

ENVISION  **N**

FOCUSING ON POSSIBILITIES

COFFEE

WITH KEN



Boards of Directors: Ideas for Engagement and Training

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Equity and Justice

The Maryland State Arts Council (MSAC) celebrates our state's diversity and promotes the role of the arts to connect people, bridge our differences, and inspire an appreciation of our shared humanity. Because the arts have the power to transform individuals and communities, MSAC is committed to advancing diversity, equity, and inclusion in all aspects of our organization and across all the communities of our state, and in supporting our partners in modeling the same commitment.



Vision

The Maryland State Arts Council plays an essential role ensuring every person has access to the transformative power of the arts.

Mission

Maryland State Arts Council advances the arts in our state by providing leadership that champions creative expression, diverse programming, equitable access, lifelong learning, and the arts as a celebrated contributor to the quality of life for all the people of Maryland.



Goal 1. Increase Participation: Broaden MSAC's constituency, providing avenues designed to increase pathways to engagement

Goal 2. Provide Intentional Support: Embrace thoughtful and targeted approaches to serving known and yet to be known MSAC constituents

Goal 3. Build Capacity: Work strategically to further build organizational and governance capacity to ensure that MSAC is capable of vigorously delivering on its mission

Goal 4. Leverage Connections: Further enhance current relationships and involve additional partners, collaborators, and constituents who will benefit from and advance the work of MSAC

Goal 5. Bolster Maryland Arts: Showcase the high caliber, diverse and relevant work of Maryland's artists and arts organizations; their contributions to community vitality and MSAC's role as a catalyst

Creative Meeting Actions

Celebrate being in the space with other creative people.

Engage with everyone's presence as a gift.

Acknowledge that together we know a lot.

Enter the conversation with curiosity and inquiry.

Share your idea and trust that it will be heard.

Use "I" statements.

Focus your language on the task at hand.

Hold one another accountable with care.

Apply "Yes, and!" - "I hear your idea and I'm going to add to it!"

Balance speaking and listening.



Boards of Directors: Ideas for Engagement and Training



Objective: Share thoughts about board training that may lead to deeper engagement and an environment of collaboration.

- 1. Defining board engagement.**
- 2. The place of a board member in the overall operation of the organization.**
- 3. Preparing a board for service.**
- 4. Actionalizing the Vision and Mission.**
- 5. Fiscal oversight.**
- 6. Staff/Board Partnership.**
- 7. Communication.**



What are traits of a disengaged board?

What are traits of an engaged board?



The place of the board in the overall operation of the organization.

What inner workings of the organization are shared with new and existing board members?

How is an organizational chart shared and actionalized?

Strategic Triangle






How is your board prepared to serve your organization?

What organization-specific training is currently offered?

What broader professional development is offered?

What shared professional development between the board and staff is offered?



VISION and MISSION are ethereal. How can board members make connections between the guiding statements of the organization and their action/participation?

Old:

- **Give, Get or Get Off**

New:

- **CONNECTIONS to donors (current or potential)**
- **CONNECTIONS to political leadership (local, state, federal)**
- **CONNECTIONS to community (currently being served or not yet served)**

How do board members act as connectors/networks?


What parameters are in place about community connections/involvement as a representative of the organization?

How is committee work assigned?



How can fiscal oversight become engaging?


How is the impact of the investment in programming identified and shared with the Board?



How do boards become invested in programming? Not every board member likes everything we do.

Can certain board members take a deeper dive into certain aspects of the organization to become an ambassador to the board for that aspect?

- “Sounding board” for Staff.
- Review initial drafts for feedback/advice.
- Review committee recommendations presentations prior to board meetings.
- Attend program-specific meetings and events (at invitation of the staff).



What information is provided that allows board members to know what the rest of the board is doing?

What information is provided that allows board members to know what the staff is doing?

What does regular communication look like?

What are communication expectations?