

BOARD OF DIRECTORS

ONBOARDING PATH



BOYS & GIRLS CLUBS
OF METRO SOUTH



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PREAMBLE

Boys & Girls Clubs of Metro South (BGCMS) is committed to cultivating a strong, informed, and engaged Board of Directors that reflects the diversity, strengths, and aspirations of the communities we serve. As a leading youth development organization in the region, BGCMS relies on dedicated board leadership to ensure the organization remains mission-driven, financially sustainable, and responsive to the evolving needs of young people and families across Metro South.

An effective board plays a critical role in guiding the strategic direction of the organization, safeguarding its financial health, strengthening community partnerships, and advancing its mission to inspire and enable all young people—especially those who need us most—to reach their full potential as productive, responsible, and caring citizens. To fulfill these responsibilities, BGCMS seeks board members who bring a wide range of professional expertise, lived experiences, community connections, and a deep commitment to youth development and nonprofit leadership.

This Board Recruitment and Onboarding Plan establishes a thoughtful and structured approach to identifying, recruiting, welcoming, and preparing individuals to serve on our Board of Directors. The plan is designed to ensure that prospective and newly appointed board members gain a comprehensive understanding of the organization's history, mission, programs, governance structure, and strategic priorities. Equally important, it provides clear expectations regarding the roles and responsibilities of board service, including governance, fiduciary oversight, strategic planning, fundraising leadership, and advocacy on behalf of the organization.

Recruitment efforts aim to intentionally build a board with the skills, perspectives, and networks needed to support the long-term success and sustainability of BGCMS. This includes prioritizing candidates whose professional backgrounds, leadership experience, and community engagement can contribute meaningfully to the organization's goals. The process also emphasizes the importance of diversity in thought, experience, industry expertise, and representation from the communities served by the organization.

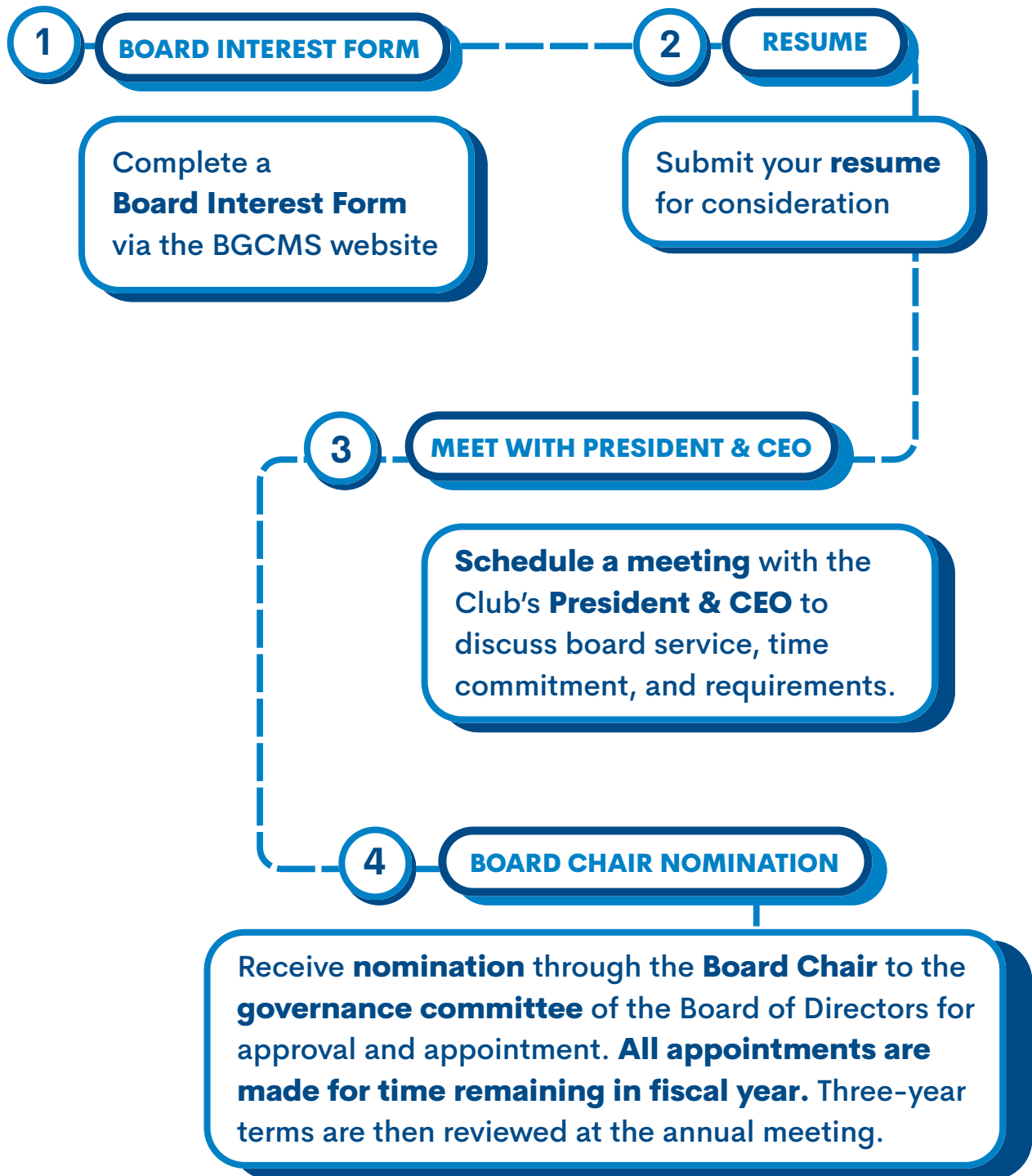
A strong onboarding process is essential to ensure that new board members are well-prepared to contribute effectively from the beginning of their service. Through orientation sessions, mentorship opportunities, and access to organizational resources, new members will be introduced to key staff leaders, fellow board members, and the programs that define the impact of BGCMS. This onboarding framework is designed to foster meaningful engagement, build confidence in governance responsibilities, and cultivate long-term commitment to the organization's mission.

Ultimately, the Board Recruitment and Onboarding Plan supports the continued growth, accountability, and impact of BGCMS by strengthening the leadership capacity of its Board of Directors. By investing in thoughtful recruitment and comprehensive onboarding, the organization ensures that its board remains a strategic partner in advancing opportunities for the youth and families of Metro South.



RECRUITMENT & CONSIDERATION PHASE

Goal: To identify and engage prospective members whose skills, passion, and commitment align with the Club's mission, ensuring a thoughtful and inclusive consideration process that sets the stage for future impact.





APPROVAL & NOTIFICATION PHASE

Goal: To formally approve and notify selected candidates, providing clear communication that welcomes them to the Club and sets the stage for their successful onboarding and engagement.

1

NOTIFICATION EMAIL

Approved and appointed board members will receive a **notification email of approval** following the **previous executive committee meeting** in which nomination is brought forward and voted.

2

REVIEW BGCMS RESOURCES

Perspective board member will receive a welcome introductory email that will outline the following:

- Mission, vision, and values
- Strategic plan
- Recent annual report
- Board member job description
- Organizational chart
- Bylaws
- Conflict of interest policy
- Board meeting schedule
- Contact list for board and leadership
- Most recent financial statements
- Committee charters
- Necessary online training requirement/directions

3

BACKGROUND CHECK

Perspective board members will complete necessary **required background checks** in accordance with **BGCA safety requirements**.



OPENING THE BLUE DOOR PHASE

Goal: To warmly welcome and prepare new members before their first meeting by introducing the Club's mission, culture, and impact—ensuring they feel informed, connected, and ready to contribute to building Great Futures from day one.

1

KEY DOCUMENTS

New board members should get oriented to **key documents** including those received through **welcome introductory email**.

2

ORIENTATION

New board members should complete BGCA's new board member **orientation training** through **Spillett Leadership Academy** found at bgca.net.

3

BLUEPRINT FOR GREAT FUTURES

New board members should have a clear understanding of the **mission, values,** and **organizational strategic plan**.

4

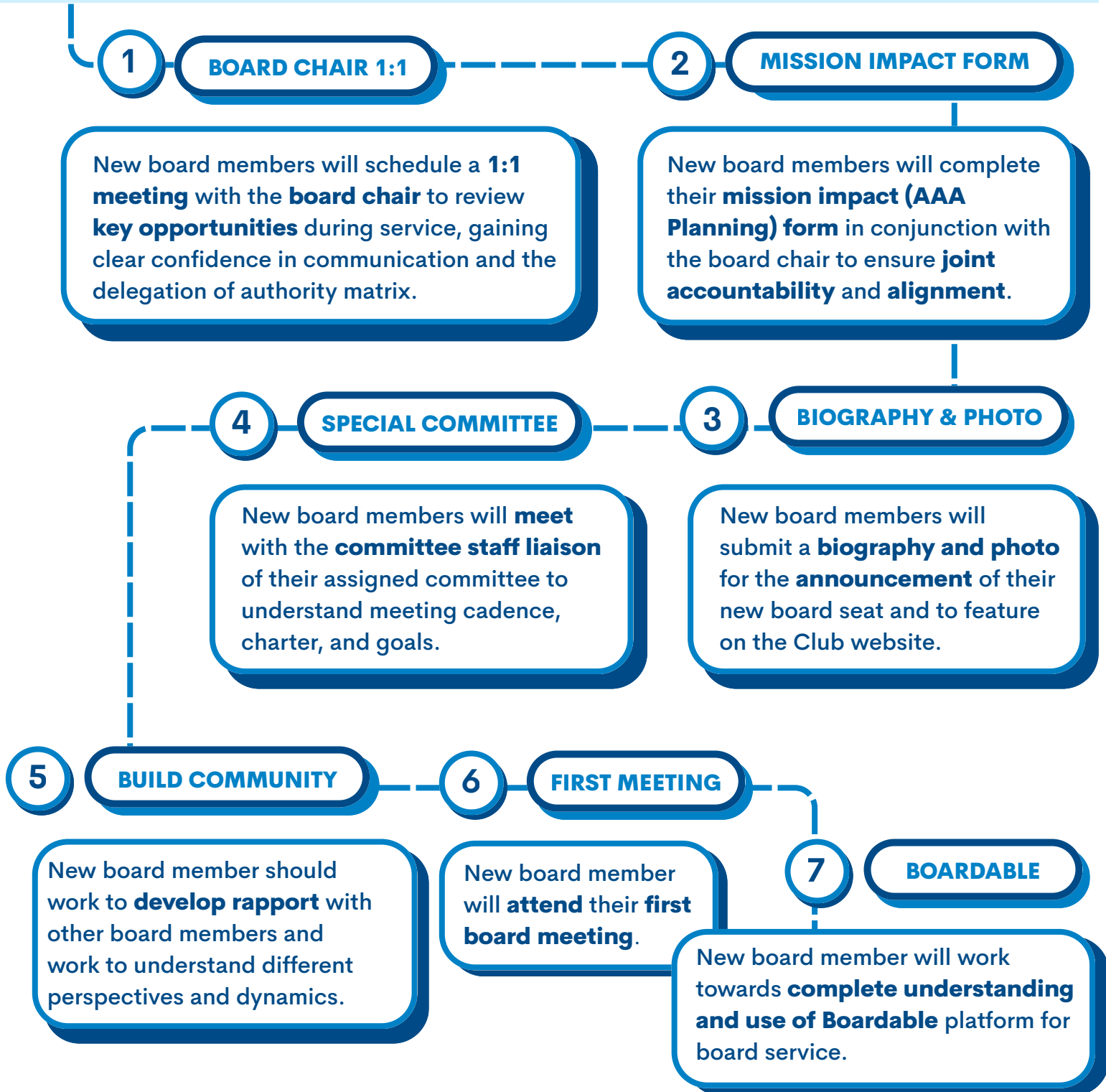
BOARDABLE PROFILE

New board members will **setup their profile in Boardable** to ensure access for meeting participation.



MISSION IN MOTION | FIRST 90 DAYS

Goal: To actively engage new members in the work of the Club during their first 90 days by deepening their understanding of programs, priorities, and impact while empowering them to begin contributing to the mission of building Great Futures.





GREAT FUTURES START WITH YOU | 90-120 DAYS

Goal: To transition members from early engagement to meaningful leadership by encouraging them to use their talents, connections, and passion to support the Club's strategic priorities and expand opportunities for youth.

1

COMMITTEE MEETING

New board members will attend at least **one committee meeting**.

2

CONSISTENT ATTENDANCE

New board member will **continue attendance** at board meetings.

3

EXPERIENCE THE CLUBHOUSE

New board members will participate in a **program visit or tour of a Clubhouse** which will be led by the Clubhouse Executive Director.

4

BOARD MENTOR

New Board members will be paired with a **board mentor** for partnership for the **remainder of the first year**. The mentor will be a point person to **ensure check-in and continuity** of the board service. That member will be a member of the Executive Committee as assigned by the board president.



THE HEART OF THE CLUB PHASE | 3 MONTHS - 1 YEAR

Goal: To fully connect members to the mission and community of the Club, so they become passionate advocates, active leaders, and committed partners in creating Great Futures.

1

COMMITTEE CONSISTENCY

New board members will **continue attendance** at **committee meetings**.

2

BOARD CONSISTENCY

New board member will **continue attendance** at **board meetings**.

4

CONTINUED MENTORSHIP

New Board members will **continue** through **mentorship** with their board mentor for partnership for the **remainder** of the **first year**.

3

TOUR EACH CLUBHOUSE

New board members will achieve a **visit or tour of each organizational Clubhouse** which will be led by the Clubhouse Executive Director.

5

GIVE GREAT FUTURES

New board members will make their **first gift** to the organization through one of the Club's innovative **giving societies, events, programs, etc.**



CHAMPIONS CIRCLE PHASE | 1 YEAR+

Goal: After one year of a structured onboarding plan, a “good” board member should show clear progress across engagement, governance, strategic contribution, and fiduciary oversight. Think of it less as a checklist and more as evidence they’ve transitioned from “learning” to “adding value.”

1

ACTIVE PARTICIPATION

Board member **attends** $\geq 75\text{--}90\%$ of board and committee meetings, with expectation to be prepared (reviewed materials in advance, asks informed questions).

2

BGCMS ADVOCATE

Board member demonstrates **clear understanding** of, mission, strategy, and key risks, financial model and revenue drivers, operational landscape and BluePrint for Great Futures Strategic Plan, and can **articulate** the organization’s **priorities** to community members and partners.

3

ACTIVE STEWARDSHIP

Board members **continue to advocate** and **steward resources** for the organization and annually make **personal commitment** to the organization.

4

MISSION IMPACT

Board members follow through on **commitment** of the **mission impact** (AAA Planning) form.