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# Building on Success Cohort Learning Session 3: Board Governance

October 22, 2020

# Welcome



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# Welcome to the Governance Cohort Learning Session

- Updates HFPG
- Tonight's Session
- Using Zoom
- Adding Your Organization's Name



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# **Building on Success**

## **Cohort Learning Session 3:**

### **Governance**

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October 22, 2020

# Agenda Overview

- Tonight we'll focus on governance broadly and how boards are sustaining their organizations now and current stresses on boards and small nonprofits
- During small and large group discussions, and presentations, we'll talk about how the board can build capacity and focus on growth during this time

# How We Will Work Together

<b>Norms</b>	<b>Outcomes</b>
<p data-bbox="208 601 813 646"><b>How we will work together</b></p> <ul data-bbox="208 715 877 1160" style="list-style-type: none"><li data-bbox="208 715 722 761">• Begin and end on time</li><li data-bbox="208 772 691 818">• Attend every meeting</li><li data-bbox="208 829 498 875">• Share ideas</li><li data-bbox="208 886 556 932">• Active listening</li><li data-bbox="208 943 877 989">• Collaboration (among groups)</li><li data-bbox="208 1001 683 1100">• Be vulnerable, share weaknesses</li><li data-bbox="208 1112 542 1158">• Confidentiality</li></ul>	<p data-bbox="967 601 1663 704"><b>Tangible results your organization hopes to achieve</b></p> <ul data-bbox="967 772 1692 1275" style="list-style-type: none"><li data-bbox="967 772 1450 818">• Draft a strategic plan</li><li data-bbox="967 829 1257 875">• Fundraising</li><li data-bbox="967 886 1441 932">• Tools for onboarding</li><li data-bbox="967 943 1692 1100">• Staff: when to hire, how to sustain, admin costs for staff vs. for programs</li><li data-bbox="967 1112 1673 1158">• Scaling up a small organization</li><li data-bbox="967 1169 1663 1275">• Learn how to manage a board, run productive meetings</li></ul>

# Poll: What is your greatest governance challenge right now?

- a) Handling the challenges posed by COVID-19
- b) Handling challenges related to racial equity, diversity and inclusion
- c) Not enough time to do all we need to do on the board
- d) Recruiting new board members
- e) Sustaining the organization/raising money
- f) Planning

# Basic Responsibilities of Nonprofit Boards

1. Determine mission & purpose & advocate for the organization
2. Select the chief executive
3. Support and evaluate the chief executive
4. Ensure effective planning
5. Monitor and strengthen programs and services
6. Ensure adequate financial resources
7. Protect assets and provide financial oversight
8. Build and sustain a competent board
9. Ensure legal and ethical integrity
10. Enhance the organization's public standing
11. Make sure race equity is centered in all board activities



# Small Group Exercise: Assessing Your Own Board

- Respond to exercise questions individually
- Discuss with your team
- Identify 2 – 3 priorities for board capacity building in the months ahead

# What Makes A Good Board Member?

- **Context**
  - Work of the Board - What does the organization need its board to do now and in the foreseeable future? IISC Strategic Moment framework (last learning session)
- **Fit**
  - Board Culture, Responsibilities, Expectations
- **Characteristics**
  - Passion, Experience, Skills/Knowledge, Availability

# Small Group Exercise – Case Study

## Redwood Arts Collaborative

- In your small group, read and discuss the case.
- Together, consider the questions posed at the end and come up with several strategies.
- Assign someone to record responses and to share *one* strategy when we re-convene.

# Case Study – Debrief

## Redwood Arts Collaborative

Share **one** strategy, identified by your group, that the Board of Redwood Arts Collaborative could implement to manage their organization's situation.

# Session Recap

- Collective Governance Challenges
- Role & Responsibility of the Board
- Opportunities to Improve and Build Capacity
- What Makes a Good Board Member?
- Lessons Learned and Key Take-Aways

# Resources, Next Session and Wrap-Up



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# Additional Resources

Check the BOS weblink for additional resources -

<https://www.hfpgnonprofitsupportprogram.org/what-we-offer/workshops/building-on-success>

- Ditch Your Board Composition Matrix – Blue Avocado
- Recruiting for Board Diversity – Boardsource Blog
- What is a Highly Effective Nonprofit Board Member?



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# Closure / Next Steps

- Please complete the online feedback survey
- Assessment survey from Jamal Jimerson for our November session
- Next Session:
  - ☐ Thursday, November 19, 2020: *Building an Inclusive Board*
- Check the weblink for session materials



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**Thank You !**