**Ohio CASA Board Development Plan**

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| **1. Organize around Mission, Vision, and Values** | |
| Our board organizes its activities and priorities around the vision and mission of our organization. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Review or develop a social impact model, logic model or other visual representation of the way the organization works. * Start Board Meetings with a reading of the Mission, Vision and Values Statement. | |

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| **2. Focus on the Strategic:** | |
| Our board engages in strategic planning, evaluation planning, and resource development planning that serve as the strategy core for a board. These plans are routinely referenced and we measure progress against the plans and adapt our strategies to emergent opportunities. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Review existing strategy documents and assess the need for additional planning. * Create an outcome measures and performance benchmarks to monitor progress on plans. * Host a strategic board retreat to create energy for strategic planning. | |

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| **3. Develop Organizational Depth:** | |
| Beyond attending board meetings and fundraising events, all board members are increasing their understanding of our programs, services, operations and organizational culture. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Create opportunities for observing local programs. * Establish short-term projects for of board members with staff. * Ensure that board members receive copies of all progress reports submitted to funders. | |

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| **4. Create a Strong Board President- Executive Director Relationship:** | |
| Our board president and executive director have a strong and productive working relationship that strengthens our organization. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Board president & executive director have a regularly scheduled meeting time not connected to the board operations. * Board president & executive director have a formal process to share contacts, information and resources relevant to the organization. * Board president & executive director work periodically to assess their relationship and convey results to the larger board. | |

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| **5. Develop Understanding of Nonprofit Management** | |
| Our board members are increasing their understanding of how nonprofit, philanthropy and government agencies work and how they operate together. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Provide access to webinars, print & web resources like the Nonprofit Quarterly, Stanford Social Innovation Review, Government sources, Nonprofit Risk Management Center & BoardSource. * Incorporate training & education into Board meetings. * Sponsor board members attendance at local or regional nonprofit trainings | |

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| **6. Establish a Strong Advisory Network:** | |
| Our board has assembled a strong network of volunteer advisors, paid service providers, consultants, and peer colleagues in the community to provide operational and programs support to help us stay on the leading edge of management and service. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Develop a clear advisory committee to periodically review strategy, performance measures and provide structured recommendations for improvements. * Establish formal long-term relationships with outside advisors to support core areas of operation such as finance, human resources, information technology, fundraising and strategic planning. * Maintain membership in nonprofit professional associations. * Ensure that the ED has opportunities to network with colleagues. | |

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| **7. Build the Board Intentionally:** | |
| Our board regularly assesses the composition to ensure that there is board guidance for our organization’s operations, programs and services, resource development, fundraising and civic reach. Every new board member position filled represents a strategic addition to expand the capacity of our board. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Self-Assess our board composition with Board Matrix. * Develop customized and tailored job descriptions for each board position. * Host a strategic board retreat to create a board effectiveness improvement plan. | |

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| **8. Foster Effective Board Operations:** | |
| Our board has a strong decision-making framework, efficient board meetings, effective use of executive committee and subcommittees, current by-laws (that are followed) and an annual evaluation process for the board and the executive director. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Conduct an operational assessment of the board & committees. * Create a written review process for by-laws. * Include decision-making framework in board orientation packet. | |

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| **9. Measure Process:** | |
| Our board routinely monitors a core set of performance metrics related to operations; actively discusses progress reports submitted to funding agencies; and routinely shares measurement data and results with donors and the community. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Develop a performance dashboard. * Create a routine process for sharing progress reports with board. * Develop a transparency reporting section on our agency’s website. * Create a “Performance Monitor” as a named board position who serves on the executive committee. | |

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| **10. Foster a Learning Community Culture:** | |
| Our board fosters a learning community culture where we routinely share resources and information to help the board be more effective and the agency grow. | * We’re Doing Great * Could Do More * Should be a Priority |
| Idea Starters   * Create a lending library for current resources. * Create a routine process for sharing nonprofit resources with board. | |