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COMMUNITY FOUNDATION CONFERENCE
APRIL 24 • 26, 2026



Board Training: Orientation and Ongoing Board Development

Governance Stream

April 25, 2026, 10:30 am, Lancaster



Your Facilitator

Carissa Caruk-Ganczar

Flourish Leadership Development
on behalf of



Our Objectives for today

1. Identify 2-3 effective ways to onboard new members
2. Explore concrete strategies for developing a stronger, more effective team for your CF

Discussion question

Pineapple on Pizza
Love it or hate? And why?

Think back about your experience joining your organization...

What do you wish you would have known sooner?



Onboarding New Board Members

What's the difference between orientation & onboard?

Why is important to have both for your new board members?





Tool 1: Welcome Kit

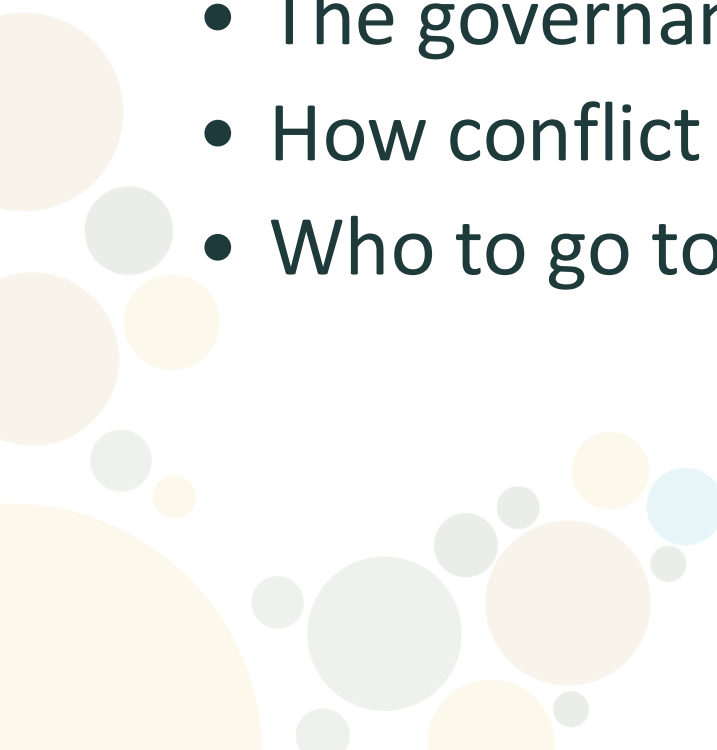
- Board member roles & responsibilities
- Governance documents (bylaws, strategic plan)
- Foundation history, values & community context
- Meeting schedule, key contacts & org chart
- Current priorities & recent decisions
- Expected time commitment & conflict of interest policy





Tool 2: Orientation Session

- Not just "what we do" but "how we work"
- Board culture, norms & decision-making style
- The governance vs. operations distinction
- How conflict and disagreement are handled
- Who to go to with questions





Tool 3: Buddy System

Pair each new board member with an experienced peer:

- Creates a safe space for questions new members feel unsure about
- Helps new members navigate unwritten norms
- Builds relationships across the board faster
- Gives experienced members a development role





Small Group Discussion

What does your board onboarding process look like?

What works well?

What could be improved?

Instructions:

Designate someone to report back

10 minutes of table discussion

Developing Your Board Team

The importance of building a strong team culture:

- Engaged & effective board members
- Retention & succession planning

Developing Your Board Team

Tips for making this happen:

- Team development
- Board training – governance and industry knowledge



Shared reflections

What's one key takeaway or "AHA" that you want to remember?

What are you curious about now?

Individual Reflection

What tools & ideas can you take back to your community foundation board?



Thank you

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