



BOARD GOVERNANCE SERIES: BUILDING POWERFUL AND INCLUSIVE BOARDS

Spring 2024

The Board Governance Series is for teams of board members, executive directors, and senior staff interested in deepening their understanding of nonprofit governance; strengthening their diversity, equity, and inclusion practices in governance; increasing board engagement; and maximizing their board's impact.

The series includes five sessions on critical governance topics such as the role of the board and board member responsibilities; governance versus organizational management; board structures and decision-making; financial leadership; and board composition, recruitment, and succession planning. Throughout the program, we will discuss the importance of board diversity, community-centered leadership, equity-based governance policies and structures, and inclusive board practices. Participants will leave with a governance toolkit that includes sample templates, tools, and resources.

Session 1: GOVERNANCE FUNDAMENTALS AND BOARD ROLES AND RESPONSIBILITIES

In part one of the series, we will discuss the purpose of nonprofit governance as a mechanism for volunteer community leadership and engagement and how to ensure that the board fulfills its moral, fiduciary, and legal obligations. Using the *Governance and Management Support* tool, we will 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. Participants will leave the session with strategies and ideas for improved board engagement based on community needs, organizational 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 will explore how to determine the right committees, task forces, and considerations for committee membership for your board. We will present information and tools 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 in which boards make decisions. We will discuss best practices related to decision-making to ensure equitable processes that are clear, transparent, and inclusive. Participants will leave this session with actionable next steps to improve your board's structures and practices.

Session 3: FINANCIAL LEADERSHIP FOR BOARD MEMBERS

This session will focus on the board's role in financial leadership by exploring core governance and financial leadership principles:

- embrace mission and money;
- demand and invest in financial literacy;
- understand your business model and financial position;
- cultivate a culture of transparency and accountability; and
- proactively plan and monitor your finances.

We will review how to read and interpret the information found on balance sheets and statements of activities. Participants will leave this session with a clear understanding of the distinct and shared roles of the Board, Treasurer, Finance Committee, and Executive Director within financial leadership and how to support a strong staff and board partnership.

Session 4: BOARD RECRUITMENT AND BOARD SUCCESSION PLANNING

This session will take participants 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. Participants will understand how to address board succession through a thoughtful and planned recruitment process, including how to set recruitment priorities that center candidates who come from the populations you serve and align their lived and professional experiences with board needs. We will discuss strategies and tools for identifying potential board candidates and developing a recruitment process and onboarding practice that includes an orientation and mentoring.

Session 5: STORIES OF BOARD CHANGE AND CULTURE SHIFT & ACTION PLANNING

In our final session, participants will share their success stories and learnings from the series. The session will 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.