

Starting Off on the Right Foot: *New Board Member Orientation*

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MN APSE Co-Presidents



Building Buy-In

Starts with getting everyone on the same page:

- Who are we?
- Where are we going?
- What do we expect?

Can your board answer these questions?

Board Orientation

Builds a strong and consistent foundation from which each board member can share their skills and talents

Board members provide the passion; we provide support and direction.

Board Orientation

Benefits

- Standard expectations
- Unified messaging
- Shared purpose
- Provides context for the importance of the “work”
- Builds future leadership

Don't underestimate the power that a shared purpose can provide.

Example: Unified Purpose

MN APSE Purpose Statement:

MN APSE is an **action oriented** organization. We exist to bring people together to **raise expectations** so that people with disabilities can be **employed** and **contribute**, and assume their roles and **responsibilities** as citizens in their communities.

Employment is: The **same** wages, standards, responsibilities, expectations, and opportunities available to **any working age adult**.

One person at a time. Employment is the avenue out of poverty and isolation.

Created by MN APSE Board of Directors and Friends of MN APSE, 2013



Five Options for Board Orientation

1. Board orientation book
2. Orientation event
3. Buddy system
4. Annual “day in the office”
5. Board retreat

Example: Board Orientation Agenda

1. APSE Mission, Vision, and Values
2. Advocacy & Education
3. APSE and MN APSE History
4. Board Expectations & Strategic Goals
5. MN-Specific Employment Initiatives
6. Robert's Rules and Board FAQs

Example:

Orientation Handouts

- Board Member Roles & Responsibilities
- APSE Chapter Bylaws
- Ethical Guidelines for Professionals in Supported Employment
- Benefits of APSE Membership
- Toward Integrated Employment for All: APSE Position on Segregated Services for People with Disabilities
- APSE Position Statement of Segregated Services: A Background Paper for Advocates
- APSE Position Paper on Olmstead and Supported Employment
- APSE Supported Employment Quality Indicators
- APSE Supported Employment Competencies

Supporting Long Term Accountability

- Board leadership must also be committed to encouraging and enforcing board expectations
- Leading by example is critical
- Collective board work should extend beyond board meetings
 - Strategic planning
 - Committee work
 - Conference and events
 - Public advocacy

Annual Planning

- Strategic planning every 3-5 years (full day)
- Annual strategic discussion for goal setting
 - Half-day session
 - Provide food
 - Facilitated by external party
 - Celebration of accomplishments
 - Set targeted goals for coming year
 - Invite your APSE “friends”
(depending on issues to be discussed)

Example: Strategic Goals for 2015

Developed as part of MN APSE strategic discussion in 2014:

1. Support Olmstead and Employment First implementation
2. Increase board diversity
3. Promote positive messaging
4. Increase MN APSE visibility
5. Host collaborative events

MN APSE Committees

- Communications
- Legislative Action
(Joint with Employment First Coalition)
- Family Involvement
- Training and Conference

Each board member is expected to participate on one committee.

Communications

Website

Facebook

Newsletters

Constant Contact

Guest Speakers

Member Emails



Legislative Action & Employment First Coalition

1. Involvement with National APSE
2. Partnerships
3. Collaborations
4. “Action Alerts”
5. Employment Initiatives & Summits
6. Monthly EFC Meetings

Family Involvement

- Family-Focused, Collaborative Events
- Communication for Families (*e.g. Myths & Realities*)

Training & Conference

- Annual State Conference
- Regional Training
- Collaborations & Other Speaking Opportunities
- National Conference

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MN APSE Board

Our board members make us great!

Co-Presidents:

Kelly Nye-Lengerman
Jolene Thibedeau Boyd

Treasurer:

Heidi Maghan

Secretary:

Jeffrey Nurick

Members at Large:

Alison Campbell
Chris Davies
Josh Dean
Amber Eisfeld
Jill Kramer
Danielle Mahoehney
Derek Nord
Steve Piekarski

