



Board Workshop

January 23, 2022

Agenda

- Re-cap of December 9th
- Board Succession Planning
- DEI Statement review and adoption

Refreshed Strategic Plan

- The Refreshed Strategic Plan was reviewed and approved
- Master Strategic Plan will live on Google Drive, with Board Members having viewing rights
- Ellen will update the Strategic Plan after each Committee Meeting and Board Meeting

Why Board Succession Planning is Important

- Fulfills Board Members' Duty of Care
- Terms and term limits remove members
- Unforeseen circumstances (life) remove members
- Risk management practice to ensure organizational leadership continuity
- The plan and process prevent the scramble

AT's Bylaws on Board Membership

Size: Article III Section 2

10 – 20

Designated Members: Article III Section 2 Subsection A

5 Representatives from County Departments of Social Services

1 Rappahannock Rapidan Regional Commission

1 UVA Community Health Culpeper Medical Center

1 Fauquier Health and

1 Rappahannock Rapidan Community Services

Appointed Board Members: Article III, Section 2, Subsection B

10 Additional Board Members

No more 3 from any of the five counties served

Term: Article III Section 3

2 three year terms in a row

No Director shall serve more than

12 years total

Recommendations

Size:

Grow Board to 15 members over the term 2023-2026
(9 designated and 6 general public appointed members)

Nominating Process:

Continually be prospecting for new Board Members and new committee members (Advancement, and PPA).

Review of AT's Board Skills and Identity Grid

Please access the **AT's Board Identity and Skills Grid** via the email sent to your email or through the google drive link.

We will place you in **break-out groups** to discuss the responses and determine what you believe the Board needs when searching for new members.

Please come up with **descriptions of 2-3 potential members**. Your group will share your personas when the entire group is back together.

Ex. Young professional (21-35) with digital marketing skills/experience, Black/African-American, who resides in Madison, Orange, or Rappahannock.

What is expected of Board Members

Please access the **Job Description for Board Membership** that was emailed with the Board Skills and Identity Grid.

The document outlines the following:

- Board oversight
- Responsibilities
- Time demands
- Fundraising and resource development

What good DEI statements include:

- the company's mission and/or values
- a commitment to diversity
- mention of specific underrepresented groups
- positive and inclusive language
- unique information or benefits for diverse groups

Plus:

- Word count is 20-75 so it can be remembered more easily
- Written at an 8th-grade level with short sentences so more people can understand

AGING TOGETHER'S DEI Statement

DRAFT RECOMMENDED DEI STATEMENT FROM THE AD HOC DEI COMMITTEE FOR AGING TOGETHER

At the core of Aging Together's values is respect for all people. We believe that when people feel accepted and included, they are more successful in receiving and developing programs and resources that help everyone.

Possibly add.....

While we have more work to do to advance diversity and inclusion, we're investing to move our organization and communities forward.

