



ENDOW MANITOBA CONFERENCE

## Orientation & Ongoing Board Development Workshop

*Questions for Reflection*

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*Use these questions to reflect on your foundation's current practices and identify opportunities for growth. There are no right or wrong answers — the value is in the conversation.*

### TOOL 1: NEW BOARD MEMBER WELCOME KIT

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1. Does your foundation currently have a welcome kit or package for new board members? If so, when did you last review or update it?
2. What information do new board members most need in their first few months? And, are you providing it proactively or waiting for them to ask?
3. Does your welcome kit reflect the culture and values of your foundation, or does it feel like a check the box exercise?
4. Who is responsible for preparing and sharing your welcome kit — and is that person set up to do it consistently every time?

### TOOL 2: ORIENTATION SESSION

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5. Does your foundation hold a dedicated orientation session for new board members, separate from a regular board meeting?
6. Does your orientation cover not just “what we do” but “how we work” — including your board’s culture, norms, and decision-making style?
7. How do you currently help new members understand the distinction between governance and operations — and where do you see that line get blurred?
8. Do new board members leave orientation knowing how your board handles disagreement or challenging situations — or is that something they discover on the fly?

### **TOOL 3: BUDDY SYSTEM**

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9. Does your foundation pair new board members with an experienced peer or mentor?
10. How do you currently support new board members who have questions they're not comfortable asking in a full board meeting?

### **BOARD DEVELOPMENT & TEAM EFFECTIVENESS**

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11. Do all of your board members have a clear, shared understanding of their individual roles and responsibilities?
12. How does your board intentionally build relationships and trust among members — and is that something you invest in, or leave to chance?
13. When your board faces conflict or a difficult decision, how do you navigate it as a team? What agreements or norms guide you?
14. Where do you see the greatest gap between your board as it is today and the board your foundation needs to thrive in the future?

### **RETENTION & SUCCESSION PLANNING**

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15. Do you know why board members have left your foundation in the past?
16. Who on your current board could step into a leadership role (chair, treasurer, committee lead) in the next 1–3 years — and are you developing them intentionally?
17. What would need to be true about your onboarding process for it to actively build your leadership pipeline?