

DRC Board of Directors Strategic Planning Goals for 2020 Dashboard

GOAL	ACTIONS	COMPLETE	TO DO
A. Recruit board members who reflect communities we serve	<ul style="list-style-type: none"> • Conduct analysis to target recruitment efforts • Educate board members on cultural awareness • Institutionalize onboarding training for new board members 	<ul style="list-style-type: none"> • Gap analysis has been done and is in use by recruitment committee • Education calendar in use. • Recruitment committee created onboarding procedures 	<ul style="list-style-type: none"> • Clarify expectations of all board members regarding role in onboarding process. This the recruiting committee's responsibility. • Expand concept of board buddies and utilize at Board Retreat 11/2020. Onboarding is an ongoing program with participation by all board members in training process. • Work with E.D. to update plan for developing cultural humility and awareness and include board in trainings • Set aside time to hold a Board discussion about addressing the needs of our community including social justice/racial equity as topics as well as the "housing insecurity" • Develop strategy to invite volunteers and/or community members to join committees, speak to us, volunteer
B. Expand fundraising capacity of the Board	<ul style="list-style-type: none"> • Continue fundraising trainings • Support active participation by all board members in fundraising, including hosting table at Toast • Develop board member outreach plans designed to nurture and grow donor base 	<ul style="list-style-type: none"> • Fundraising Trainings on Board education calendar • 2020, Pivoted Toast by asking Board members to contact anticipated guests and others for donations. • Completed first Business Partnership Campaign 	<ul style="list-style-type: none"> • Reinforce expectation for Board Members to host Toast tables. • Investigate additional options for Board fundraising activities. • Business partnership campaign---ensure that each board member has a story to share. • Develop plan to nurture donors not just an annual check in process • Develop a plan to move donors up the giving triangle • Brainstorm with board on ways each member can use contacts to connect us to funders with specific projects—use their contacts to seek organizations—leveraging • Create communications to continue to include our DRC guests—nurture our base—keep relationships alive and vibrant
C. Strengthen Board governance effectiveness	<ul style="list-style-type: none"> • Conduct annual self-assessment • Conduct annual engagement survey • Create an action plan for developing board effectiveness • Implement modified Board and Committee meeting schedule • Develop a succession plan for board growth 	<ul style="list-style-type: none"> • Done: self-assessment; engagement survey done in Jan 2020; • Identified strengths • Provided more operational detail to portal for self help learning/ quarterly review with E.D. • Calendar modification: May off; July picnic; August off. • Members of SP Committee stay apprised of board Operations updates to monitor progress 	<ul style="list-style-type: none"> • SP Committee needs to be tasked with closely monitoring portal/operational details in conjunction with the SP • Assign the Exec Committee to follow up on interests from the engagement survey • Add annual engagement survey and self assessment to Board calendar • Keep board development alive: Tool to check in to our assessment; board buddies; at retreat? • Ask board if Veteran's Day for retreat is the best use of our personal and volunteer time. • Use challenges identified in survey/assessment to Create an action plan for developing board effectiveness including a succession plan for board growth • Possible annual check-ins with ED and Exec committee re leadership positions, succession, commitments. • Review 2020 board meeting schedule modification for 20-21, and consider board members meet e/o month in a more informal to develop our relationships; enticing to new members