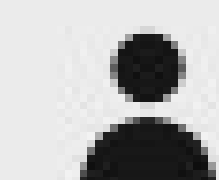
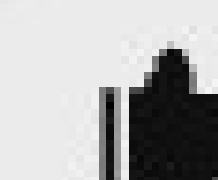


INVEST IN YOUR ORGANIZATION THROUGH BOARD SERVICE

WITH:
SHEENA SOLOMON
THE GIFFORD FOUNDATION
EXECUTIVE DIRECTOR



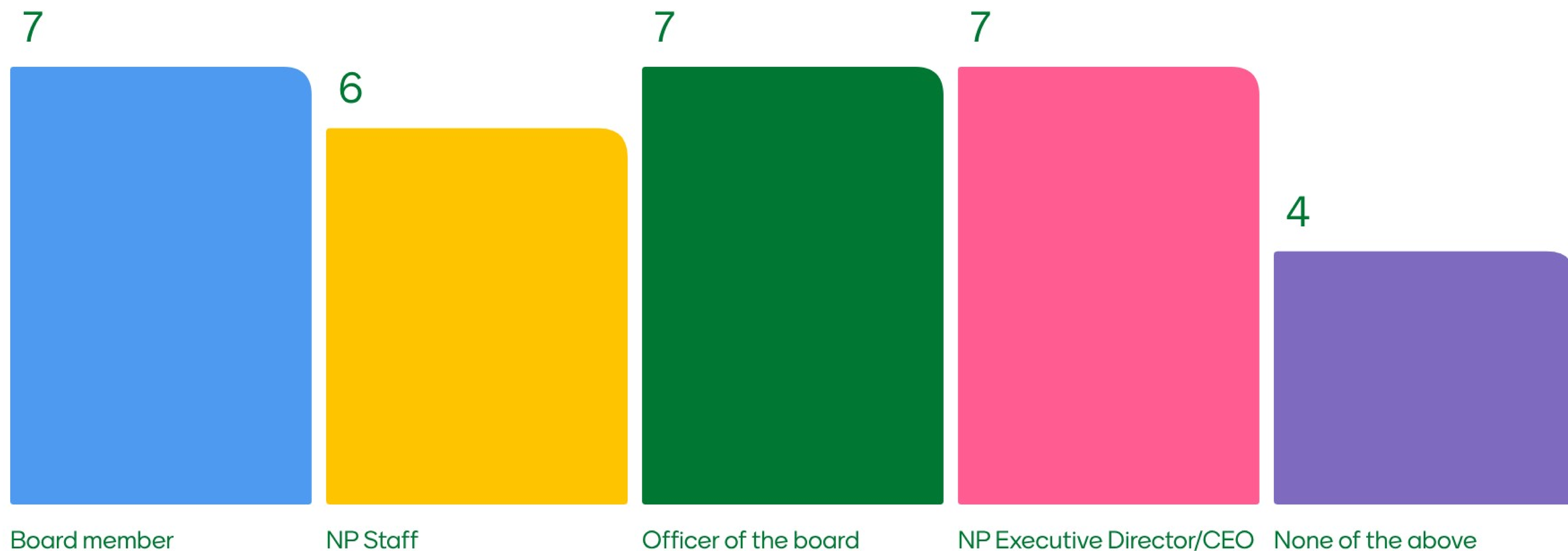
Welcome

Thank you!

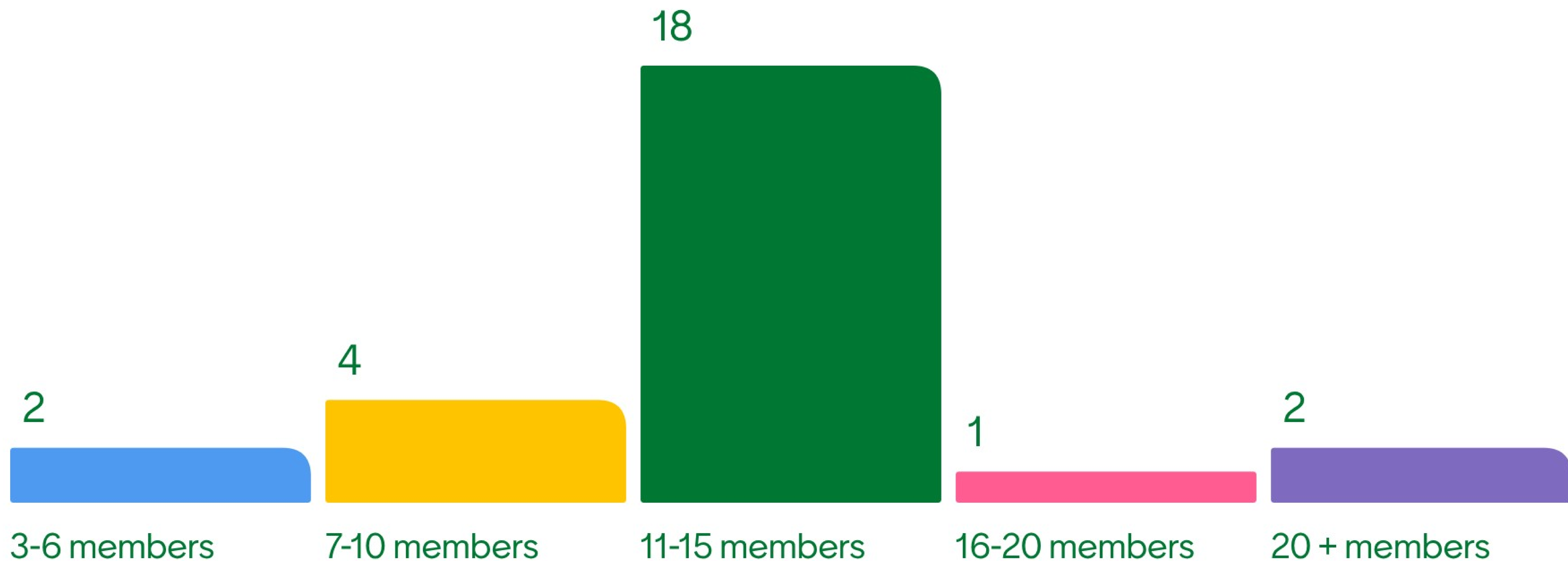
Who's Here



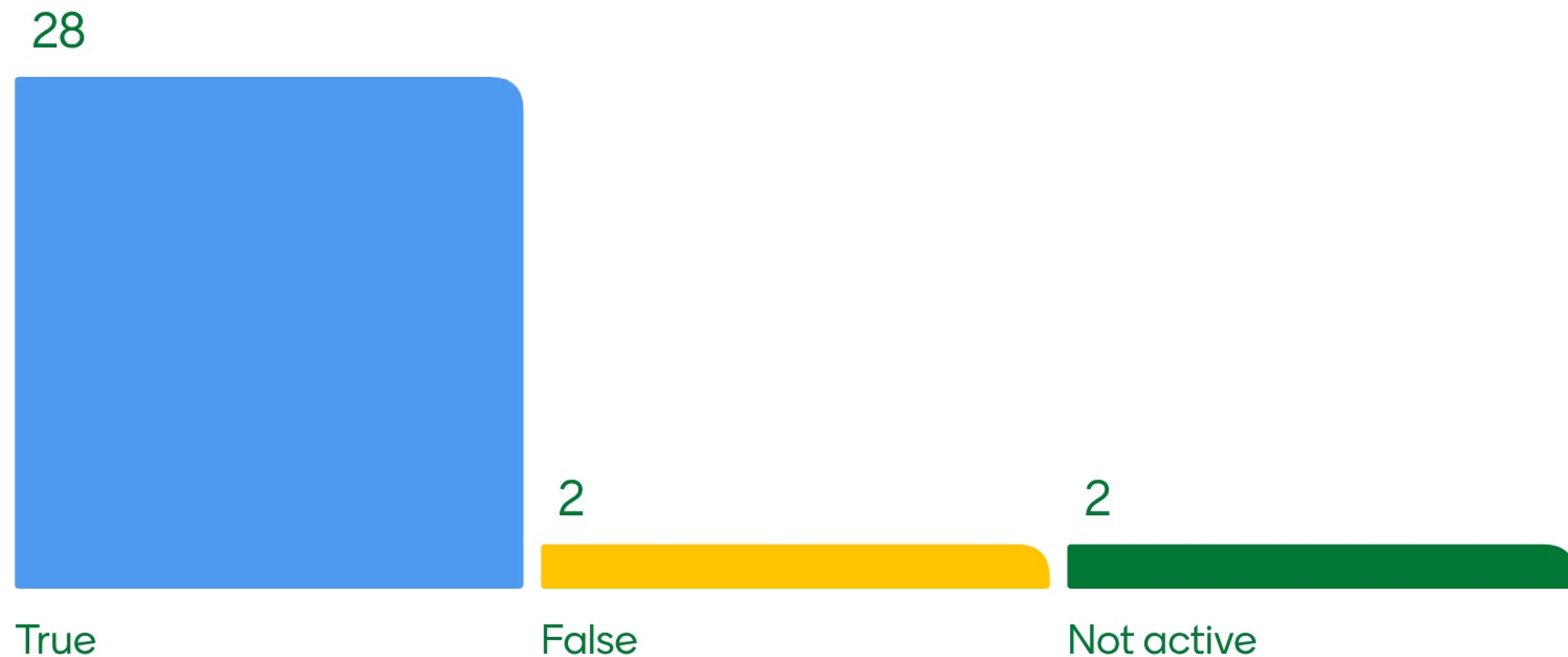
What hat are you wearing today?



What size board do you have?



My board has committees.



Share up to three words that describe why you believe boards are important.



What would you like to get out of our time together?

Suggestions to help our organization grow

Are board member terms a necessary requirement?

What are the best ways to form an efficient board with dedicated members that are invested in the mission?

Learn difference between committee and a board

I'm not currently sitting on a board, but looking to join in the future. I want to know what I should look for in a good board!

Best practices

How to find productive and engaging Board Members

Hear about new or different ideas concepts from other groups or people

What would you like to get out of our time together?

Key roles that we should be recruiting for

Type of person who should be on board, characteristics,

How to get funding

Optimum BOD composition.

Understanding how to add dimension and depth to board membership

Best practices around board member retention and engagement.

How to engage younger board members

New, diverse board members

What would you like to get out of our time together?

Board diversity
implementation

Director's role in board
growth & fundraising
from board

What board members

- THE PLAN:

WHAT'S THE PURPOSE OF THE BOARD.

WHAT DOES INVESTMENT LOOK LIKE.

WHY IS IT IMPORTANT.

WHAT EFFORTS ARE YOU MAKING.

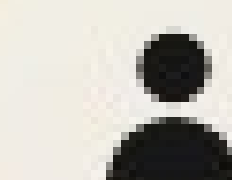
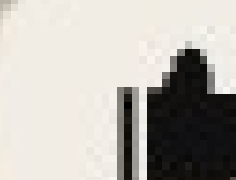


FACTS:

NONPROFITS THRIVE WHEN THEIR BOARDS ARE ENGAGED, DIVERSE, AND MISSION-ALIGNED.

BOARDS PROVIDE GOVERNANCE, STRATEGY, AND COMMUNITY CONNECTION.

YET, MANY BOARDS STRUGGLE WITH COHESION, REPRESENTATION, RETENTION, AND ENGAGEMENT.



What are the top issues your board struggles with.



COMMON CHALLENGES

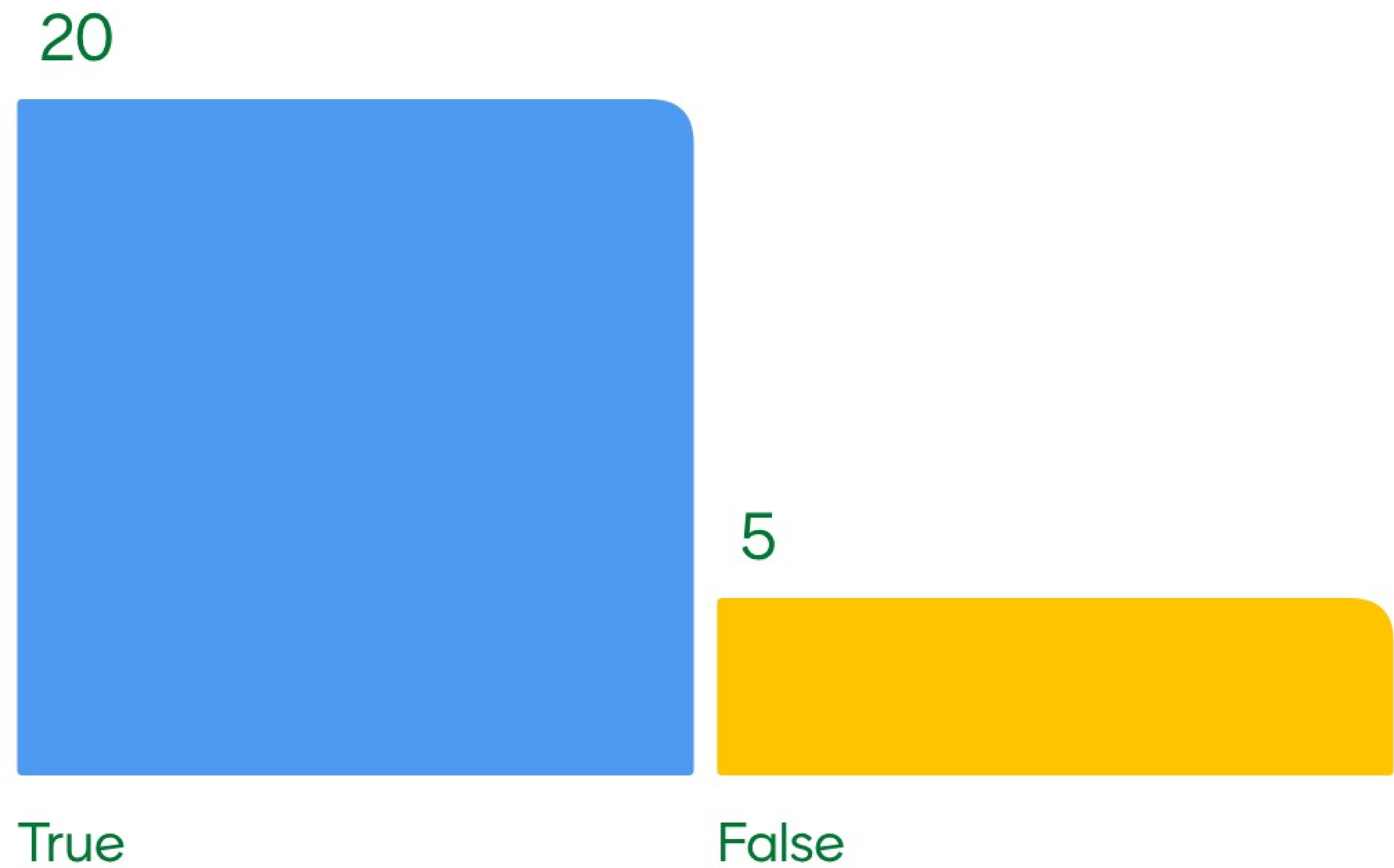
LACK OF DIVERSITY IN EXPERIENCE AND PERSPECTIVE.

UNEVEN PARTICIPATION OR DISENGAGEMENT.

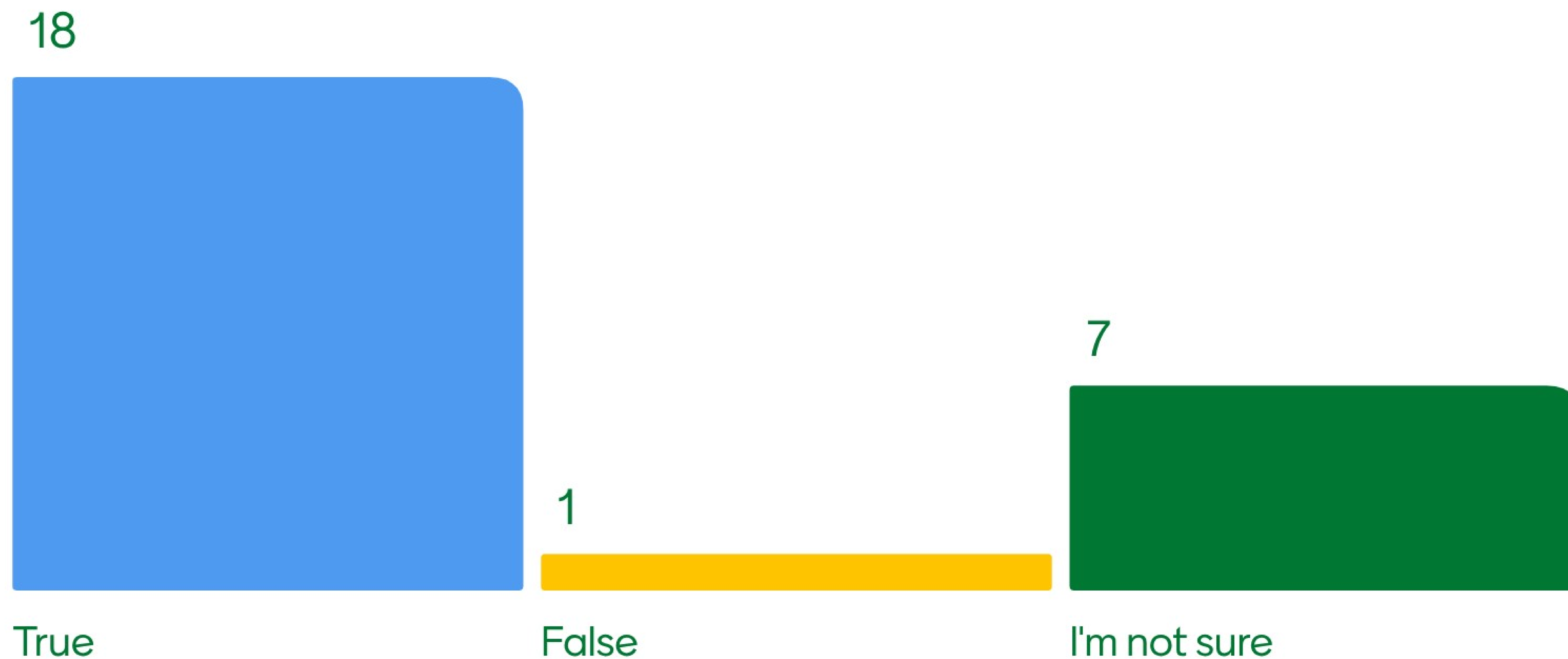
LIMITED UNDERSTANDING OF BOARD ROLES.

INSUFFICIENT COMMUNITY REPRESENTATION.

My board has a diversity challenge.



My board understands their roles and responsibilities.



Responsibilities

CEO of the organization:

- Lead from big picture perspective
- Set strategic direction
- Build Board understanding of the agency's work on related trends and issues
- Comply with policies
- Report results
- Tap board expertise and contacts
- Build relationship with the board

Board of Directors

- Hire and delegate to CEO
- Approve plans
- Approve policies
- Monitor performance
- Assure ethical behavior

Individually

- Preparation
- Participation
- Share connections and influence
- Working knowledge of organization
- Three T's
- Be an ambassador
- Consult and Advise

**NYS says you
must.....no
excuses!**

- **The duty of obedience to purpose-** everything is done in support of the Mission and regularly assessed
- **The duty of care** – providing oversight as if you “owned” the organization
- **The duty of loyalty** – undivided allegiance and accountability for resources

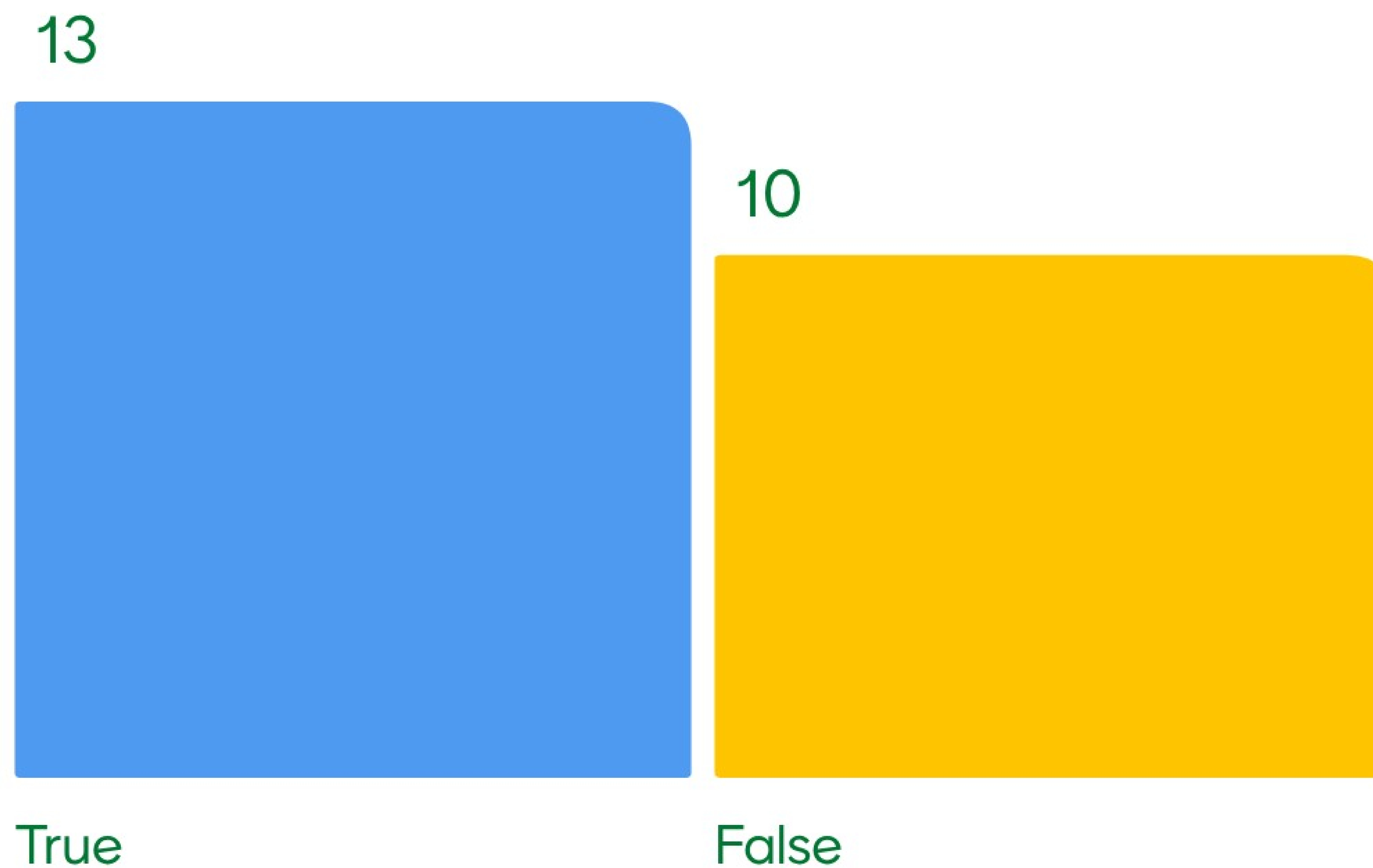
What boards are NOT supposed to do.....

- ☐ Go Nite Nite
- ☐ Not understanding the mission or vision
- ☐ Cause Harm
- ☐ Operating with outdated governance documents
- ☐ Little knowledge of what makes a nonprofit tick
- ☐ Loss of objectivity and accountability
- ☐ Breaking confidentiality
- ☐ Lack of effective oversight
- ☐ Impeding the director or staff
- ☐ Failure to cultivate board diversity

A STRONG BOARD:

- Provides strategic guidance and oversight.
- Ensure mission alignment and accountability.
- Strengthen community trust and partnerships.
- Drive fundraising and advocacy efforts.

My board is intentional when it comes to board development.



THE IMPORTANCE OF INTENTIONAL INVESTMENT

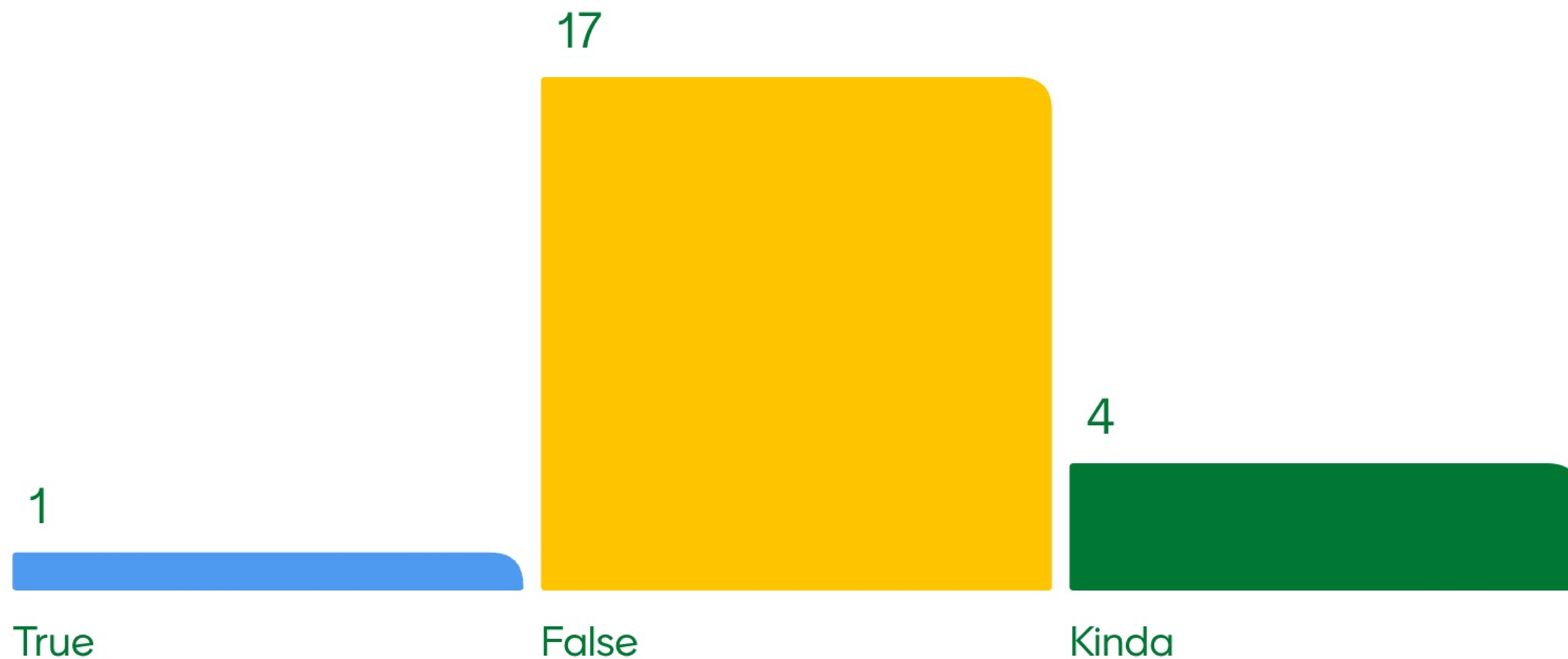
Intentional Board Development

- Invest in structured recruitment and onboarding.
- Provide regular training and leadership development.
- Set clear expectations and performance metrics.
- Celebrate success and recognize contributions.
- Create social space.

The POWER of Diversity

- Diversity brings new ideas, innovation, and inclusivity.
- Boards should reflect their communities' demographics and experiences.
- Income, education, and life experience all contribute unique strengths.
- Equal voice and participation build stronger governance.

My board has a board mentoring program.

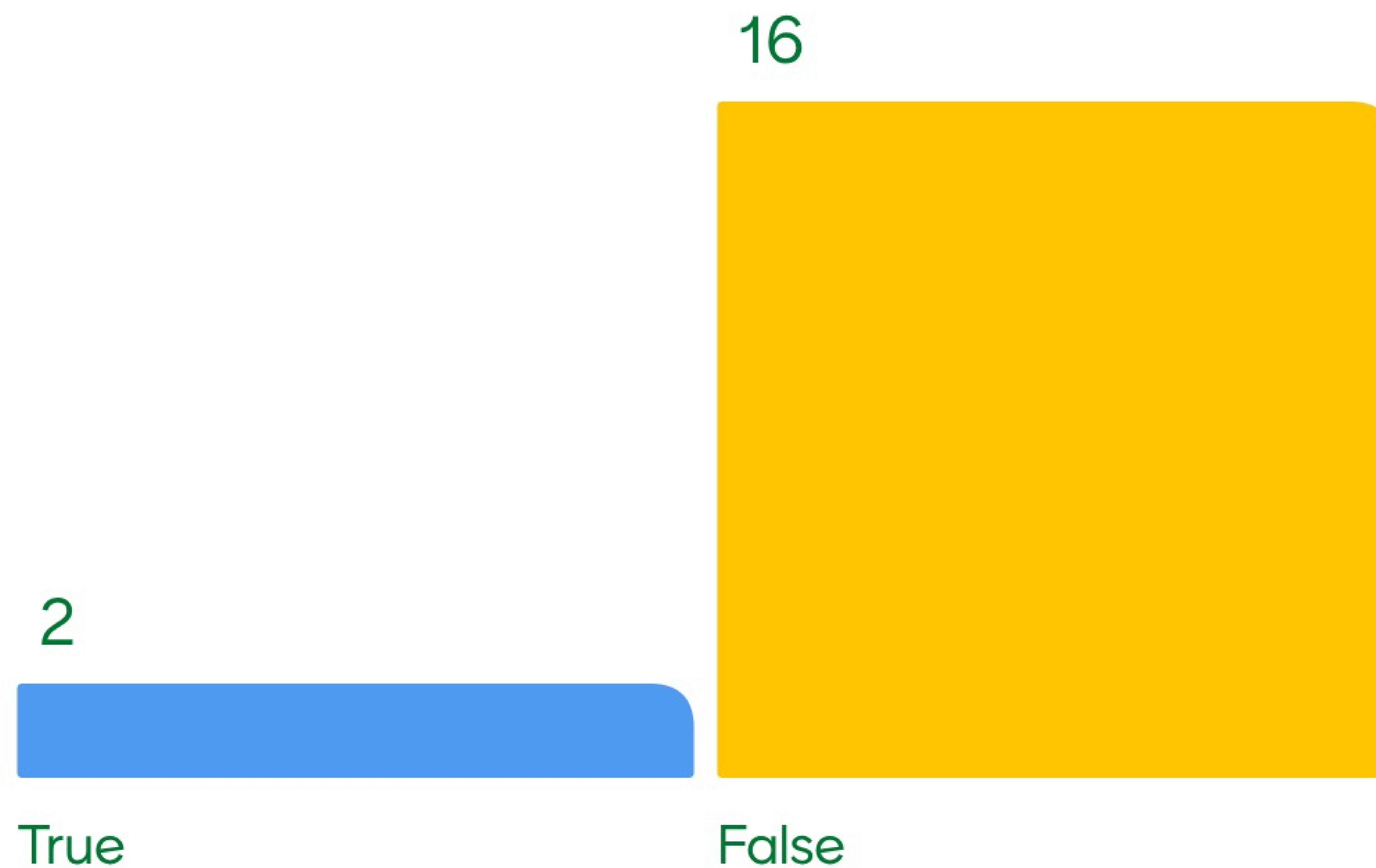


RECRUITMENT INVESTMENTS

- Partner with community-based organizations to identify emerging leaders.
- Mentor and support local voices in governance roles.
- Create pathways of engagement for underrepresented groups to lead.
- Engage with the community beyond board meetings.
- Step outside of your circle
- Be open to change
- Be transparent regarding your needs



My board uses a self-assessment tool.



COHESION & SUCCESS

Creating a Cohesive Board

- Foster trust and mutual respect among members.
- Encourage open communication and inclusive decision-making.
- Align on shared goals and measurable outcomes.
- Balance 1/3 + 1/3 + 1/3

Tips for Board Success

- Conduct annual self-assessments and retreats.
- Provide continuous learning opportunities.
- Encourage mentorship among board members.
- Promote transparency and celebrate progress.

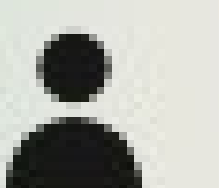
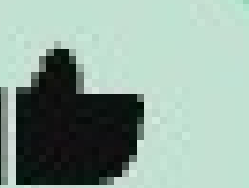
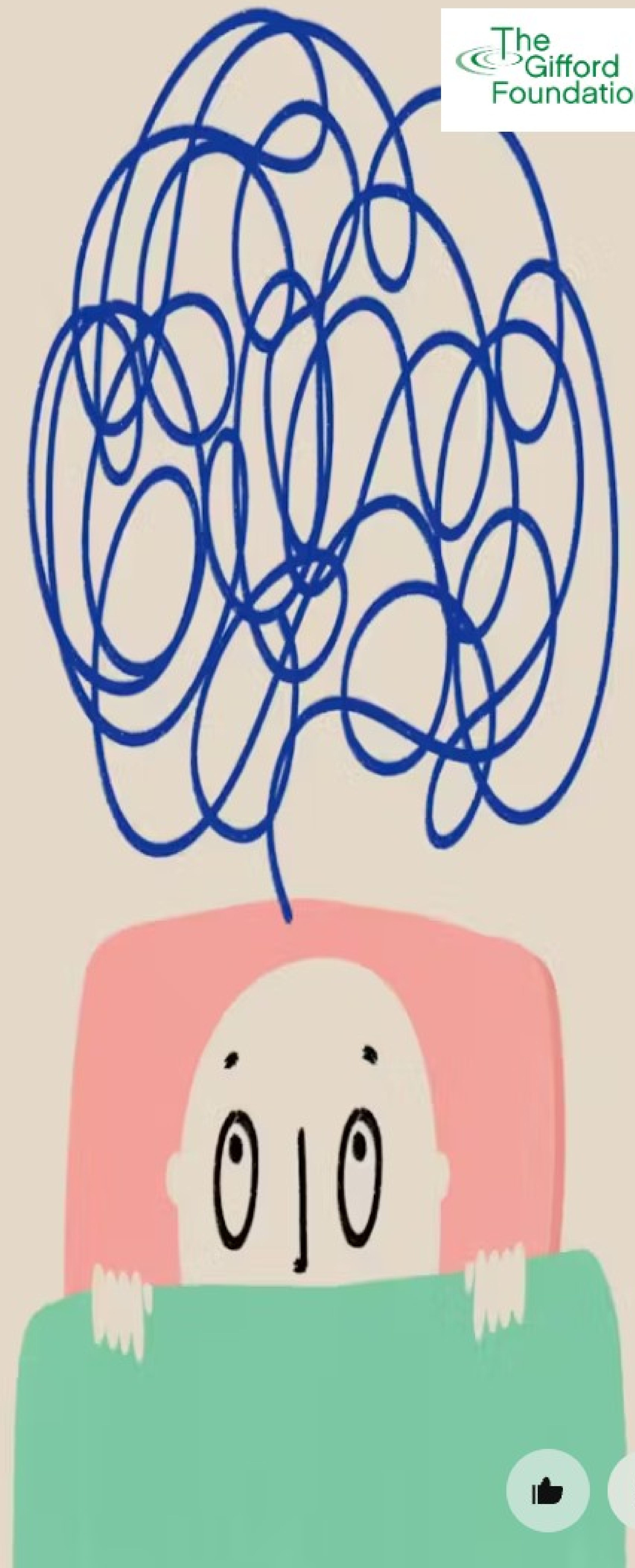
My board comes together for social gatherings.



- | | |
|---|--------|
| ■ | True |
| ■ | False |
| ■ | I wish |

FINAL THOUGHTS.....

- Strong boards don't just happen — they're built intentionally.
- Diversity, inclusion, and community engagement are key pillars.
- You have to want it.....
- There's no I in TEAM.
- Create a plan
- You invest in everything else.....



Share one thing that you plan to do differently after attending this session.

Review bylaws

Develop whistleblower policy

Share the information with other board members

Share info with the Board Members.

Board evaluation

Write a board expectation document

Plan a fun, social activity to start meeting

Create a retreat. Implement Buddy System.

Share one thing that you plan to do differently after attending this session.

Discuss term limits

Develop board expectations and a mentor program for Board members.

Encourage stronger board orientation to build their confidence from the start.

Review bylaws

Check insurance coverage E AND O

More check-ins with board members, and team building with board. Develop policies that we don't already have.

Bylaw review. Board retreat.

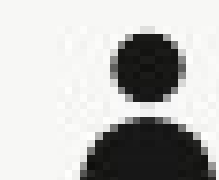
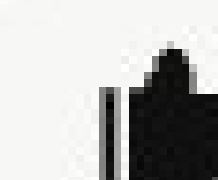
Work on a board member guidebook for recruitment so we can let people know expectations and responsibilities

Share one thing that you plan to do differently after attending this session.

Get to know my fellow board members better.



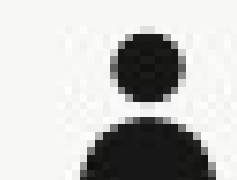
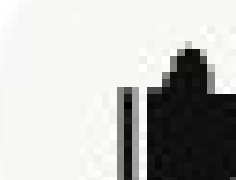
What does change look like?



Questions.....Suggestions.....Respectful Criticisms

0 questions

0 upvotes



“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it’s the only thing that ever has”.

Margaret Mead



THANK YOU

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