
# Nonprofit Board Training

December 13, 2022

Connected to your governance… Connected to your constituents… Connected to your mission

# Agenda

- The Nonprofit Sector – Overview (October 13th)
- Board Responsibilities
- Building a Stronger Board
- Board Structure
- Being Proactive/Strategic Thinking (December 13th)
- Succession Planning
- Managing Risk
- Fiscal Viability (January 19th)
- Raising Funds

# Being Proactive/Strategic Thinking

- COVID-19 Impact – reactionary vs. proactive
- Strategic Planning
  - Understand your mission, vision, and values
  - Commit to measurable goals
  - Prioritize for implementation
  - Assign responsibilities and establish appropriate timeframes
  - Define success
  - Implement a monitoring system (SP Report Card)
- Must be dynamic … not a static process (Active Plan)

# Being Proactive/Strategic Thinking

- Need to consider your role in the sector and the community
- Evaluate your operations vs your mission
  - Is your mission or how you meet it still relevant
  - Has your agency experienced mission creep
- Identify organization's key growth areas
  - What are the key metrics that need to be tracked
  - How will growth be accomplished
  - What resource are available
  - Measuring impact
  - Measuring social return on investment

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Certified Public Accountants

# Being Proactive/Strategic Thinking

- Collaborations and partnerships
  - Managed care
  - Size matters
  - Shrinking resources
  - Community based funding
- Strategic discussions at Board meetings … today's topic is …
- How do you differentiate yourself from the rest of the sector?

# Succession Planning

- Would you know what to do if your Executive Director or a Board member resigned tomorrow?
- Planning should occur at both the management level as well as the Board level.
- Open communication is essential.

# Succession Planning

- Form a nominating and governance committee to:
  - Establish job descriptions
  - Assess turnover risk
  - Evaluate upcoming departures
- Establish a plan for emergency leadership vacancies
- Establish a plan for known vacancies in nonprofit board positions:
  - Need to assess skills and abilities needed
  - Organizational lifecycles change (Guide Dog Foundation as an example)

# Succession Planning

- Develop a recruitment plan
  - Board recruitment packet
  - Responsibility of the full Board
- Identify potential internal candidates
  - Staff, committees, volunteers, etc.
    - Assess interest
    - Cultivate knowledge
- Identify potential external candidates
  - Look at future needs of the Organization
  - Develop a pipeline
- Establish a plan for orientation and onboarding

# Managing Risk

- Internal & External factors
  - Control environment
  - Staffing
  - Economy
  - Funding
  - Regulations
- Insurance
- Conflicts of interest/Related party transactions
  - Policies & disclosure
- Grant compliance/monitoring
- Medicaid Compliance
  - Medicaid compliance officer
  - Risk assessment and testing
  - Audit protocols

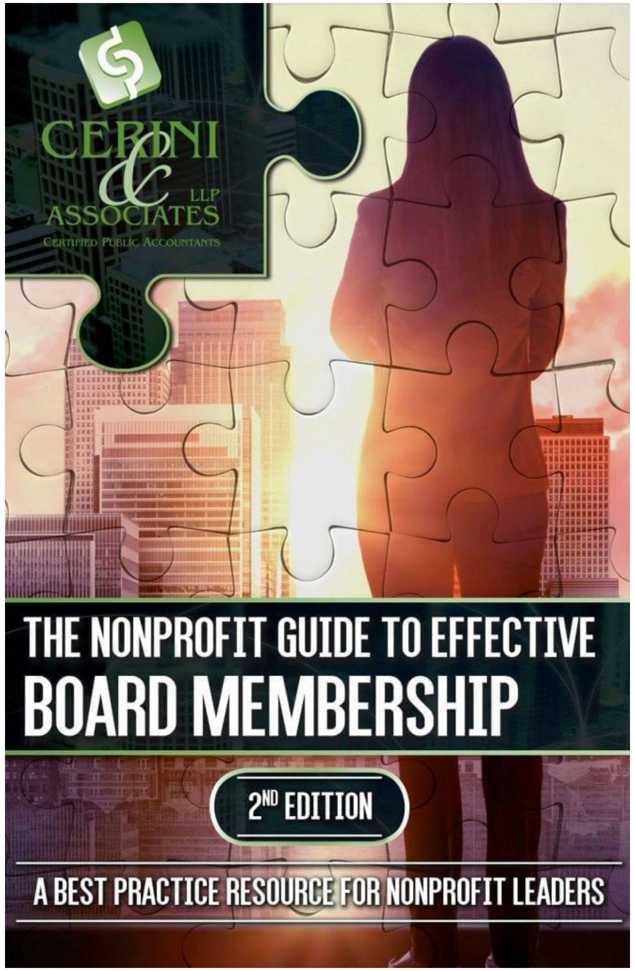
# Managing Risk

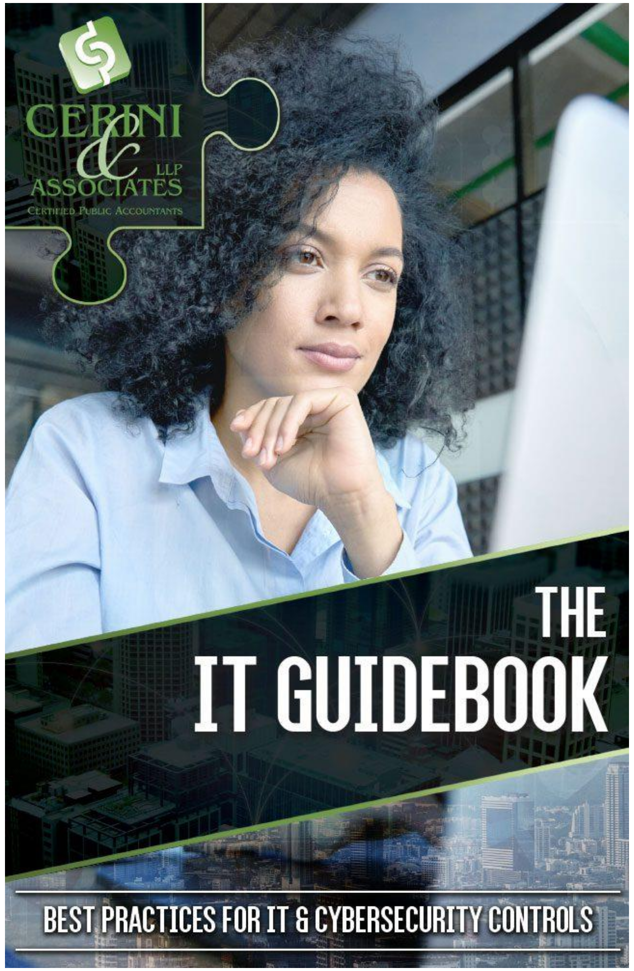
- Government Audits
  - OMIG/OSC
  - Audit protocols published
- Cybersecurity
  - Only 26% of nonprofits actively monitor their network environment
  - 59% of nonprofits do not provide cybersecurity training to staff
  - Only 20% of nonprofits have a policy in place to address cyber attacks
- Changing regulations
  - Rules and regulations change on a regular basis … how is organization tracking
  - Nonprofit revitalization Act
  - NYPMIFA
- Restricted Donations
- Lobbying & Political activity
- Employment related issues
- Collaborations

# Managing Risk

- Ensure that is being addressed regularly and reported to the Board
  - Compliance committee
  - IT committee
  - Audit committee
- Have in-house/Board expertise or consider outsourcing

# Additional Resources



# Thank you!

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