



Board Identity, Roles & Responsibilities

[Chrysalis](#) uses a **policy governance model** and the Board of Directors governs with an emphasis on **(a)** mission and guiding principles; **(b)** integrity and truthfulness in all methods and practices; **(c)** outward vision and community engagement rather than an internal preoccupation, **(d)** encouragement of diversity in viewpoints, **(e)** strategic leadership rather than administrative detail, **(f)** clear distinction of board and chief executive roles, **(g)** collective rather than individual decisions, **(h)** future rather than past or present, and **(i)** proactivity rather than reactivity.

We aim to have a **diverse and well-balanced** Board of Directors.

Diversity in thought, gender, race, ethnicity, lived experience, expertise, geographic representation within the organization's Dane County service area, and other experiences will be considered when seeking our new board members.

Our Board of Directors has **fiduciary responsibility** to hold the organization in trust for the community at large. Board members are representing the greater community as they set strategy and policy, provide governance, and steward resources for the mission of Chrysalis.

For **governance**, the board shall:

- Align with a shared mission and purpose.
- Assess organizational performance.
- Build a competent board and assess its own performance.
- Protect assets and provide financial oversight, including approving budgets and instituting financial controls.
- Ensure legal and ethical integrity.

For **strategy**, the board shall:

- Approve strategic and other long-term plans.
- Monitor achievement of plans, goals, and objectives.

For **executive staff oversight**, the board shall:

- Select the executive staff.
- Support and evaluate the executive staff.
- Delegate management and operations to the executive staff

For **resources**, each board member shall:

- Ensure adequate financial resources.
- Participate in resource generation by acting as ambassadors and connectors.
- Be involved in fundraising campaigns, provide a personally meaningful donation.
- Ensure resources are managed effectively.
- Invest adequately in staff, technology, and other means for meeting agency missions.

For **ambassadorship**, the board shall:

- Clearly articulate the organization's vision, mission, accomplishments, and goals to the public and garner support from the community