

HARNESSING THE POWER OF THE BOARD CHAIR AND EXECUTIVE DIRECTOR RELATIONSHIP

Sobel & Co. Nonprofit Quarterly Webinar

May 11, 2016

Mary Jean Barnes & Bette Schultz
Dress for Success Morris County



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Agenda

- ❑ Who we are
- ❑ Dress for Success Morris County
- ❑ Uniqueness of the ED/ President relationship
- ❑ What makes it work



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Who we are: Mary Jean Barnes, Esq.

Non-Profit Experience

- Dress for Success Morris County
 - 2nd year as Executive Director
 - 8 years as Board Counsel
 - 3 yrs. as Professional Women's Group Steering Committee member
- United Way of Summit, New Providence and Berkeley Heights
 - Funds Distribution Committee
- Union County Child Placement Review Board
- National Organization for Women
 - *Secretary, NOW-NJ*

Corporate Experience

- 20 years as practicing attorney, advising individuals and corporate entities on transactional matters
- Thomas Publishing Company
 - Marketing Services Manager
- Direct Marketing Association
 - Manager, Information Services



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Who we are: Bette Schultz

Corporate Experience

30+ year pharmaceutical executive

- Currently an independent biopharma consultant
- VP & Business Unit Head at Novartis
- Various marketing & licensing positions at Schering-Plough & Eli Lilly

Non-Profit Experience

Dress for Success Morris County

- 2nd year as Board President
- 2 years as Board VP
- Chair of Nominating Committee
- 2 years on Advisory Board

Visual Art Center of NJ

- Trustee for multiple years
- Treasurer
- Chair of Finance & Personnel Committees
- Chair of ED Search Committee
- Prepared strategic plan as volunteer

Great Swamp Watershed Association

- Member of Finance Committee



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



About Dress for Success Morris County

- Dress for Success® Morris County was established in 1998
- We are located in Morris County and currently serve clients from the following 10 counties:
 - Bergen - Essex - Hunterdon - Middlesex - Morris
 - Passaic - Somerset - Sussex - Union - Warren
- We provide women with the tools, skills and confidence to get a job and keep a job through a unique, comprehensive suite of services:
 - Our Suiting and mobile programs
 - A full complement of career services
 - An ongoing network of support, coaching and guidance
- Last year we served over 1100 women
- Clients are referred by almost 100 social service agencies & organizations
- We depend primarily on volunteers to implement our programs



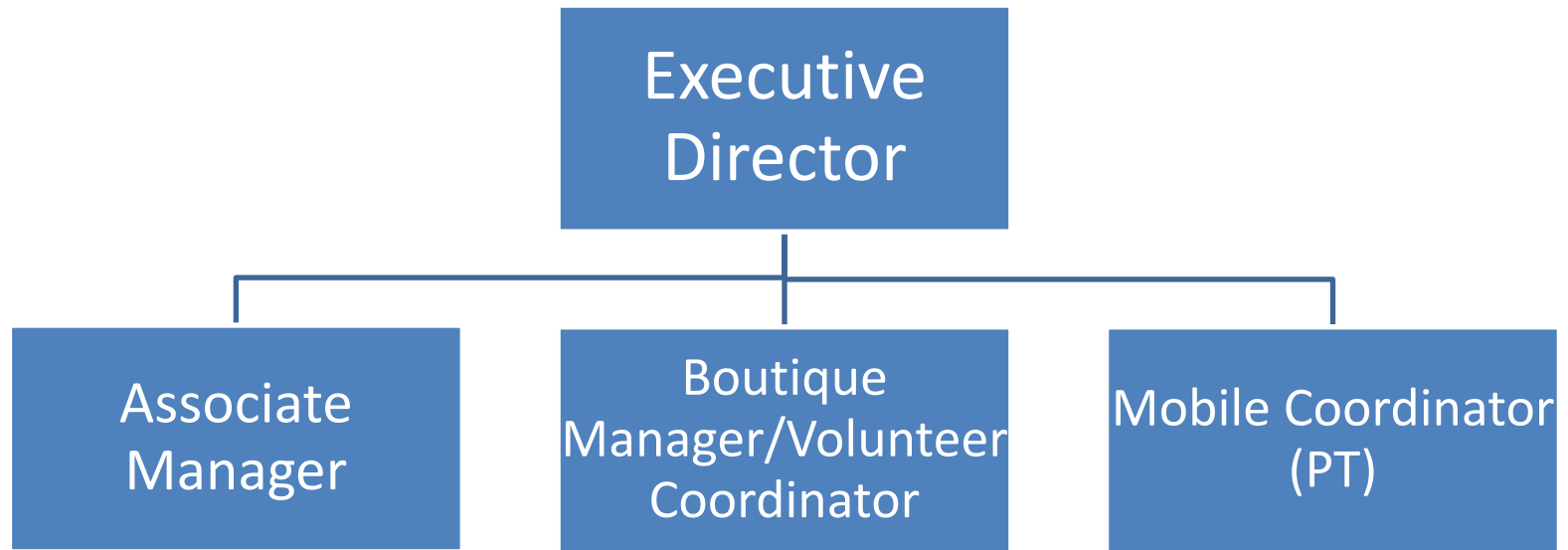
DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working

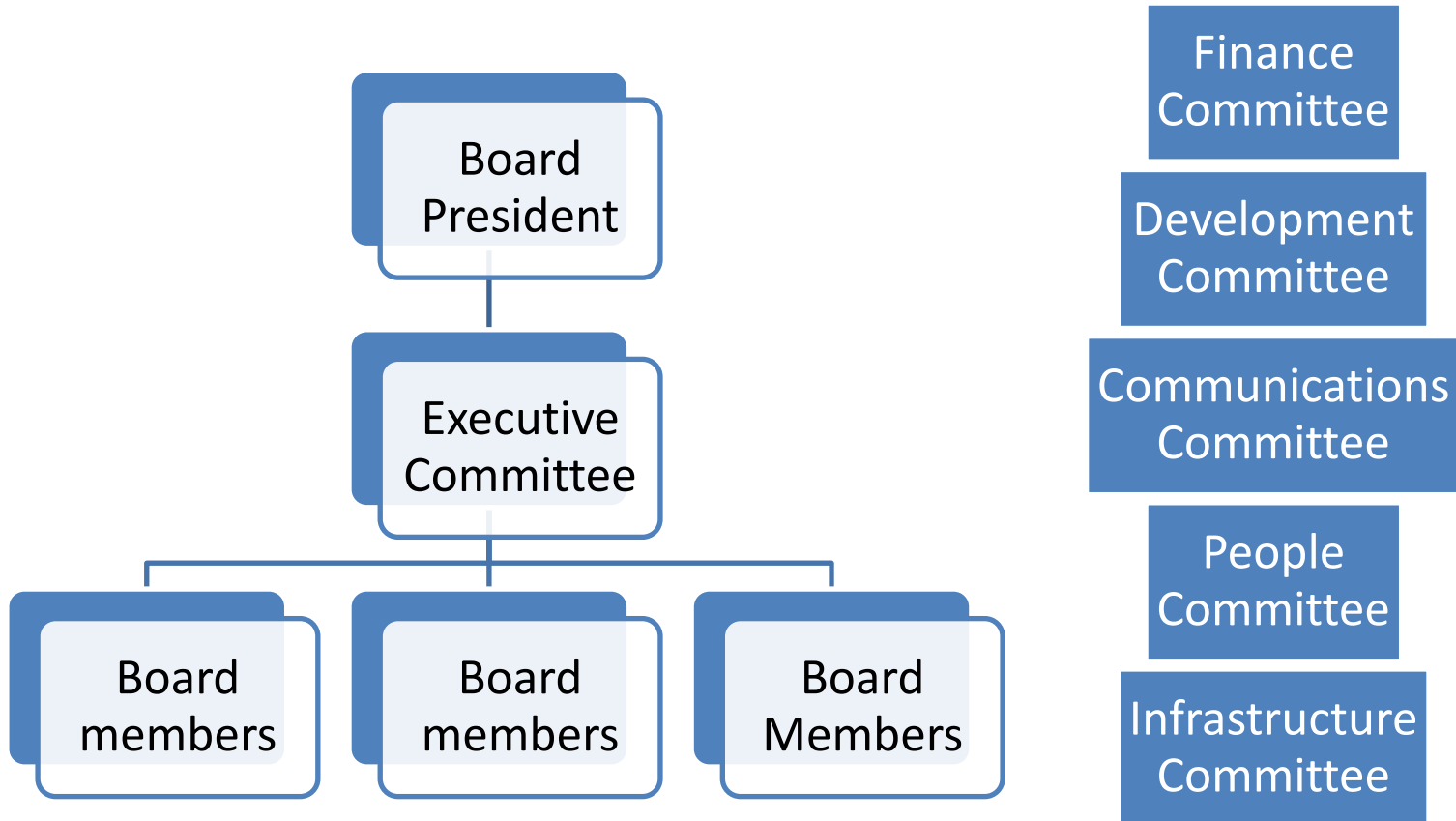


Small Paid Staff



Board of Directors

- Currently 15 members; by-laws allow for 19
- Active Board; functions through committees



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



The ED/President Relationship Is Unique

❑ The “Odd Couple”

- The ED reports to the President
- The President supports the ED

❑ The relationship is fluid

- Dependent on the experience and tenure of each and evolves over time
- Changes with each new President



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



The ED/President relationship is crucial

- ❑ If positive, it drives the success and growth of the organization
- ❑ If negative, it can divide and hinder the organization



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



What Makes It Work?

- Delineation of responsibilities
- Strong, open communication
- Coordination & partnership
- Conflict resolution



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



ED Responsibilities

- ❑ Directs the development & implementation of all programs
- ❑ Hires, manages and evaluates all paid staff
- ❑ Ensures adequate volunteer staffing
- ❑ Manages all administration
- ❑ Develops annual budget
- ❑ Executes all fundraising and revenue building programs/initiatives
- ❑ Builds relationships with the community and corporate partners
- ❑ Acts as spokesperson
- ❑ Recruits Board President



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



President Responsibilities

- ❑ Leads the Board
- ❑ Directs Board committees
- ❑ Sets strategy & annual objectives
- ❑ Oversees resources & growth
- ❑ Ensures financial solvency
- ❑ Approves budget
- ❑ Fundraising champion
- ❑ Evaluates the ED
- ❑ Replaces him/her self



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Joint Responsibilities

- ❑ Establish the organization's vision and plan for growth
- ❑ Development: strategy, tools & prospects
- ❑ Recruit a strong Board
- ❑ Advocate for the organization and its mission



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Strong, Open Communication is Essential

- ❑ Weekly meetings
- ❑ Email or phone calls as needed
- ❑ Not hierarchical
 - Independent relationships & communications with all Board members



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



ED & President are Partners

- ❑ Shared ownership, leadership & accountability
- ❑ Plan Board meetings together
- ❑ Set strategy & plan key initiatives together
- ❑ Act as sounding boards for each other
- ❑ Focus on the success of the organization & its mission



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Conflict Resolution

- ❑ Discuss openly
- ❑ Refer back to responsibilities
 - If operational, defer to ED
 - If regarding Board roles, defer to President
- ❑ Bring to full Board as last resort



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Underlying Everything To Make it Work

Mutual Trust & Respect!



Thank you!

Questions?



DRESS FOR SUCCESS®

MORRIS COUNTY

Working to Get Women Working



Working to Get Women Working



DRESS FOR SUCCESS®

MORRIS COUNTY