



## **Recommendations from the *Report on Governance and Climate*** **April 2021**

### **About this document:**

In 2020, Exponential Talent, LLC was hired to conduct an organizational assessment and review of the Society's climate and governance to help inform the growth and development of the organization in support of its mission. As part of this assessment, Exponential Talent reviewed SRCD's governance policies and documentation, conducted 1:1 interviews with all staff and fourteen of the sixteen Governing Council members, compared the findings with non-profit governance and management best practices. Based on their review, Exponential Talent made the following recommendations to guide SRCD in improving its governance, legal compliance, and climate.

### **A. Governance Structure and Roles**

- Strengthen Governing Council's fiduciary capacity by adding an official Treasurer role, who is charged with bringing a budget and finance perspective to all Governing Council discussions and decisions.
- Further define the Executive Committee's Charter
- Revisit the frequency, duration, and agenda structure for Governing Council meetings
- Implement an onboarding program for new Governing Council members

### **B. Bylaws, Policies, and Processes**

- SRCD's Constitution and Bylaws need updating to clarify and reflect current practice
- SRCD should implement a Code of Conduct and internal dispute resolution process

### **C. Governing Council/Staff Engagement**

- SRCD needs a system for reviewing the alignment of the financial landscape, budget, and available expertise
- Greater staff participation at Governing Council meetings would strengthen the organization and its decision making
- Governing Council and staff need to align on the communications review process and its audience
- Roles, decision authority and rules of engagement and communication between the Governing Council and staff need better definition and adherence

### **D. Staff Structure and Processes**

- Provide necessary senior staff support to the new Executive Director
- Policies and staff processes need updated documentation
- Staff compensation, development opportunities, and flexible work arrangements
- Create additional opportunities for cross-functional staff collaboration