

#1

COMPLETE

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Page 1

Q1 Your Name

Vickie Smith

Q2 Your Title and Organization

Executive Director/ ILCADV

Q3 Number of years since your organization moved to a mixed board.

6

Q4 What is the current composition of your board?

17 seats = 5 regional program member reps, 2 at large, 10 allies (corporate)

Q5 Why did your organization change to a mixed board?

for fundraising and fiscal accountability. Our previous governance was a seat for every member agency (54) and the agency picked the representative.

Q6 What are the advantages inherent in using a mixed board?

Focused on fundraising, better oversight of fiscal responsibility. We are a pass through coalition so this also lessens the potential for conflict of interest. We have been in existence for 40 years and always been a pass through but clearly funds have increased and federal oversight has increased exponentially.

Q7 What are the disadvantages in using a mixed board?

The only disadvantage is that staff (and me in particular) must support two bodies with meetings etc. Really no problems at all.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

No. Very clear about roles of each body and that communication is crucial. Always keep at the forefront that Board is to support the mission and the membership. I also have "orientation" at every board meeting. Half DV info and half programmic info for constant education of ally board members.

Q9 What recommendations do you have for the Vermont Network's board?

take your time and talk through all possible concerns. We spent three years on restructuring. We had four working committees that took pieces and that was all staffed by the same person. This kept the committees focused on their individual charges and kept them all informed about other committees work. Help keep anxiety at a minimum.

#2

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Q1 Your Name

Jan Christiansen

Q2 Your Title and Organization

Executive Director

Q3 Number of years since your organization moved to a mixed board.

8

Q4 What is the current composition of your board?

21 board members. 11 member programs, 10 community members. our bylaws state that their should always be at least 51% of member programs represented on our board.

Q5 Why did your organization change to a mixed board?

1. to expand our ability to fund-raise
 2. to get expertise in areas for task force and committee help i.e. communications, fundraising, finances, legal advice, etc.
 3. to get outside opinions regarding what we were doing at GCADV, who we were reaching, etc.
-

Q6 What are the advantages inherent in using a mixed board?

our board brings a wide variety of expertise from community members as stated above. Having a mixed board has really helped us grow our fundraising base. Most of the community members are on the board as they have a really connection/commitment to the issue. we have really been able to diversify our board to include immigrants and refugee voices, people of color, LGBTQ, and others who may or may not work at member programs.

Q7 What are the disadvantages in using a mixed board?

some of them have a hard time letting go our their corporate hats/lenses.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

we have really been able to get a strategic eye from "outsider" viewpoints. It has helped us tremendously in our communications as well as our fundraising (which for a large part is raising awareness). Board diversifying has has a huge impact on who we reach and how.

Q9 What recommendations do you have for the Vermont Network's board?

Go for a mixed board. having a variety of voices and lenses only helps us to reach more people.

#3

COMPLETE

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Page 1

Q1 Your Name

Candida

Q2 Your Title and Organization

Ed, Oklahoma

Q3 Number of years since your organization moved to a mixed board.

One year

Q4 What is the current composition of your board?

3 community and 2 programs

Q5 Why did your organization change to a mixed board?

Fvpsa told us to 🌐 but it was the best move we have had to make

Q6 What are the advantages inherent in using a mixed board?

1) Gender/politics/sexual orientation/race/SES mix 2) access to resources, that we didn't have prior 3) no conflict of interest, as they are all volunteers and don't belong to the local programs 4) focus is on sustainability and long term vs. short term, 5) skills set: financial, auditing, executive, leadership, legislation, fund raising.

Q7 What are the disadvantages in using a mixed board?

1) considerable time teaching the community members about the field, past and present, 2) focusing on the long term goals for the organization so you don't get side tracked, 3) having the interests of the victims first and foremost, and of the shelters/programs...balancing it can be challenge (we have yet to see it but I anticipate it down the line)

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

Yes! As an ed I got more freedom to make decisions inside and outside the agency. My staff feel that we are now looked at and treated professionally by the board and the world (aka Oklahoma).

Q9 What recommendations do you have for the Vermont Network's board?

- 1) it is a long process to switch and it is vital to address the past traumas including organization trauma.
 - 2) get outside trainers who will help in developing a timeline
 - 3) a good non profit attorney to help with bylaws, governance policies etc
 - 4) be patient as there will be some who don't want to join the new changes
 - 5) have open and honest dialogue, acknowledge the pain and hurt of the past but also create an environment where you have to move forward with solutions and a new focus. I have had to be very clear not to let people roll in the past as it is easy for us in the field to get stuck there.
 - 6) have fun with this process, be open to ideas, be innovative, see what your gaps and needs are...
-

#4

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Q1 Your Name

Sherry Currens

Q2 Your Title and Organization

ED, KCADV

Q3 Number of years since your organization moved to a mixed board.

1

Q4 What is the current composition of your board?

9 program representatives, 8 community members

Q5 Why did your organization change to a mixed board?

Goal was to increase underserved community representation. Since we're a Board of programs -- tried to add programs representing underserved communities. Didn't work out that way...

Q6 What are the advantages inherent in using a mixed board?

Pragmatically -- made state and federal funders happier. Philosophically, added broader perspective and more varied input on issues. (We have some great community members.)

Q7 What are the disadvantages in using a mixed board?

Can't make them attend meetings... Can be embarrassing when programs screw up, have to explain more/provide more info.

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

Too soon to tell.

State Coalition Board Composition Survey

Q9 What recommendations do you have for the Vermont Network's board?

I think its worth it. Make sure new Board members understand the commitment you're asking for. We try to spend time at each meeting helping new members understand what shelters/non-residential services look like for survivors.

#5

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Q1 Your Name

Teresa Millsaps

Q2 Your Title and Organization

Board Chairman

Q3 Number of years since your organization moved to a mixed board.

5 years

Q4 What is the current composition of your board?

51% Member programs
49% Community individuals and businesses

Q5 Why did your organization change to a mixed board?

As a governing board it is important to have a mixture of thoughts, opinions and resources. By changing to a mixed board this allowed us to have a diverse board.

Q6 What are the advantages inherent in using a mixed board?

Some of the advantages include connections with large businesses and government officials that some member programs don't have. Businesses having more flexibility with time for fundraising and events. Diverse opinions when making decisions. Community members bring a different experience and ideas to the board.

Q7 What are the disadvantages in using a mixed board?

Sometimes community members don't understand concepts like how grants work or how non-profits run. They may have a desire to understand domestic violence but struggle with judgement.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

The work/impact did not change

Q9 What recommendations do you have for the Vermont Network's board?

I recommend the mixed board but consider not having a community person in an executive position until you have settled in with how you want the board to run with community members.

#6

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Q1 Your Name

Stephanie Love-Patterson

Q2 Your Title and Organization

Executive Director Connections for Abused Women and their Children

Q3 Number of years since your organization moved to a mixed board.

5

Q4 What is the current composition of your board?

Respondent skipped this question

Q5 Why did your organization change to a mixed board?

The organization wanted to create more structure and accountability for the organization.

Q6 What are the advantages inherent in using a mixed board?

Having different perspectives is always helpful. It has been great working with board members who see the organization through a slightly different lens. Also ally board members have access to new funding streams.

Q7 What are the disadvantages in using a mixed board?

Thankfully, I haven't seen any up until this point.

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

It took a while for the membership organizations understood the new structure and the new committees had to fully grasps their roles within the new structure.

State Coalition Board Composition Survey

Q9 What recommendations do you have for the Vermont Network's board?

Give it a try, don't get scared by the nay-sayers and their fears of wanting to keep things the same. Like Nike says.....Just Do It!

#7

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Q1 Your Name

Debra Robbin

Q2 Your Title and Organization

Executive Director, Jane Doe Inc.

Q3 Number of years since your organization moved to a mixed board.

I am not certain; at least 18 years.

Q4 What is the current composition of your board?

We have 12 board members; 7 are from our membership and the remainder are from the community, past staff at programs and/or supporters. The board president is from a member program.

Q5 Why did your organization change to a mixed board?

It is a challenge to have an org in the urban center that is also the capital that doesn't include a mix of public and private sector folks. We also wanted to have more perspectives at the table.

Q6 What are the advantages inherent in using a mixed board?

Not everyone is thinking with their program and/or membership hat. More skills, connections in other arenas are accessible. And folks learn so much in each direction. An opportunity to learn more about the field directly as it relates to the coalition and the board.

Q7 What are the disadvantages in using a mixed board?

So much language and activities are tied to our work. This means that there is more to explain and unpack about the field. And those from member programs do not tend to want to fundraise for the coalition.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

I can't speak to this.

Q9 What recommendations do you have for the Vermont Network's board?

Start slowly. Do an assessment of skills you want on the board and see how that matches up with who is on your board. E.g. communications, legal, policy, fundraising are just examples of the categories to assess what you need on the board and what currently exists. Develop a protocol for recruitment. I think that board members shouldn't be totally unknown to the organization. Use staff and other board members for outreach to individuals and or other resources for recruitment. Develop materials for recruitment including application form, board member description, info about the network. Have a committee that is charged with bringing a slate to the board for approval.

#8

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Q1 Your Name

Wendy Mahoney

Q2 Your Title and Organization

Executive Director/ Mississippi Coalition Against Domestic Violence

Q3 Number of years since your organization moved to a mixed board.

6

Q4 What is the current composition of your board?

The current composition is 12 member programs and 5 community members. Effective October 1st there will be 5 member programs and 6 community members.

Q5 Why did your organization change to a mixed board?

The board worked extensively with NNEDV (Cheryl Howard) and a lot of discussion on the effectiveness of having resources on the board other than the member programs. Many people stated the board was incestuous by having all member programs.

Q6 What are the advantages inherent in using a mixed board?

The advantages are having different voices and resources at the table as well as other perspectives concerning victim services.

Q7 What are the disadvantages in using a mixed board?

The only disadvantage is finding community members who are committed to the cause. We really haven't seen much of a disadvantage.

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

No

State Coalition Board Composition Survey

Q9 What recommendations do you have for the Vermont Network's board?

I recommend embracing change and realizing that services will be enhanced due to having a broader perspective on the Board.

#9

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Q1 Your Name

Patti Seger

Q2 Your Title and Organization

Executive Director, End Domestic Abuse WI

Q3 Number of years since your organization moved to a mixed board.

2013

Q4 What is the current composition of your board?

51% organizational members, 49% external We have a 15 person board, so this means that 8 are org members and 7 are from corporations, law firms, etc.

Q5 Why did your organization change to a mixed board?

We are a well known organization amongst our members, of course. But we have been able to expand our reach with a mixed board. Also, most non-profits seek to get particular experience on their board...for example, an attorney, an HR specialist, an accountant, etc. When we only had org members, we never had any of this expertise that all other non-profits have the advantage of having. The other thing for us was our need to raise funds. Like all nonprofits, we need a certain amount of unrestricted funding to support some of our work, such as policy work. Having external partners brings some fund raising leverage to the organization.

Q6 What are the advantages inherent in using a mixed board?

We have a range of experts now--we have someone from a large nonprofit accounting firm, an HR person, 2 attorneys, etc. Having these perspectives helps immensely when we are facing sticky issues.

Q7 What are the disadvantages in using a mixed board?

I haven't found any other than the fact that we have to train non-member board folks on the mission, vision, values of the organization.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

It feels to me like we have deepened our connections with the statewide community. More than just the organizational members know that we exist.

Q9 What recommendations do you have for the Vermont Network's board?

I would give it a try. If you don't like it, you can always go back but you will never know or realize the benefits unless you try it.

#10

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Q1 Your Name

Sara Barber

Q2 Your Title and Organization

Executive Director, SC Coalition Against DV & SA

Q3 Number of years since your organization moved to a mixed board.

5

Q4 What is the current composition of your board?

10 community members, 3 member organization Directors (1 DV, 1 SA, 1 at-large)

Q5 Why did your organization change to a mixed board?

There was a growing recognition that the membership board was constituting a conflict of interest that meant SCCADVASA could not truly work to end DV/SA in our state as member organizations were undermining (that may be too strong) the work with their focus on their own needs. Strong member organizations dominated SCCADVASA. Leadership was stale, and the coalition was seen as "crazy" and not a good partner.

It was also seen as necessary to engage the community across the state, and that this could be better achieved through a board that was majority community members, with the membership voice represented by three seats.

Q6 What are the advantages inherent in using a mixed board?

See above. I think it's given the Coalition the space in which to grow, to identify needs and patterns, to be as innovative as we can in our state, and to move forward. We still have member meetings (bi-monthly). We can also work towards increased diversity in the leadership of the Coalition.

State Coalition Board Composition Survey

Q7 What are the disadvantages in using a mixed board?

It can be hard to get members from across the state due to travel requirements; we are very Columbia heavy. We've also had three board members resign this year (one was frustrated with not being in charge anymore (ex chair), one started a new job, one wanted to do contract work for us and quit when we told her that would be a conflict of interest). It is hard to get member organization ED's to step up to Board leadership so we're currently thinking of strategies around that. It's funny; there were complaints from some about how they were losing their voice (aka power), but none of them want to do the work. It's like pulling teeth, and it often gets put on to new ED's who really don't have the time or knowledge, and who then sometimes get criticized for that.

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

Yes. See above. More flexibility, creativity, increase in respect in the community (although we had ED changes at the same time, so both these factors probably play a role). I would not have applied for this job if they hadn't already started this process; that's how bad perception was.

Q9 What recommendations do you have for the Vermont Network's board?

Probably all the things you've considered--transparency, trust, thoughtful, deliberate steps. Recognize that it can be hard for community members to commit--we've had a few resignations, and that you may end up with a Burlington (or wherever you meet) heavy board. Think through attendance requirements--in person, video conferencing, avoid audio only conference call in capacity. Create educational materials on both subject matter and governance and hold an orientation session for new members. We've moved to a mostly consent agenda with more space for substantive discussion which has helped with engagement. We also try to limit the time of meetings to two hours (with one day long retreat each year). We also have committees (each member is required to be on a committee) that meet in the off months. Success with them has varied: Governance is good, Finance is good, Fund Development is all over the place (we're hiring a consultant to work with them). We're still working out the Policy Committee because it's so staff driven.

#11

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Q1 Your Name

Allie Bones

Q2 Your Title and Organization

CEO at Arizona Coalition to End Sexual and Domestic Violence

Q3 Number of years since your organization moved to a mixed board.

It's been this way for as long as I've known.

Q4 What is the current composition of your board?

Mixed - we have DV and dual programs on our board, as well as community members

Q5 Why did your organization change to a mixed board?

N/A

Q6 What are the advantages inherent in using a mixed board?

Mixed perspectives on how non-profits should operate; fundraising capacity; service on the board should be focused on best interests of the organization, not based on a person's self (or programs') interest; no conflicts with regards to participating in events or fundraising activities; brings areas of expertise needed to the board (accounting and finance, fundraising, HR, public relations and communications); brings greater racial and economic diversity to the board.

Q7 What are the disadvantages in using a mixed board?

They don't always understand what it is we do, but that's why I like the mix. The program members do a good job of educating and speaking up when it's needed on addressing something that is specific to our field/movement.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

n/a

Q9 What recommendations do you have for the Vermont Network's board?

Mix it up! It will give you the opportunity to bring on diverse voices, experiences, areas of expertise, and you will find that your organization better serves the programs in your state. :)

#12

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Q1 Your Name

Judy Chen

Q2 Your Title and Organization

Acting E.D., WSCADV

Q3 Number of years since your organization moved to a mixed board.

3

Q4 What is the current composition of your board?

Individuals working at member programs + community reps

Q5 Why did your organization change to a mixed board?

Coalition is changing; board needed to change along with it.

Q6 What are the advantages inherent in using a mixed board?

Now 2/3 people of color and Native. We've never gotten close to that before in 2 decades.
Stronger board - wider pool to recruit from beyond DV world.
More energy, creativity, forward-thinking (since we're not drawing from only DV programs).
Less exhaustion, burn-out.

Q7 What are the disadvantages in using a mixed board?

None so far

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

Yes, because the board was able to truly participate and contribute a wider skill set and lived experience

State Coalition Board Composition Survey

Q9 What recommendations do you have for the Vermont Network's board?

Go for it and don't worry

#13

COMPLETE

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Page 1

Q1 Your Name

Deb DeBare

Q2 Your Title and Organization

Deputy Director NNEDV . (formerly ED RICADV)

Q3 Number of years since your organization moved to a mixed board.

24

Q4 What is the current composition of your board?

8 community volunteers, 5 member program Ex. Directors, 1 survivor task force representative

Q5 Why did your organization change to a mixed board?

to have objectivity regarding funding
to have statewide vision
to ensure diversity
to tap into community skills/connections
to support the mission of the coalition

Q6 What are the advantages inherent in using a mixed board?

I think the advantages are tremendous: over the past 2 decades it has brought dozens of community members into the organization and movement; it has provided a perception (and real) objectivity in planning and funding issues; it has enabled the coalition to DO MORE because there is a core of volunteers/allies in the community; it has broadened the diversity of the organization; it has supported the organization and member agencies with specific resources such as legal pro bono resources, fund development, and HR consultation and training

Q7 What are the disadvantages in using a mixed board?

the risk of having the membership feeling disenfranchised, but this can easily be managed

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

yes (answered above) all for the best, creating greater impact and strength in the community

Q9 What recommendations do you have for the Vermont Network's board?

hear from board members from other coalitions that have successfully made the transition -- with Skype it would be feasible to bring those voices directly into a meeting; hear all the concerns from member agencies or others who have hesitations and then think through a plan to address each and every concern

#14

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Q1 Your Name

Tonia Thomas & Joyce Yedlosky

Q2 Your Title and Organization

Team Coordinators, WV Coalition Against Domestic Violence

Q3 Number of years since your organization moved to a mixed board.

2

Q4 What is the current composition of your board?

8 member program members
7 community at large members

Q5 Why did your organization change to a mixed board?

Lack of racial, ethnic, LGBT, and gender diversity. Also, lack of expertise in legal and financial issues.

Q6 What are the advantages inherent in using a mixed board?

1) broader perspective to guide our work, 2) nice to have a board that can concentrate on the best interests of the WVCADV office instead of competing with membership issues, 3) fundraising, 4) people actually volunteered to be on the board so they enjoy it, 5) no longer feels like a private club, 6) Joyce and I don't have to do all of the work anymore, and 7) expanded our statewide presence 8) generates new and creative ideas (e.g. fundraising, investments, personnel issues)

Q7 What are the disadvantages in using a mixed board?

1) can be a long process and must be intentional about not tokenizing new members and lots of education on the issues

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

Yes, for the better. Joyce and I can now be Team Coordinators and not do the work of the Board. It has heightened our energy and our reputation got a boost.

Q9 What recommendations do you have for the Vermont Network's board?

Bring in outside facilitators, address legal concerns (ex. by-laws, state non-profit laws, etc.), and take your time at the beginning or the process may stall.

#15

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Q1 Your Name

Lysetta Hurge

Q2 Your Title and Organization

Executive Director Independence House/President JDI Board of directors

Q3 Number of years since your organization moved to a mixed board.

well over 20

Q4 What is the current composition of your board?

60 % member programs 40% non members

Q5 Why did your organization change to a mixed board?

JDI has been mixed since my involvement

Q6 What are the advantages inherent in using a mixed board?

Member organizations bring a perspective and investment that may be different from community members and vice versa. Community members leverage wider support / resources for JDI. Provides an opportunity for community to be involved in DV/SA work at a non direct service level. Community members bring expertise, knowledge etc from a broad array of professions.

Q7 What are the disadvantages in using a mixed board?

none that i am aware of specifically.

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

n/a

State Coalition Board Composition Survey

Q9 What recommendations do you have for the Vermont Network's board? **Respondent skipped this question**

#16

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Q1 Your Name

Kathy Moore

Q2 Your Title and Organization

Executive Director, California Partnership to End Domestic Violence

Q3 Number of years since your organization moved to a mixed board.

10+ (w/ some caveats, see below)

Q4 What is the current composition of your board?

6 Regional Representatives (we have vacancies; should be 7 individuals elected by the membership Regionally)
1 Board Appointed Director (this is where we have "community" / non-program Directors; previously limited this to 4 Directors, recently changed Bylaws to allow greater #)
8 Member-Elected At-Large (previously filled 10 Directors through this means; recently changed Bylaws to clarify & permit greater flexibility w/ Board-Appointed positions)
In total, we can have up to 21 Board members (we currently have vacancies we are in process of filling)

Q5 Why did your organization change to a mixed board?

Over the last 10 years, the intent was that the Board-Appointed positions would enable the Board to better meet diversity goals (particularly when our members don't elect diverse individuals nor those whom bring needed governance skills). That being said, we've struggled to fill these Board-Appointed positions -- generally because the Board gets focused on filling the other ones (i.e., fair amount of turn-over w/ our Regional Reps & Member-Elected positions). We've also found that only bringing on 1 or 2 Board-Appointed Directors has not served us well as those "community leaders" struggle to really integrate into what is still a predominantly membership-weighted Board. We've begun identifying aspects of our Board culture which need to shift in order to be more accommodating for community leaders (including minimizing membership business on the Board agenda in favor or more focus on higher-level governance matters).

State Coalition Board Composition Survey

Q6 What are the advantages inherent in using a mixed board?

Greater ability to select individuals with key skills and backgrounds.

Ability to be more strategic in creating a diverse Board.

Infusion of new/different ideas from "outside" the DV field.

Creating stronger, cross-disciplinary & inter-sectional alliances.

Q7 What are the disadvantages in using a mixed board?

Members' distrust & fears of others' influence.

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

Our Board still has a long way to go before being truly "mixed", but yes, as we've brought in leaders with less direct ties to traditional/mainstream DV organizations, our coalition has been bolder and more creative. Our connections w/ other social justice movements are stronger.

Q9 What recommendations do you have for the Vermont Network's board?

Be brave. Know that if you want different results, you have to go about the work differently.

#17

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Q1 Your Name

Lyn Schollett

Q2 Your Title and Organization

Executive Director, NHCADSV

Q3 Number of years since your organization moved to a mixed board.

20-25 - way before my time here!

Q4 What is the current composition of your board?

13 members, 2 of whom are from member programs. Our bylaws provide that we may have 12-18 members, up to four of whom are from member programs. We are working to increase member program representation on the board, but that is challenging. The time commitment is not insignificant, and we only have 13 program directors.

Q5 Why did your organization change to a mixed board?

A funder required it because we are a pass through organization.

Q6 What are the advantages inherent in using a mixed board?

It increases connections to the community.
Individuals can fundraise.
It brings a wider skill set and areas of experience and expertise to the table.
It brings objectivity to issues related to member programs.

Q7 What are the disadvantages in using a mixed board?

Coalitions and their relationship to member programs are complex and it takes quite a while for community members to learn those.

State Coalition Board Composition Survey

Q8 Did the work/impact of the organization change when you changed your board? If so, how?

That predates my time here but my understanding is that the change created a degree of objectivity that a funder wanted to insure that funding decisions were not unduly influenced by member programs.

Q9 What recommendations do you have for the Vermont Network's board?

Put some time into thinking about how to truly elect a statewide board. Something I would do differently is think about when and where the board meets to insure that people who live far away from the meeting place can attend.
