GETONBOARD CHESCO

https://chescocf.org/getonboard-chesco/

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@chescocf.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
## Target Market: Committee Members & Board Members

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

### TALENT POOL

**GetOnBoard Ambassadors***: put forth recommend emerging Committee & Board candidates (name & contact info); cyber-intro to GOB Outreach Coordinator

**GetOnBoard Volunteer Coach**: contacts candidate monthly (3 tries) to monitor, coach, mentor, problem solve & ascertain ongoing individual & organizational governance needs. Emails monthly candidate status report to GOB Outreach Coordinator.

1:1 Zoom or in-person intro between candidate & GOB Outreach Coordinator & Grants Director (+if desired, Ambassador), to review program aims & begin to discern suitable nonprofits.

- Individuals apply online  
  [https://chescocf.org/getonboard-train-connect-support/](https://chescocf.org/getonboard-train-connect-support/) or  
  [https://chescocf.org/getonboard-apps-contact-us/](https://chescocf.org/getonboard-apps-contact-us/)

- NPOs fill out online Application & DEI Assessment  
  [https://chescocf.org/getonboard-apps-contact-us/](https://chescocf.org/getonboard-apps-contact-us/)

### INITIAL TRAINING

- Online training modules & links to NP Governance Best Practice articles: view on own within several weeks  
- CCCF self-produced BODI videos + online sources

### RELATIONSHIP BUILDING & CONNECTING

- Potential Committee & Board members gather in-person  
  1st hr: mix, mingle & overview Board Governance Q&A  
  2nd hr: candidates Speed Date table sessions with selected NPOs  
  Site: Lincoln Bldg., WCU Fdn or Milestones  
  Coaches assigned to candidates

- GOB Outreach Coordinator have Grants Director (resources = $ & people) follow up with each candidate & npo to guide matches. (Website review + Guidestar review + site visit.)  
  Coaches assist candidates with decision-making.

### ONGOING TRAINING SUPPORT

- Website article links  
  E-mail tips  
  **Board Workshops:** Mon noon monthly Zoom & in-person  
  **Board Roundtables:** N on noon monthly Zoom  
  Board of Directors Institute: Oct annual 1-day forum

- Centralized calendar of regional Board Governance workshops & conferences

### ONGOING COACHING SUPPORT

- Link to workshops, articles, capacity building grants for npo board trainers & consultants. Provide GOB program refinement ideas.

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*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  
Updated 12.5.22
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@chescocf.org](mailto:hugh@chescocf.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
## Effective Coaches

### Priority?

<table>
<thead>
<tr>
<th>Priority</th>
<th>Characteristics of Effective Coaches</th>
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<tbody>
<tr>
<td>Hi</td>
<td>Active listener</td>
</tr>
<tr>
<td>Mid</td>
<td>Genuinely helpful questions, to move the deliberations forward</td>
</tr>
<tr>
<td>Lo</td>
<td>Trustworthy</td>
</tr>
<tr>
<td>Hi</td>
<td>Honest; tells it like it is</td>
</tr>
<tr>
<td>Mid</td>
<td>Balances compliments &amp; encouragement with tough love, as merited</td>
</tr>
<tr>
<td>Lo</td>
<td>Holds confidential information as such</td>
</tr>
<tr>
<td>Hi</td>
<td>Available when needed; accessible</td>
</tr>
<tr>
<td>Mid</td>
<td>Knowledgeable &amp; experienced in topic area &amp; larger related issues</td>
</tr>
<tr>
<td>Lo</td>
<td>Respected</td>
</tr>
<tr>
<td>Hi</td>
<td>Willing to share</td>
</tr>
<tr>
<td>Mid</td>
<td>Motivational</td>
</tr>
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Overall Board Responsibilities

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
Coaching New Nonprofit Committee Recruits for Board Leadership

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/ken_chenault_how_great_leaders_innovate_responsibly
https://www.ted.com/talks/dan_pallotta_the_way_we_think_about_charity_is_dead_wrong?language=en
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

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Next Steps

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