

Nourishing Tomorrow's Leaders

Increasing Inclusiveness and Diversity on Non-Profit Boards

Nourishing Tomorrow's Leaders is a leadership development program that is focused on educating potential board members on the ins and outs of board service and leadership. Graduates receive a board certification certificate when attendance requirements are completed. The program requires participants to attend 7 classes focused on a variety of subjects. As an effort to assist nonprofits with their need for new board members we would like to learn more about your organization. Below you will find our mission and purpose. As well as a list of the sessions and learning objectives for the program. Please fill out the application provided below and email to sheena@giffordfoundation.org if you are interested in future board opportunities.

Our mission and purpose is to:

1. Increase inclusiveness and diversity on non-profit boards.
2. Increase the pool of effective board members.
3. Enhance the pool of new leaders in the community.
4. To educate and inspire those who participate.
5. Provide quality training to individuals in the community.

Program details:

Session	Learning Objectives
How Boards Add Value	<ul style="list-style-type: none"> • What does nonprofit mean • Identify different types of nonprofits (churches, charities, 501c3 vs 501c4, etc.) • Background of how nonprofits got started
Lifecycles of a Nonprofit	<ul style="list-style-type: none"> • Understanding different funding streams • What every nonprofit should have (bylaws, operating procedures, insurance, etc.) • Understanding the nonprofit lifecycle
ABC's of Being a Board Member	<ul style="list-style-type: none"> • Key Responsibilities-fiduciary responsibility, reading financials, what gets voted on, annual filings, consent agenda, etc... • Does your nonprofit really impact the targeted population and how to tell • Understanding the time commitment • Officers and committee structures (nominating/membership, finance, fundraising)
Group Dynamics	<ul style="list-style-type: none"> • Understanding how groups form and behave • How to maximize your input in a group setting • Understanding the "players" in these settings and how to navigate (practical tools) • Having a "robust" discussion
Diversity	<ul style="list-style-type: none"> • Situational perception-is it racism/sexism/ageism etc... or ignorance • How to handle being the only one in the room (practical coping tools)
Collaborations and Conflict Resolution	<ul style="list-style-type: none"> • Understanding conflict and its causes • Difference between compromising, accommodation, competition and collaboration • Active listening tools • Getting to win - is it always possible • Negotiation techniques
Faux Board Meeting and Making the Connection	<ul style="list-style-type: none"> • Understanding Robert's Rules • How to make myself more marketable to boards (tools) • Understanding what I can contribute (other than money) • Art of Networking

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Non-profit Application

Date: _____

Organization Full Name: _____

Home Address: _____

Executive Director: _____

Contact Name: _____ Title: _____

Contact Phone: _____ Organization Phone: _____

Email Address: _____

Website: _____

Current board size: _____ Max board size according to bylaws: _____

Board terms: _____ Number of available board positions: _____

Do you have current Directors & Officers Liability Insurance: Yes No

Mission Statement:

Describe your primary focus area, audience and/or service:

Describe board member responsibilities including any expected financial contributions:

Describe the current process for board member application, selection and orientation:

Organizational Focus Areas		Skills/Expertise/Career - Interested in for board	
<input type="checkbox"/> Animals	<input type="checkbox"/> History/Preservation	<input type="checkbox"/> Accounting/Audit	<input type="checkbox"/> Human Resources
<input type="checkbox"/> Arts and Culture	<input type="checkbox"/> Housing	<input type="checkbox"/> Admin/Management	<input type="checkbox"/> Insurance
<input type="checkbox"/> Athletics	<input type="checkbox"/> LGBTQ Rights	<input type="checkbox"/> Advertising	<input type="checkbox"/> Legal Services
<input type="checkbox"/> Disabilities	<input type="checkbox"/> Peace and Justice	<input type="checkbox"/> Communications	<input type="checkbox"/> Marketing/Sales
<input type="checkbox"/> Education	<input type="checkbox"/> Policy	<input type="checkbox"/> Construction	<input type="checkbox"/> Social Media
<input type="checkbox"/> Eldercare	<input type="checkbox"/> Religious Organizations	<input type="checkbox"/> Education	<input type="checkbox"/> Org. Development
<input type="checkbox"/> Environment	<input type="checkbox"/> Women's Rights	<input type="checkbox"/> Engineering	<input type="checkbox"/> Project Management
<input type="checkbox"/> Food/Shelter	<input type="checkbox"/> Youth and Children	<input type="checkbox"/> Environmental	<input type="checkbox"/> Public Relations
<input type="checkbox"/> Health advocacy/ Healthcare	<input type="checkbox"/> Homelessness	<input type="checkbox"/> Finance/Investment	<input type="checkbox"/> Grant Writing
	<input type="checkbox"/> Other: _____	<input type="checkbox"/> Fundraising	<input type="checkbox"/> Other _____
		<input type="checkbox"/> Government	<input type="checkbox"/> Other _____