

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