

NONPROFIT LEADERSHIP AND EFFECTIVENESS BOARD GOVERNANCE SERIES: BUILDING IMPACTFUL AND INCLUSIVE BOARDS

Session 1: GOVERNANCE FUNDAMENTALS AND BOARD ROLES AND RESPONSIBILITIES

In part one of this series, we'll discuss the purpose of nonprofit governance as a mechanism for volunteer community leadership and engagement and how to ensure that the board fulfills its fiduciary and legal obligations. Using CompassPoint's *Governance and Management Support* tool, we'll also discuss the specific roles and responsibilities of board members and how best to leverage the diversity of board members' professional and lived experiences to ensure that organizations are relevant to our communities and inclusive of those we serve. You'll leave the session with strategies and ideas for improved board engagement based on your communities' needs, the organization's needs, and individual board members' unique interests, skills, and capacity.

Session 2: BOARD STRUCTURES AND DECISION MAKING PRACTICES

Building on session one, this session will address three aspects of your governance model, committees, meetings and decision-making. Specifically, we'll discuss how to determine the right committees and task forces and strategies and considerations for committee membership. You'll learn how to design board meetings that are engaging and inspiring, focused on the right work at the right time, and inclusive and welcoming to all board members. Making decisions is a critical function of the board, yet there is often a lack of attention to the way boards make decisions. We'll review decision making best practices that ensure equitable processes that are clear, transparent, and inclusive.

Session 3: FINANCIAL LEADERSHIP & EXECUTIVE DIRECTOR HIRING AND EVALUATION

This session will cover two topics critical to board work: financial leadership and the executive director. First, we'll discuss a framework for understanding financial leadership specifically within the context of board governance. We will review key financial statements to help you strengthen your financial literacy and better understand your organization's overall financial health. We'll end this section with a discussion on what finance roles and structures your organization needs to support a strong staff and board partnership

In the second half of this session, we will review the core principles related to the board's role in evaluating and supporting the executive director. You'll learn how to prepare for an evaluation meeting and ensure that it is a satisfying and productive experience. We'll discuss some of the issues of inequity that are prevalent in executive oversight and transitions processes, such as hiring practices, compensation, and onboarding. Participants will receive evaluation templates to customize for their own unique needs.

Session 4: BOARD RECRUITMENT AND BOARD SUCCESSION PLANNING

This session will take you through a step-by-step process to identify your board's ideal composition based on the organization's governance and management support needs, and how to structure your recruitment process. This session will also address how to manage board succession through a thoughtful and planned recruitment process. We'll cover recruitment priorities that center candidates that come from the populations you serve and bring the experiences—both lived and professional—that your board needs to be relevant and reflective of your communities. You'll learn strategies for identifying potential board candidates and how to lead them through a recruitment process including onboarding practices to welcome, support and orient new members to the work of nonprofit governance and community ambassadorship.

Session 5: BOARD GOVERNANCE ACTION PLANNING

In our final session, we'll be joined by a panel of past participants who will share their stories of board culture shift and change. They'll tell us about specific strategies and tools they implemented—what worked, what didn't, and what they learned in the process. There will be time for you and your peers to share your own success stories and learnings from the series. We'll close with action planning in your organizational teams so you leave with clear priorities and next steps to strengthen and possibly even transform your board. This could include planning a presentation to the board on your learnings, creating an outline for your first board handbook, or developing an agenda for a future board retreat.