



Setting Your Board Up for Success

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LGH Leadership
Greater Hartford

We Are What We Practice



“**Change** is inevitable.
Growth is intentional.”

- John C. Maxwell

Leaders On Board (LOB) prepares candidates for board service and helps them find organizations looking for new board members.

1000 LEADERS
ON BOARD



Learning Objectives

- Discuss the **nonprofit sector**
- Explore the **nonprofit life cycle** and identify where our nonprofits fit
- Examine strategies to **build a comprehensive board**
- Consider ten basic **board member responsibilities**
- **Explore** the onboard process



Fist to Five

How confident are you in your current Board's **understanding of their roles**?

(Fist = we have a ways to go, Five = we got this!)

How **engaged** is your board?

(Fist = I feel we are not connected or engaged; Five = I feel we are engaged and attentive)

How well does your board **reflect the community served**?

(Fist = not at all, Five = diverse members, reflecting community demographics)

How **challenging is it to recruit** new board members? (Fist = we need help, Five = easy peasy)



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Nonprofits by the Numbers

(Latest Data 2023)

Connecticut

- Nonprofit employment: **210,283**
*15% of private employment
- Nonprofits registered with IRS: **15,494**
- Nonprofits filing 990 and 990-EZ: **6,020**
- Nonprofit revenue: **\$33,294,700,000**
- All contributions to CT nonprofits: **\$6,935,380,000**

Nationally

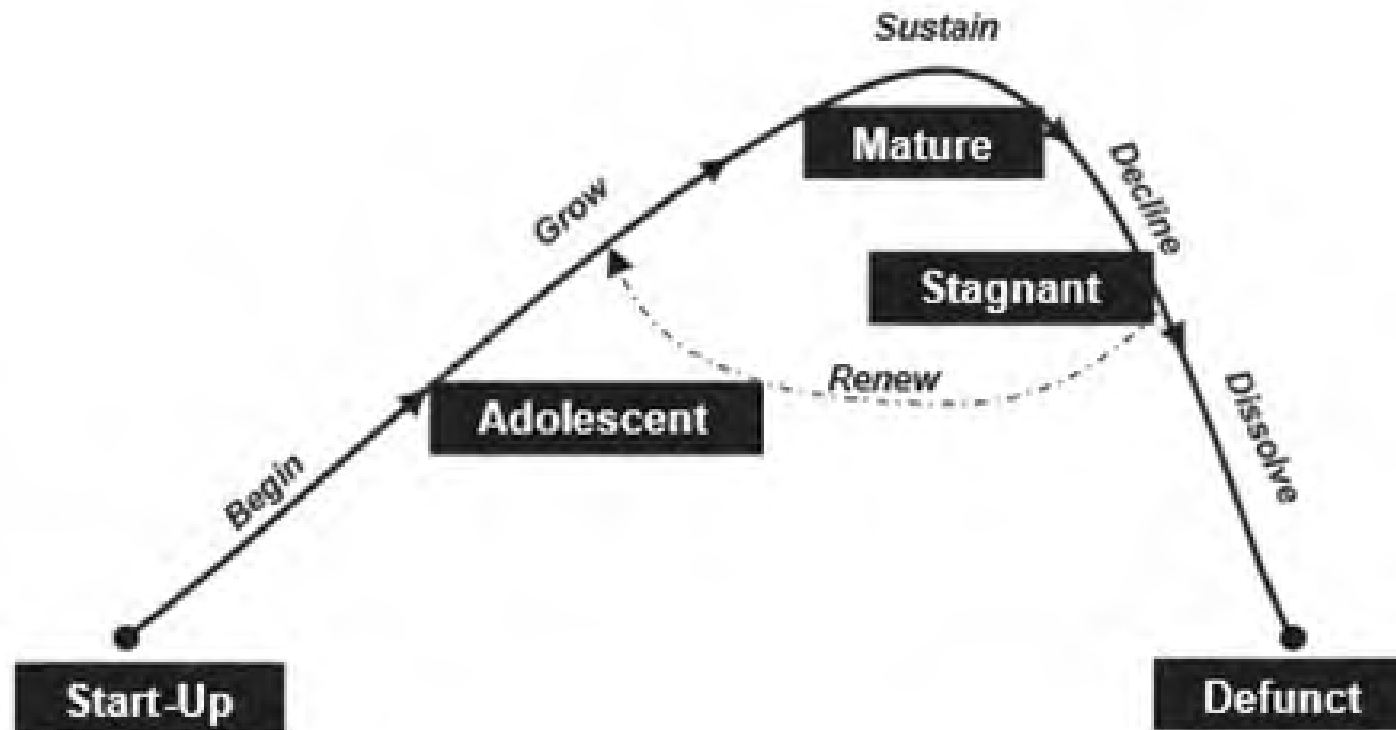
- 25% of adults volunteer
- Nonprofits employ 10% of the American workforce
- Third largest sector behind retail and manufacturing
- 6% of American GDP



LCH Leaders
on Board

Sources: [CT By the Numbers & Nonprofits](#), [National Council of Nonprofits](#)

Nonprofit Life Cycles



Source: [Nonprofit Lifecycles Institute](#)

Nonprofit Boards



The Board **IS** the organization, and is accountable to:

- ✓ Public trust
- ✓ Attorney General
- ✓ Internal Revenue Service
- ✓ Members (if you have them)
- ✓ Donors
- ✓ Mission (including beneficiaries)
- ✓ Cooperating Organizations
- ✓ Employees

Our Boards Are Always Evolving

What We Want

- Robust team of agile leaders
- Diversity across race, gender, socioeconomic status, etc.
- Strong backgrounds in finance, marketing, legal services, etc.
- Passion for Mission
- Members with lived experience
- The Trifecta

Time! Talent! Treasure!

What We Have

- Not enough members
- Spotty attendance
- Incomplete skills matrix
- Board composition does not reflect communities served
- Limited understanding of impact, depth of services and programs, etc.
- Ineffective committees
- Not enough participation and accountability on committees

Who Are We Today?

Areas of Expertise	Current Board Members	Prospective Board Members
Experience with early-stage organizations		
Financial oversight		
Marketing and communications		
Strategic planning		
Understanding of community needs		
Fundraising		
Human Resources		

What Are Our Connections?

Community Connections	Current Board Members	Prospective Board Members
Corporate		
Media		
Philanthropy		
Political		
Small Business		
Social Services		

Our Racial Demographics

Race / Ethnicity	Current Board Members	Prospective Board Members
American Indian / Native American		
Asian / Pacific Islander		
Black / African American		
Latino(a) / Hispanic / Chicano(a)		
Middle Eastern		
West Indian		
White		

Our Personal Styles

Personal Style	Current Board Members	Prospective Board Members
Consensus Builder		
Strategist		
Visionary		
Innovator		
Connector		
Detail Oriented		

Growing Our Board

Who is Responsible for Building and
Sustaining a Competent Board?

The Board!

Recruiting

Who is already in our network?

Who comes to our events?

Who has volunteered with us?



Who has donated?

Who accesses our services & programs?

Who already knows us?

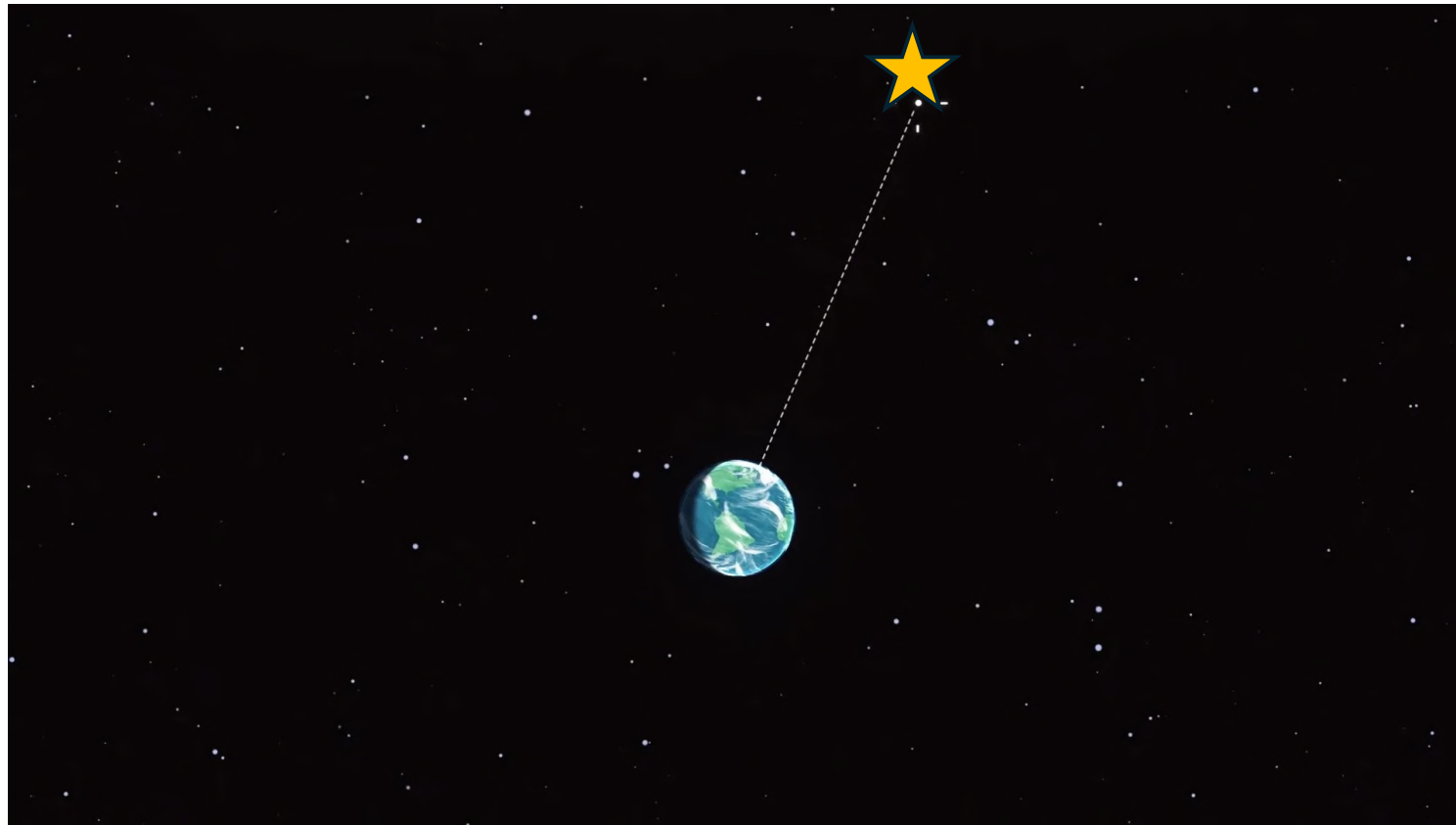
Recruiting



Recruiting



The Mission is Your Polaris



“Stories are just data with a soul” -Brené Brown



Inspiring Others

“Motivation is lighting a fire under someone; Inspiration is lighting a fire within someone.”



Lance Secretan
Author and Entrepreneur

Ten Basic Responsibilities

1. Determine mission and purposes, and advocate for them.
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.



Leaders On Board

Leaders on Board impact

1,000+

individuals have been placed on 219 regional nonprofit boards since 2009

93%

of participants agree that the program provides an opportunity to connect and engage with leaders outside of their personal and professional network

60%

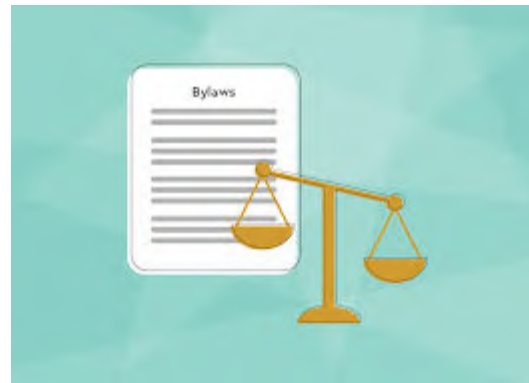
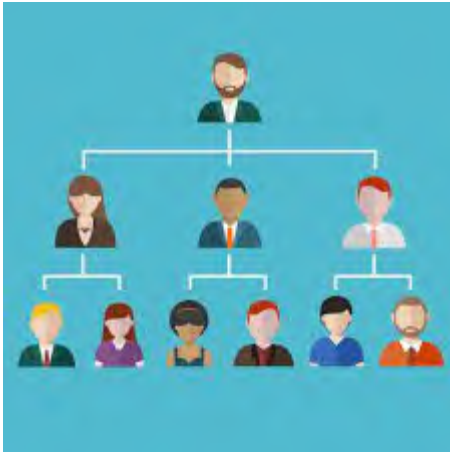
of recent participants have joined a nonprofit board

The Onboarding Process



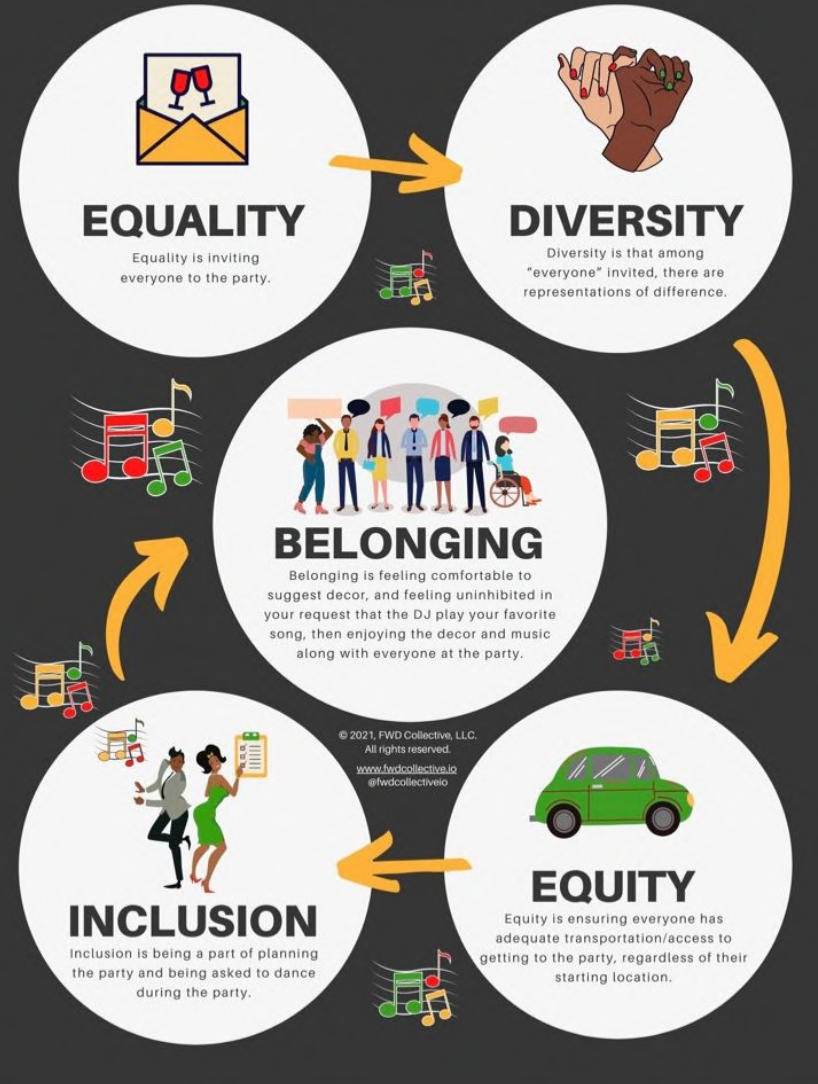
Board Member Manual

- ☐ Historical information (timeline, etc.)
 - ☐ Board Roles and Responsibilities
 - ☐ The Bylaws
 - ☐ Financial Data
 - ☐ A List of Current Board Members
 - ☐ Staff Structure
 - ☐ Events Calendar, if appropriate
 - ☐ List of Committees



Being part of the team is a feeling, not a place.

DEIB AT THE DANCE PARTY



Source: [Verná Myers](#)

“None of us is as smart as
all of us.”

Ken Blanchard

Author, Speaker, and Business Consultant

Culture of Belonging

A community culture where members are seen, heard, and valued as their true, authentic self.

The opposite of belonging is fitting in.

Ruchika Tulshyan

Author

Board Conversations

What have you done to increase equity, inclusion,
and belonging?

What else can we do?



Board Planning and Pledge Form

Each of the ways you can contribute to LGH are key to our success! Please indicate how you commit to supporting LGH this year, understanding that everyone has different capacity and different gifts.

Cultivation:

As part of our ongoing cultivation efforts, we are asking each board member to think about their networks and identify those who you think may be interested in learning more about LGH in the coming year.

2. Who is one person you'd like to cultivate for LGH in 2024?

Name:

Company:

Email Address:

Phone Number:

3. How do you think they'd likely engage with LGH? Please select all that apply.

☐ Guest program participant

☐ Event sponsor

☐ EOP program participant

☐ Consulting and Training client

☐ Third Age/relative participant

☐ Donor

☐ LOB participant

☐ Member/Event attendee

☐ Program sponsor

DEVELOPMENT

7. Support the LGH culture of philanthropy (ex: donor calls, visits, introductions)

☐ Yes

☐ No

Comments:

8. Assistance in securing grants/sponsorships for our events and programs

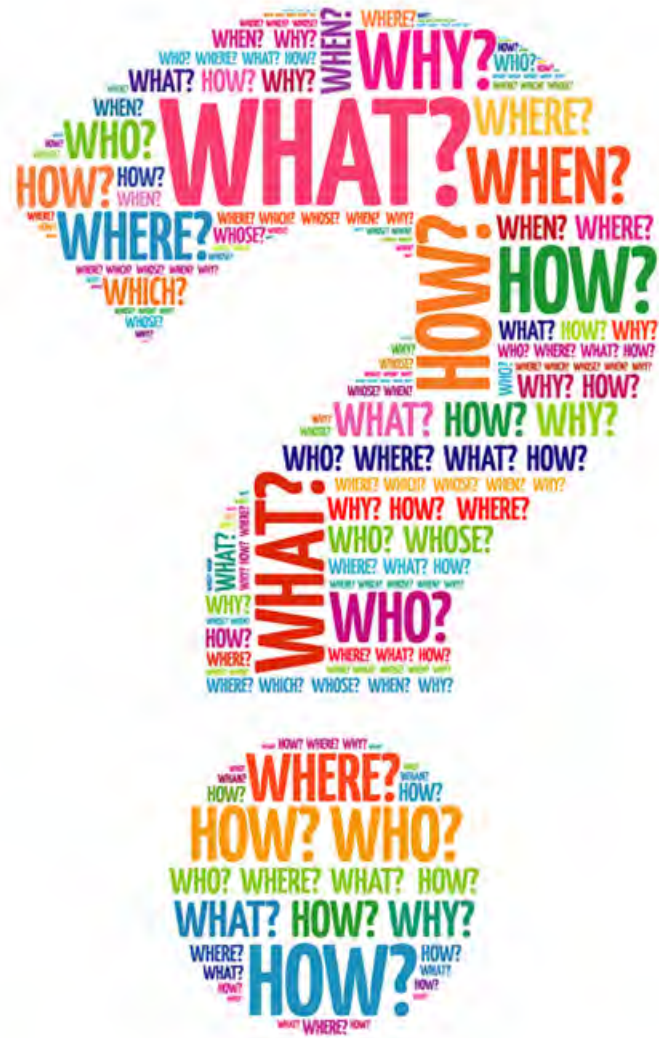
☐ Yes

☐ No

Comments:

Evaluative Processes





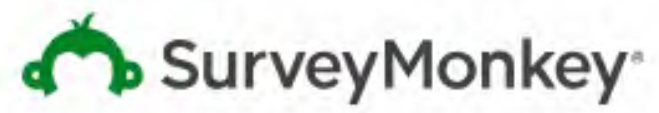
Resources for Further Learning

[Blue Avocado](#)

[Board Source](#)

[HPGS's Nonprofit Support Program](#)

[Leaders On Board](#)



Thank you
for joining us!

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www.LeadershipGH.org