



Strategic Planning Committee Board Governance Workgroup

SUMMARY OF SMART GOALS & ACTION PLANS

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Governance Workgroup

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Governance Workgroup: Goals & Resource Requirements

Smart Goals

- 1. Review Board structure, size, composition and terms of office and, if needed, develop a plan to enhance continuity, succession and sustainability and support goals for growth (including an assessment of current and possible future needs).**
- 2. Create a leadership development plan to build bench strength and avoid leadership/volunteer burn-out and bring in fresh ideas.**
- 3. Develop a plan to assess and document existing Board policies, procedures, processes and practices, as well as how they are documented/communicated and identify needed changes/additions to help ensure consistently effective results.**

Resources Required & Timing

Workgroup of five board members plus one volunteer over the next 6-8 months period to achieve near term priorities for Goals 1 & 2. Staff assisted by consultant to achieve Goal 3 (time & timing TBD).

Near Term Priorities Resulting from Strategic Issues

After a lengthy analysis and consideration of the strategic drivers by the Board Governance Workgroup, the following Strategic Priorities have been established to guide our Action Plans and promote the growth of the Old Town Triangle Association:

Team 1 (Aneta/Beth/Chris/Zac)

- Areas of expertise needed on Board & Nominating Committee process/inputs (Sept/Oct)
- Board Orientation Program with Implementation Plan (Oct/Nov)
- Board Member job descriptions, responsibilities, expectations (Nov/Dec)

Team 2 (Ray/Brad)

- Committee structure/roles, number of Committees, consolidation, reporting structure (Oct/Nov)
- Term(s) of Officers and Directors, Board size, structure (requires Bylaws amendment) (Nov/Feb)
- Process for election of Board Officers (by the Board or Membership) (Nov/Feb)
- Decision-making process, authority, rules, group process (Nov/Dec)

Longer Term Priorities Resulting from Strategic Issues

- Self-evaluation(s) and Board evaluation processes
- Board “Learning Plan” that facilitates continuous Board member edification
- Communications Plan(s) for Emergencies and to address questions and issues
- Review Board of Directors-Art Fair-Art Center integration, direction, reporting and decision making
- Board Meeting Structure & content

Impact Summary

Increased capacity to lead and grow

- Improved continuity, clarity, accountability
- Increased resources & experience

Easier onboarding experience for new directors

Less Burn Out

Continuous Improvement

Improved institutional knowledge and continuity