

*Strategic Board Governance:
Leading with Equity*



Catalyze and Cultivate
CONSULTING

Meet Your Facilitators



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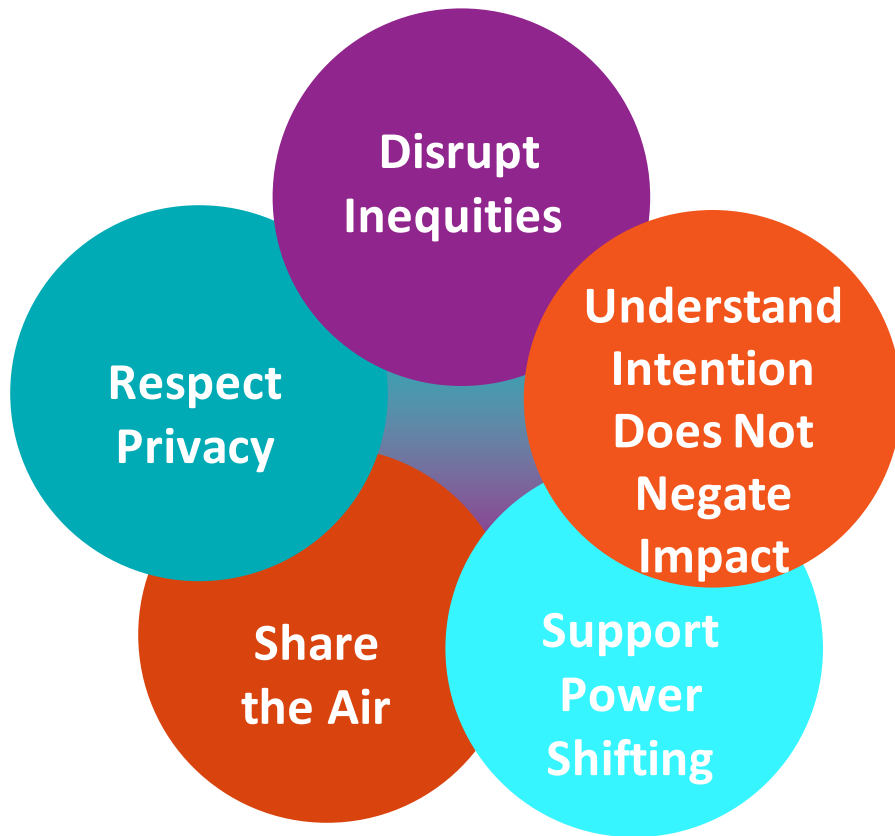
CEO of Center for Excellence in Nonprofits



Land and Labor Acknowledgement



Community Agreements



B – IDEAL Values



BELONGING

INCLUSION

DIVERSITY

EQUITY

ACCESS

LIBERATION



Conversation Starter...

What are the primary concerns of potential board members?



Which potential candidates has your board not considered yet?





Road Map and Purpose

01

Gain a profound understanding of nonprofit boards, prioritizing equity and access.

02

Identify vital traits for fostering equity and inclusivity in well-run boards.

What Type of Board Does Your Organization Have?



**WORKING
BOARDS**

**GOVERNING
BOARDS**

**FUNDRAISING
BOARDS**

Volunteer-Driven Working Boards

Actively involved in day-to-day operations

Engages in hands-on work to cultivate a community-centered approach

Balances governance duties with operational involvement



Fundraising Boards Maximize Impact

Promotes hands-on involvement to nurture a community-centric approach

Monitors and evaluates progress toward fundraising goals collectively as a board

Encourages engagement and revenue generation



Co-creates resource development strategies as a cohesive board



Three Roles of Board Members



Ambassador

Volunteer

Legal



Legal: The Three Duties



01

Duty of Care

- Show Up
- Exercise Judgement

02

Duty of Loyalty

- Prevent conflicts, prioritize organizational interest
- Fill out board paperwork
- Recuse if needed

03

Duty of Obedience

- Adhere to the mission and bylaws
- File 990
- Adhere to state/federal regulations

Board Role 1:

Set Organizational Direction Set Organizational Direction

- Focus on the mission
- Engage in strategic visioning



Board Role 2:

Provide Moral Oversight

- Program
- Financial
- Risk, legal, ethical management
- Evaluate Chief Executive/ED
- Evaluate the Board



Oversight Discussion



- What strategies can be implemented to assess and enhance the board's effectiveness in promoting equity and inclusivity in governance practices?
- Is this important for your org?



Board Role 3:



Ensure Adequate Financial Resources

- The full board engagement:
- Financial contributions
- Fundraising plan development
- Supporting solicitation efforts

* Ensuring financial viability is consistently the board's duty.





1 Shows personal dedication

2 Boosts confidence in asking others to donate

3 Encourages additional funding from other sources

4 Fosters a sense of ownership on Board

Reasons for 100% Board Giving



Leadership Overview: Collaboration in Action



Board

- Implements mission-driven policies
- Oversees ED hiring, support, and evaluation
- Provides financial leadership and supports fundraising efforts
- Facilitates board member retention and recruitment
- Drives agenda preparation for board meetings
- Serves as a community advocate

ED

- Recruits, oversees, and inspires staff
- Formulates and presents organizational structure and standard operating procedures (SOPs) with team input
- Engages with community-invested parties
- Designs and executes equitable initiatives tailored to community requirements

Shared Responsibilities

- Conducts comprehensive evaluations across the organization
- Develops and evaluates progress against the strategic plan (ready to adapt if necessary)
- Assists the board in preparing for meetings
- Engages with and bases decisions on the community's needs and desires

Characteristics of an Effective Board-Executive Partnership

01

Shared understanding of mission

02

Clear roles and responsibilities

03

Open and honest communication

04

Mutual respect

05

Two-way evaluation



Building a High-Performing Board

ORIENT New Members



To the organization:

- History
- Programs
- Pressing issues
- Finances
- Facilities
- Structure (org. chart)

To the board:

- Give and/or get commitment
- Committee structure
- Board member responsibilities
- List of board members & key staff
- Bylaws
- Recent minutes

Building a High-Performing Board

Encourage INVOLVEMENT



Promoting Board Participation

Evaluate interests and availability

Engage members in committees or task forces

Pair each member with a mentor

Celebrate Successes

Seek feedback post-orientation

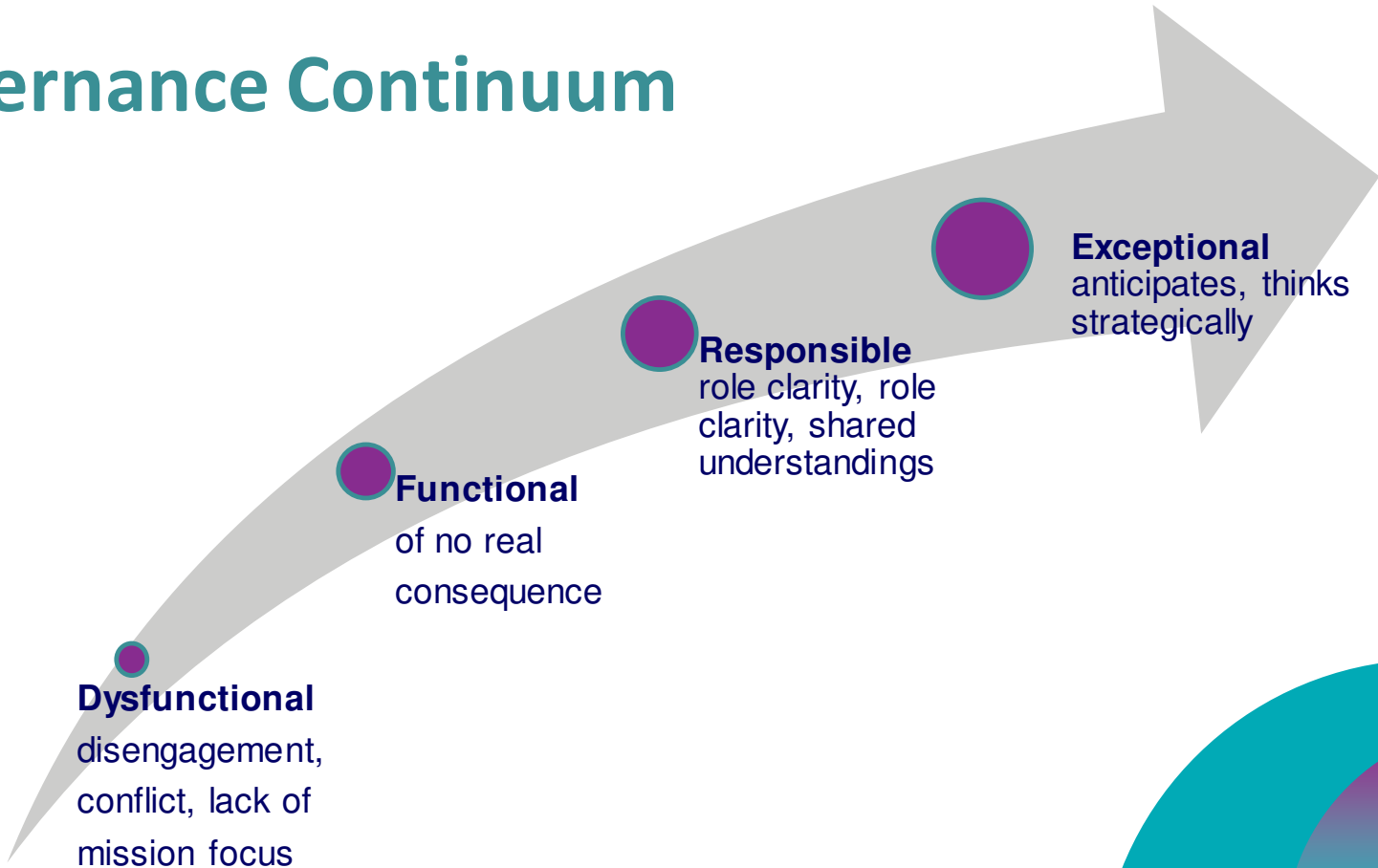
Set clear accountability standards

Review and sign documents together

Sponsor retreats

*Accommodate working parents and offering childcare support

Governance Continuum



Building a High-Performing Board: Term Limits: Do You Have Them?



**Your Feedback is
Valuable!**



Questions?





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Thank You!

