

Pat Libby's Guide for Reimagining Your Board

1

Reframe the board's role into two primary buckets: fiduciary and strategic responsibilities.



2

Ask yourself: Where are we headed as an organization?

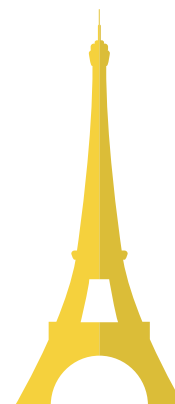
- What are our strategic priorities?
- How can the board help us get to where we want to go?
- What do we need the board to do to ensure that we are a well-managed and forward-thinking organization?



3

Determine the right structure for enabling those things to happen. Ask yourself:

- What do we expect of board members?
- What type of committee structure do we need? What are our expectations for the work of those committees? Who will staff them?
- How will those committees relate to the board as a whole? What kinds of decisions can they make on their own and which must be brought to the board?
- How many board members will we need to be effective?
- How often does the board need to meet as a group?
- What changes, if any, do we need to make to the bylaws to support this new structure?



4

Develop materials and a plan that clarifies the new expectations of board members and can be used to recruit new board members.

- Create a clear description of board member duties.
- If current members don't want to engage at this level, develop a plan for celebrating their service as they transition out of their leadership role (also consider developing an honorary board).
- Make sure that your policy manual and governance documents are up to date.



5

Decide who in the community can help advance the strategic and governance needs of the organization.

- Set up meetings with prospective board members to review these expectations and to determine whether they are the right fit for your organization. Be clear on where you think their service will be most needed.
- Have subsequent meetings on site to familiarize prospective board members with your work.
- Ensure that incoming board members understand the commitment they are making to the organization.

