WNC Nonprofit Pathways

DESCRIPTION OF BOARD BEST PRACTICES TRAINING

PURPOSE

The purpose of this training is to help your Board get a greater understanding of roles and responsibilities and how to work best together. Nonprofit organizations are under increased expectations for accountability and effectiveness and Boards play an essential part in determining whether groups succeed or fail. The ultimate goal is for each Board training to be followed up with additional organizational development to strengthen your group's infrastructure and service to the community.

APPROACH

A qualified consultant will work with your organization to conduct this training. The session is done on-site at your organization and takes approximately three hours of the full Board's time. The executive director and Board chair will spend additional time in brief preparation with the consultant. Many organizations do this training in place of a regularly scheduled Board meeting.

The agenda for the training includes:

I. **Introduction –** A description of the purpose of nonprofit boards, the difference between governance and management, and keys to nonprofit effectiveness including the Nonprofit Lifecycle, Core Capacities, and Organization Culture.

II. **Fundamentals –** In each area, Board members learn their key responsibilities and "in practice" examples. Then, the group discusses what's working well and what needs improvement on their Board for each category. These strengths and challenges are recorded on flip charts and sent back to the group in a brief written report, which includes the group's prioritized areas for improvement.
   - -Strategy/Planning
   - -Board Development/Leadership Development
   - -Fund Development
   - -Communication
   - -Finance
   - -Legal
   - -Program/Evaluation

III. **Working Together** – Groups learn highlights of creating a positive organizational culture that emphasizes inquiry and learning; a strong structure with good committee and meeting practices as well as clarified roles between staff and Board; and tips on effective communication.

IV. **Priorities/Next Steps –** Brief review and consensus on how to move forward.

<u>Confidentiality</u> -- The information gathered during the process is always confidential.
<u>Evaluation</u> – Participants return evaluation surveys directly to WNC Nonprofit Pathways. Staff from WNC Nonprofit Pathways will also evaluate whether the Board changed its practices in response to the learning.

REQUIREMENTS

- The organization must be located in and serving one or more of the 18 WNC counties.
- Organization must meet WNC Nonprofit Pathways "Intermediate" criteria.
- At least 80% of the Board members must commit to attending the training session and complete an evaluation form.
- A fee of $300 to $500 is paid by the nonprofit, via a sliding scale based on budget size (may be waived based on hardship or funder consideration).