

on-site training 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 Organizational 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
- Finance
- Board Development/Leadership Development
- Legal
- Fund Development
- Program/Evaluation
- Communication

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.

Confidentiality — The process and report are confidential to the organization and WNC Nonprofit Pathways. **Evaluation** – Training participants are asked to complete an evaluation form. Additionally, Pathways will follow up to track the extent to which the organization improves and/or changes in response to the learning.

requirements

Eligible WNC organizations have a budget over \$100,000, two or more paid staff, an active board of directors, and have had their nonprofit status for at least two years.