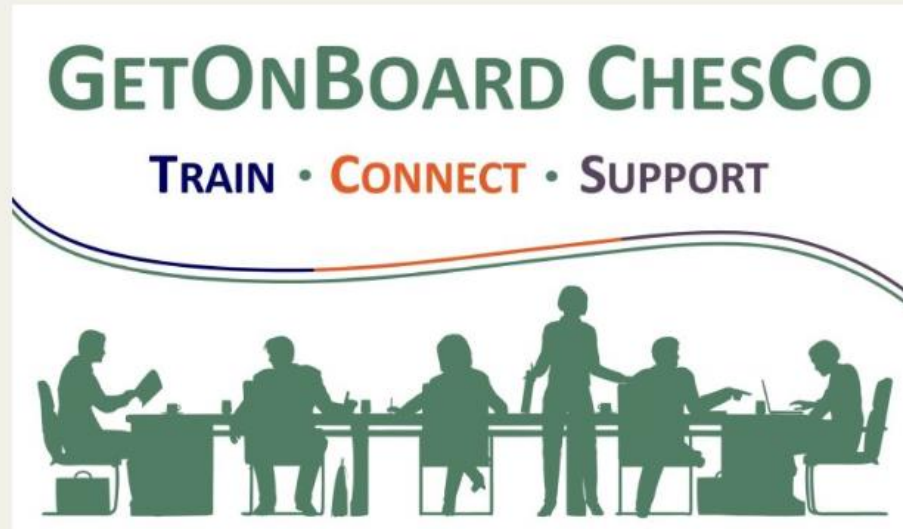


# GETONBOARD CHESCO

<https://chescof.org/getonboard-chesco/>

HOME/ABOUT US • TRAIN • CONNECT • SUPPORT • RESOURCES • APPLY/CONTACT US



WE TRAIN, CONNECT, AND SUPPORT EMERGING LEADERS WITH  
THE NONPROFITS THEY WISH TO SERVE THROUGHOUT CHESTER COUNTY.





# TODAY'S AGENDA

## Get On Board Coach Orientation/Consideration + GOB Pilot Program Model Update

### 1) Overview: Developing High Performing Board Members

#### COMMITTEE + COACH

### 2) Overview CCCF GetOnBoard Model

### 3) Role & Duties of the Coach

#### Logistics:

- A. Frequency of Coach initiating contact with candidate: **monthly**
- B. Confidentiality Statement
- C. Coaching Report: e-mail monthly to GetOnBoard [hugh@chescof.org](mailto:hugh@chescof.org)
  - Individual candidate progress, successes, barriers, needs, next steps
  - GOB program resource/training needs...process improvement



### 4) Effective Coaching: Discussion w/TEDTalk

- A. Qualities of an Effective Coach / Mentor
- B. Effectively Coaching Nonprofit Board Leadership Development in Changing Times

### 5) **Wrap Up:** Ideas, Questions, Comments, Next Steps

Updated  
12.5.22







# GetOnBoard ChesCo Conceptual Model

GETONBOARD CHESCO

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**Target Market: Committee Members & Board Members**  
**Target Mkt #1: Interested/Emerging Committee & Board prospects**  
**Target Mkt#2: Already Involved Committee & Board members**

TALENT POOL	INITIAL TRAINING	RELATIONSHIP BUILDING & CONNECTING	ONGOING TRAINING SUPPORT	ONGOING COACHING SUPPORT
<p>GetOnBoard <b>Ambassadors</b>* put forth recommend emerging Committee &amp; Board candidates (name &amp; contact info); cyber-intro to GOB Outreach Coordinator</p>	<p>Online training modules &amp; links to NP Governance Best Practice articles: view on own within several weeks</p>	<p>Potential Committee &amp; Board members gather in-person                      1<sup>st</sup> hr: mix, mingle &amp; overview Board Governance Q&amp;A                      2<sup>nd</sup> hr: candidates Speed Date table sessions with selected NPOs                      Site: Lincoln Bldg., WCU Fdtn or Milestones  <b>Coaches assigned to candidates</b></p>	<p>Website article links                      E-mail tips  <b>Board Workshops:</b> Mon noon monthly Zoom &amp; in-person  <b>Board Roundtables:</b> Mon noon monthly Zoom                      Board of Directors Institute: Oct annual 1-day forum</p>	<p>GetOnBoard Volunteer <b>Coach** contacts</b> candidate monthly (3 tries) to monitor, coach, mentor, problem solve &amp; ascertain ongoing individual &amp; organizational governance needs. Emails monthly candidate <b>status report</b> to GOB Outreach Coordinator.</p>
<p>1:1 Zoom or in-person intro between candidate &amp; GOB Outreach Coordinator &amp; <b>Grants Director</b> (+if desired, Ambassador), to review program aims &amp; begin to discern suitable nonprofits.</p>	<p>CCCf self-produced BODI videos + online sources</p> 	<p>GOB Outreach Coordinator have <b>Grants Director</b> (resources = \$ &amp; people) follow up with each candidate &amp; npo to guide matches. (Website review + Guidestar review + site visit.)  <b>Coaches assist candidates with decision-making.</b></p> 	<p>Centralized calendar of regional Board Governance workshops &amp; conferences</p> 	<p>Link to workshops, articles, capacity building grants for npo board trainers &amp; consultants. Provide GOB program refinement ideas</p> 
<p>-Individuals apply online  <a href="https://chescofc.org/getonboard-train-connect-support/">https://chescofc.org/getonboard-train-connect-support/</a> or  <a href="https://chescofc.org/getonboard-apply-contact-us/">https://chescofc.org/getonboard-apply-contact-us/</a>                      -NPOs fill out online Application &amp; DEI Assessment <a href="https://chescofc.org/getonboard-apply-contact-us/">https://chescofc.org/getonboard-apply-contact-us/</a></p>				

\*Ambassadors/Sponsors are volunteer referral sources, lookouts, boundary spanners  
 \*\*Coaches are experienced Board volunteers, who check in monthly with recruits

6/22 per Kim@W&G: GirlGov & GAB alumni & TogetHER; W&G Board members & past Board Members as coaches  
 7/22 per Chris@UW: Leadership ChesCo alumni; UW Board members as coaches & past Board Members as coaches



## ONGOING COACHING SUPPORT VOLUNTEER COACH'S RESPONSIBILITIES

1) GetOnBoard Volunteer **Coach initiate contact** w/candidate monthly (3 tries)

Aim #1: monitor, coach, mentor, problem solve

Aim #2: ascertain ongoing individual & organizational board leadership needs

Aim #3: link to CCCF Board workshops, roundtables, articles,  
capacity building consultants/grants

Aim #4: recommendations for GOB program ideas/topics & process  
refinement ideas

**zoom, phone, in-person, email...whatever mutually agreeable**

2) Email monthly candidate **status report** to GOB Outreach Coordinator [hugh@chescof.org](mailto:hugh@chescof.org)

3) Zoom into Monday noon Board Roundtables workshops, as possible. Suggest topics & feedback.

4) Meet 2 -4x/year with other GOB Coaches, to compare Coaching experiences & learnings



Priority?			Characteristics of Effective Coaches
Hi	Mid	Lo	
X			Active listener
X			Genuinely helpful questions, to move the deliberations forward
X			Trustworthy
X			Honest; tells it like it is
X			Balances compliments & encouragement with tough love, as merited
X			Holds confidential information as such
X			Available when needed; accessible
X			Knowledgeable & experienced in topic area & larger related issues
X			Respected
X			Willing to share
X			Motivational
X			
X			
X			





## A. Nonprofit Board Leadership Development in Changing Times

1. **Ensure Legal & Ethical Integrity**
2. **Build a Competent Board**
3. **Determine Mission & Purpose; Ensure Effective Planning; Monitor & Strengthen Programs & Services**
4. **Protect Assets & Provide Financial Oversight**
5. **Ensure Adequate Financial Resources**
6. **Enhance the Organization's Public Standing**
7. **Select, Support & Evaluate the Chief Executive**

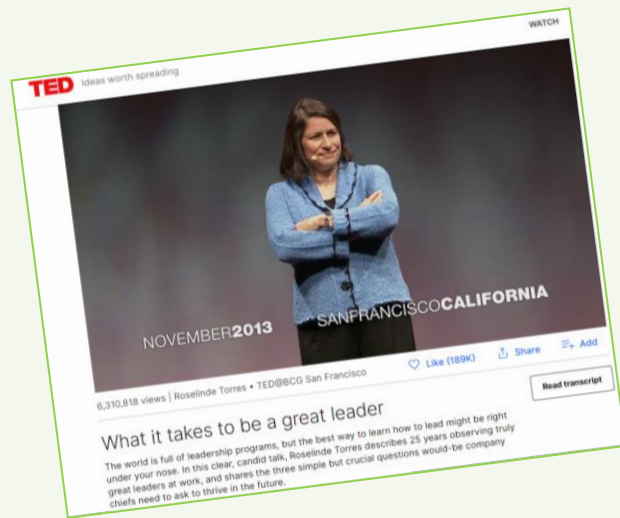
BoardSource, <https://boardsource.org/> Washington DC



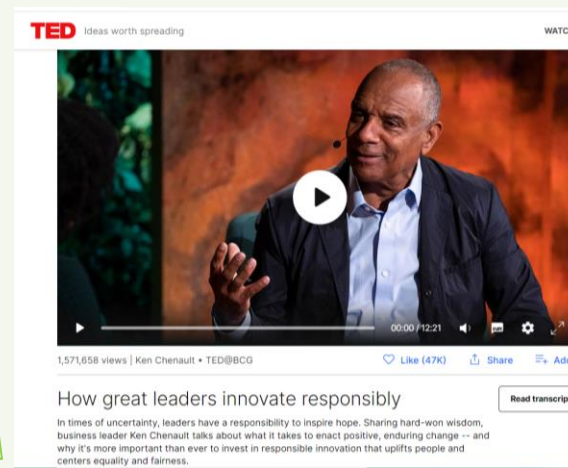


## A. Coaching for Nonprofit Board Leadership Development in Changing Times

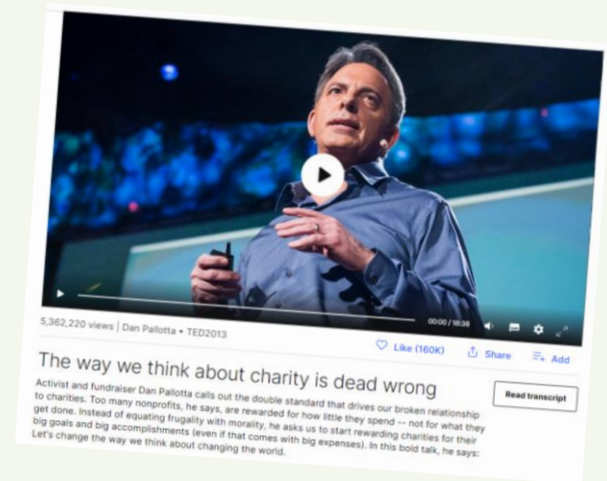
- Strong, clear moral compass
- Understand npo's **core values**, key operating principals, priorities, lay of the land (npo buddy should help with this). Be aware of **divergent** points, where values & actions collide.
- **Embrace diversity**: Having a more diverse network is a source of pattern identification at greater levels & also a source of solutions, because you have people that are thinking differently than you are
- Balance respect & patience for **group process** with the courage to strategically **anticipate change**, daring to think & do differently: With respect for the past & group dynamics, help others to see around corners & shape the future, don't just react to it; it's not always "rinse & repeat;" resilient, responsible innovation; dare to change and be different; phase out things that no longer work; paradigm shifts



[https://www.ted.com/talks/roselinde\\_torres\\_what\\_it\\_takes\\_to\\_be\\_a\\_great\\_leader?referrer=playlist-a\\_playbook\\_for\\_agile\\_inclusive\\_leadership&autoplay=true](https://www.ted.com/talks/roselinde_torres_what_it_takes_to_be_a_great_leader?referrer=playlist-a_playbook_for_agile_inclusive_leadership&autoplay=true)



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## Forms Online (+ Hugh will email each Coach)

### 1. CCCF GetOnBoard Confidentiality Statement

### 2. GOB Coaching Report Form

- Individual candidate progress, successes, barriers, needs, next steps.
- NPO Buddy helping navigate npo?
- Satisfaction with npo experience thus far
- GOB program resource/training needs & process improvement

### 3. GOB Candidate profile: application form, interview notes, bio/LinkedIn, goals/aims

### 4. Suggested nonprofits for your candidate's prospective committee/Board service with update from Stephenie Stevens (Grants & Nonprofit Resources) & Hugh Bleemer (GetOnBoard Coordinator) on status of referral/match

