



Board Development





Use the Board Strategically

Make strategy a
part of every
agenda

Hold 1-2 day
annual Board
retreat

Translate strategy
to Board
deliverables



Link strategy to
fundraising



Create a recruiting profile

- Thought leaders in social services
- Physicians and healthcare experts
- Educators, researchers and college professors
- Business executives
- Owners of local businesses
- Community leaders
- Graduate student advisors, interns, specialists



Fill Gaps in Board Skill Sets*

Skills You Have:

- Finance (6)
- Management (4)
- Real Estate (3)
- Contracts (3)
- Grant Writing (2)
- Disability services (2)
- PR, Marketing, Media (2)

Skills You Need More Of

- HIV Care (0)
- Mental Health Services (0)
- Social Services (1)
- Healthcare (1)
- Fundraising (1)
- Government Affairs (0)
- Law (0)

*Current number of board members in parenthesis.

What does the ideal Board look like?

15-20 Members

Sufficient for quorum

Balanced Tenure

- 15% new members
- 70% core members
- 15% departing members

Mix of Skill Sets

- Fill gaps
- Current and anticipated

Mission Passionate

- Personal connections to the UPS mission

Make it easy for the Board

- Onboarding process
- Remote attendance
- Set term limits
- Rotate assignments

Strengthen Nominating Committee

- Assess the Board annually
- Repeat the survey

Establish a target member profile

What does your ideal Board member look like?

Create a plan

Where do you find ideal candidates?



Strengthen the board in these areas

1

Commitment

Reduce turnover and increase tenure

2

Skill Set

Fill gaps in skill sets and expertise

3

Role

Increase the strategic contribution of the Board



Board Survey

Eight of nine current board members completed an anonymous Board survey. The complete survey and open end responses will be distributed separately. Highlights of the survey are summarized below;

Lack of long-term commitment inhibits strategic contribution

85% of the board plans to serve no more than two terms. Less than 40% serve because their professional interests overlap with the mission. Over 60% of the Board has served less than two terms or less.

There are gaps in skill sets critical to the success of UPS

Law, Government affairs, HIV services, Mental Healthcare, Fundraising, Social services.

The board is well managed but could contribute more

Meetings are well attended and run efficiently. The Board follows through on commitments. Though the board gets lower marks for strategic planning, fundraising and solicitation of major gifts.