

Recruiting and Retaining Exceptional Boards









Presenters



Sara Wessling – Propel Nonprofits Jim Nelson – Lake Agassiz Habitat for Humanity Nathan Thompson – North St. Louis County Habitat for Humanity

Recruiting and Retaining Exceptional Boards



This presentation will provide attendees with knowledge and strategies for recruiting and retaining an exceptional Board.

Best practices, key considerations, and practical steps in board recruitment and development will be covered.

An exceptional board isn't just a governance body but a critical strategic asset that drives organizational success and sustainability.

Board Recruitment





Key Tools for Board Recruitment

- Strategic Plan and Organizational Goals
- Life Stage of the Organization
- Board Self-Assessment

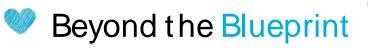
"Recruiting should be a strategy, not a goal."

Looking

for New Board Members blog article

Kabo

Yang, Propel Nonprofits





Board Recruitment Who's job is this?

- Nominating Committee
- Executive Committee
- Board Members
- Executive Director
- Staff



Board Recruitment The Details

- When to add and subtract from your board?
- Process
- Application
- Do prospects know what they are getting into?
- Orientation

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Process...

- Criteria
 - Community Connection
 - Committee Engagement
 - Leadership Potential
 - Functional Need
 - Mission Focus
- Process
 - Evaluate board composition
 - Criteria varies based on need
 - Must meet 3 criteria & mission focus
 - Executive Team determines which candidates move to board for approval.

Criteria

1. <u>Community Connection</u> - well networked to drive increased donations and connect financial, human resources, retail, construction, etc... and focus on soliciting candidates

2. <u>Committee Engagement</u> - possess a servant heart and be willing to serve on and lead 3. Leadership Potential - find our next Habitat leaders such as President, Vice-President, 4. <u>Functional Need</u> – determine if a specific function need exists such as, legal, accounting, 5. <u>Mission Focus</u> - have a sincere heart for Habitat's mission

Process:



Board Candidate Selection

March 15, 2019

1. We will evaluate our current board composition each time we seek out new board 2. We'll emphasize different criteria each time depending on what qualities we're seeking. 3. We understand that most board candidates don't meet all criteria but we should expect they meet at least 3 of the criteria in addition to Mission Focus, which is required of all 4. The Executive Team will determine, by vote, which candidates are to be brought to the

Application

- We don't accept applications
- Rather we gather information and ${\bullet}$ gauge interest
- We use a 1 page form
- Key criteria: Mission Focus

Please list your prid experience, if any, Please list other com organizations in which involved or affiliated.

Why would you like to : Lake Agassiz Habitat for Board?

Please share what gifts yo are willing to share throug work on the Habitat board example: PR, lending, const communication, fundraising strategy, marketing, faith co networking, etc., are talents as experience and expertise current and/or past member board have had.)

Board Candidate Information Form	
Title	Lake Agassiz
E-mail	for Humanity*
Preferred phone number	tor numanity*
Preferred mailing address	
Occupation/employer	
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What do you know about Habitat for Humanity in general?	
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What am I getting myself into?

- Board Roles & Responsibilities
- Expectations of Board Members
- Fiduciary Duties



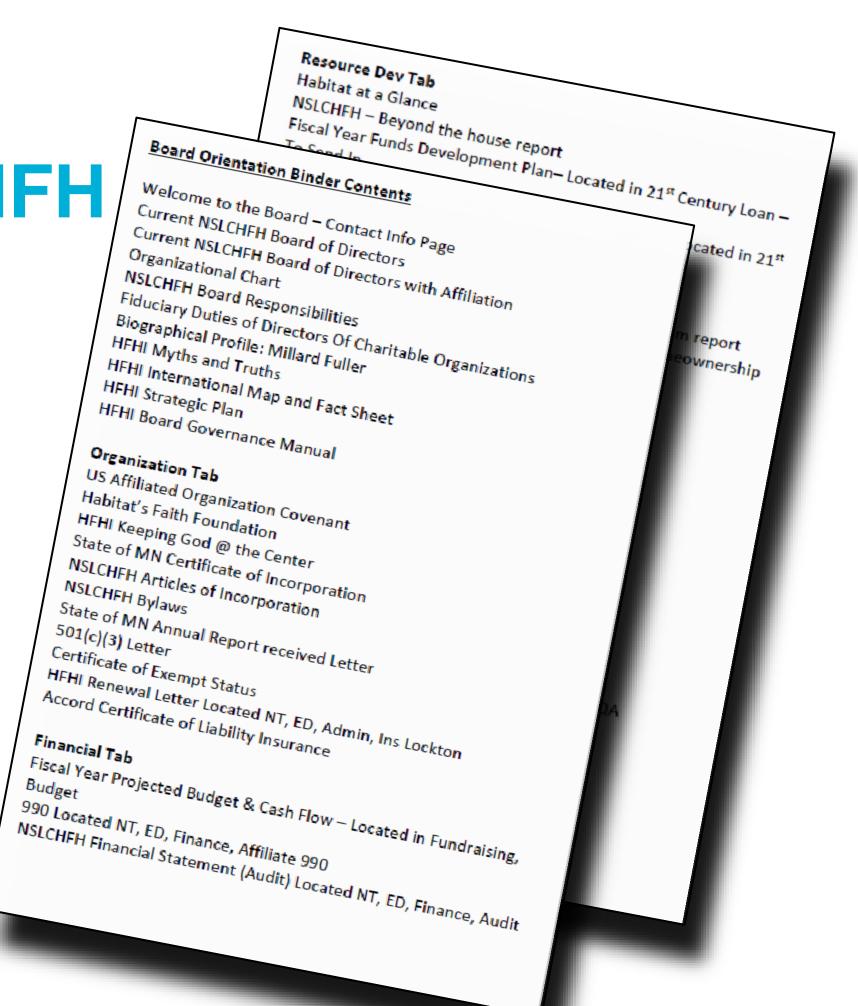
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Orientation – Board Book North Saint Louis County HFH

Board Orientation Binder Contents

- Welcome
- Organization Tab
- Financial Tab
- Resource Development Tab
- Planning Tab
- Construction Tab
- Policies Tab
- Family Manual
- Board Minutes

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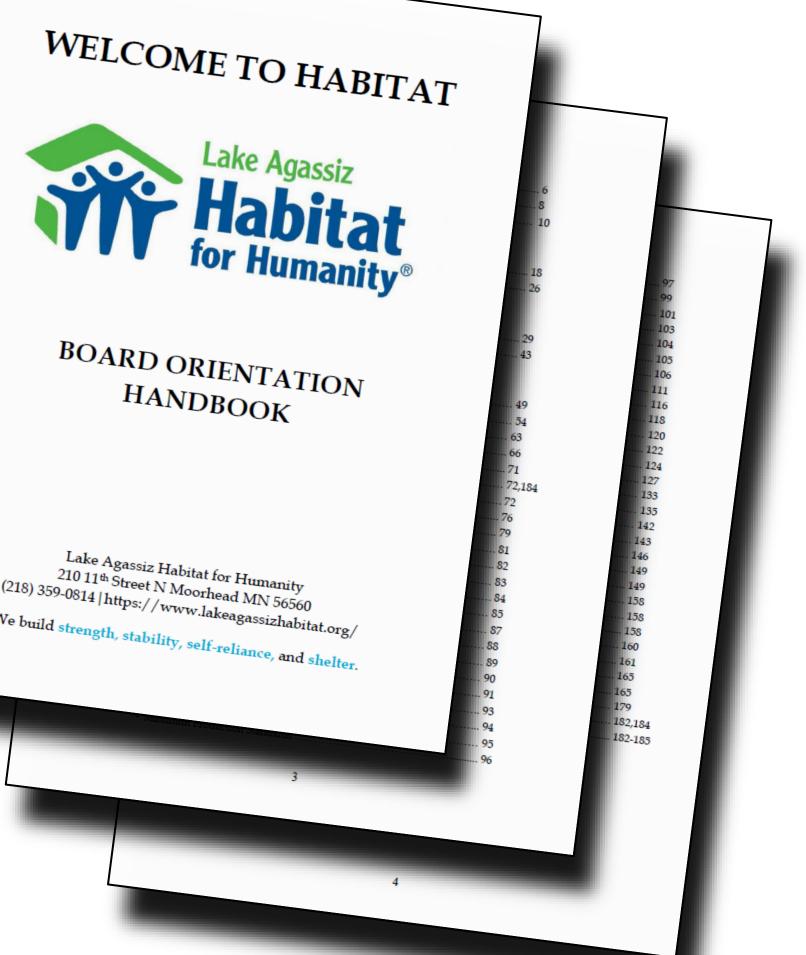


Orientation – Board Book Lake Agassiz HFH

Table of Contents

• Welcome

- HFH Background
- Our Habitat (LAHFH)
- Committees & Partnerships
- Policies and Procedures







Board Recruitment Is Diversity Important?

- Use of a board matrix
- What does diversity look like on your board?





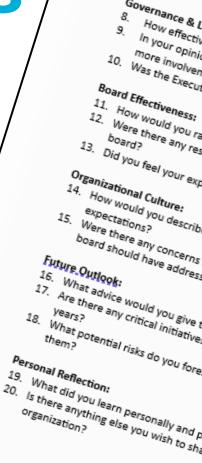
Using a Board Matrix

Qualities We Seek on											_														_																										
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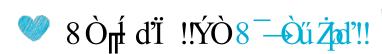
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Board Recruitment Important Considerations

- How large should your board be?
- How often should you meet?
- How long?
- On Ramps / Off Ramps...
- New or returning?



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LAHFH Board Member Exit Interview General Reflection Neral Reflections: What were the most rewarding aspects of your time serving on the hoard? Were there any challenges you faced during your tenure that you wish had ' What were the most rewarding aspects of your time serving on the hoard? Were there any challenges you faced during your tenure that you wish had heen handled 2 differently? How do you feel the organization has evolved over the course of your board service. Looking back, what would you have done differently in terms of strateav or eovernance How do you feel the organization has evolved over the course of your board service? Looking back, what would you have done differently in terms of strategy or governance? Organization Banizational Strategy: What do you think were the most critical decisions made by the board during your tenures Do you believe the organization's mission and values are aligned with its long-term strategy: What do you think were the most critical decisions made by the board during your terms are there any strategic opportunities or risks the organization should focus on moving forware forware the organization of the organization Do you believe the organization's mission and values are aligned with its long-term strategic opportunities or risks the organization should focus on moving forward Governance & Leadership: vernance & Leadership: How effective do you think the board was in holding the management team accountable In your opinion, did the board provide enough guidance and oversight, or could there have How effective do you think the board was in holding the management team accountable and provide enough guidance and oversight, or could there have been More involvement in certain areas? Was the Executive Director sufficiently transparent and communicative with the board? Board Effectiveness: 1. How would you rate the effectiveness of board meetings; were there any resources or training that could have enhanced your ability to contribute to the total of total of the total of total of the total of the total of How would you rate the effectiveness of board meetings; were there any resources or training that could have enhanced your ability to contribute to the board? 13. Did you feel your expertise was utilized effectively in the decision-making process?

Image: expectations? Were there any concerns regarding organizational culture or employee satisfaction that you feel the board should have addressed more effectively?

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What advice would you give to the incoming board members regarding the organization's futures or areas of focus the next board should prioritize in the coming to any critical initiatives or areas of focus the next board should prioritize in the coming to any critical initiation of the coming to any critical initiatives or areas of focus the next board should prioritize in the coming to any critical initiatives or areas of focus the next board should prioritize in the coming to any critical initiatives or areas of focus the next board should prioritize in the coming to any critical initiatives or areas of focus the next board should prioritize in the coming to any critical initiatives or areas of the coming to any criteal initiatives oreareas of the coming to any What advice would you give to the incoming board members regarding the organization's futures or areas of focus the next board should prioritize in the coming Years? What potential risks do you foresee for the organization, and how should the board prepare for them? Personal Reflection: 19. What did you learn personally and professionally from your experience on the hoard 20. Is there anything else you wish to share regarding your experience on the hoard below to share regarding your experience or the hoard below to share of the hoard of the hoard below to share of the hoard of the hoard below to share of the hoard of the hoard below to share of the hoard of the hoard below to share of the hoard of the hoard of the hoard below to share of the hoard of the hoar What did you learn personally and professionally from your experience on the hoard organization? Exit

Interview Form

Board Member Term Management

Lake Agassiz Habitat Board Members and Terms

	Name	Mailing Address and Phone #	Email Address		Position on the Board	Date Started	1" Term Began	Current Term Ends	# Years Served as of
1	Kaylin Frappier	33	KE	are.org	President	January 2018	January 2018	December 2025	7
2	Becki Johnson	89 Mi (2	be	net	Vice President	March 2018	March 2018	December 2025	7
3	Linda Klebe	10 F a (7	نا		Past President	March 2018	March 2018	December 2025	7
4	Kelly Hagel	63 Ar (7	ha	om	Treasurer	January 2018	January 2018	December 2025	7
5	Kyla DuBord	41 F a (7	Ку	ണ	Director	March 2018	March 2018	December 2025	7
6	Kyle Daily	58 Fa (7	da		Director	January 2018	January 2018	December 2025	7
7	Nick Hamilton	34 F e (7	οp		Director	January 2020	January 2020	December 2025	5
8	Elizabeth Hiller	17 Mi (7	ра	lutheran.org	Secretary	January 2021	January 2021	December 2026	4
9	Melissa Kubasta	54 Di (2	м	ilsfargo.com	Director	January 2021	January 2021	December 2026	4
10	L. Peyton Mastera	2 F x 187	pe	rth.mn.us	Director	August 2021	January 2022	December 2025	3



Board Member Term Management

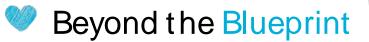
		North St. L	ouis County Hab	itat for Humanity	Board of D	irectors 20	25
Name	Term	Address		Town	Phone	E-mail	
Board of Directors Class of 2026							
Steve Burgess	1st	10	rk Rd	Tower, MN 55790	_ [198	om
Jenna Conda	1st	27		Hibbing, MN 55746	6	jen.l	k.com
Paul Knuti (Nominating, Planning)	2nd	77		Embarrass, MN 55732		knut	pm
Nancy Moyer	2nd	31		Hibbing, MN 55746	5	nan	m
Jacquline Prescott	2nd	92	t	Hibbing, MN 55746	2	jacq	phibbinghra.org
Judy Peliska*	1st	45	/ Rd	Mt Iron, MN 55768	5	judy	.com
Board of Directors Class of 2027							
Jon Anderson	1st	85	/ Rd	Babbitt, MN 55706		jon.a	eq.com
Kris Clover	2nd	50		Hibbing, MN 55746	6	krise	ombb.net
Carolyn Dinneen	2nd	41		Virginia, MN 55792	8	caro	gmail.com
Emma Keeler	1st	41	/ Road	Mt Iron, MN 55768	8	emm	ail.com
Nathan LeBeque	1st	54	9	Virginia, MN 55792		nath	mail.com
Mark McClellan*	1st	20		Hibbing, MN 55746	8	McC	.com
Linda Scott (President)*	2nd	66	ail	Gilbert, MN 55741		linda	com
Mark Weir (Secretary)*	2nd	73	d	Britt, MN 55710		marl	n
Board of Directors Class of 2028							
Jen Baker	1st	11		Aurora, MN 55705		jrz18	
Don Rausch (Treasurer)*	2nd	80		Britt, MN 55710		dona	
Don Knight	2nd	42		Mt. Iron, MN 55768	5	dkni	n
Rolf Swanson (Vice President)*	2nd	31 T VIKING DI		Hoyt Lakes, MN 55750	(210) 200-1 320	rolf.swanso	nægmail.com
* Indicates executive committee mer	mber						

Beyond the Blueprint



Board Recruitment The dream team!

Who do you need on an ecumenical Christian housing ministry's board?





Board Retention

Or should we say Engagement?

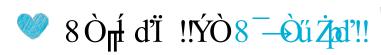


Board Retention/Engagement Board Meeting Structure

Robust Meetings Framework

"Don't underestimate the power of a great, well-led meeting to change the world...one room at a time."

Let's Have Better Board Meetings blog article - Propel Nonprofits



2025 Habitat for Humanity Midwest Regional Conference

Relationship Building

Check-ins Cultural Practices

> Team Building activities, practices, assessments

Learning Together

Site Visits Special Guests Cultural Teachings Topics/Discussion

Generative Thinking

Strategic Plan Review Progress Assessment Program Evaluation

Board Business

Finance Updates

Committee Reports

Report from CEO/ Executive Director

Board Retention/Engagement Agendas for Success

- Meeting Agendas Traditional vs. Strategic
- Board Norms or Group Agreements



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Board Retention/Engagement Stay Connected

Strategies to keep a board connected:

- Board Build Day
- Board networking and fellowship
- Community and affiliate events
- Board Bio's recognition on website



Board Retention/Engagement Key Questions for Board Management

- Working vs Governing Board
- Day-to-day operations vs strategic initiatives
- Board Committees/Program/Ad hoc Committees
- Fund Raising and Friend Raising



Board Retention/Engagement Takeaways?

What is one thing that you want to work on to build or maintain your exceptional board?



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Thank you!





Contact us

Sara Wessling – Propel Nonprofits 612-249-6675 <u>swessling@propelnonprofits.org</u> <u>www.propelnonprofits.org</u> Jim Nelson – Lake Agassiz Habitat 218-359-0360 jim@lakeagassizhabitat.org www.LakeAgassizHabittat.org

Nathan Thompson – N. St. Louis Co. HFH 218-750-7443 nathan@nslchfh.org | www.nslchfh.org

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