**Board Recruitment & Retention**

**What can go terribly?**

* People who are the wrong fit!
* Board terms at the same interval.
* Lack of engagement OUTSIDE meetings.

**Actions:**

* Intentionality, branching out of our circles.
* Education & mentorship.
* Expectations set.
* V.A.L.U.E.
* Inward looking vs outward looking. Big picture.
* Expectations of micro & macro levels
* Improve & set a plan of ten years. Start being proactive. Not reactive!

**Board Recruitment & Retention**

**What could go wrong?**

* No diversity
* The legacy of family names

**…… of disaster?**

* Want to be a part of the board.
* An honor to be a part of.
* Some board research, ……..
* Known involvement.
* Confidential in your work.

**Balance needs?**

* Jugglin funds
* Endowment
* Balance personalities on the board.
* Thoughtful decisions.
* Focus, purpose project.
* Functioning Board/…..

**New staff onboarding**

**Balance**

* Maintain existing while adding new.
* By using clear goals to help balance.
* Establishing new/existing relationship goals.
* Achievable goal setting.

**New staff onboarding**

**Disaster**

* Structured communication consistent
* Evaluation of goals – prior & ongoing
* Collaborating w/new staff
* Donor bio conveyed to new staff.
* Regular check in process.
* Adequate training & resource opportunity

**New staff**

**What could go wrong?**

* Hatos life
* Hired “wrong” person.
* Not equipped.
* Embezzled funds.
* Doesn`t meet set goals.
* Doesn’t take ownership.
* Doesn’t understand goals.

**Staff Recruitment**

**Economy – Markets**

* No qualified applicants.
* Hire & doesn’t work out.
* Mesh with board-Volunteers.

**Empower**

* Use systems in community to advertise.
* 3 yrs? Training all over – future sustainability.
* Community Impact increase
* Operating funds – Endow future operations.

**Staff Recruitment**

**Economy – markets**

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**Empower**

* Use systems in community to advertise.
* 3yrs? Training all over – future sustainability
* Community impact increases operating funds – endow future operations.

**Board recruitment and retention**

Several board members quitting.

Having projcts, they are not interested in.

* Prioritize having a board.
* Board members have to be passionate.
* Mennonite people not engaging in the community.

**I Know my community foundation is serving my community when…**

* Transparent with its impact and progress in the community.
* We are able to give grants.
* The entire community is excited about what we are doing.
* Actively engaged with the community.
* When we are successful in a project.
* Projects are accomplished and grants are given.
* When it can put money back into our city.
* Positive feedback from community members
* When the community is focused on the betterment of our community.
* We award grants and scholarships.
* Basketball court, daycare center, so much more. Look around!

**I want to leave with having a conversation about…**

* Plan of action for new CF directors.
* Others CF. Success + ideas.
* Being more comfortable talking to donors.
* Education for board work.
* Engaging endowed fund.
* Investments
* Training new board members.
* Volunteer recruitment.
* How to educate people about the value of a CF.

**What does success look like to you in 2024?**

* Engaging the whole community.
* Growing scholarship funds via Patterson.
* Collaboration with new CF associate directors.
* Good economy
* Continued community improvement working with other community groups.
* Growth financially
* Funds growth + sustainability
* Being able to grant more dollars worth.
* A steady increase in funds
* More $
* Full time director
* Grants
* Growth in endowed funds.
* Being able to grant more.
* A steady increase in funds.
* Receiving the full $70,000 PFF match.