



# Developing strategic and effective nonprofit boards

*“Beyond the duties of care, loyalty, and obedience, there is I suggest, a fourth board duty: the duty of imagination.” Alice Korngold*

## Establishing goals and expectations

- ▶ Governing the organization and ensuring that it succeeds in its mission.
- ▶ Formulation and implementation of policy, legal activity and compliance, raising funds, and public accountability.
- ▶ Personal Giving

# Roles and Responsibilities

## Financial Management

The Board is responsible for the prudent management of the organization's funds.

## Governance

- Assuring continuity of leadership through the nomination process
- Identifying, recruiting, orienting new board members
- Evaluating board and board member performance

## Development/Fundraising

The Board is responsible for ensuring the necessary funds to carry out its yearly plan of action. This may include personal contributions, but more importantly, it means using contacts and connections to ensure that monetary and in-kind contributions are available.

## Strategic Planning

Board members must understand the goal, policies and programs of the organization so that they can adequately plan for the future. This is done in conjunction with program staff.

## Ambassadorship

# Identify the right candidates

- ▶ Where are you in Organization Life Cycle?
- ▶ Connection/Passion for mission
- ▶ Other nonprofit/nonprofit board experience
- ▶ Known for keeping their word and being effective

# Recruiting effectively

- ▶ What you are looking for?
- ▶ It's a process
- ▶ Tour of Mission
- ▶ Warm bodies vs. the right body
- ▶ Asking people who know the kind of people you'd like on your board
- ▶ Networking, LinkedIn

# New Board Member Recruitment Process

- ▶ Matrix - what are your gaps
- ▶ New Board Member Pipeline
- ▶ Invite for tour/meeting
- ▶ Serve on Committee first?
- ▶ Nomination by board member
- ▶ Meeting with E.D. and two members of Governance (Nominating committee)
- ▶ Prospect Completes Application Form
- ▶ Vote

# On Boarding New Board Members

- ▶ New Board Member orientation
  - Homework
  - In Person
- ▶ Buddy system
- ▶ One-on-one with Development Director
- ▶ Assign to Committee

# Committee Structure

- ▶ Executive
- ▶ Governance
- ▶ Human Resources
- ▶ Program
- ▶ Finance
- ▶ Strategic Planning Task Force
- ▶ Other Task Forces as needed



# Training New Board Members

- ▶ Board Source
- ▶ Board Coach
- ▶ Sobel & Co.
- ▶ Center for Non Profits - NJ
- ▶ Support Center for Nonprofits - NYC

# Retaining top talent

- ▶ Gratitude
- ▶ Training
- ▶ Support
- ▶ Well run meeting!
- ▶ Culture
- ▶ Trustee Emeritus Council

# Resources

- ❑ Center for Non Profits <http://www.njnonprofits.org/>
- ❑ Michael Davidson - Board Coach - <https://boardcoach.com/>
- ❑ Joan Garry - [www.joangarry.com](http://www.joangarry.com)
- ❑ Nonprofit Leadership Lab (with Joan Garry) <https://nonprofitleadershiplab.com>.
- ❑ Blue Avocado - <https://blueavocado.org>
- ❑ Nonprofit AF - <https://nonprofitaf.com/>



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“From the moment life begins, human growth depends on accepting and mastering loss. The alternative to feeling loss in our gut is to risk irreversible damage to the life that remains.”

- Lily Pincus, author

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