

Chapter Board Management Issues & Solutions:

A Chapter to Chapter Discussion

Friday, January 29, 2010

In Attendance: Jolene Thibedeau-Boyd, MN; Debbie Gilmer, ME; Heidi Maghan, MN; Karin McMahon, CT; Wendy Parent, KS; Lori Pace, MO; Jeffery Tamburo, NY; Pamela Schneider, OH; Libby Casares, GA; Debbie Walker-Lass, GA; Cindy Burns, GA; Byron White, AL; Gil Cote, MA; Becky Brink, MN; Katie Wolf-Smith, KY; Jean Mevoli-Cannon, GA; Bryan Dague, VT; Jennifer Joyce, NJ; Phil Chase, GA; Jennie Masterson, VT; Shelly Ralyea, NY; Stacey Russell, NY; Stacey Russell, NY; Andy Sink, NY; Andy Karhan, NY; Lise Mayo, NY; Barbara Shay, NY; Bill McDonald, WY; Tina Skeel, IN; Cheryl Bates-Harris, DC; Mike Sass, TN; Gary Ormsbee, WI; Tammy Forseth, WI; JB Black, FL; Deborah Goins, MD; Rick Hall, WI; Corey Smith, PA; Patti Sebanc, IN; Jillian Lecron, NY; Beth Hanks, AL; Michelle Bazeley, NC; Laura, Owens, MD; Betsy Elwood, VA.

Introduction of Topic and Guest Host, Wendy Parent, KS ASPE President

Wendy discussed background of KS APSE and high participation of people coming to board meetings, however stated that no one will step up to take on board positions. KS APSE is recognized and very functional, but will not grow if more people do not step forward. It's not lack of willingness, more the state of the times and finding time to come to meetings and other outside factors. Not negativity or apathy...something stopping their ability to take on the responsibility

Wendy stated she had two goals for the tele-conference. First, to discuss short term solutions and strategies but also explore long term implications, i.e. what do we need to start addressing, any policies that we need to look at to allow our chapters to grow and prosper.

Chapter Discussion around Issues and Struggles

Main Issues/Struggles:

- Too much work for too few people
- Need to increase participation from board members
- Ambiguity about what position entails deters people from stepping up
- A lot of work on a few people; others don't realize the work that the officers do sometimes
- Sometimes the work is more than an unpaid board member can handle
- Low membership to draw board members from
- Not enough people to have subcommittees
- Need some framework for how many people on the board and how often to meet

- Working with different personalities on the board
- Concerns about not meeting compliance for full chartered chapter
- Struggle to do anything more than just the annual conference

Solutions/Ideas:

- Use a strategic planning process with a facilitator
- Approach individual people to ask for specific tasks
- Push the issue- tell people they need to step up
- Use one on one Recruitment approach: Reach out and ask people to come on the board
- Written guidelines about what board position entails – job description so people know what to expect
- Create committee and subcommittee structure and expectations for reporting out during meetings
- Delegate to other board members
- Use a list serv to keep other board members apprised of what is going on with the chapter and aware of chapter leader responsibilities- keep board members connected
- Get more parents or family members involved on the board-empowering
- Seek individuals on board out individually to encourage stepping forward to officer positions
- Meetings every other month or even more often
- Take your chapter on the road – take Short one hour trainings to different areas of the state
- Threaten to not have the meetings if folks don't come forward – push the issue
- Ask business memberships (i.e. organizations) to “pony up” some people to work on the board
- Recruit new board members from committees such as a conference committee, where individuals other than board members may serve
- Ask people on the board to write letters to other organization heads
- Meet and recruit board members from other state conferences you attend
- Hiring staff through MIG or other entity

- Empower your sub committees to do the work and take initiative while remaining some awareness of what is going on with the board
- Require people to send a letter as to why they want to be on the board, interview them and go over expectations
- Encourage and invite members to attend board meetings
- Brief survey once a year using Survey Monkey – got a lot of helpful data
- Try to make sure that the board member is getting something out of the participation that is benefitting their job
- Invite advisors to the board from different agencies who are not necessarily board members
- Utilize your Delegate Council members as a resource

Wrap Up:

Becky Brink, Delegate Council Chair, informed participants about a Chapter Leadership Track at the conference in Atlanta as well as the Chapter Leadership Summit.

Wendy Parent closed with comments. Wendy appreciated the ideas and solutions, however would still like to see a forum for looking at the long term solutions that will help all chapters to become successful.

Meeting Adjourned at 12:00 EST.