



Alternative Board Design: Aligning Form and Function

Convention 2018

Ainsley Nies, Branch Support Chair - branch@aauw-ca.org



Are your board members happy and highly engaged with their responsibilities?

Do branch members hesitate to take on a board position?





Could your board be organized in a more efficient and effective way to provide member value?

In this session we'll review the AAUW requirements for a board and use a Member-centered Board Design approach to explore alternative board structures.

Branch Board Requirements

According to the [AAUW Bylaws](#), branches are only required to have a branch president/administrative and finance contacts.

Branch Model Bylaws, Section 2. Organization.

-  a. Purpose. Affiliates shall promote the purposes, programs, and policies of AAUW.
-  b. Bylaws. Affiliates shall develop bylaws as meet their needs. However, any such bylaws shall not conflict with AAUW Bylaws or with applicable law.
-  c. Structure. Affiliates may create such leadership structures as meet their needs. Each Affiliate shall provide AAUW with designated contacts for administration and finance.
-  If there are board meetings, the IRS requires notes to be taken.

Member-centered Board Design

Optimize Board structure around how members want and/or need their leadership to be.

TAKE STOCK AND ALIGN
AS A BOARD

1. DEVELOP A COMMON UNDERSTANDING OF THE CURRENT SITUATION.
→ CREATE A BRIEF STATEMENT.
EXAMPLE: NO ONE WILL VOLUNTEER TO BE ON THE BOARD; MEMBERS DON'T WANT TO MERGE OR DISBAND.

2. IDENTIFY WHAT NEEDS TO BE DONE DIFFERENTLY AND WHY

3. IDENTIFY WHAT'S WORKING WELL THAT YOU WANT TO KEEP DOING

The graphic is a hand-drawn illustration on a light blue background. It features three numbered steps. Step 1 includes a drawing of a person holding a bar chart. Step 2 includes a drawing of a person with arms raised. Step 3 includes a drawing of a person with arms raised. The text is written in a casual, hand-drawn style.

RECOMMENDATION :

At a general membership meeting, hold a Retrospective to gather thoughts on the current situation, why it exists and potential solutions.

Member-centered Board Design

EXPLORE NEW BOARD STRUCTURES

"Begin with the end
in mind" —STEPHEN COVEY

OPTIMIZE BOARD STRUCTURE AROUND
HOW MEMBERS WANT/NEED LEADERSHIP TO BE.

COULD A NEW STRUCTURE:



MAKE BOARD ROLES DOABLE
AND SATISFYING?



MAKE MEETING TIME WELL SPENT?



FOCUS TIME AND ENERGY ON
MISSION-BASED PROGRAMS?



INTEREST MEMBERS IN
TAKING ON LEADERSHIP?

Member-centered Board Design

EXPLORE NEW BOARD STRUCTURES

- WHAT ARE THE ROLES WE **MUST** HAVE? (ADDITION TO REQUIREMENTS)
- DO WE NEED TO CREATE A NEW ROLE?



- CAN ROLES BE SHARED OR ROTATED?
- WHAT ARE THE MINIMUM RESPONSIBILITIES NEEDED FOR THE ROLES?

- IF A CURRENT ROLE CHANGES, WHAT ELSE MIGHT BE AFFECTED?
- IF THE BOARD STRUCTURE CHANGES, WHAT ELSE MIGHT BE AFFECTED?



Member-centered Board Design Worksheet

Common Understanding of Current Situation	What's not working & Why	What is working well & Why
What might work for us?		

Member-centered Board Design Worksheet

What roles do we need?	Role Description/Responsibilities