

BOARD WORK DURING THE COVID-19 CRISIS



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Housekeeping Notes

- All audience members are muted
- Please use the **Q&A Feature** to submit questions
- If you experience any technology or internet issues, please dial **1-312-626-6799**, the webinar ID is **949-9957-0244**. This will allow you to listen in to the presentation.
- This webinar is being recorded and will be emailed after the session
- A FAQ will also be emailed after the session

Meet Our Expert!



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EMERGENCY RESPONSE



PRIORITY IS HEALTH AND SAFETY
STAFF, BOARD MEMBERS,
CLIENTS, AND COMMUNITY



FOLLOW ADVICE OF
HEALTH EXPERTS AND
ADHERE LOCAL
GUIDELINES



ENSURE YOUR EXECUTIVE
DIRECTOR HAS WHAT
THEY NEED



PRACTICE AN ABUNDANCE
OF CAUTION



ENSURE APPROPRIATE
OPERATIONS

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SUPPORT THE EXECUTIVE DIRECTOR

- Be present
- Provide support
- Follow your Executive Director's lead
- OK to ask questions, not OK to micro-manage or second guess
- Eliminate unnecessary noise; don't make burdensome requests

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URGENT GOVERNANCE ISSUES

FUNDRAISING

You're needed now more than ever!



ADVOCACY



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NEW KIND OF PLANNING: ADAPTIVE & CONTINGENCY



Laser focus on the most impactful and mission critical programming: who must we be here for?



Business continuity, planning for a re-start



Adapting plans to new reality (fundraisers, convenings, trainings)



Collaborations, partnerships and mergers



What if we need to shut-down



What have we learned and how will we preserve this knowledge?

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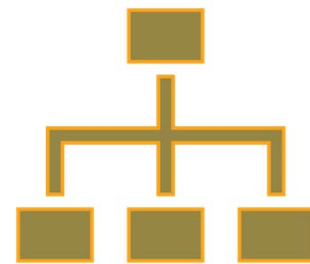
\$ FINANCIAL & FUNDING CONSIDERATIONS

- Understand your financial position—especially cash
- Possibility for new revenue source?
- Find out if existing resources can be reallocated and/or restrictions lifted:
 - Quasi endowments
 - Reserve accounts
 - Capital campaign funds
 - Program/temporarily restricted grants
- Revenue projections and revised budgeting
- Decisions related to credit, loans, stimulus programs

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TIGHTEN AND RE-ORGANIZE YOUR BOARD STRUCTURE

- Evaluate the essential from the expendable
- Re-focus committee work; what committee work needs to be shifted, created or suspended?
- Everyone does not have to do everything. Streamline; assign tasks and identify people to be on point



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DON'T GO IT ALONE

- Practice humility
- Assess what skills and expertise you have on board and what you don't...then get help where needed
- Legal advice (e.g. breach of contract, paid leave, OSHA)
- Professional expertise (e.g. HR, financial)
- Seek out thought-partners
- Get input on decisions




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EQUITY AND INCLUSION

- The crisis is having a far greater impact on communities of color, marginalized, and vulnerable populations (some examples):
 - Anti Asian hate crimes
 - Higher risk of illness and death in Black communities
 - Barriers to healthcare
 - Increased rates of unemployment for immigrants, POC
 - Undocumented people left out of stimulus funds
- Stay informed, educate yourself on the impact to your staff and communities
- Use an equity lens for decisions (e.g. program cuts, staff changes)
- Ensuring inclusive online practices (access, technology)





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TAKE CARE OF YOURSELVES

-  Board chairs: Check in with all board members to ensure they are still engaged and ready to focus on new priorities.
-  Board members, talk to one another.
-  Lift any unnecessary weight off the ED's shoulders

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DON'T FORGET ABOUT GOOD GOVERNANCE

-  Don't take short cuts
-  Follow bylaws. If you can't, officially suspend procedural articles that aren't possible now
-  Ensure quorum
-  Document all actions

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EXERCISE EMPATHY AND COMPASSION

- This is hard for everyone
- Don't engage in comparative suffering
- Get the support you need to sustain yourself and be there for others
- Practice empathy, patience and compassion.... especially when someone isn't being their best



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QUESTIONS & COMMENTS

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Next Steps

- This recording and the slides will be emailed to you
- Please visit our COVID-19 page for resources and our other webinar recordings: <https://www.gnof.org/covid19-nonprofits/>