

How to build a Powerhouse Board



Nancy Bacon
CONSULTING

revolutionizing the role that learning plays in the nonprofit sector

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WHAHA

washington healthcare access alliance

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Whole board learning



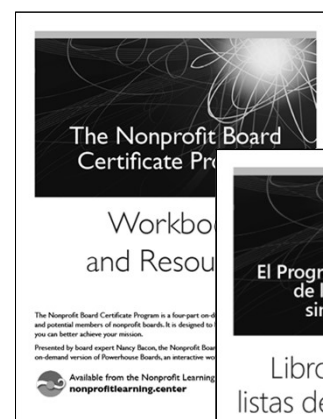
Role of the board

Build an effective board

Roles and responsibilities

Work well together

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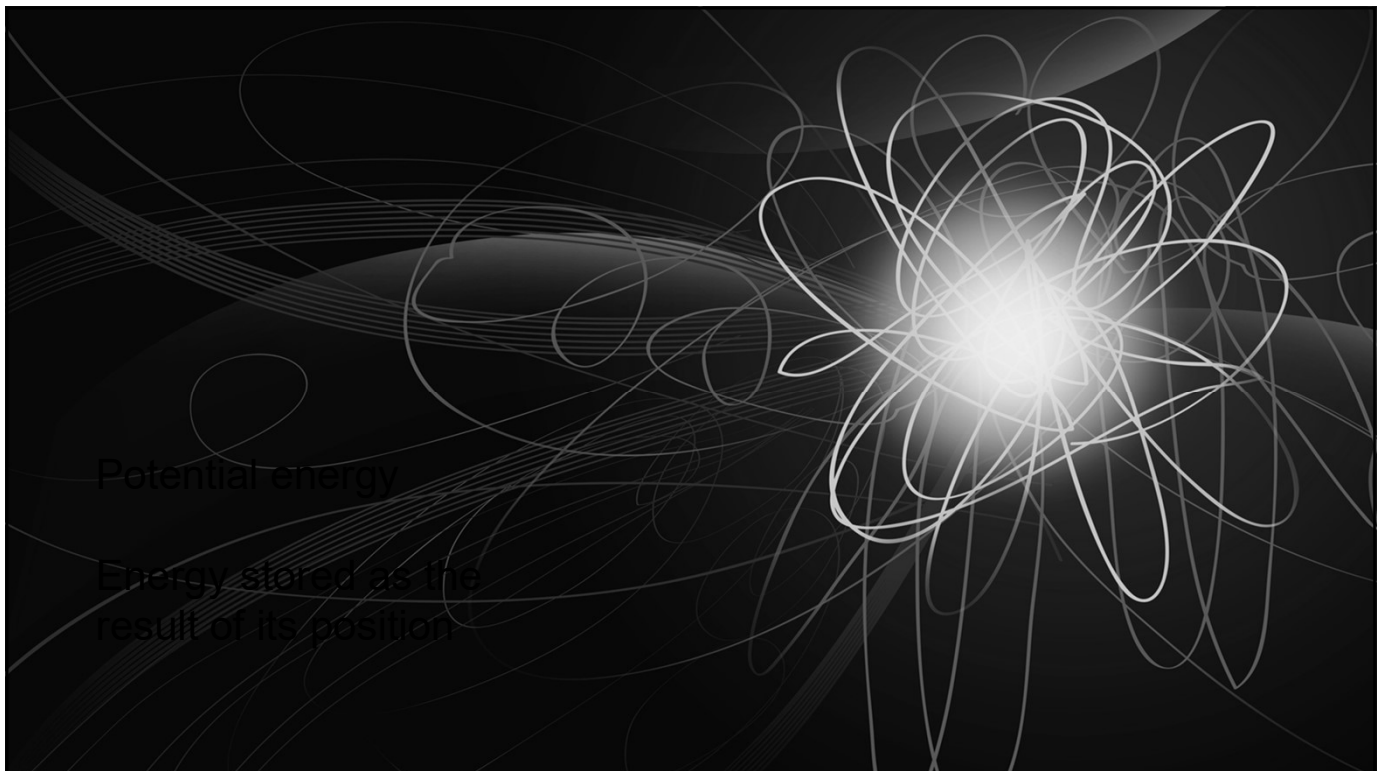


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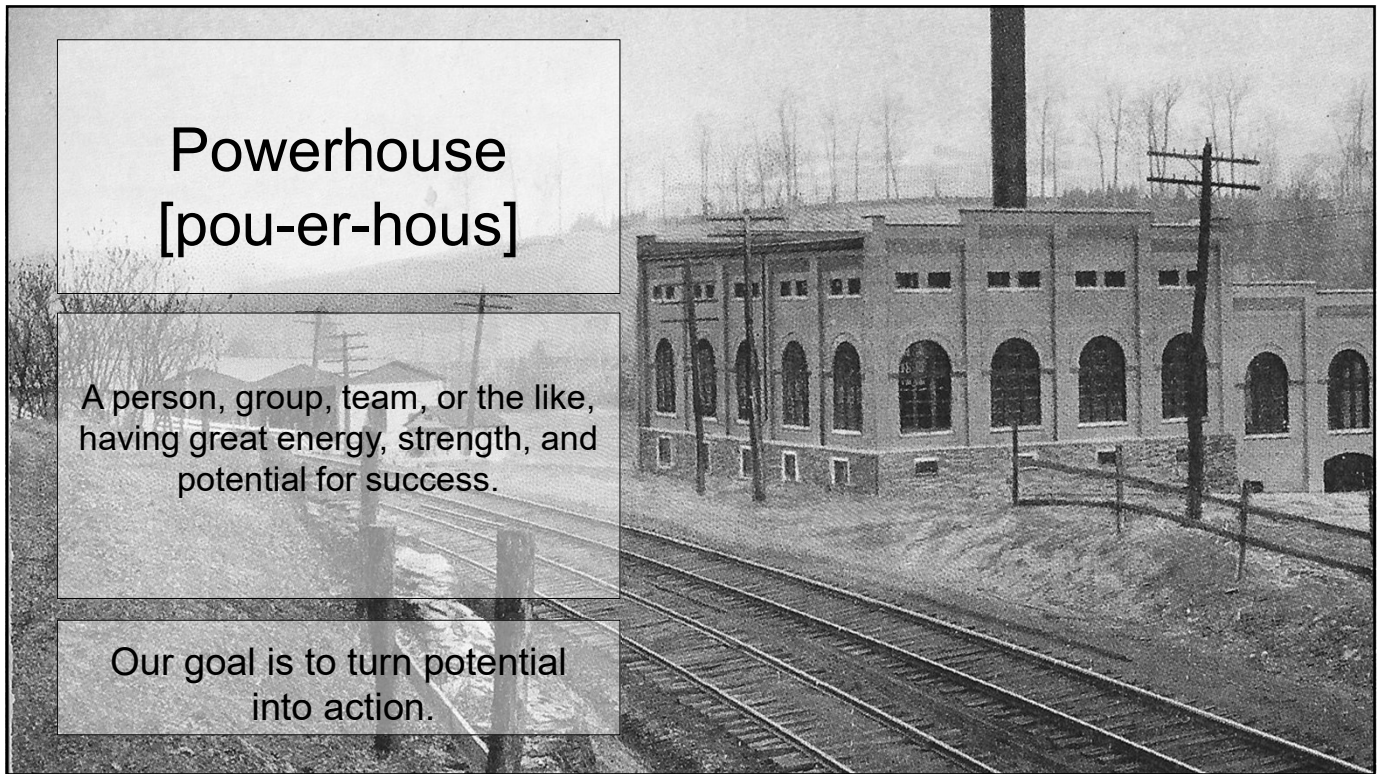


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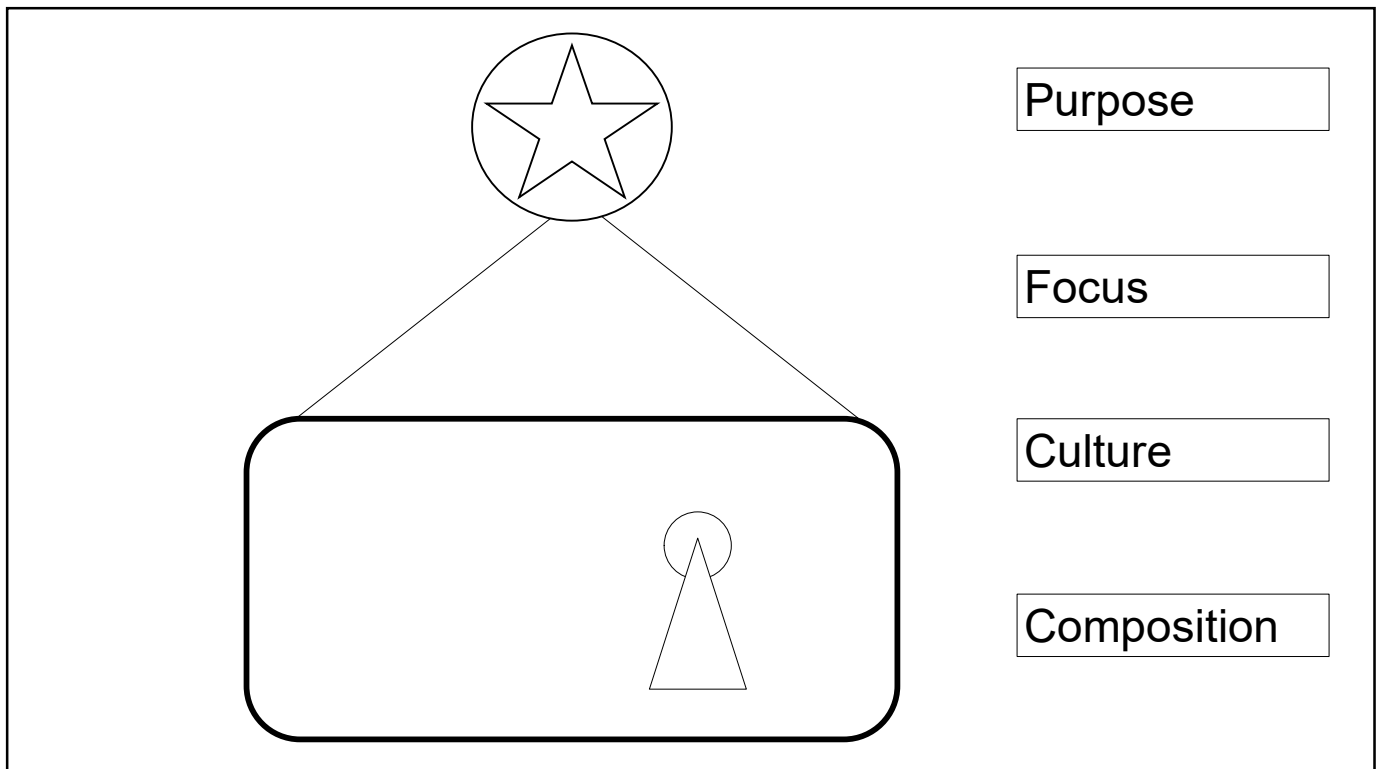
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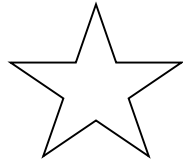
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Purpose

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Purpose

Why your organization exists

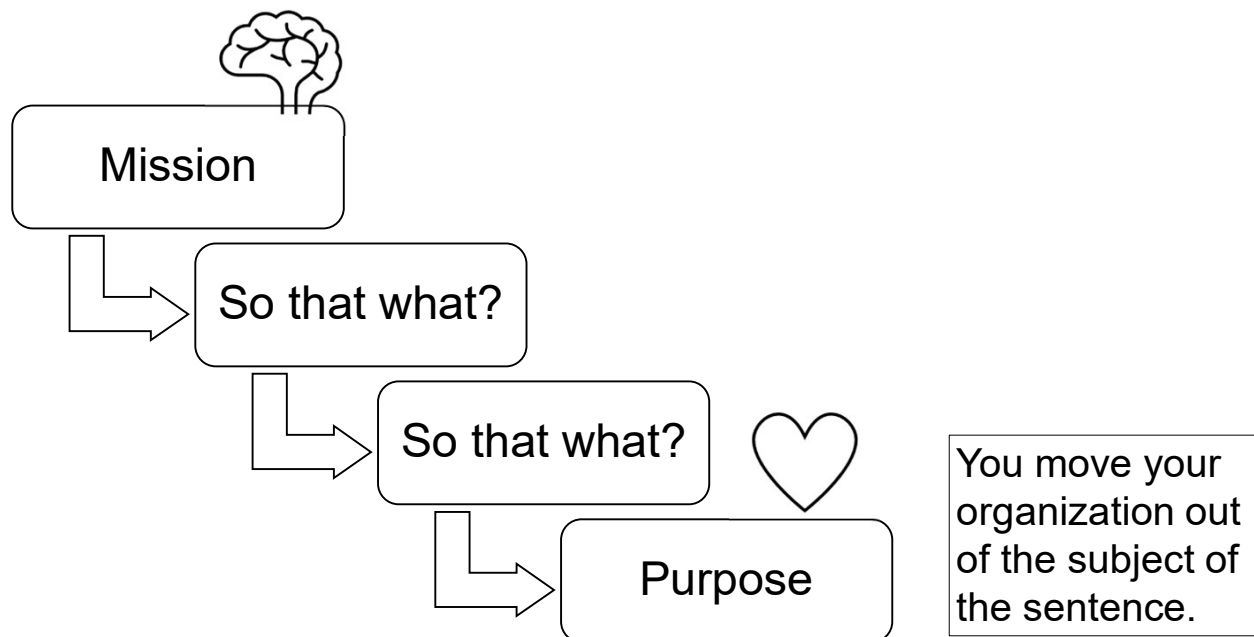
Why your organization has decided to make a difference

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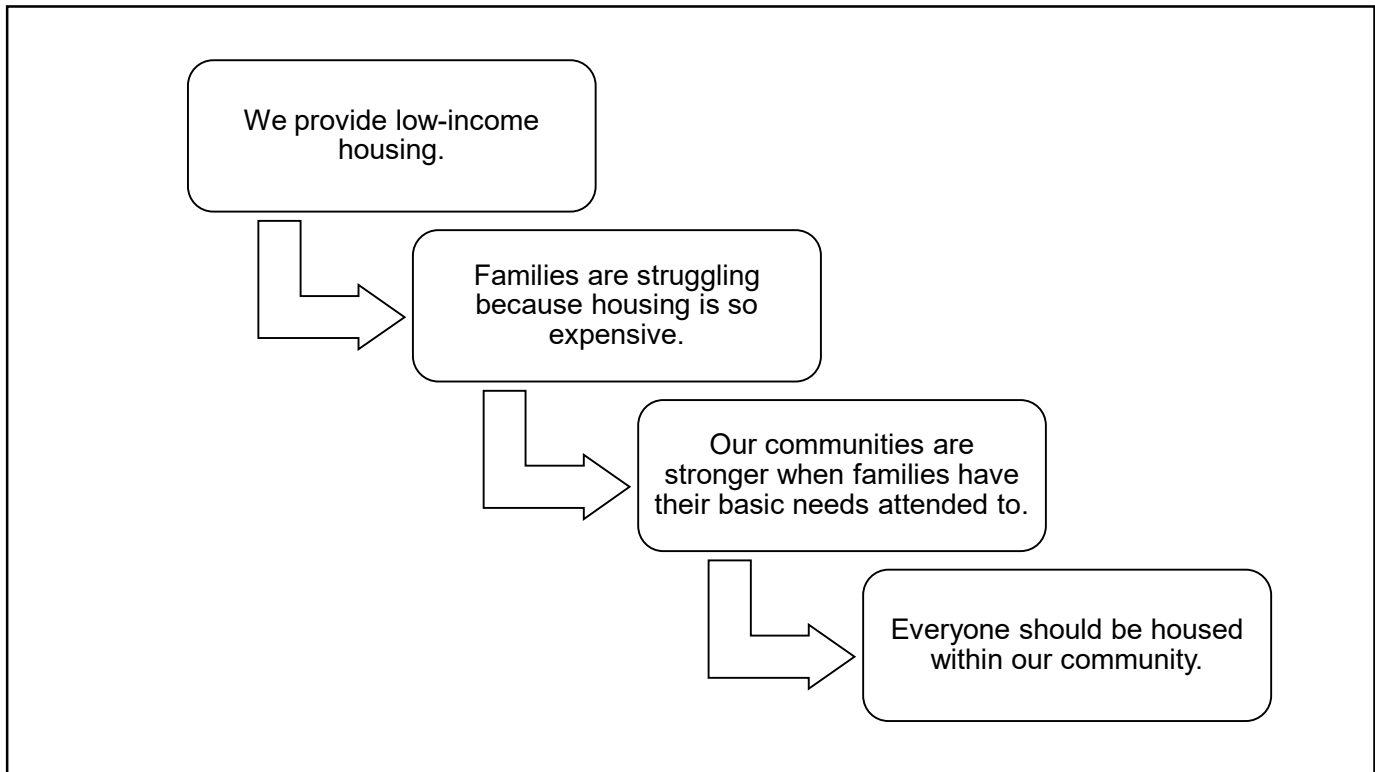
“We can all get more together than we can apart.
And this is the way we gain power. Power is the
ability to achieve purpose, power is the ability to
effect change, and we need power.”

— Martin Luther King Jr.

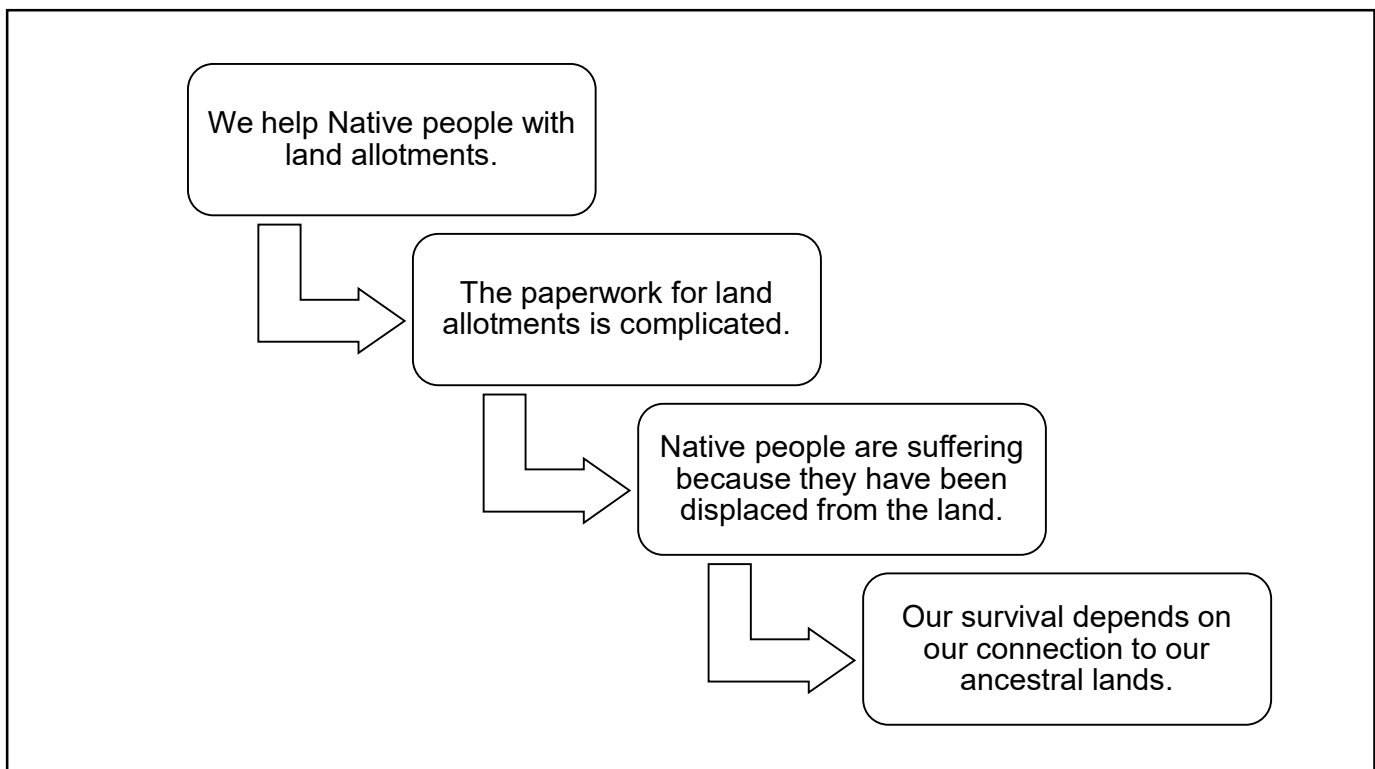
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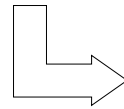
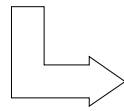
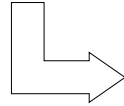
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Start with your mission to determine your purpose.

Your mission

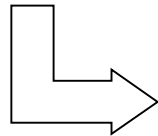


Your purpose

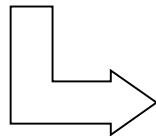
PURPOSE

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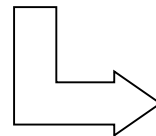
We provide free
healthcare to those in
need.



Healthcare is expensive,
and many people don't
have insurance.

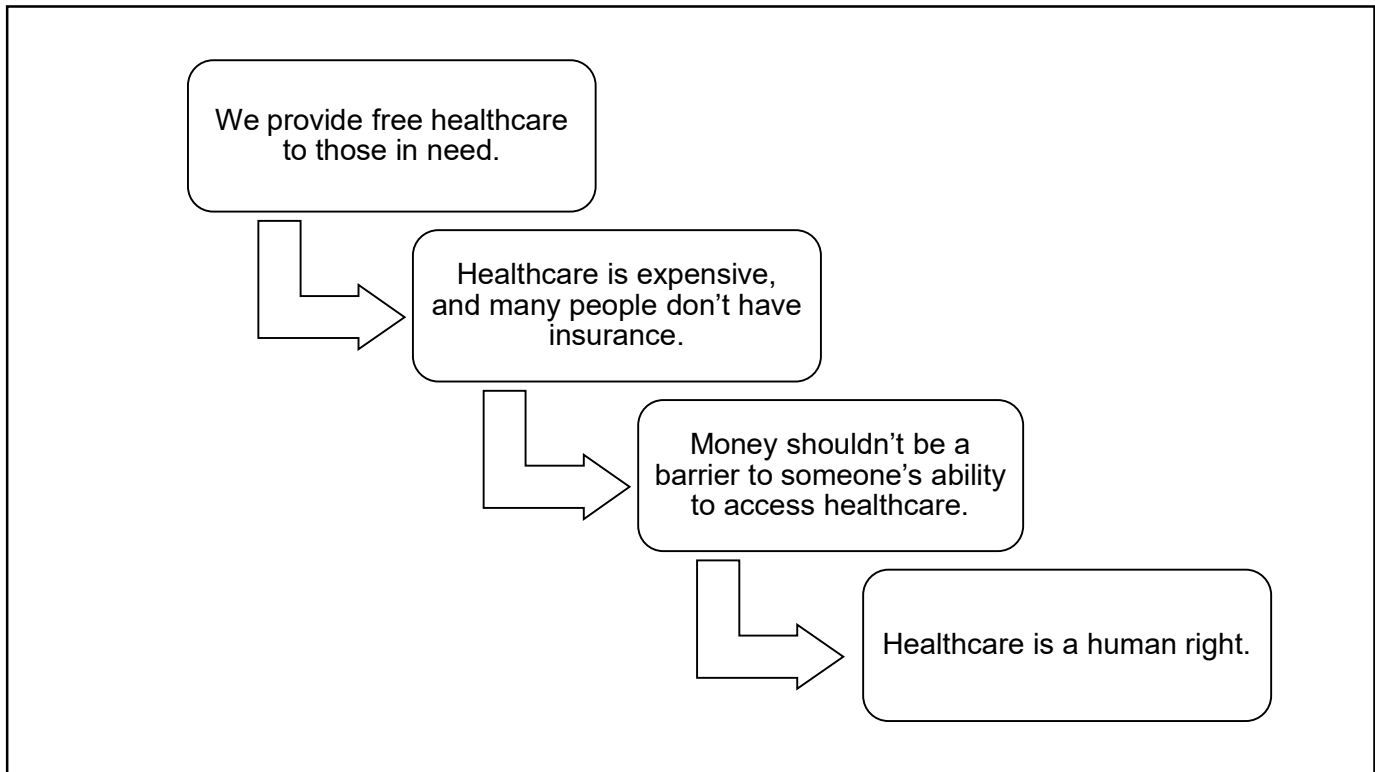


When people get sick,
everyone in the
community is impacted.



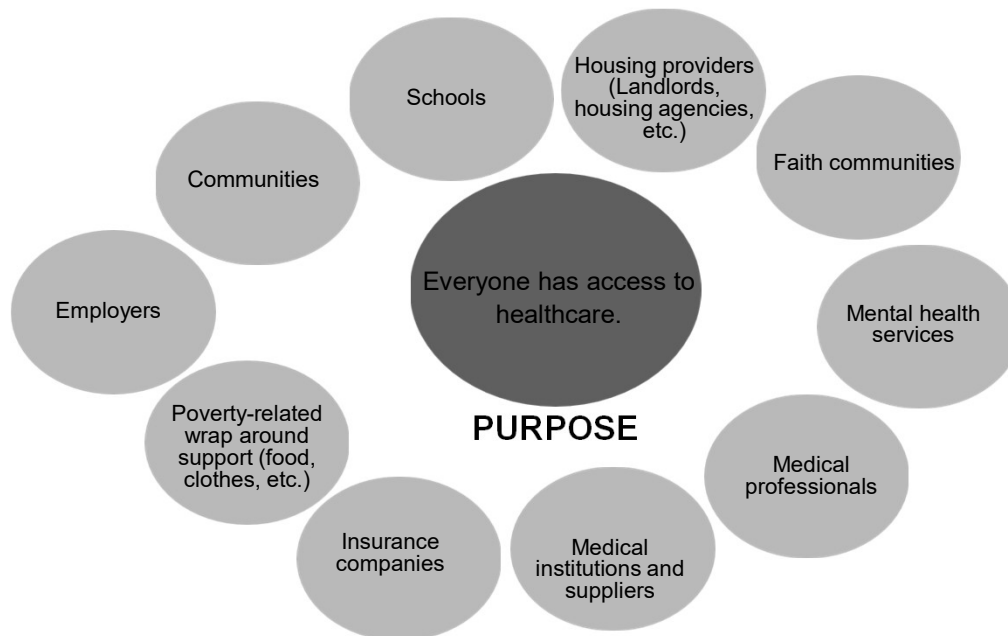
Our communities are
stronger when everyone is
has access to healthcare.

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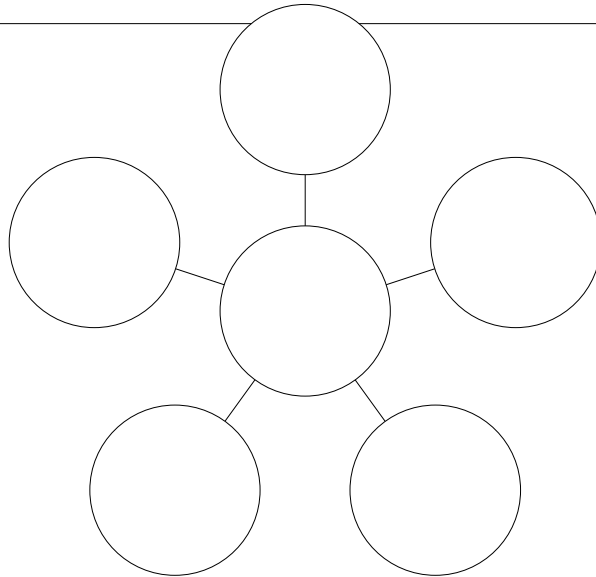
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What will it take to achieve this purpose?



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Draw your purpose. Write your purpose in the center. Add elements that support that purpose.



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Practice this sentence.

Our mission is ____
because ____.



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Composition

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BOARD DIVERSITY What and why it matters

Do I feel a strong
connection with the
mission and purpose?

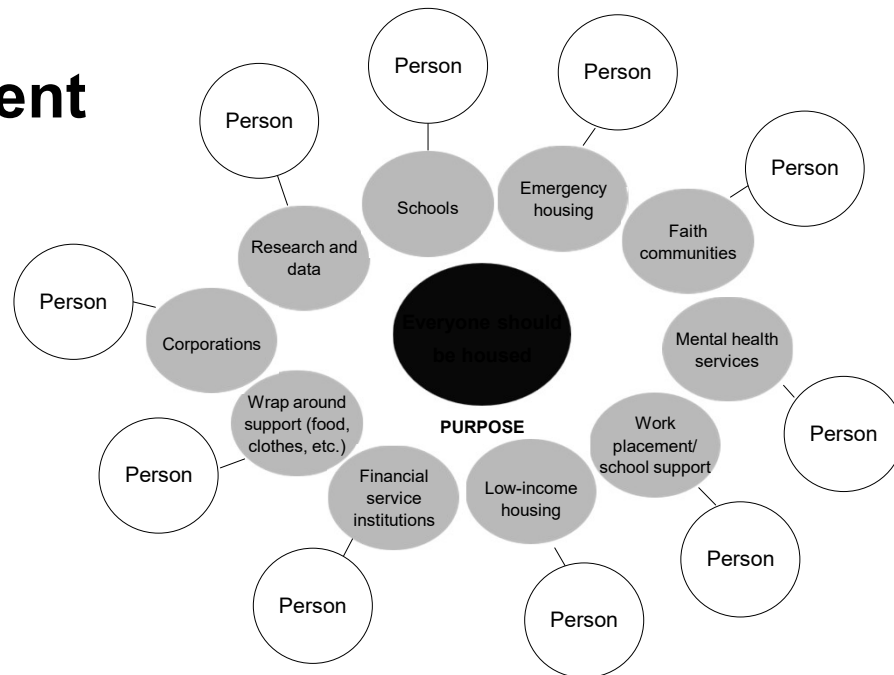
Do I understand the job
as that organization
defines it?

Am I ready to contribute
in meaningful ways?



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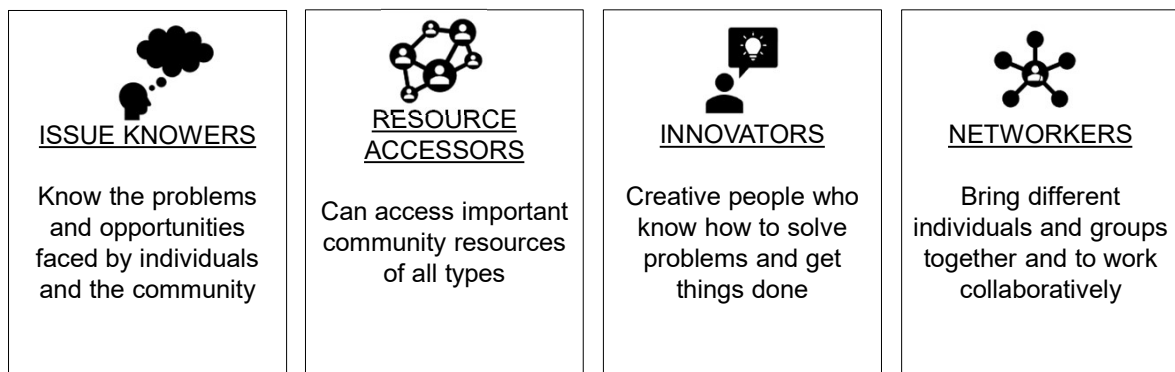
Board recruitment



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BOARD DIVERSITY

Approaches to the work



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BOARD MATRIX

	SERVICE	ROLE	KNOWLEDGE/ACCESS					SKILL		GENDER	AGE			ETHNICITY			APPROACH		GEO AREA																							
	Start year	End of term	Officer	Committee	Issue	This organization	Community served	Lived experience	Nonprofit topics	Resources	Other	Fundraising	Finance	Marketing / PR	Technology	Other	Male	Female	Non-binary/other	Youth	20+	30+	40+	50+	60+	Black	Asian	White	Latinx	Native	Other	Innovator	Resource finder	Networker	Other	Zone 1	Zone 2	Zone 3	Zone 4	Zone 5		
CURRENT																																										
A																																										
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BOARD MATRIX

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Board members		Learning plan				Engagement plan																																					

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	GEO AREA	APPROACH	ETHNICITY	AGE	GENDER	SKILL	KNOWLEDGE/ACCESS	ROLE	SERVICE
	Zone 5			60+		Other	Resources	Committee	
	Zone 4			50+		Technology	Negroptif topics	Officer	
	Zone 3		Latine	40+		Marketing / PR	Lived experience		End of term
	Zone 2		White	30+		Finance	Community served		
	Zone 1		Asian	20+		Fundaising	This organization		Start year
		Innovator	Black		Youth				
		Resource finder			Non-binary/other				
					Female				
					Male				
CURRENT									
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NUMBER									

BOARD MATRIX

Culture

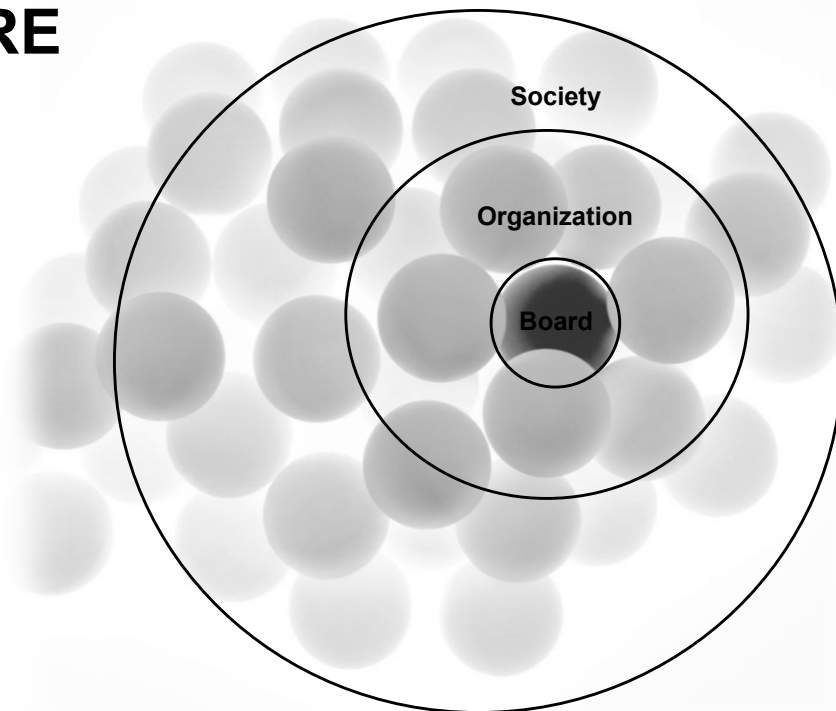
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Culture is the way a group
of people does things.



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CULTURE



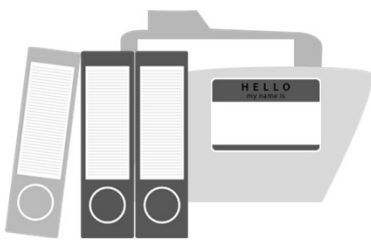
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HOW CULTURE SHOWS UP

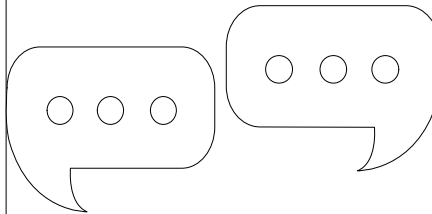


Imagine you are a fly on the wall in your board meetings.
How does culture show up?

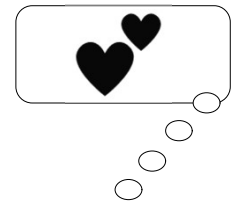
Stuff



Actions



Assumptions



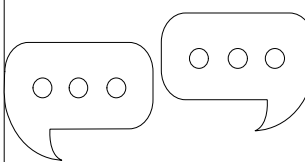
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As new people join your board...
What aspects of your culture should **stay**?
What aspects of your culture should **shift**?

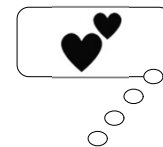
Stuff



Actions

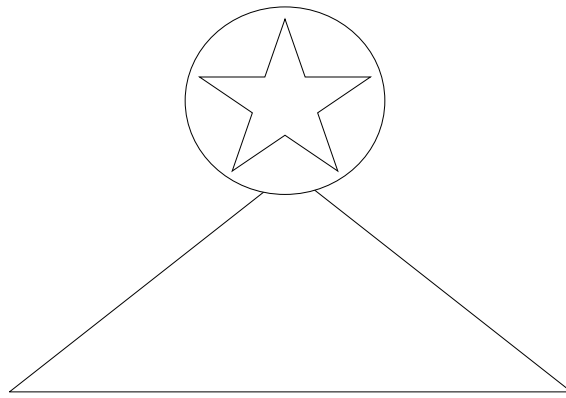


Assumptions



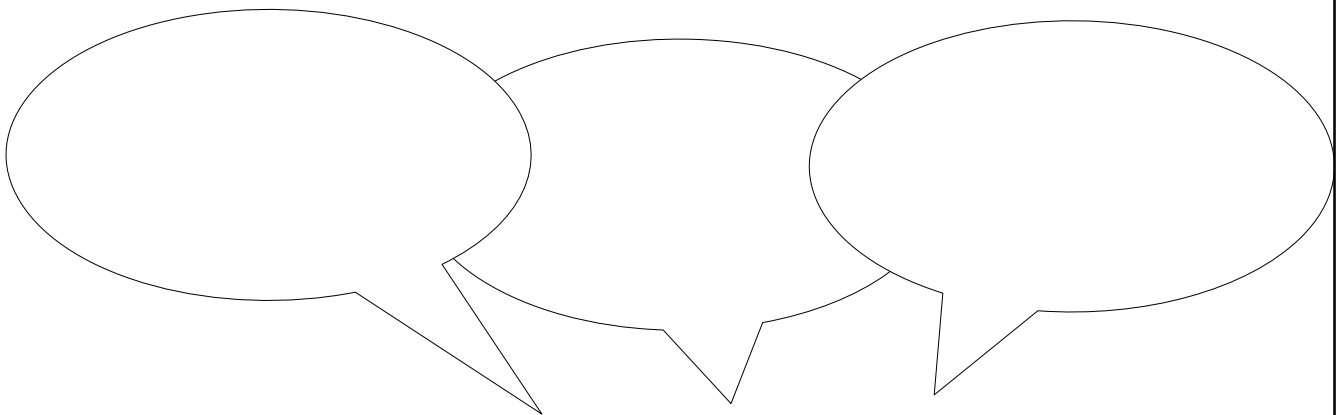
BOARD CULTURE

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Focus

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What conversations do you
need the full brain power of
your board focused on?

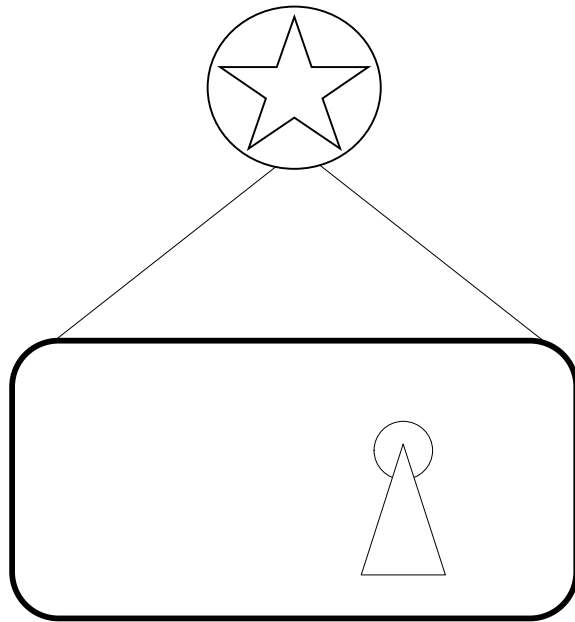
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Board – Executive Director communication		
KEY NUMBERS Dashboard	Metrics	
	Programs	Financial
ACTION TOPICS	Key decisions	Top of mind
	To be made by board/ need board input	Areas of focus/concern for ED
INFORM TOPICS	Big Wins/ Learning	
	What board members need to know	
	ED Summary	
	What board members need to know	

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Board meeting agenda	
KEY NUMBERS Dashboard	MISSION
	PROGRESS TO MAKE THIS MEETING
	<div>Discuss</div> <div>Deliberate</div> <div>Decide</div>
	CONSENT AGENDA
ACTION TOPICS	<div>Topic 1</div> <div>Topic 2</div> <div>Topic 3</div>
	CLOSURE
INFORM TOPICS	How do you have conversations of consequence?

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What is **one next step** that you will take because of our conversation today?

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