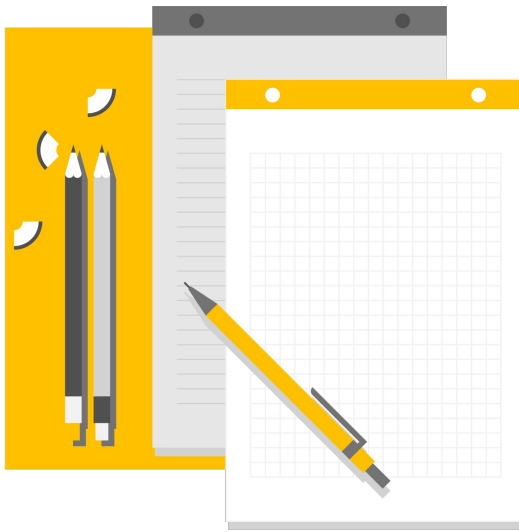


# SESSION 5

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Effective Board Practices |  
Recruitment & Onboarding

# Objectives



- Unpack proper meeting practices
- Discuss best practices in board recruitment & training processes
- Understand proper lanes of engagement for individual board members
- Engage with ideas around proper and effective board oversight
- Discuss whether or not there is clarity surrounding board expectations

# Board Members as Individuals

In conversations that take place outside of the board meetings, such as interactions with community members during outside activities, an individual board member must not speak for the board other than to communicate explicit board action or decisions.

# 6 Commandments of a Christian School Board

1. Boards decide.
2. Committes work.
3. Executive Committees think.
4. Agendas govern.
5. Headmasters share.
6. Everyone writes.

# Expectations for Board Members

- Attendance
- Preparation
- Participation
- Volunteering
- Contributions
- Fundraising

# Recruiting Board Members

Board should consider the following when setting plans for recruitment:

- What makes a good board member?
- Does the current makeup of the board reflect the mission and constituency of the organization?
- Are there functional attributes that are missing?
- Is there expertise lacking on the board?

# Board Orientation and Training

- Onboarding new members and ongoing training to deepen expertise is a critical element in creating and sustaining effective boards.
- Orientation should be held at least annually for new members and imbedded throughout the year in the full board meetings.
- While orientation is often the responsibility of the board development or governance committee, the Head of School and executive school staff play an integral role in providing their expertise through training and guidance to the board.

# Reflection Time

## See Page 101 of the Workbook

### RESOURCES

## Sample Board Role Assessment

MURDOCK TRUST BOARD LEADERSHIP & DEVELOPMENT FAITH-BASED PROGRAM 2022

BOARD ACTIVITY	LOW					HIGH				
	1	2	3	4	5	1	2	3	4	5
1. The board operates under a set of policies, procedures, and guidelines with which all members are familiar.										
2. The executive committee reports to the board on all actions.										
3. There are standing committees of the board that meet regularly and report to the board.										
4. Board meetings are well-attended with near full turnout.										
5. Each board member has at least one committee assignment.										
6. Nomination and appointment of board members follow clearly established procedures using known criteria.										
7. Newly elected board members receive orientation for their role.										
8. Each board meeting includes an opportunity for learning about the organization's activities.										
9. The board follows its policy of defined term limits for board members.										
10. The board understands and supports the strategic planning process.										



# Q&A

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# 10 min break

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