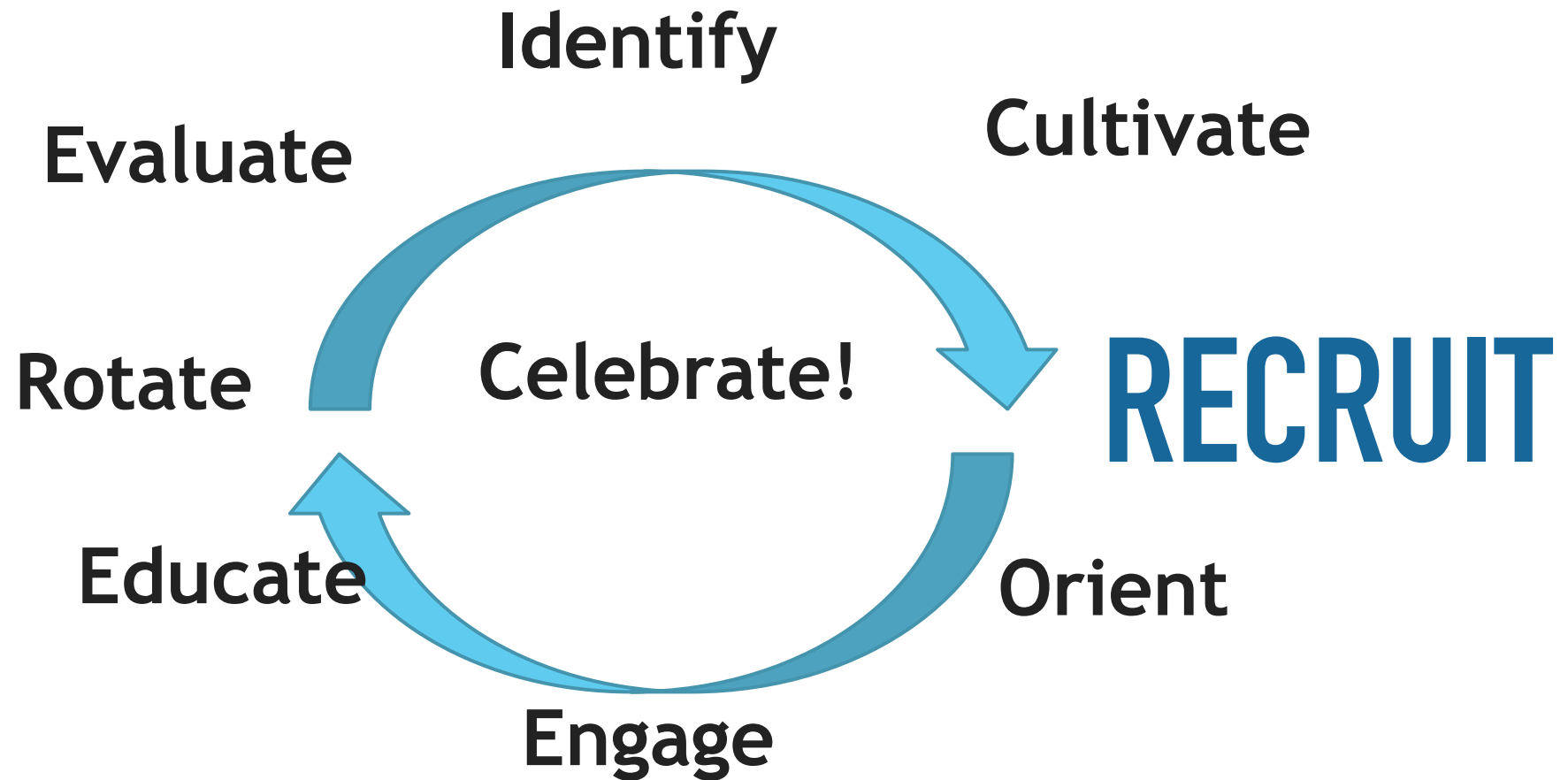
STRATEGIC BOARD RECRUITMENT ISN'T ABOUT SPEED AND EASE — IT'S ABOUT **TAKING THE TIME TO GET IT RIGHT.**

DIVERSIFYING YOUR BOARD: HOW & WHERE?



BUILDING A GREAT BOARD

THE BOARD BUILDING CYCLE



BUILDING A GREAT BOARD

THE BOARD BUILDING CYCLE

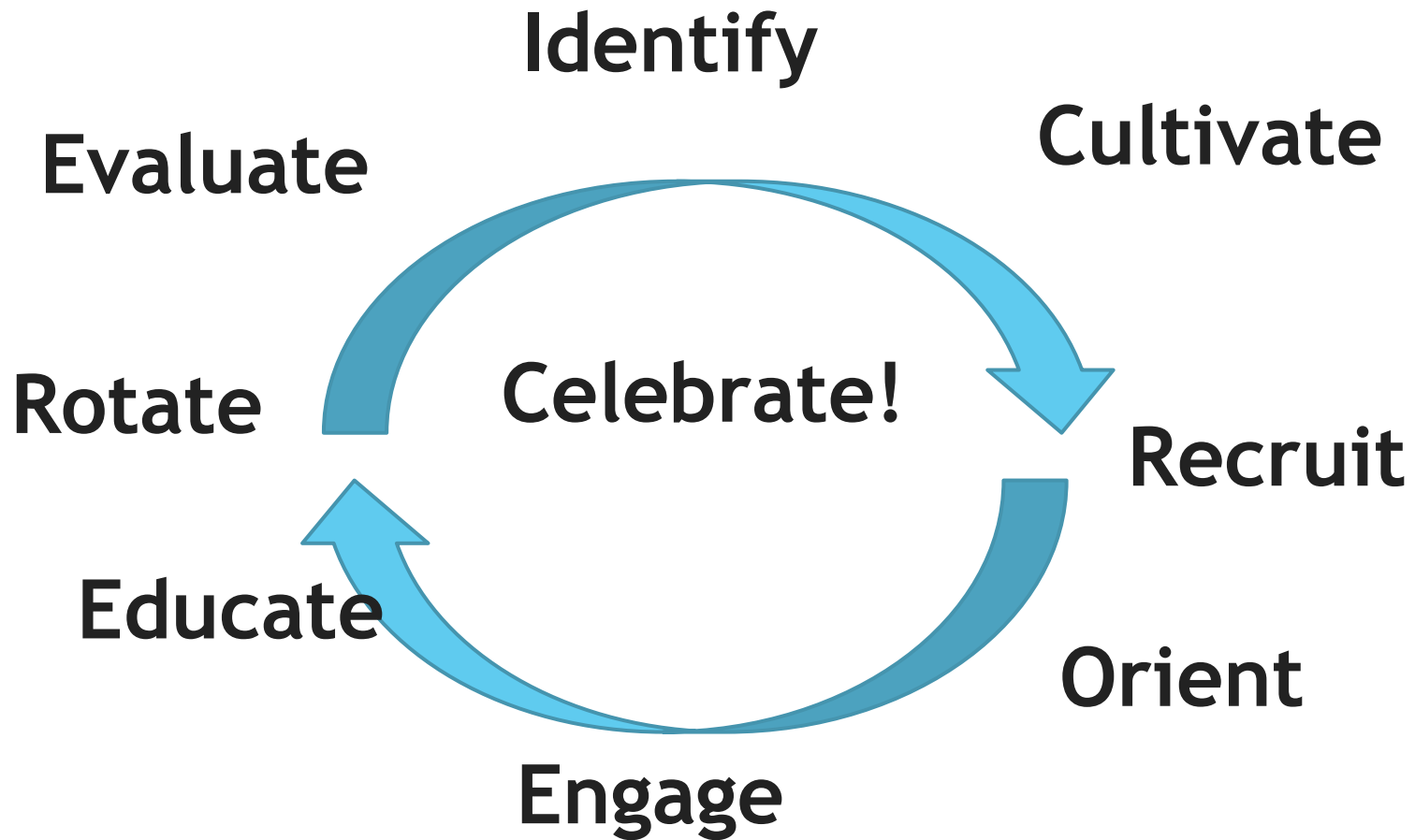
RECRUIT

ASK POTENTIAL BOARD MEMBERS:

- In reading through our nonprofit's strategic plan (or whatever background documents we gave you ahead of time), **what things excite you?**
- **What specific skills, experience or networks do you think you could bring to the table** in order to help us move forward on our goals?
- **Ensure the potential board member understands the responsibilities of serving** (e.g. time & financial commitment, committee service, length of term)

BUILDING A GREAT BOARD

THE BOARD BUILDING CYCLE



BUILDING A GREAT BOARD

THE BOARD BUILDING CYCLE



ARE THEY WILLING TO DO WHAT IT TAKES?

WAYS TO HELP PUBLIC CHARITIES:

- BECOME A MEMBER OF A BOARD (GOVERN)
- BE A VOLUNTEER (HELP)
- BE A STAFF PERSON
- BE A DONOR

**EVERYONE IS
IMPORTANT!!!!**

BOARD BUILDING

LEGAL DUTIES & BASIC RESPONSIBILITIES OF NONPROFIT BOARD MEMBERS
BUILDING A GREAT BOARD

TRENDS IN BOARD STRUCTURE

**BUILDING HIGH PERFORMING
BOARDS**

TYPES OF COMMITTEES

STANDING COMMITTEES

- GOVERNANCE
- FINANCE
- AUDIT
- EXECUTIVE***

AD HOC COMMITTEES

FUNDRAISING COMMITTEE

TASK FORCES

- BYLAWS REVIEW
- CAPITAL CAMPAIGN
- EMPLOYMENT POLICY REVIEW
- EVENTS
- EXECUTIVE SEARCH
- PUBLIC POLICY
- STRATEGIC PLANNING

LEADING PRACTICES IN GOVERNANCE

EXECUTIVE COMMITTEE

ARE COMMITTEE MEMBERS ESSENTIALLY ATTENDING TWO BOARD MEETINGS?

IS THE EXECUTIVE COMMITTEE ACTUALLY MAKING ALL OF THE DECISIONS?

IS THERE INFORMATION THE EXECUTIVE COMMITTEE HAS THAT THE REST OF THE BOARD IS NOT PRIVY TO?

IS THE EXECUTIVE COMMITTEE ACTUALLY DOING OTHER COMMITTEES' WORK? (E.G. FINANCE, GOVERNANCE)



NONPROFIT GOVERNANCE TRENDS

Executive
Committee*

DON'T HAVE ONE!!!
UNLESS YOUR BOARD:

Meets \leq quarterly AND
has >15 members

IF YOU HAVE ONE:

- ▶ LIMITED ROLE
- ▶ TWO PURPOSES: REVIEW THE CEO AND HANDLE EMERGENCIES
 - ▶ MEET ONLY IF NEEDED
 - ▶ LIMIT DECISION-MAKING
- ▶ ACCOUNTABLE TO THE FULL BOARD:
- ▶ ENSURE PROMPT REPORTING BACK
- ▶ BYLAWS SHOULD DETERMINE WHO IS ON THE COMMITTEE (NOT THE COMMITTEE'S WHIM)

TRANSPARENCY IS KEY

TRENDS IN COMMITTEE STRUCTURE

TRENDS IN BOARD TERMS

TWO 3-YEAR TERMS

2-YEAR TERMS FOR BOARD CHAIR – OR A STRONG VICE CHAIR/CHAIR SUCCESSION PLAN

USE NON-BOARD MEMBERS ON COMMITTEES

NEW EXPERTISE & DIVERSITY

EXPANDS THE NUMBER INVOLVED WHILE AVOIDING AN UNWIELDY BOARD

TESTING GROUND FOR POTENTIAL BOARD MEMBERS

MORE PEOPLE LEARN ABOUT THE ORGANIZATION

INVOLVES THOSE PEOPLE UNABLE TO COMMIT TO BOARD

NONPROFIT GOVERNANCE LEADING PRACTICES

TRENDS IN COMMITTEE STRUCTURE

- Committee Descriptions which include responsibilities and expectations; limited to those things explicitly delegated by the board
 - Committee meetings are open to all board members.
 - Committee Minutes \neq Committee Reports
 - Committee minutes go out within a few days to committee members (to check accuracy and inform those unable to attend)
 - Committee reports are shared with the full board at its meetings.
-

NONPROFIT GOVERNANCE TRENDS

GOVERNANCE COMMITTEE

TAKES THE LEAD AND RESPONSIBILITY FOR

- NOMINATING & RECRUITMENT
 - ONGOING BOARD DEVELOPMENT
 - LEADERSHIP DEVELOPMENT
 - BOARD AND MEMBER ASSESSMENT AND BOARD EDUCATION
 - ENSURING THAT THE BOARD IS EQUIPPED WITH PROPER GUIDELINES AND STRUCTURE TO DO ITS WORK MOST EFFECTIVELY (AKA BYLAWS & POLICIES REVIEW)
-

NONPROFIT GOVERNANCE TRENDS

TEN MINUTES LEFT -
LET'S DO THE STRATEGY



Welcome

CONSENT AGENDA e.g. Board Minutes, CEO Report, Committee Reports

FINANCIALS
What are the key takeaways?

COMMITTEE WORK not reports!
What does the committee need from the board?

Questions to Consider

MISSION MOMENT

EXECUTIVE SESSION

Board Meeting Evaluation

STRATEGIC
THINKING

Items can be removed from a Consent Agenda by request of any board member if discussion is needed.

STRATEGIC AGENDA – ADD TIMES

VIRTUAL BOARD MEETING TIPS

- ENSURE ALL BOARD MEMBERS KNOW HOW TO USE THE TECHNOLOGY
 - CREATE WAYS FOR PEOPLE TO ENGAGE AT THE BEGINNING OF THE MEETING
 - FOLLOW SOME OF THE SAME RULES – ARRIVE ON TIME, READ MATERIALS AHEAD OF TIME, DON'T MULTI-TASK
 - IDENTIFY WAYS FOR EVERYONE TO ENGAGE
 - ROUND ROBINS, CHAT BOX
 - ADDRESS CONFLICTS OF INTEREST
-

MEETINGS

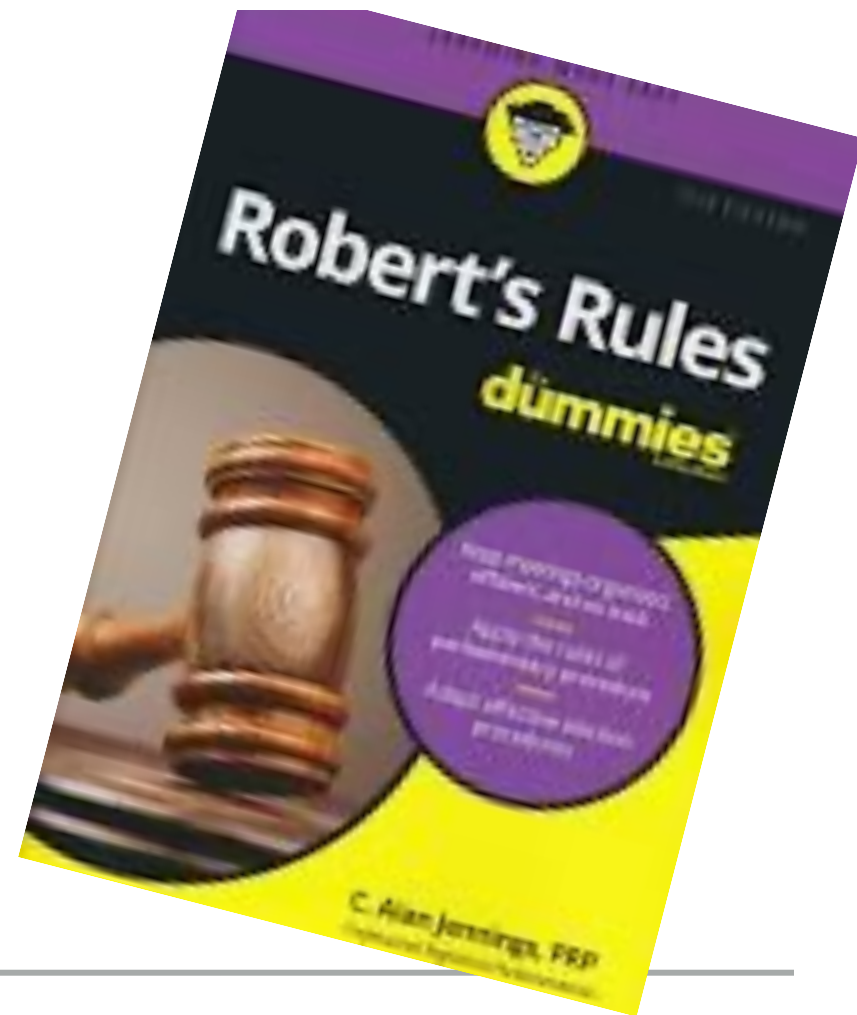
WHY?!

HELPS SHORTEN MEETINGS

PROTECTS THE VOICE OF THE
MINORITY – *IF USED WITH THAT
INTENTION*

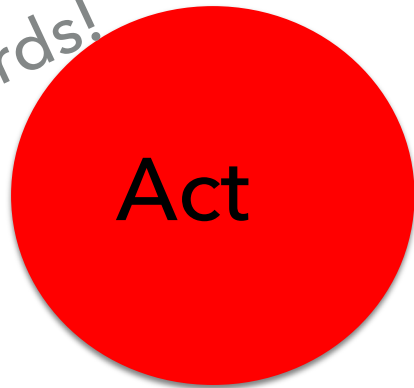
HELPS YOU AVOID GETTING SUED

SET THE TONE AND FORMALITY
NEEDED FOR DIFFERENT MEETINGS



RULES OF ORDER!

Dashboards!



Finance

	Target	6 Months Ago	Now
Days of unrestricted cash on hand	45 Days	65 Days	18 Days
Net surplus or deficit YTD compared with YTD budget	Within \$25K or better	\$42,500 worse than budget	\$28,000 worse than budget-to-date
Government funding YTD (52% of budget)	Within 3%	\$39,000 worse than budget	\$3,200 worse than budget
Days from end of month to financial statements	24 Days	87 Days	48 Days



BOARD EVALUATIONS

**PEOPLE WILL SUFFER
IF I DON'T DO MY JOB
WELL.**

WHY THIS MATTERS

“EVERY MAN IS GUILTY OF ALL THE GOOD HE DIDN'T DO.”

-VOLTAIRE

Questions?

LEGAL DUTIES & BASIC RESPONSIBILITIES OF NONPROFIT BOARD MEMBERS
BUILDING A GREAT BOARD
TRENDS IN BOARD STRUCTURE

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