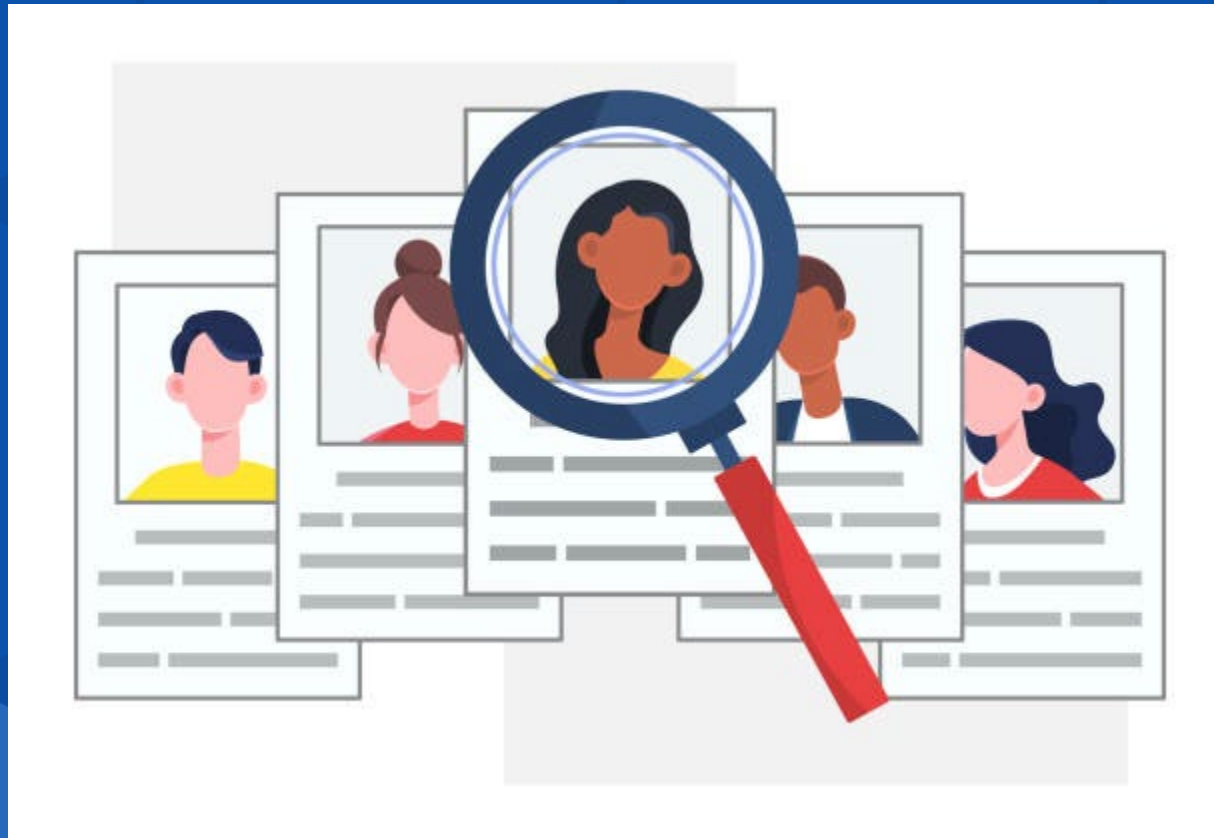


EFFECTIVE BOARD RECRUITMENT AND LEADERSHIP FOR MUTUAL SELF HELP HOUSING PROGRAMS



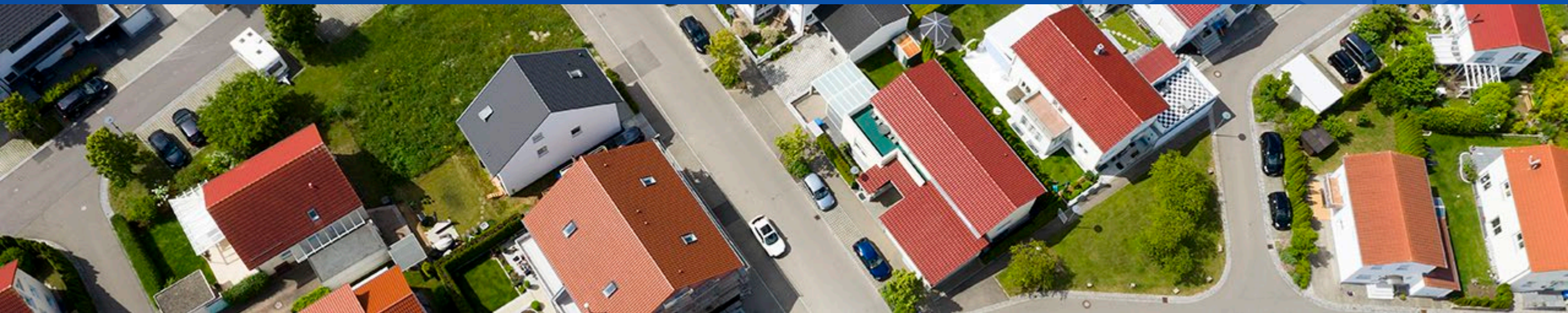
UNDERSTANDING MUTUAL SELF HELP HOUSING PROGRAMS

Two Types of Programs:

1. Mutual Self-Help Method
2. Acquisition Rehabilitation and Owner/Occupied Rehabilitation

Self-Help Housing participants work to build or repair their own homes.
Participants must be low or very low-income.

Funder: USDA Rural Development



USDA 502 & 504 LOAN PROGRAMS AND SECTION 523 GRANT



Affordable Financing

The USDA Section 502 & 504 Loan programs offer low interest loans that enable low and very-low-income families the option for homeownership.



Technical Assistance Funding

Section 523 Grant provides essential funding for technical assistance, ensuring successful housing project implementations and community support.



Mutual **Self-Help** Housing

Both programs work together to support Self Help Housing organizations, allowing families to work together in building homes, fostering community spirit.

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS

1. Set Direction and Strategy
2. Ensure The Necessary Resources
3. Provide Oversight
4. Board Operations





ENSURING DIRECTION AND STRATEGY

Strategic Direction Setting

Board members play a vital role in establishing the strategic direction of the organization, ensuring alignment with its mission.

Policy Decisions

The board makes important policy decisions that influence how programs are implemented and their effectiveness.

Impact on Effectiveness

Decisions made by board members have a significant impact on the overall effectiveness of the organization and its programs.

OVERSEEING AND MONITORING ORGANIZATIONAL PERFORMANCE

Regular Performance Evaluation

The board is responsible for regularly evaluating the organization's performance to ensure it aligns with established goals.

Assessing Program Outcomes

It is essential to assess program outcomes to determine their effectiveness and impact on the organization's mission.

Financial Health Monitoring

Monitoring the financial health of the organization ensures sustainability and proper resource allocation.

Compliance with Regulations

Ensuring compliance with regulations is crucial for organizational integrity and legal standing.



ENSURING ACCOUNTABILITY AND FIDUCIARY RESPONSIBILITY



Fiduciary Duty

Board members must act in the best interests of the organization, prioritizing its welfare above personal interests.



Financial Oversight

Effective financial oversight is crucial for ensuring accountability and maintaining trust within the organization.



Legal and Ethical Standards

Board members must adhere to legal and ethical standards to uphold the integrity of the organization.

Duty of Care

Duty of Loyalty

Duty of Obedience

EFFECTIVE BOARD RECRUITMENT STRATEGIES

1. Create a Board Recruitment Plan
2. Evaluate Board Candidates
3. Board Orientation

Building a board is not just about recruiting one great individual, but about finding leaders who have skills sets and perspectives that align with the organizations mission and values.



BOARD RECRUITMENT PLAN

Having a formal board recruitment process allows organizations to build an effective and diverse board.

Develop Plan

Outline procedures for selection board members. Identify who will be assigned i.e., Nominating Community, Executive Committee, etc.

Written board member expectation

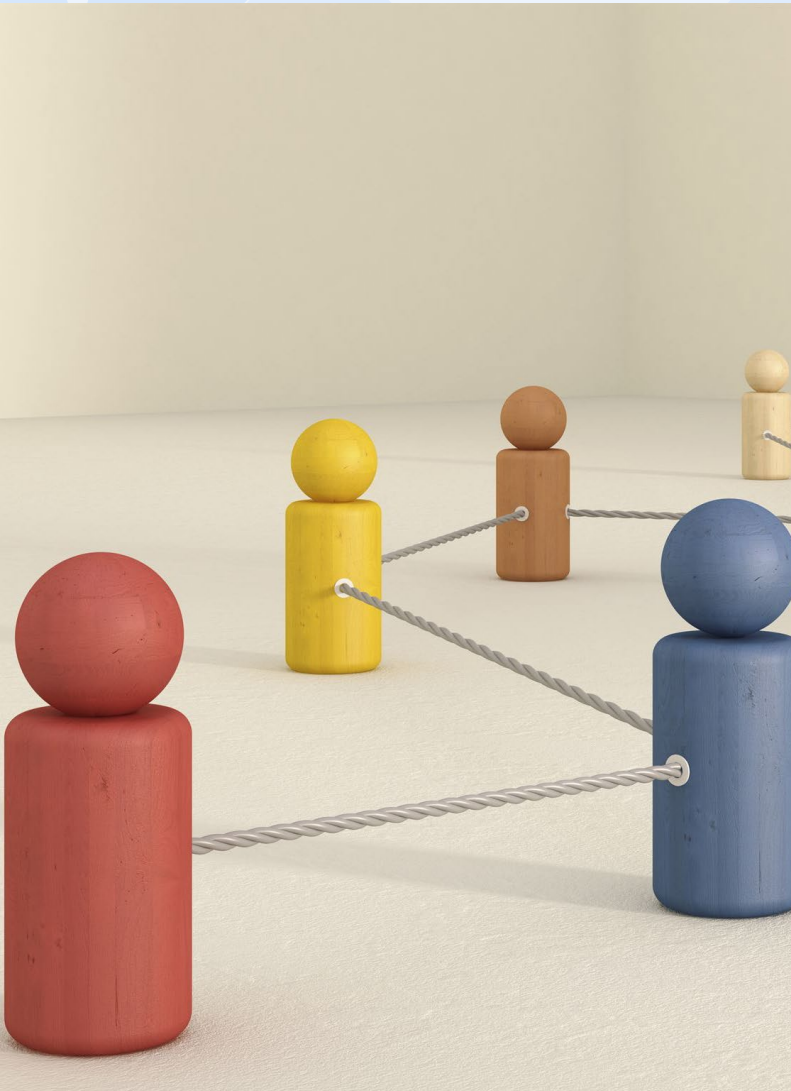
Job description for board members is essential for aligning recruitment strategies with organizational objectives.

Board Recruitment Process

Identifying the right expertise ensures that new recruits contribute to achieving the organization's goals and align with organizations mission.

Craft Your Message

Informs effective recruitment strategies and helps attract the right talent.





ATTRACTING AND SELECTING QUALIFIED CANDIDATES

Understanding Board Needs

A clear understanding of the board's requirements is essential to attract the right candidates effectively.

Utilizing Networks

Leveraging professional networks can significantly broaden the search for qualified candidates.

Community Outreach

Engaging with the community helps to identify and attract local qualified candidates for board positions.

Social Media Strategies

Utilizing social media platforms effectively allows for reaching a wider audience in search of candidates.

ONBOARDING AND INTEGRATING NEW BOARD MEMBERS



Importance of Onboarding

A robust onboarding process is crucial for helping new board members acclimate effectively to their roles.

Orientation Sessions

Orientation sessions provide essential information that empowers new board members to contribute effectively from the start.

Key Documents

Providing key documents is vital for informing new board members about policies, procedures, and organizational structure.

Understanding Organizational Culture

Introducing new members to the organization's culture enhances their integration into the team and mission.

LEADERSHIP

1. Qualities and Competencies
2. Participation and Engagement

Board leadership is about guiding the organization with strategic vision, fostering collaboration, and ensuring accountability to achieve long-term success.



KEY LEADERSHIP QUALITIES AND COMPETENCIES



Visionary Leadership

Visionary leaders inspire and guide their teams towards a common goal, fostering motivation and commitment.

Integrity and Trust

Integrity is crucial for effective leadership, as it builds trust and credibility among team members and stakeholders.

Decision-Making Skills

Proficient decision-making abilities are essential for leaders to navigate challenges and capitalize on opportunities effectively.

Conflict Resolution

Competence in conflict resolution enables leaders to address issues constructively, promoting a harmonious work environment.



ENCOURAGING ACTIVE PARTICIPATION AND ENGAGEMENT

Bylaws

They established, and they outline the rights, responsibilities, and procedures for its members, directors, officers, and committees. Bylaws should address attendance rules and enforcement.

Importance of Engagement

Active participation from board members is essential for effective discussions and informed decision-making. It leads to better outcomes.

Diverse Perspectives

Encouraging diverse viewpoints during discussions enhances the decision-making process and ensures well-rounded outcomes.

Strengthening Commitment

When board members are actively involved, their commitment to the decisions made is significantly strengthened, fostering unity.

CONCLUSION

Importance of Board Recruitment

Effective board recruitment is essential for fostering strong leadership within Mutual Self Help Housing Programs, leading to improved outcomes.

Understanding Board Roles

Understanding the specific roles and responsibilities of board members enhances their effectiveness and governance capability.

Board Leadership

Good leadership on your Board is crucial as it ensures strategic direction, fosters collaboration, and accountability, driving the organization towards long-term success and community impact.

Thank you

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