

MRPC Board strengthening session

February 18, 2021



Institute for Conservation
LEADERSHIP



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Session Goals



Review Survey Results



Discuss implications



Review 3 key roles of a nonprofit board



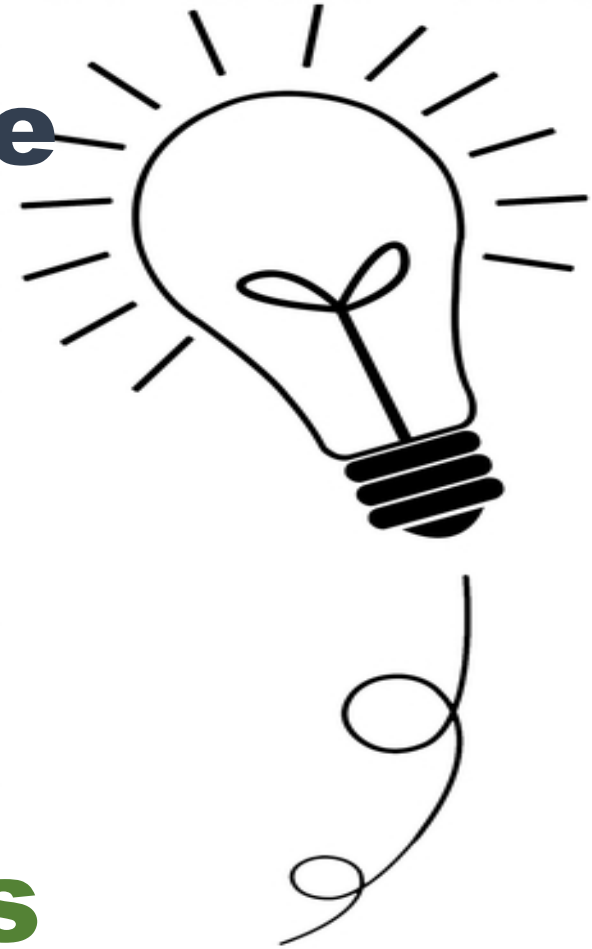
Key roles brainstorm



Commitments & next steps

Behaviors that cultivate productive dialogue

- **Stay curious**
- **Step in, step back**
- **Stay in the here
and now**
- **Use “I” statements**



Introductions & check in

- Introduce yourself
- Name
- How long have you been involved with MRPC?
- What is something new and/or fun that you have done in the last month?





Survey Results

Survey results – Strongest items

Survey Question	weighted average
Board meetings are well run and effective.	3.24
The national office staff have a good understanding of the board's expectations.	3.06
Board composition is appropriate to the organization and its mission.	3.06
The board engages in long range/strategic planning to guide the organization's future direction	3.00
Board members have a clear understanding of how to raise, discuss and decide on issues.	3.00

Survey results – mid range items

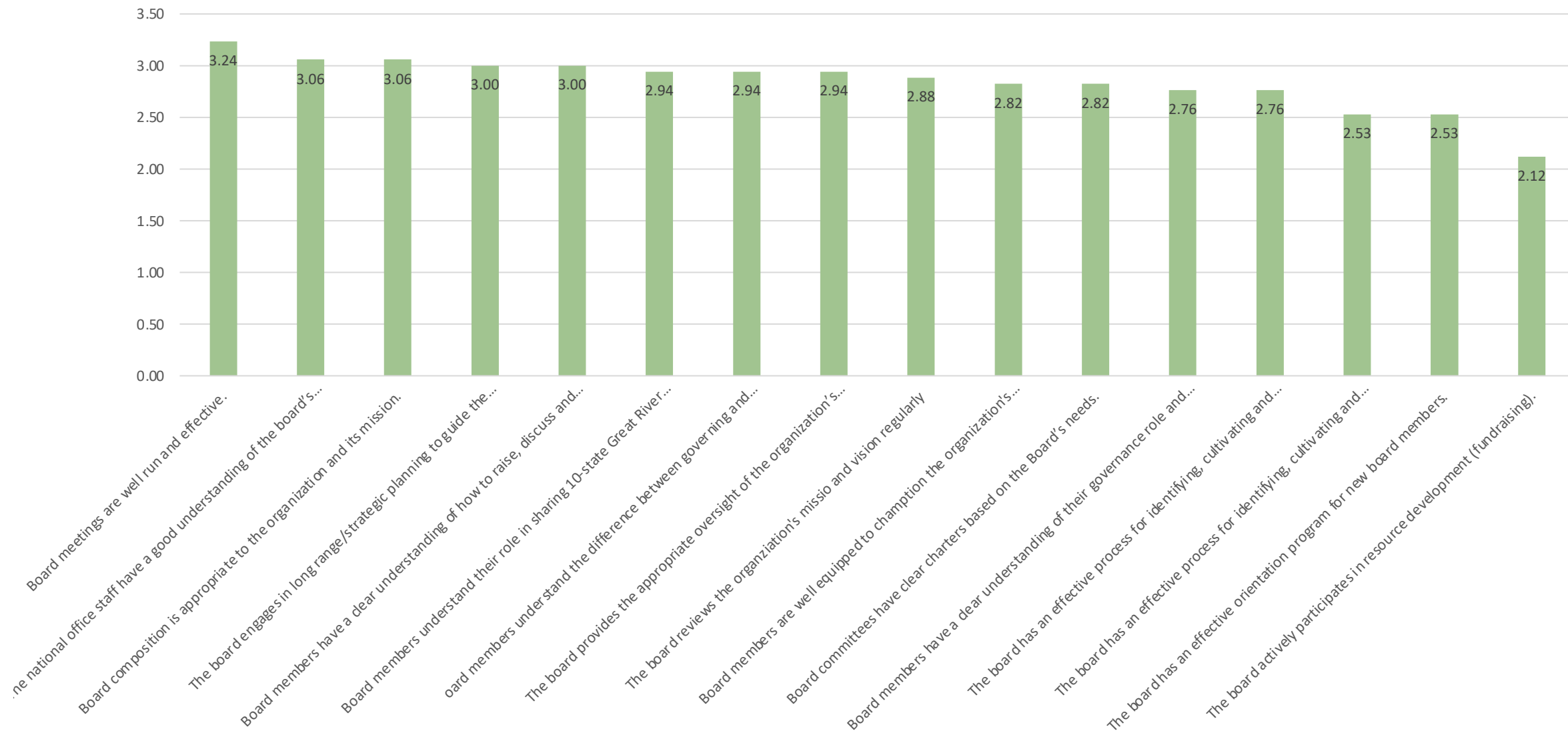
Survey Question	weighted average
Board members understand their role in sharing 10-state Great River Road information with all their commissioners and regularly communicate developments as they occur.	2.94
Board members understand the difference between governing and managing (e.g. clearly distinguishes between board-level and national office-level responsibilities).	2.94
The board provides the appropriate oversight of the organization's finances.	2.94
The board reviews the organization's mission and vision regularly	2.88
Board members are well equipped to champion the organization's mission and vision to their states	2.82
Board committees have clear charters based on the Board's needs.	2.82

Survey results – lowest rated items

Survey Question	weighted average
Board members have a clear understanding of their governance role and responsibilities.	2.76
The board has an effective process for identifying, cultivating and integrating leaders to fill officer positions.	2.76
The board has an effective process for identifying, cultivating and integrating new board members.	2.53
The board has an effective orientation program for new board members.	2.53
The board actively participates in resource development (fundraising).	2.12

Survey results – all items

weighted average





MRPC board does well

- Collaboration & coordination
- Marketing, promotions, advertising
- Focus on mission & goals

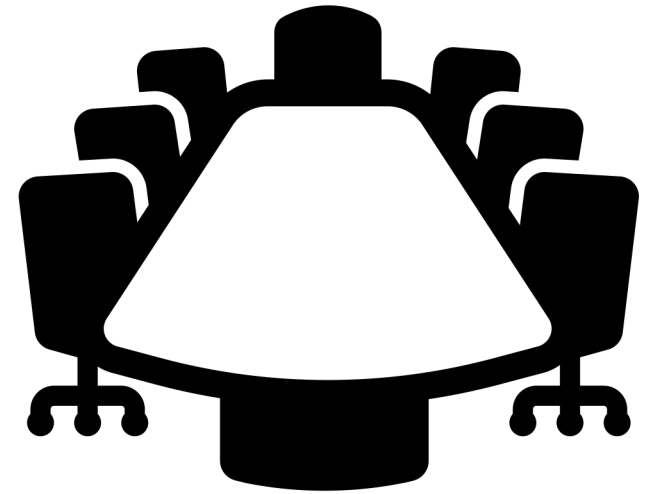


MRPC board does well

- Working together on projects
- Sharing ideas
- Communications
- Engaging board members

Areas for improvement

- More clarity on board and staff roles and responsibilities
- Improved communications
- Better management of board meetings
- Improve initial onboard training for board members



Additional thoughts



The diversity brought by the 10 states included strengthens the MRPC



Board members need to feel valued.

Technology check



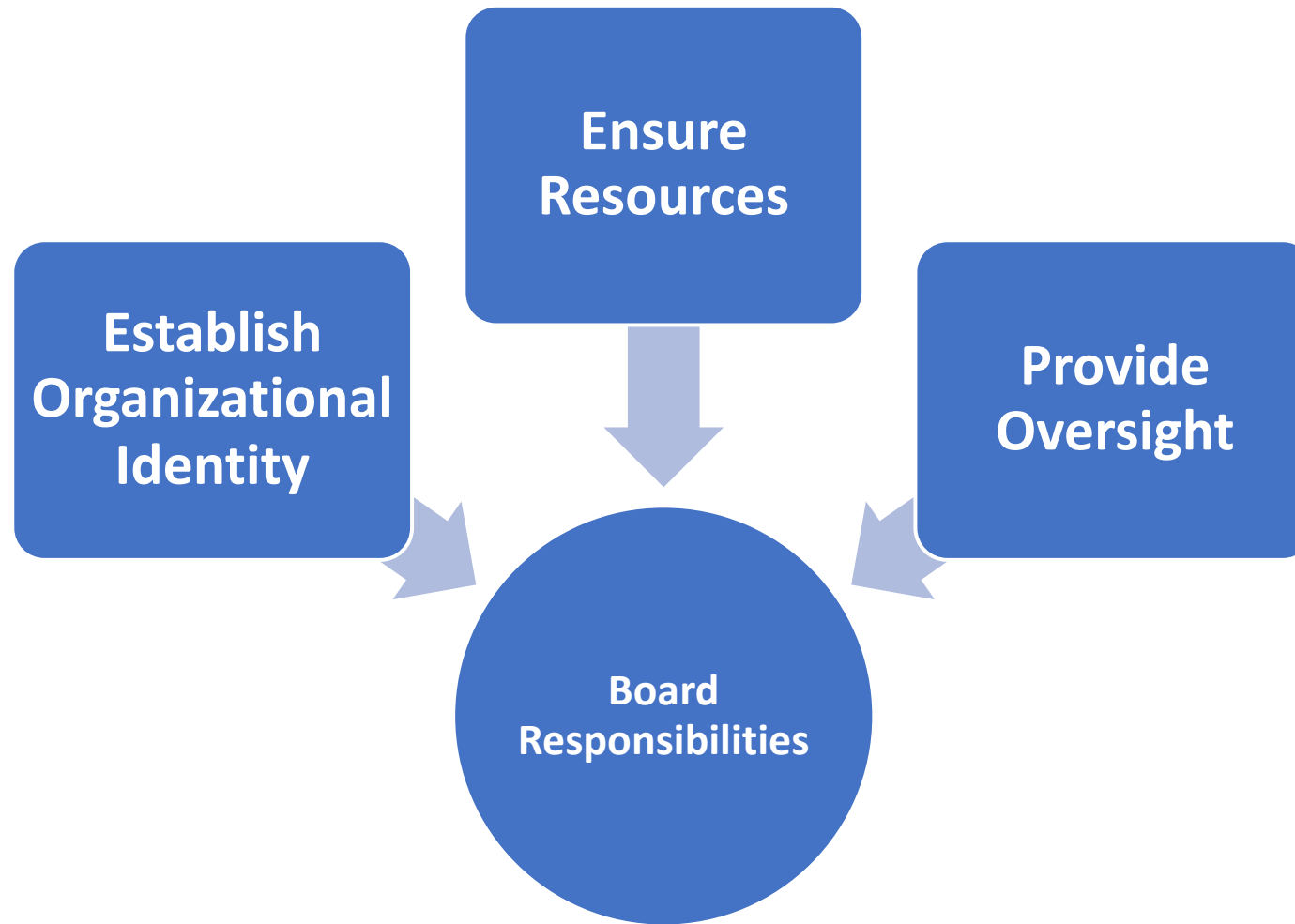
Breakout room discussion

- What stood out to you?
- What surprised you?
- What implications does this have for MRPC moving forward
- Pay attention to what room you are assigned to
- Have one person to take notes for the group in the google doc



Board Roles & Responsibilities

The Board's Role

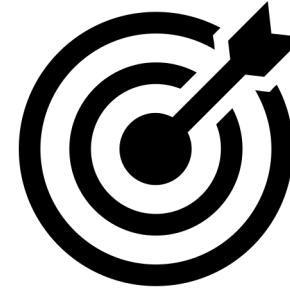


From BoardSource

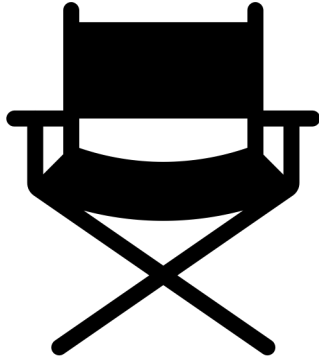
Establish Organizational Identity



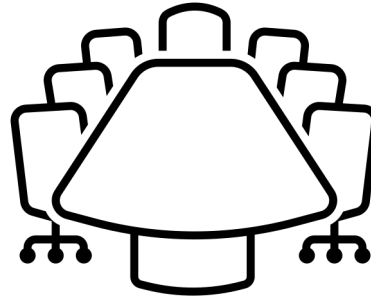
Ensure Effective Planning



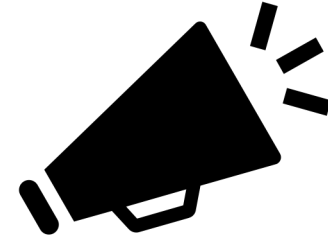
Determine Mission and Purposes
and Advocate for them



Select Chief
Executive

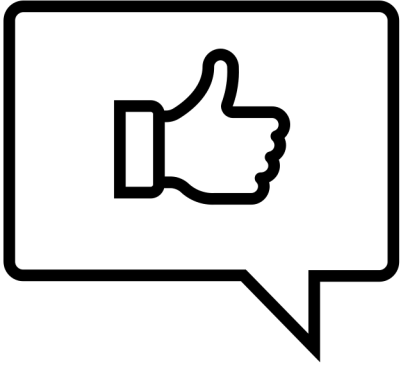


Build Competent
Board

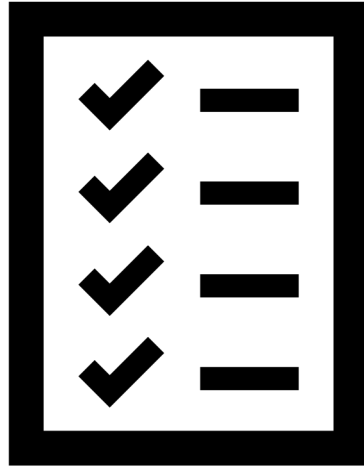


Enhance
Organization's
Public Standing

Ensure Resources



Monitor and
Strengthen
Programs and
Services



Support and Evaluate
the Chief Executive



Protect Assets and
Provide Financial
Oversight



Ensure Legal and Ethical
Integrity

Provide Oversight

Ensure Legal and Ethical Integrity

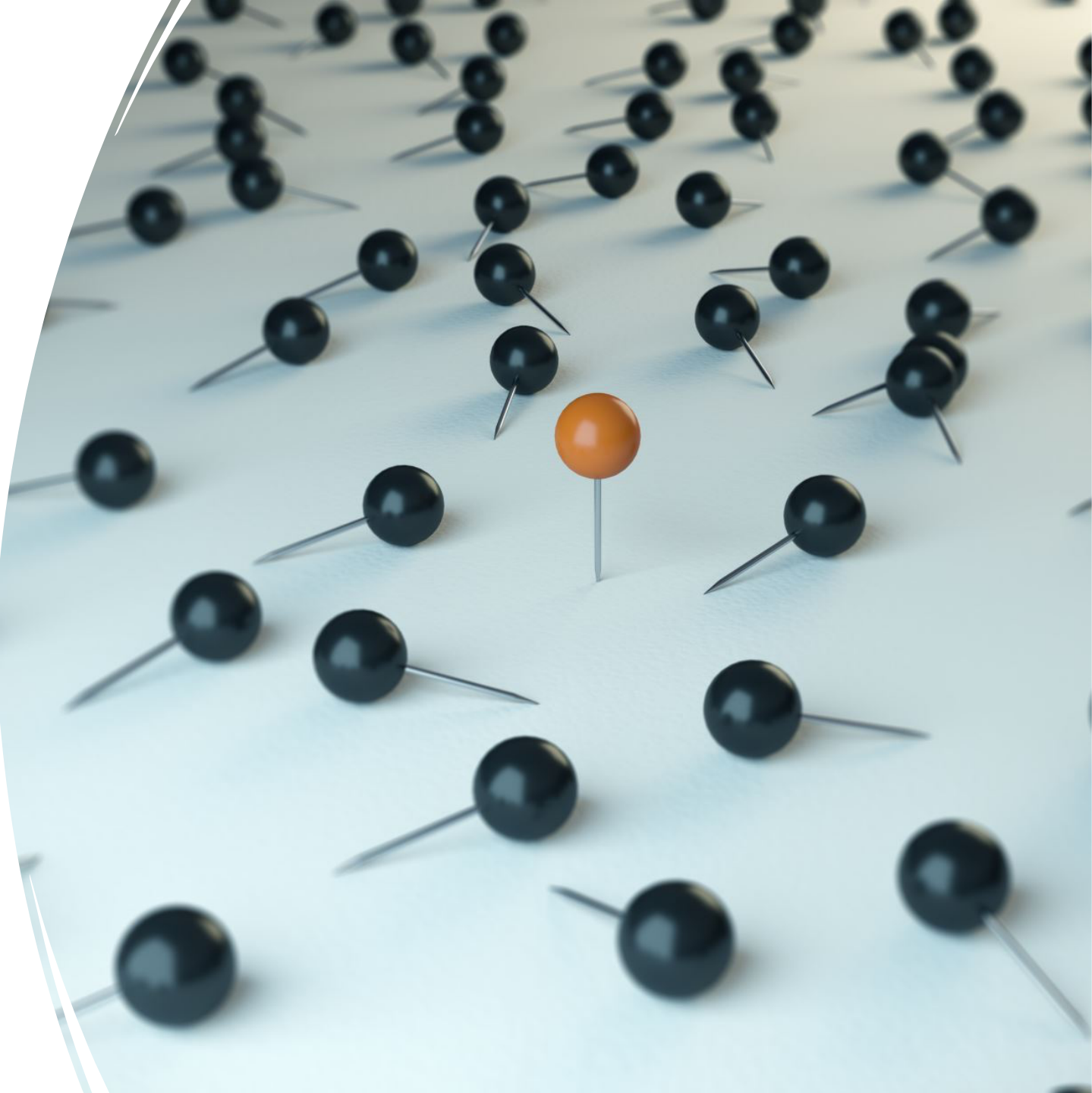


Brainstorming guidelines

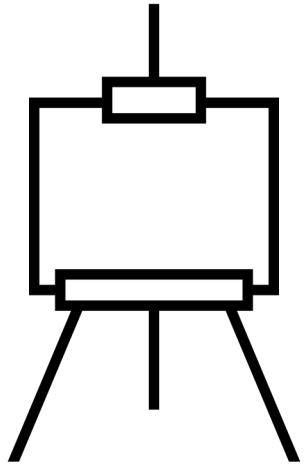
- Quantity over quality first
- Defer judgement
- Don't censor yourself or others
- Work individually first
- Build on each other's ideas

Break out room discussions

- Discuss:
- What are you currently doing in that area?
- What could you be doing more of?
- You will be assigned to a group and each group will work on 1 of the 3 areas of board responsibility
- Again assign a notetaker for the google doc



Key take aways



What is the most important thing for MRPC's board to do differently moving forward?

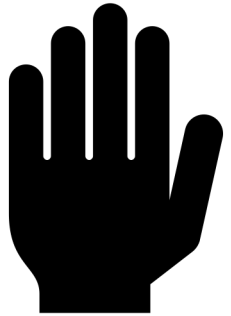
Next Steps

- Follow up session with board & staff



Photo by [Breakingpic](#) on Pexels

Personal action steps



One thing I will do
to support MRPC making progress
on strengthening its board
functioning...

Thanks!



- Photo by Hanny Naibaho