



LONG BEACH GRAY PANTHERS

GOALS AND OBJECTIVES 2020 - GOVERNANCE

Goals with Objectives for Governance

1. BOARD RECRUITMENT the Board reflects the demographics of the community and members are recruited for their knowledge, connections, and ability to support LBGP.

OBJECTIVES:

1. At least 3/4 of the Board will be represented by older adults with a variety of experience
2. Board members will reflect the demographics of the community including age, gender, ethnicity
3. Each Board member will bring 5 or more resources to LBGP annually

2. LEADERSHIP DEVELOPMENT Board members will receive position descriptions, will attend a minimum of two trainings per year, and will participate in the annual planning process for training and development

OBJECTIVES:

1. All Board members will attend a volunteer orientation session every other year of Board service
2. All Board members will participate in an annual planning session for strategic planning
3. All Board members will participate in an annual leadership forum
4. All Board members will review the succession plan annually and provide input

2. LEADERSHIP OF ORGANIZATION Board members will ensure LBGP fulfills all obligations for a nonprofit organization, including filing compliance documents, fulfilling financial obligations, quorums for meetings, and the development and implementation of a Strategic Plan

OBJECTIVES:

1. At monthly Board meetings, fiscal reports, the agency compliance calendar, and dashboard report will be reviewed to track compliance and achievement towards annual goals
2. All Board members will contribute to LBGP at their ability to give on an annual basis
3. All Board members will attend at least 75% of Board meetings
4. All Board members will chair a standing committee that meets at least twice per year to provide the general membership an opportunity for input into specific topic areas

4. EVALUATION all program and operation components will be reviewed in an ongoing manner to determine effectiveness as an element of continuous improvement of the organization.

OBJECTIVES:

1. Monthly Board meetings will review a Dashboard Report that includes comparisons to goal achievement for all operational and program areas. Adjustments will be discussed and implemented when there is a 15% or larger gap in an achievement factor in one month's time



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2. Each Board member will have a yearly goal plan of achievement for their performance for LBGP. This will be submitted at the Board meeting in January for the new fiscal year.

5. BOARD RETENTION is an ongoing consideration and Board members will have a turnover rate of 10% or less.

OBJECTIVES:

1. Board members are recognized for service annually
2. Resigning Board members will be asked to do an exit interview to adjust Board requirements if necessary

6. POLICY DEVELOPMENT Board develops policies in partnership with members and policies are adjusted as necessary to ensure appropriate services to older adults and the community

OBJECTIVES:

1. Policies and Procedures are accessible to the community through posting on LBGP's website or upon written request
2. All members and participants will have an equal chance to provide input into Policies and Procedures
3. Policies are reviewed annually for adjustment

6. TECHNOLOGY Board ensures technology is used and all board members have access with compatible software

OBJECTIVES:

1. An annual Technology Plan will be reviewed and implemented as part of the Strategic Plan
2. Technology will be the primary source of communication with compensation if someone wants items by mail
3. Upgrades will be reviewed annually as a component of the Technology Plan