

Collaborative Mentoring Webinar Series



Setting Your Board Up for Success

October 18, 2018

2018 Collaborative Mentoring Webinar Series Planning Team

The Collaborative Mentoring Webinar Series is funded by the **Office of Juvenile Justice and Delinquency Prevention** through the National Mentoring Resource Center and facilitated in partnership with MENTOR: The National Mentoring Partnership



Collaborative Mentoring Webinar Series

Good to Know...

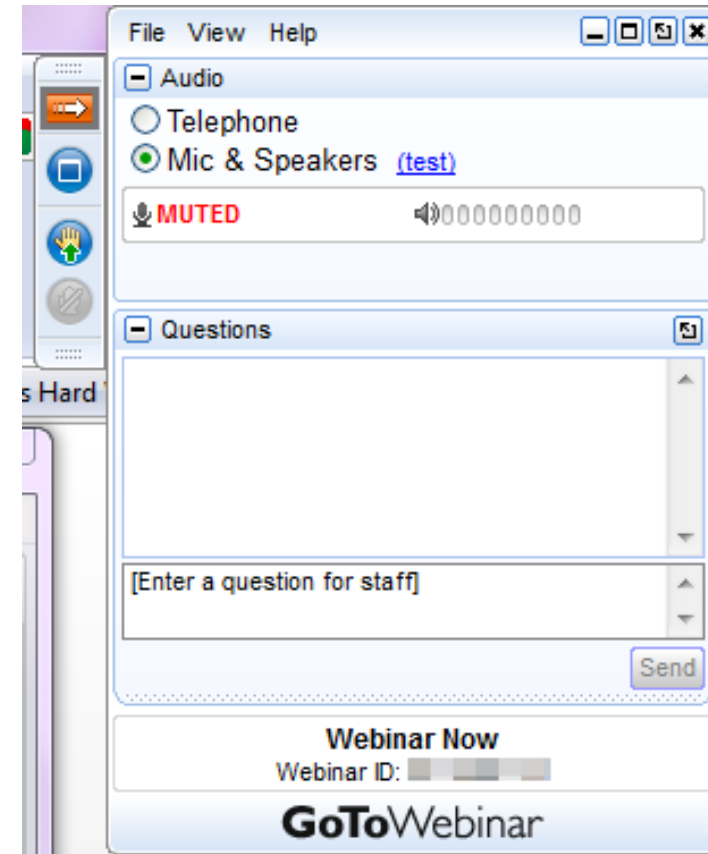
One week after the webinar, all attendees receive an email with:

- Instructions for how to access a PDF of presentation slides and webinar recording
- Link to the Collaborative Mentoring Webinar Series webpage, where all slides, recordings and resources are posted

Please help us out by answering survey questions at the end of the webinar.

Participate in Today's Webinar

- All attendees muted for best sound
- Type questions and comments in the question box
- Respond to polls
- Who is with us today?



Today's Webinar

Panelist 1

Colleen Fedor, Executive Director, The Mentoring Partnership of Southwest Pennsylvania

Panelist 2

John Pinter, CEO Pinter Consulting

**Q & A throughout the presentation
(use the Q & A panel)**

Panelist 1



Colleen O'Donnell Fedor is in her 19th year as the Executive Director of The Mentoring Partnership of Southwestern Pennsylvania.

During her tenure, The Mentoring Partnership has expanded mentoring – increasing public awareness of the opportunities for engagement, increasing foundation support for mentoring, and bringing high quality training services to the staff, volunteers and youth being mentored. Under her leadership, The Mentoring Partnership has embraced their role as a Servant Leader to the thousands of staff and volunteers who care deeply about children – helping good people bring great mentoring to youth.

The Mentoring Partnership of Southwestern PA launched the Everyday Mentoring® Initiative in 2014 to help and empower adults to recognize their potential to be mentor-like in their everyday interactions with youth.

Panelist 2



John Pinter has served as an executive in the non-profit sector, and has over 30 years of experience in management and leadership in non-profit organizations. He is CEO of Pinter Consulting. While a CEO, John developed new services to organizations involved in emergency management and planning, disability and volunteer development organizations in Illinois, Utah, California and Indiana. John's particular areas of experience and specialty include strategic planning, financial policies, collective impact, volunteer development, emergency planning and working with cities and universities.

John is also an Adjunct Professor at University of Notre Dame Mendoza College of Business and is also a Consultant for Indiana Youth Institute where he works with a variety of nonprofits, educational institutions, municipalities and small businesses.

Recruitment

Begins with Board Composition Matrix



- Skills
- Competencies
- Life Experiences
- Attributes

Recruitment

BOARD RECRUITMENT MATRIX

This matrix can be adapted to assist your organization's recruitment efforts by assessing your current board composition and identifying opportunities to diversify and/or expand your board.

Every organization is different. Use the table below to help distinguish the skills and strengths you need from board members depending on your organization's stage of development, community served, and other circumstances.

In considering board building, an organization is legally obligated to follow its bylaws, which may include specific criteria on board size, structure, and composition. Keep in mind that your organization's bylaws may need to be updated to incorporate and acknowledge changes in the environment and community that have made board structure changes necessary or desirable.

AREAS OF EXPERTISE/LEADERSHIP QUALITIES	NUMBER OF CURRENT MEMBERS	NUMBER OF PROSPECTIVE MEMBERS
Administration/Management		
Early-stage organizations/start-ups		
Financial oversight		
Fundraising		
Government		
Investment management		
Law		
Leadership skills/motivator		
Marketing, public relations		
Human resources		
Strategic planning		
Physical plant (architect, engineer)		
Real estate		
Understanding of community needs		
Technology		
Other		
RESOURCES		
Money to give		
Access to money		
Access to other resources (foundations, corporate support)		
Availability for active participation (solicitation visits, grant writing)		

Continued ▶

Source: [The Board Building Cycle: Nine Steps to Finding, Recruiting, and Engaging Nonprofit Board Members](#)

COMMUNITY CONNECTIONS	NUMBER OF CURRENT MEMBERS	NUMBER OF PROSPECTIVE MEMBERS
Religious organizations		
Corporate		
Education		
Media		
Political		
Philanthropy		
Small business		
Social services		
Other		
PERSONAL STYLE		
Consensus builder		
Good communicator		
Strategist		
Team member		
Visionary		
AGE		
Under 18		
19 - 34		
35 - 50		
51 - 65		
Over 65		
GENDER		
Male		
Female		
RACE/ETHNICITY		
African American/Black		
Asian/Pacific Islander		
Caucasian		
Hispanic/Latino		
Native American/Indian		
Other		

Recruitment

POLL Question:

What is the MOST challenging aspect of working with a Board of Directors:

- a) Identifying and Recruiting new board members
- b) Successfully orientating new members
- c) Maximizing their engagement and effort for the organization
- d) Assessing the board performance

Recruitment

58% of nonprofit leaders report difficulty recruiting new leaders.

We Need
New
Board
Members!



Search - Identify
Meet: Interview & Inform
Assess
Determine Yes or No

Onboarding

Onboarding for Success



a **PROCESS**
not an event

Onboarding



NEW Board Member

Engagement

Goals of Board Engagement



- Tap the full potential of your most important volunteer asset
- Help the board to succeed in all its important fiduciary roles

Engagement

What Constitutes Positive Board Engagement?



Engagement

IDEA 1:

ANNUALIZED, REGULARIZED BOARD RETREAT

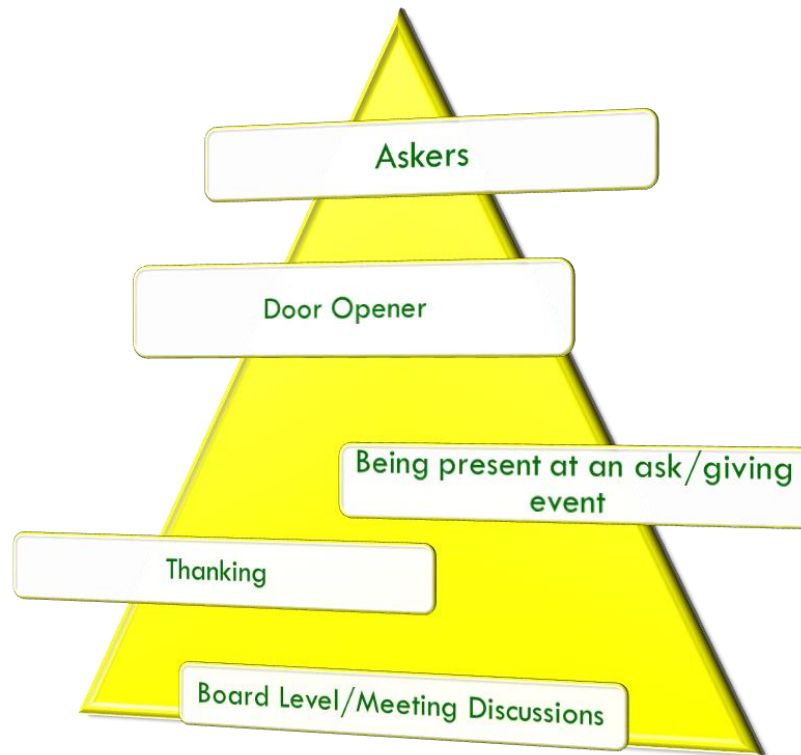


- How
- When
- Why
- Building of Intimacy and Authority

Engagement

IDEA 2:

FUND RAISING AS A KEY WIN FOR THE BOARD MEMBERS



Assessment

GOAL OF BOARD ASSESSMENT:



- Boards having the capacity to rate their own personal and group performance
- Hold themselves responsible for their part in the organization's outcomes

Assessment

Ideas:



Board Retreat Work

Sample Surveying

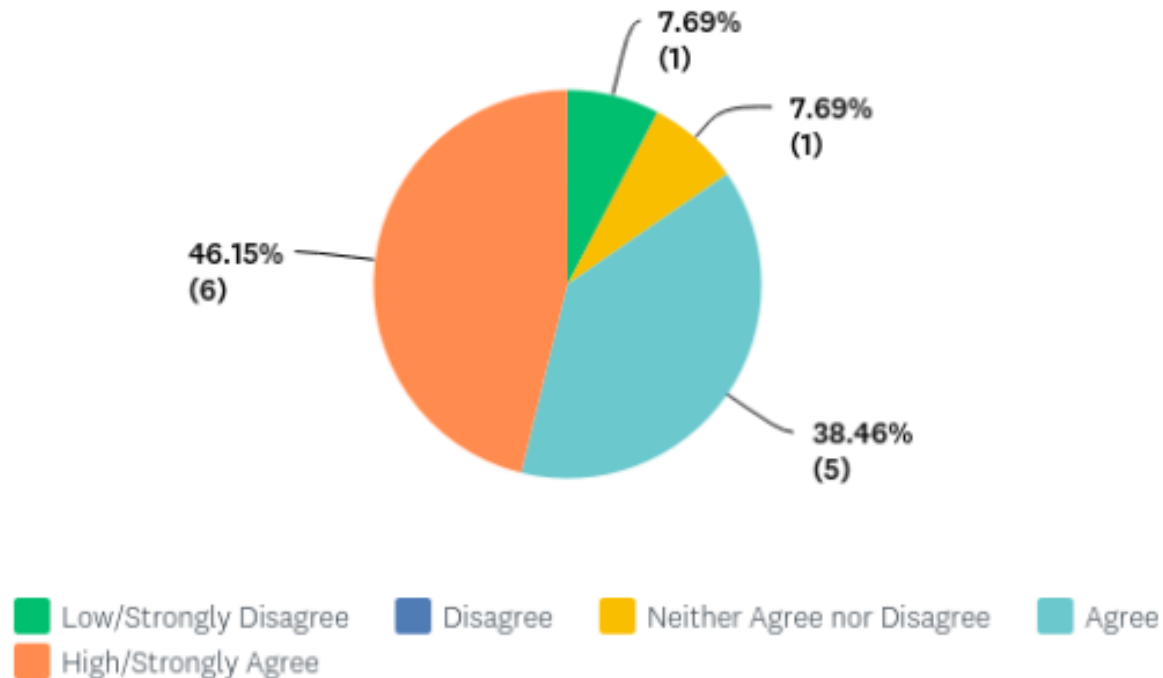
External (confidential)
Surveying against 'best
practices'

Assessment

Question:

Board Members understand their roles?

Lots of consensus, no need to worry

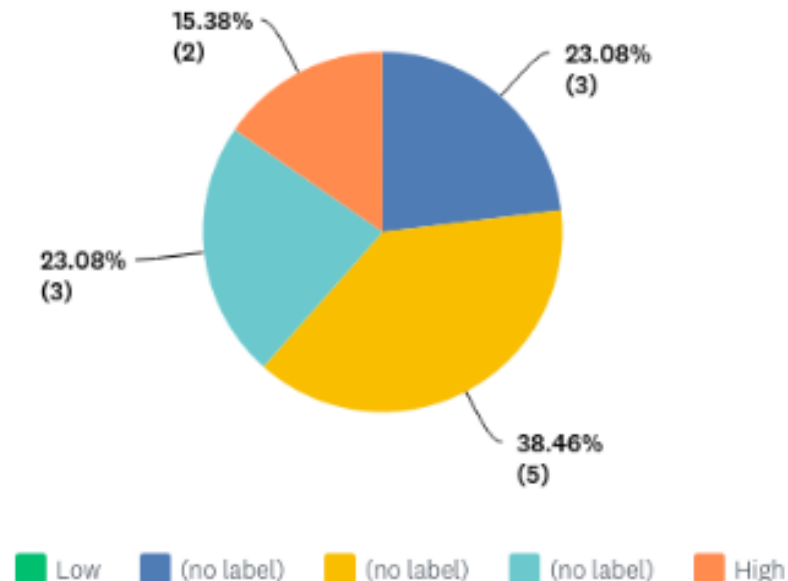


Assessment

Question:

Board Meetings allow time for board learning about the organization?

No consensus (all over the 'map'): worth follow up

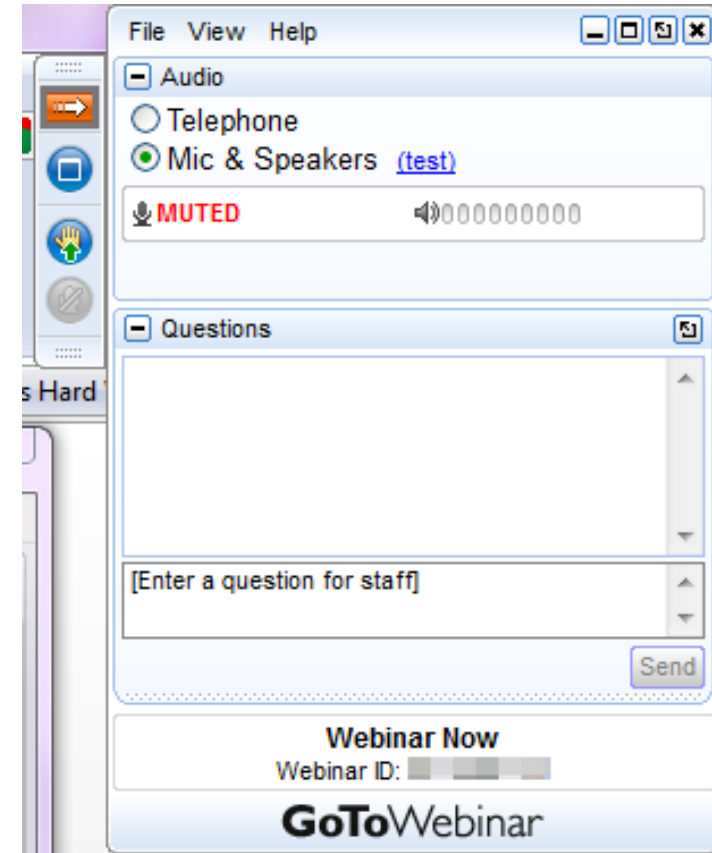


Resources

- LinkedIn for Recruitment
- Corporate Affinity groups
- 3 Steps to Increasing Nonprofit Board Engagement <http://www.dghorgangroup.com/event/webinar-3-steps-to-increasing-nonprofit-board-engagement/>
- First rate board of directors - <https://www.joangarry.com/board-of-directors/> (full of great resources and advice)
- Board recruitment matrix (emphasize the critical importance of recruiting board members in line with strategic plans – matching skill sets, experience and networks – versus just checking boxes for a laundry list of skill sets) - <https://boardsource.org/wp-content/uploads/2017/01/Recruitment-Matrix.pdf?hsCtaTracking=f69be510-19a8-4b75-a55f-bbf7578877c2%7C20d9904b-e9ef-4ae8-810a-786125e14676>
- Board orientation checklist - <https://boardsource.org/wp-content/uploads/2017/01/Board-Orientation-Checklist.pdf?hsCtaTracking=738e523e-6cdf-4324-85af-389deb9829c6%7Cfb71dab2-ffb5-4f75-8a42-0c9828fb1c1a>
- The case for board assessments - <https://boardsource.org/wp-content/uploads/2017/12/The-Four-Ws-and-an-H-of-Board-Self-Assessment.pdf?hsCtaTracking=efc0bee1-8cfb-49b8-b55b-82982019c47c%7C915be3ba-f8e9-431f-b2d2-adcc78ef00e0>
- Sample board performance matrix - <https://boardsource.org/wp-content/uploads/2018/05/Sample-BOD-Performance-Matrix.pdf>
- Board assessment tool - <https://www.joangarry.com/board-assessment-tool/> & <https://www.joangarry.com/wp-content/uploads/2013/03/joan-garry-nonprofit-board-assessment1.pdf>
- Stages of a board's life cycle - <https://static1.squarespace.com/static/53763a12e4b0875c414788ba/t/541a2231e4b0ff885640e364/1410998833735/Board+Passages.pdf>

Q&A

Type your questions in the question box:



Additional Resources



Affiliates

Affiliates serve as a clearinghouse for training, resources, public awareness and advocacy. Find your local affiliate here:

<http://www.mentoring.org/our-work/our-affiliates/>

Mentoring Connector

Recruit mentors by submitting your program to the Mentoring Connector

<https://connect.mentoring.org/admin>

National Mentoring Resource Center

Check out the [OJJDP National Mentoring Resource Center](#) for no-cost evidence-based mentoring resources

Remember...

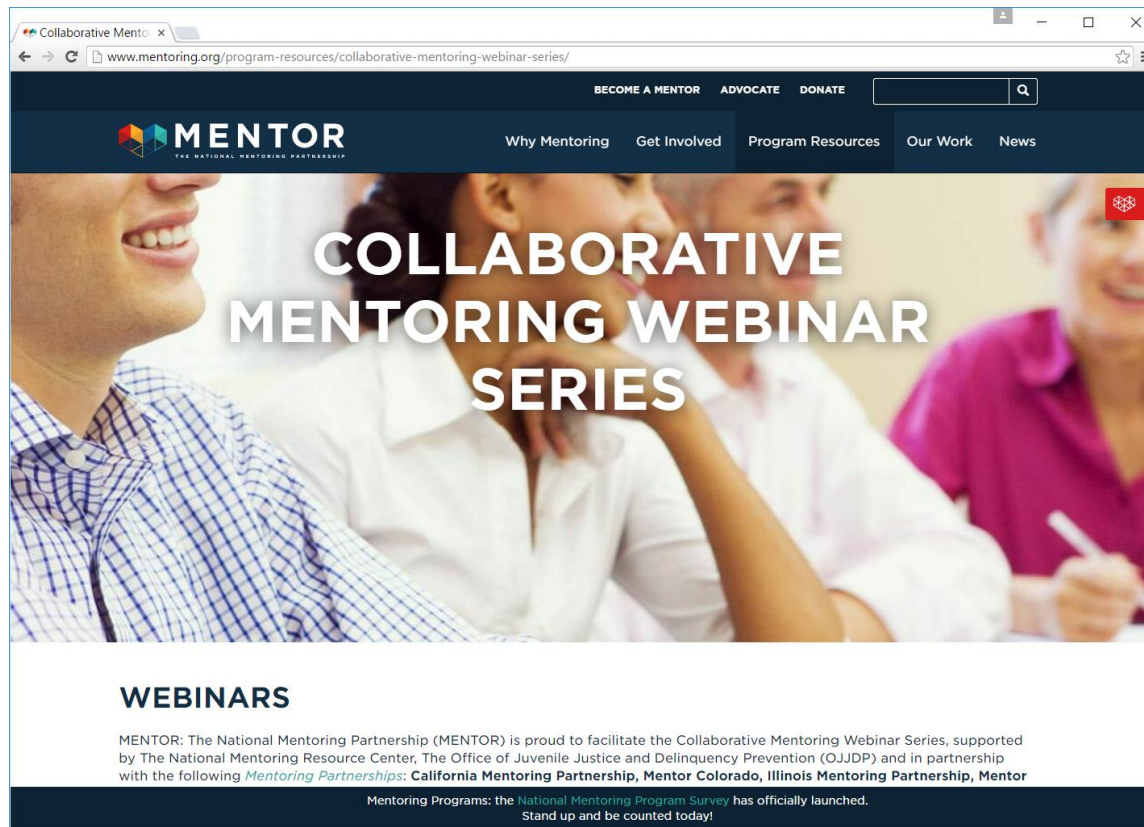
After the webinar:

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- Everyone will get an email with information on how to download the slides, recording, and resources on the CMWS webpage on the MENTOR website:

http://www.mentoring.org/program_resources/training_opportunities/collaborative_mentoring_webinar_series/

Stay Connected

- **Email us** at collaborativewebinarseries@mentoring.org
- **Tweet** with hashtag #MentoringWebinar
- **Visit our webpage** on the MENTOR website for past and upcoming webinars:



The screenshot shows a web browser window displaying the MENTOR website. The URL in the address bar is www.mentoring.org/program-resources/collaborative-mentoring-webinar-series/. The page features a dark blue header with the MENTOR logo and navigation links: "BECOME A MENTOR", "ADVOCATE", "DONATE", "Why Mentoring", "Get Involved", "Program Resources", "Our Work", and "News". The main content area has a large image of four people smiling and talking, with the text "COLLABORATIVE MENTORING WEBINAR SERIES" overlaid in white. Below the image, the word "WEBINARS" is written in bold. At the bottom, there is a paragraph of text: "MENTOR: The National Mentoring Partnership (MENTOR) is proud to facilitate the Collaborative Mentoring Webinar Series, supported by The National Mentoring Resource Center, The Office of Juvenile Justice and Delinquency Prevention (OJJDP) and in partnership with the following *Mentoring Partnerships*: California Mentoring Partnership, Mentor Colorado, Illinois Mentoring Partnership, Mentor Mentoring Programs: the National Mentoring Program Survey has officially launched. Stand up and be counted today!"

Collaborative Mentoring Webinar Series

Join Us Next Month!



Mentoring Opportunity Youth November 15, 2018 1 - 2:15 pm Eastern



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