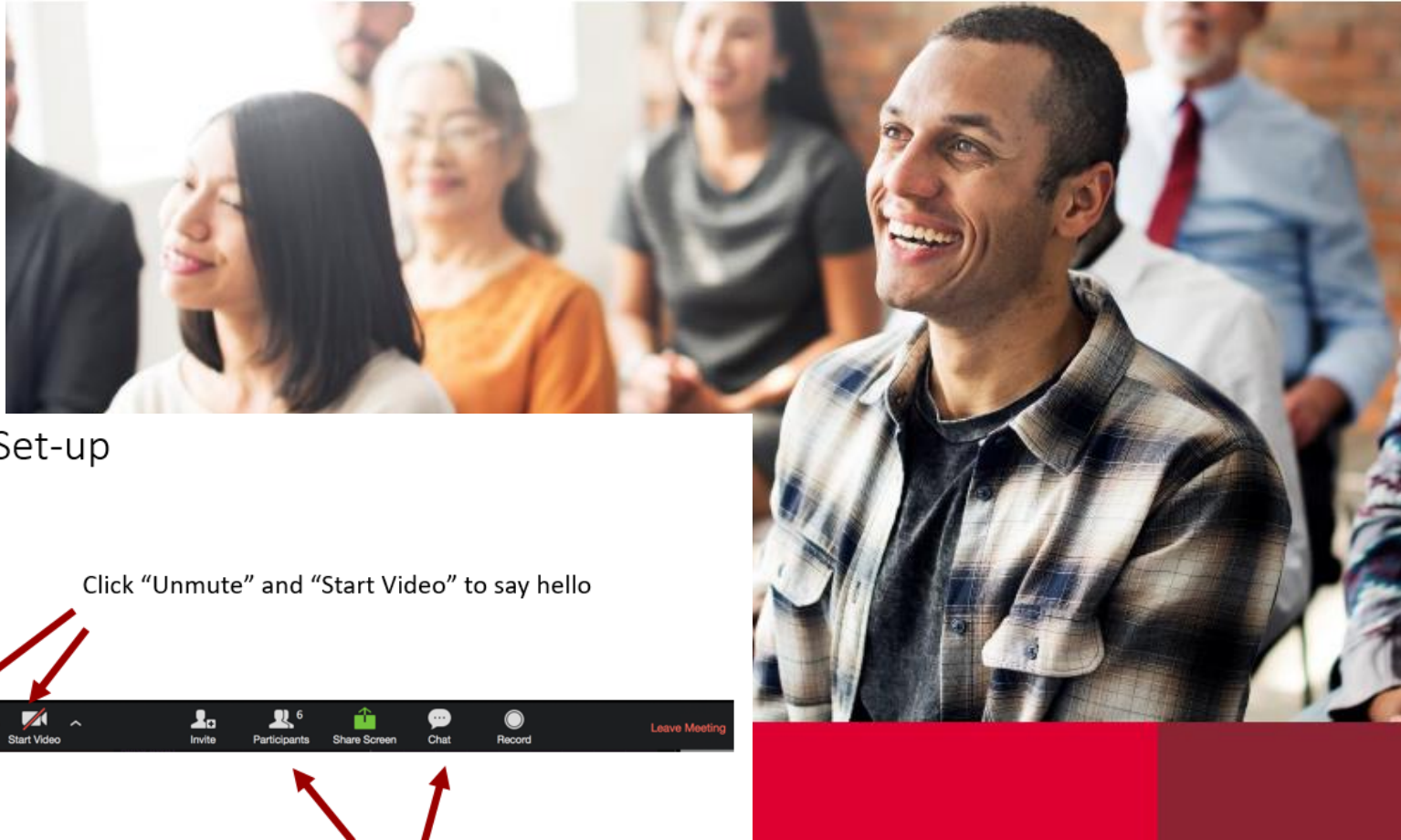




First United
Bank & Trust

Non-Profit Lunch & Learn Series




Set-up

Click "Unmute" and "Start Video" to say hello

Click "Participants" and "Chat" menu buttons

**Moving From
Bored to Board!
Building Effective
Boards of Directors**

*Please say hi in the
chat and tell others
who you are!*



Welcome to our
Non-Profit Lunch
& Learn Series
*Moving from
Bored to Board!*

*Driven by your
Vision and Mission!*

AGENDA

Welcome!

- Board **Types** and **Responsibilities**
- Recruitment** and **Succession** Strategies
- Building and **Informed** and **Effective** Board

Announcements from Sponsors



From Bored to Board! Lunch & Learn Seminar

Next Steps Action Planner

Use this space to record any ideas, tools, processes, etc. that you would like to take back with you to your work. Don't forget to jot down your ideas for next steps to apply them in your work!

<i>What ideas, resources, or connections do I want to <u>Take Away</u>?</i>	<i>What are my <u>Next Steps</u> to put these ideas into action for my organization?</i>

Take Notes as
we go!





Who is Meg Kinghorn?

- **NGO capacity strengthening facilitator**
- **Capacity assessment facilitator**
- **Board member / board chair**

Leading with Intent: 2017 National Index of Nonprofit Board Practices compiled perspectives on board leadership from board chairs and chief executives representing more than 1,300 nonprofit organizations located throughout the country. Based on responses to questions related to boards' strengths, weaknesses, and priorities, the study illuminates an area of focus for boards intent on improving their performance: recruitment.

Board Report Card

Average grades given to boards by chief executives and board chairs.

Strength	Executive	Chair
Understanding mission	A-	A-
Weaknesses		
Community-building and outreach	C+	B
Fundraising	C	C+
Increasing board diversity	C	C+

Leading with Intent

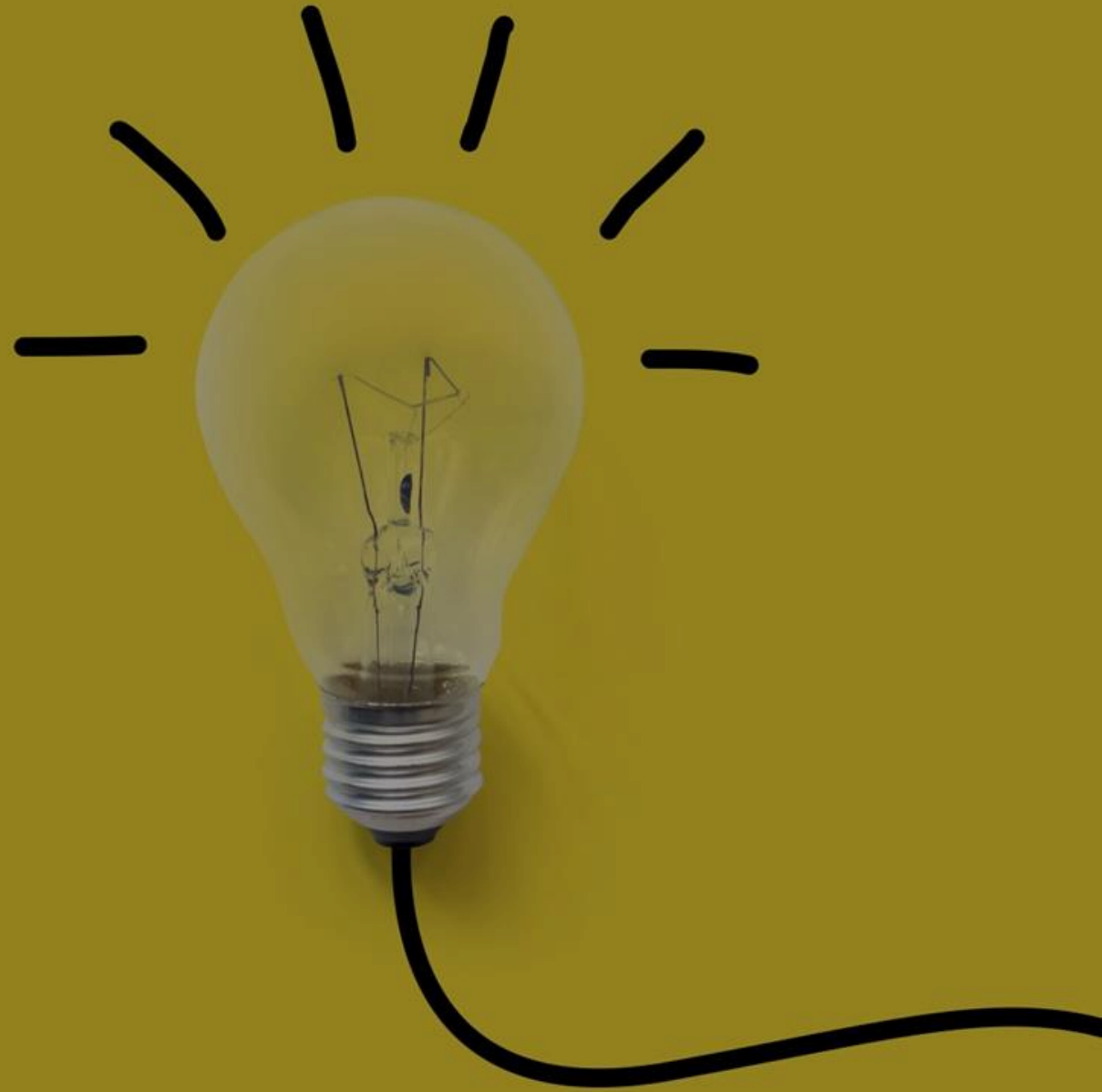
Board Source

Here in the Eastern Panhandle ...

Willing
Efficient
Committed
Interested
Talented Dedicated
Supportive
Positive
Teamwork Informed Engaged
Learners
Heart Representative
Smart Dependable
Professionals Volunteer
Generous

Followers
Only-half-functional
Stagnant
Unengaged
Spread-out
Disconnected
Shallow-bench
Infrequent
not-leaders
Non-participation

Board Types & Responsibilities



Zoom Poll:

What type best describes
YOUR board?

Types of Boards

- **Governing**
- **Working**
- **Advisory**
- **Fundraising**

Board of Directors

Board Responsibilities!

Duty of Care

Ensures good use of all assets

Duty of Loyalty

Ensures activities advance the mission

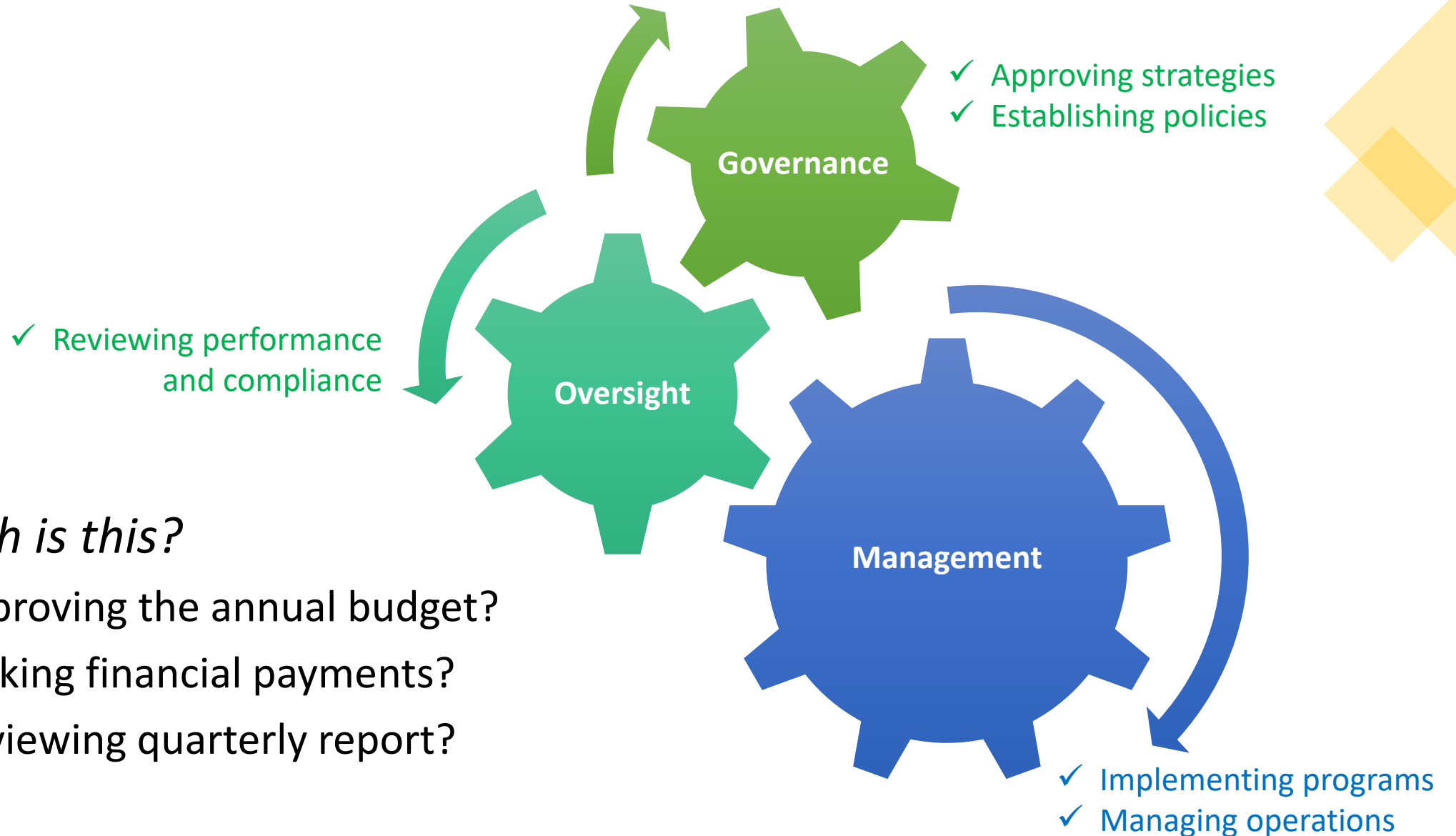
Duty of Obedience

Ensures laws and regulations are followed

Meaning they ...

- ✓ Set direction → vision, mission, strategic goals
- ✓ Establish / approve policies that define org. rules
- ✓ Ensure assets are in good order e.g., equipment, facilities, staff
- ✓ Control finances through monitoring and audit
- ✓ Recruit, retain, supervise, evaluate the Executive
- ✓ Adhere to a code of ethics / conflict of interest

What are the Boundaries???



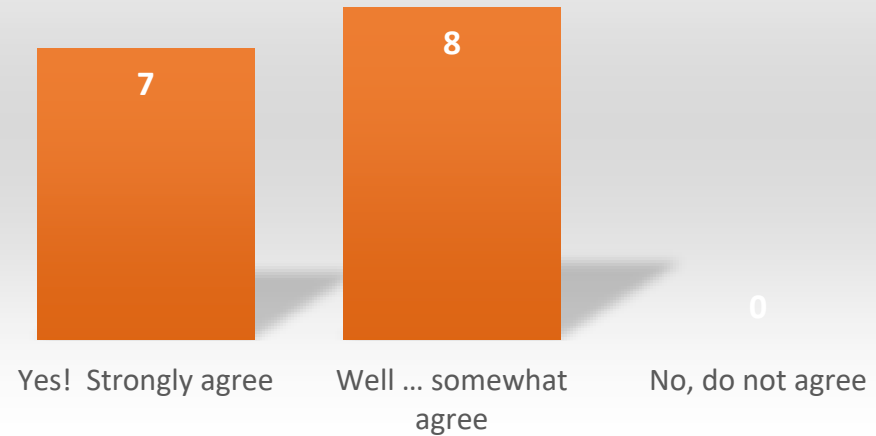
Which is this?

1. Approving the annual budget?
2. Making financial payments?
3. Reviewing quarterly report?

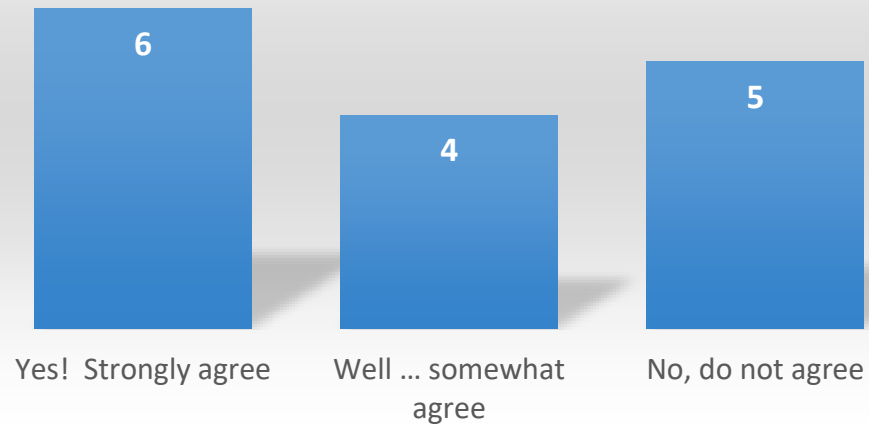
Survey Says... !

15 responses

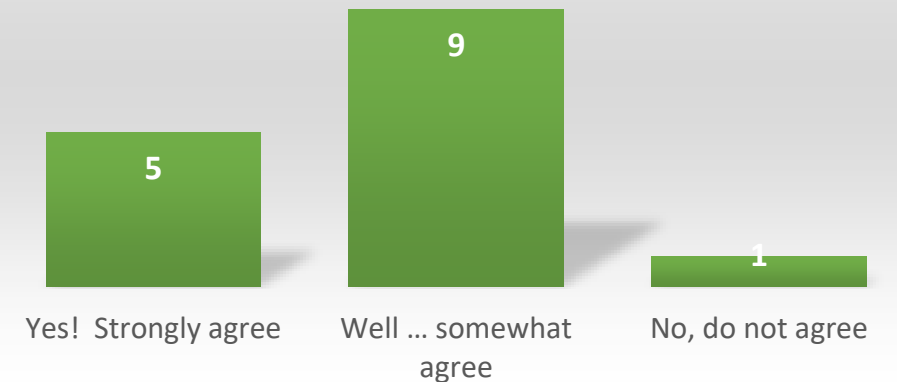
1. Our board policy outlines rules for how the board operates.



2. Our board charter contains a clear conflict of interest policy.



3. Our board & management clearly understand their distinct roles.



Useful Resources

[Council of Non-profits](#)

[Board Effect](#)

[BoardSource](#)

[Leading with Intent](#) National NGO Survey

[WV Non-profit Association](#) (best practices manual)

[WV state law](#)

Recruitment & Succession Strategies

Answer in the chat ...

Why do people volunteer to be board members??



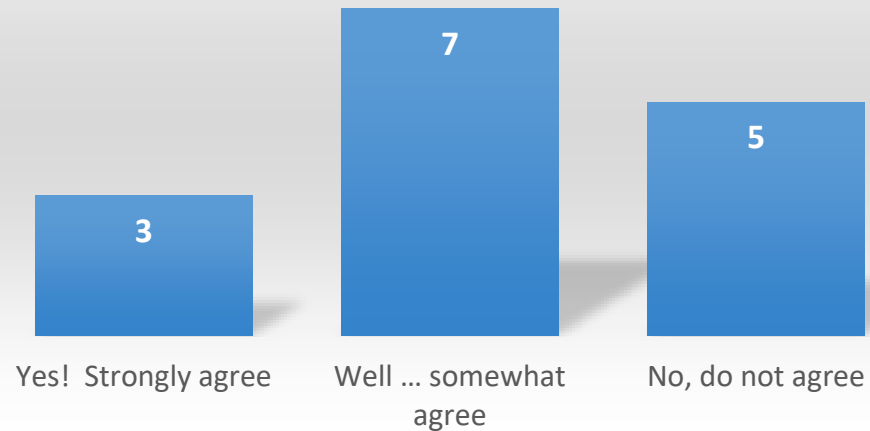
Survey Says... !

15 responses

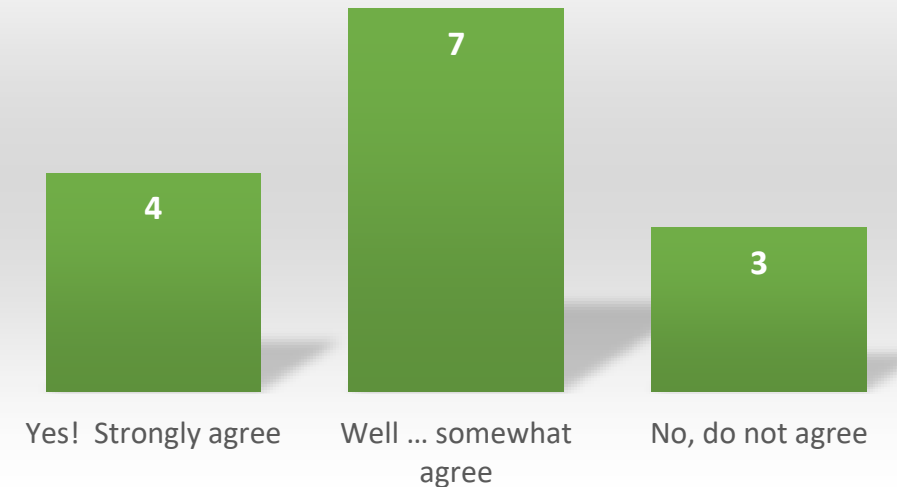
4. Our board represents the community, including program participants.



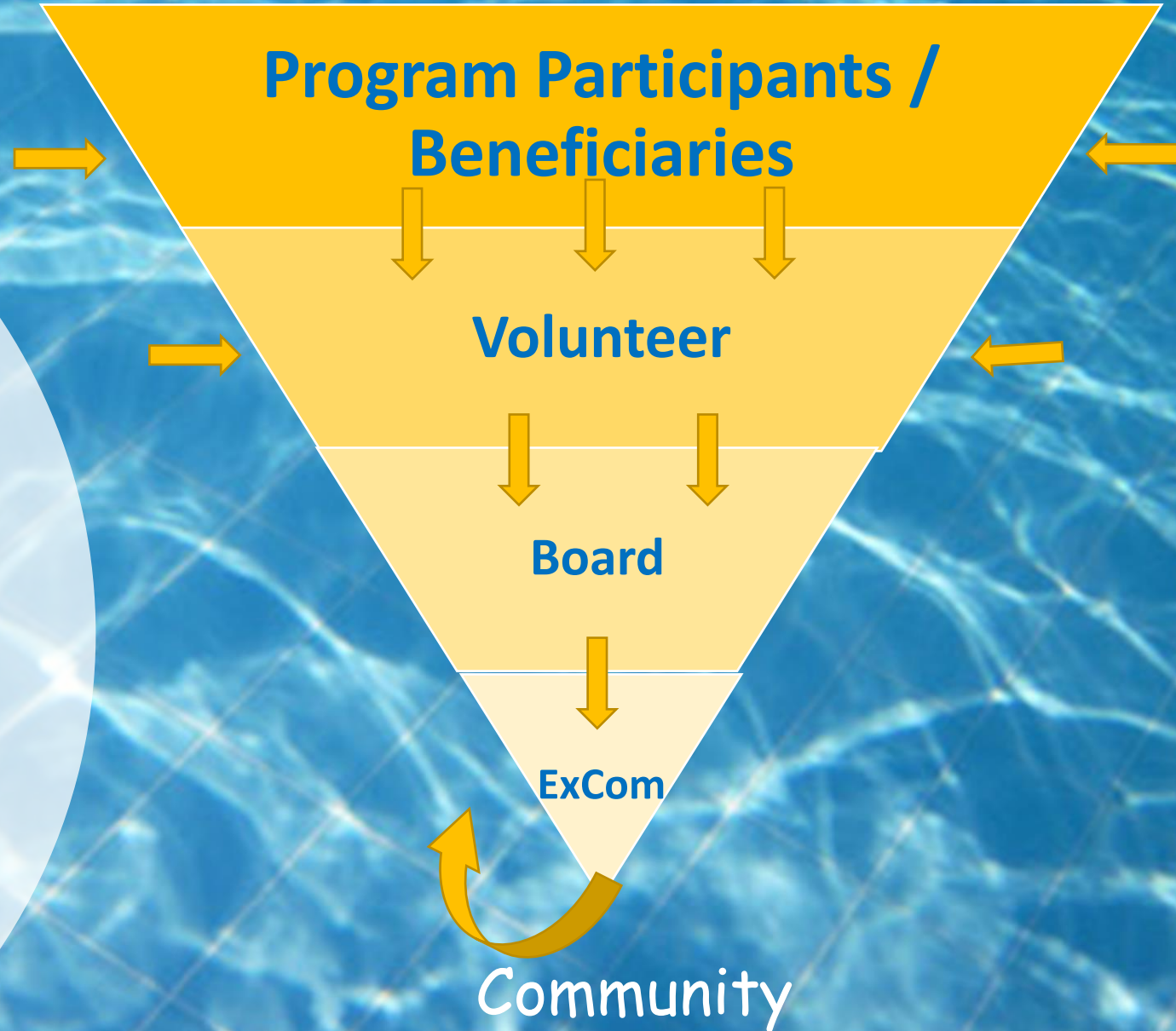
5. Our board members are given a job description and orientation.



6. We apply a term limit policy



Thinking about
recruitment ...



SKILLS	PRESENT MEMBERS	RECRUITMENT NEEDS
Fundraising	Creative	Proposal writer
Financial management	Banker	
Legal advice	Lawyer	
Communications – social media	IT specialist	Blogger
School connections		Teacher or administrator
Beneficiary members		Parents
Ethnic diversity		
Age diversity		Students

Create a
Board
Recruitment
Plan ...

Useful Resources

[Board Succession Plan](#) – Diligent
Insights

[Board Orientation](#) – National
Council of Non-Profits

Organizational
Reflection on
Recruitment ...

Using the Take Away
sheet, in the next 3
minutes ...

Take time to reflect on your board
recruitment and succession. Jot
down ideas and resources that
will help your organization.

Building an Informed and Effective Board



THE NONPROFIT TIMES

The Leading Business Publication For Nonprofit Management

Characteristics of High-Performing Boards

https://www.thenonprofittimes.com/npt_articles/create-a-high-performing-board/

- CEO and chair fully engage individual members;
- Practices effective governance, especially related to recruitment and reappointment;
- Leadership succession is an integral part of the culture;
- Strong focus on performance, results and measures of success;
- Constant communication to key stakeholders on the organization's achievements;
- Actively participates in fundraising;
- Assesses and measures its own performance.

Building a Board!



Build trust and strengthen relationships



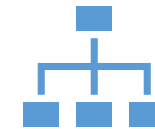
Strengthen board committees



Create an annual board work plan



Hold periodic retreats and self-assessments



Monitor organizational performance

Organizational Performance Monitoring

Effectiveness

Achieving **Results**
Meeting **Standards**

Efficiency

Enhancing **Delivery**
Increasing **Reach**

Relevance

Engaging **Target Populations**
Embracing **Learning**

Sustainability

Mobilizing **Resources**
Harnessing **Social Capital**

- **Organizational Performance Index (OPI) - Pact**



Board Meetings!!!

- (Watch previous L&L session!)
- Focus on committee reports
- Celebrate achievements; review commitments
- Follow your calendar and agenda – send both in advance
- Start 15 minutes early for socializing and trouble shooting
- Consider a consent agenda

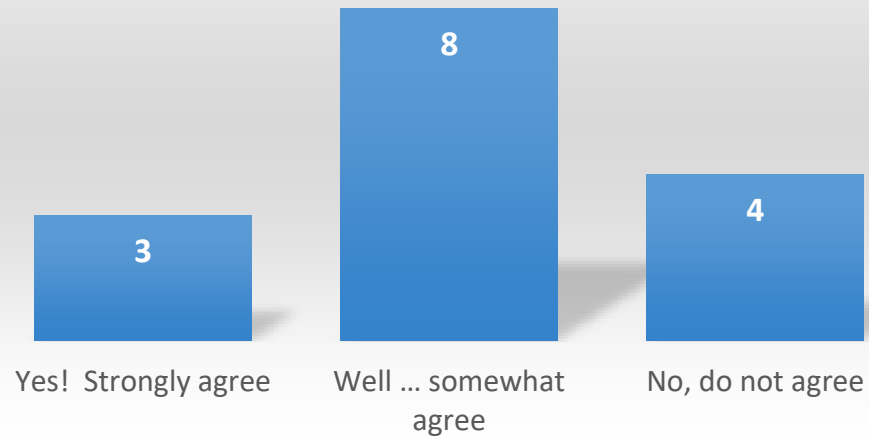
Survey Says... !

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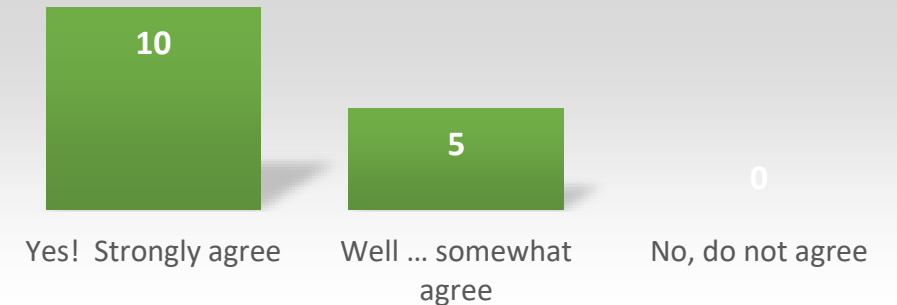
7. Board meetings are regular, decisions are documented and followed-up.



8. Our board maintains a calendar of issues throughout the year.



9. Our board ensures the organization delivers on its mission and protects its reputation.



Useful Resources

[All Hands On Board: The Board of Directors in All-Volunteer Organizations](#) – Blue Avocado

[Board Self-Assessment Tool](#) – McKinsey & Co.

[Creating a Board Work Plan](#) – InFocus Leadership

[Effective Board Meetings for Good Governance](#) – Council of Non-Profit Associations

[Consent Agendas](#) – Council of Non-Profit Associations

[Engaging Boards and Trustees in Strategic Learning](#) - FSG

[Organizational Performance Index Handbook](#) - Pact



Speed Dating Activity!

You will be in a breakout room in pairs for **3 minutes!**

1. Introduce yourselves
2. Share: *What do you do ... (or what will you do) ... to make your board effective?*

We will have **3 rounds** of breakout rooms.

Enjoy your conversations!!!



What ideas did you pick up?

(Write them in the chat)

Consulting Support for Your Organization

Meg Kinghorn and Jeff Feldman have each served nonprofit organizations and NGO's for 30+ years. They have partnered with United First Bank, Eastern WV Community Foundation, and United Way of the Eastern Panhandle to offer a series of Lunch & Learn sessions for local nonprofit leaders on topics such as strategic leadership, effective meetings, teaming, fundraising, and board development.



Meg Kinghorn

Meg Kinghorn International
Facilitator & Program Designer

Organizational / Network Development
NGO Capacity Strengthening

Meg@Kinghorn.org
www.MegKinghorn.org

Meg and Jeff are available to support your needs in training, facilitation, planning and organization development.



Jeff Feldman

Eagle's View Enterprises
Trainer, Facilitation & Coach

Leadership, Teaming, &
Organizational Process

EaglesViewEnterprises@gmail.com
304-274-0509

Arenas of Practice . . .

- Visioning & Strategic Planning
- Teambuilding
- Creative Problem-Solving
- Strategic Decision-Making
- Board Development
- Fundraising
- Capacity Building
- Leadership Development
- Partnership & Collaboration
- Organizational Learning
- Training & Coaching

U1

My bank for

LEARNING
Understanding
BUILDING
Investing
CARING
Planning
Connecting
Volunteering
Encouraging
LIVING
Saving
Teaching
Serving
BRAINSTORMING
DREAMING
Lending
Supporting
Guiding
Advising

U1

First United
Bank & Trust

EASTERN WEST VIRGINIA
COMMUNITY FOUNDATION
Gather. Grow. Grant.



United Way
of the Eastern Panhandle

*THANKS FOR
JOINING US!*