



NORD®
National Organization
for Rare Disorders

All A-Board: How to Identify and Recruit Board Members for your Rare Nonprofit

A NORD RareLaunch Resource



YOUR NORD MEMBERSHIP TEAM



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NORD, an independent nonprofit, is leading the fight to improve the lives of rare disease patients and families.

We do this by supporting patients and organizations, accelerating research, providing education, disseminating information and driving public policy.



RARELAUNCH PROGRAM RESOURCES

Access the free Forming a Foundation and Research Ready courses on-demand!

learn.rarediseases.org

Downloadable templates, guides, and resources on each lesson page!



The screenshot displays the NORD RareLaunch program interface. At the top, there is a navigation bar with "My Dashboard" and "Courses" tabs. Below this, a light blue banner reads "Available Courses". Underneath, it states "2 Courses". Two course cards are shown: "RESEARCH READY" with a microscope icon and "FORMING A FOUNDATION" with an icon of two people and a document. Each card has a bookmark icon in the top right corner. Below the cards, the text "RareLaunch – Research Ready" and "RareLaunch – Forming a Foundation" is visible.



New webinars and toolkits available!

www.rarediseases.org/diversity-equity-inclusion/





AGENDA

Welcome

*Emily Ann Meyer, NORD Membership Senior
Program Manager*

All A-Board Presentations

*Jo-Ann D'Angelo, The Parry Romberg
Foundation Founder*

Sarita Edwards, The E.WE Foundation Founder

*Michael Raymond, The Snyder-Robinson
Foundation Executive Director*

Q&A

*Allie Crafton, NORD Membership Program
Manager*



PANELISTS



Jo-Ann D'Angelo

Founder, The Parry Romberg
Foundation



Sarita Edwards

Founder, The E.WE
Foundation



Michael Raymond

Executive Director, The
Snyder-Robinson Foundation



NORD®
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The Parry Romberg Foundation Board

Jo-Ann D'Angelo, Founder

The EWE Foundation Board

Sarita Edwards, Founder



The Snyder-Robinson Foundation Board

Michael Raymond, Executive Director



Additional Resources

- Free resources from BoardSource
 - <https://boardsource.org/what-makes-a-good-board-member/>
 - <https://boardsource.org/board-recruitment-are-you-focusing-on-the-right-things/>

What Makes a GOOD BOARD MEMBER?

1 BOARD CHAIRS: CREATE A PARTNERSHIP WITH THE EXECUTIVE DIRECTOR OR CEO.

The partnership between a nonprofit's board chair and CEO is one of the most important elements of a strong board and successful organization. However, developing this relationship takes work and commitment from both individuals.

The role of chief executives can be lonely, so having a trusted colleague in the board chair is invaluable. A good board chair resource line of communication are open and serves as a much-needed sounding board for the CEO.

Don't Do: Board chairs shouldn't shy away from, or overstep, their role. A strong board chair-CEO relationship is built on trust. The CEO should be just as comfortable sharing bad news as good.

2 FOCUS ON LISTENING, NOT JUST PARTICIPATING.

To encourage robust discussion during board meetings, board members must be prepared to listen as well as engage. Exceptional board members are careful not to dominate discussions and ensure that everyone, including quieter board members, have a chance to share their opinions. Additionally, it is important to understand the reasoning behind individual comments, even when board members do not agree. After listening carefully to others' views, the board can work together to build consensus.

Don't Do: Avoid creating a homogeneous board by which consensus is based solely on similar experiences and opinions. Diversity enhances decision-making, so incorporating members of different perspectives helps the board arrive at the best possible decisions.

BoardSource

BOARD RECRUITMENT
Are You Contributing to Your Own Weaknesses?

Leading with Intent: 2017 National Index of Strengths and Challenges sampled perspectives on board leadership from board chairs and chief executives representing nonprofits, public nonprofits, and organizations located throughout the country. Based on responses to questions related to board strengths, weaknesses, and priorities, the study identifies an area of focus for boards based on improving their performance recruitment.

Board Report Card
Average grades given by board chairs and board chairs.

Strength	Executive A+	Chair A+
Understanding mission	A+	A+
Work issues	C+	B
Community-building and outreach	C	C+
Fundraising	C	C+
How using board diversity	C	C+

AREAS FOR BOARD IMPROVEMENT

While boards are strong performing in these key areas, chair weaknesses and board chairs often recognize these weaknesses.

Area	Executive	Chair
Substantive Accountability	40%	30%
Fundraising	40%	30%
Board chairs with board's Social/Strategic Diversity	40%	30%

Don't Do: Avoid creating a homogeneous board by which consensus is based solely on similar experiences and opinions. Diversity enhances decision-making, so incorporating members of different perspectives helps the board arrive at the best possible decisions.

Don't Do: The percentage of chair executives and board chairs who report being dissatisfied with their recruitment efforts is relatively low.

BoardSource

Thank you.

