

# STATE BOARD RESTRUCTURING – S.O.S.

By Lorinda Rice and Bob Reeker  
Nebraska Art Teachers Association  
Co-Presidents

To access this presentation, go to: [www.lps.org](http://www.lps.org)  
Keyword: b3ri

# WHY RESTRUCTURE?

According to Board Source, Managing Change: Lessons Learned from Nonprofit Leadership, “Boards can need an overhaul for many reasons. Nonprofits change with time, and as that happens, their boards need to change along with them. Sometimes the board is simply not meeting its potential. Members don’t get along and their disputes become the focus of meetings. Their inability to come to a consensus impedes the governing process and eventually reflects poorly on the organization.” Another reason for a board change can be that the current structure is not meeting the ever-changing need for a fluid and evolving organization. Organizations need to be able to adjust and adapt to a world that is evermore being influenced by technology and a more fast-paced society.

# STATE OF OUR BOARD STRUCTURE PRIOR

#s	votes	Name	Board Position
<b>Executive Com</b>			
1		Bob Reeker	Co-President
		Lorinda Rice	Co-President
1	2	Lynette Fast	Co-Pres Elect
2		Allison Fees	Co-Pres Elect
3	3	Margaret Proskovec	Past President
4	4	Jerene Kruse	Secretary
5	5	Jonathan Pingel	Treasurer
<b>Activity Reps</b>			
6	6	Melissa Cleaver	Awards
		Monica Pingel	Bookkeeper
7	7	Maggie Elsener	Co-Exhibits
8		Christy Kosmicki	Co-Exhibits
9	8	Debbie Kippley	Fall Conference 12
10	9	Pearl Hansen	Fall Conference 13
		Margaret Proskovec	Historian
11	10	Christine Brown	Listserv
12	11	Lisa Kastello	Membership
		Melissa Cleaver	Minority Concerns
		Reeker/Rice	NE Legislature
13	12	Julie Ryan	Newsletter
14	13	Josie Langbehn	Website
		Debbie Kippley	CAC
15		Liz Estudillo	YAM

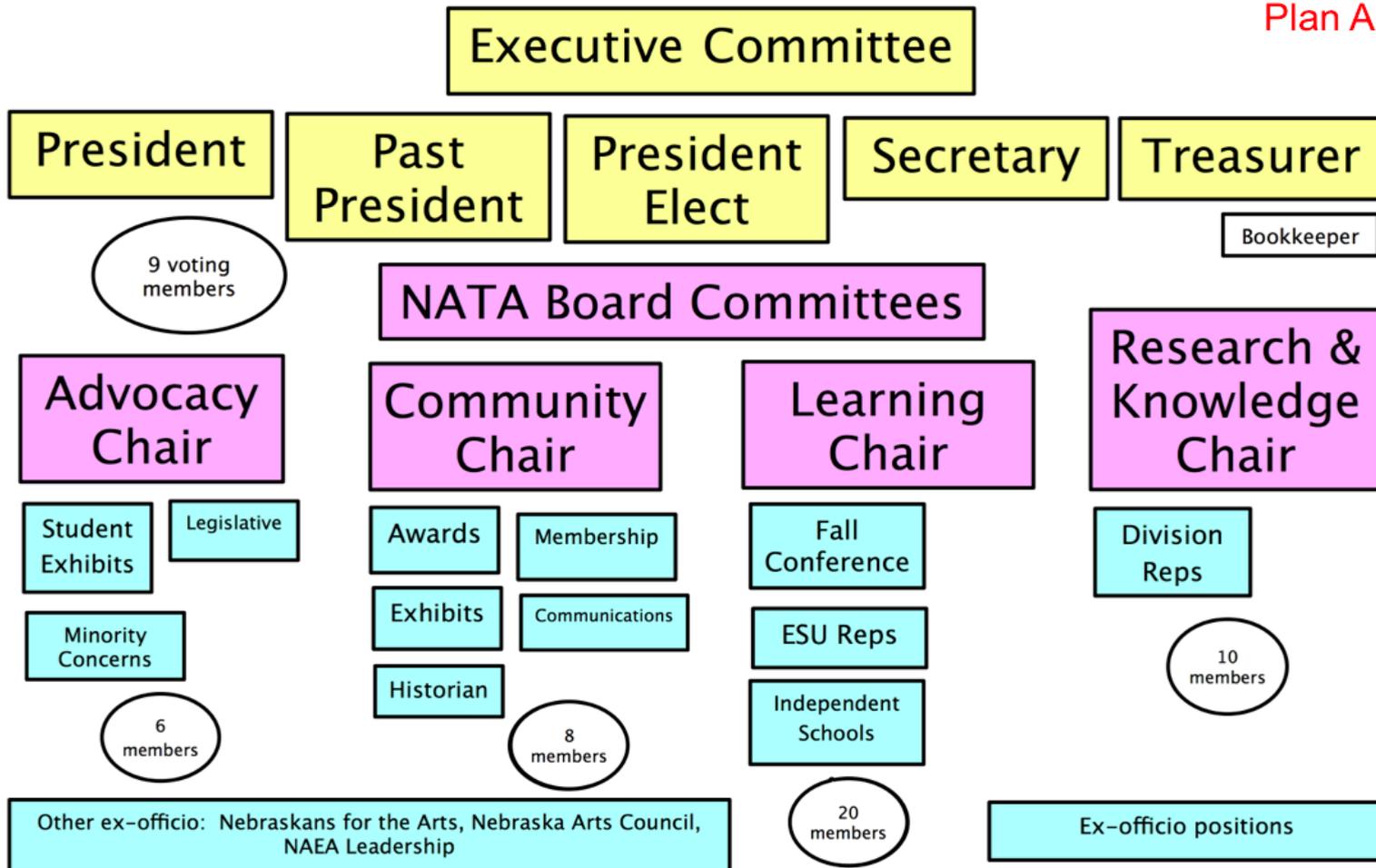
16		Sarah Cal	YAM
<b>Division Reps</b>			
17	14	Stephanie Carlson-Pruch	Elementary
18	15	Jean Detlefsen	Higher Education
19	16	Jeff Yoachim	K-12
20	17	Carla Real	Middle Level
21	18		Museum
		Margaret Proskovec	Retired
22	19	DeAnn Hanisch	Secondary
23	20	Kristina Backhaus	Student Chapter
24	21	Angie Fischer	Supervision/Adm
<b>ESU Reps</b>			
			ESU 1
25	22	Judi Staab	ESU 2
26	23	Paula Yoachim	ESU 3
27	24	Sharon Joyner	ESU 4
			ESU 5
			ESU 6
		Jerene Kruse	ESU 7
			ESU 8
28	25	Phil Herrmann	ESU 9
29	26	Jan Jones	ESU 10
30	27	Ellen Kuhl	ESU 11
			ESU 13
31	28	Deb Goodenberger	ESU 15

			ESU 16
			ESU 17
32	29	Nissa Sturgeon	ESU 18
		Angie Fischer	ESU 19
33	30	Kristy Schluckebier	Independent Schls
		<i>Ex-Officio</i>	
		Angie Fischer	Neb for the Arts
		Marty Skomal	NAC/Prairie Vis
		Angie Fischer	NAEA Leadership
		Bob Reeker	NAEF Leadership

# STATE OF OUR BOARD AS OF MARCH 22

## NATA Board Restructure Plan

Plan A



# S.O.S.

- ▶ S - Slow
- ▶ O – Open dialogue
- ▶ S – Strategic

- ▶ **Spring 2012 – Planting the Seed:**
- ▶ President introduced the idea of reviewing board structure during spring board meeting. Few details shared, as executive committee wanted to simply introduce the idea for thought.

- ▶ **Summer 2012 – Starting the Conversation:**
- ▶ New president begins term and during summer board meeting reinforced message given by past president during spring board meeting. Shared that Deborah Reeve, NAEA Executive Director would share thoughts at fall board meeting.

- ▶ **Fall 2012 – Understanding the Reason:**
- ▶ Reeve attended fall board meeting and visited with board about the importance of reviewing board structure. Key idea: Is your board fluid and flexible enough to address issues of a 21<sup>st</sup> Century organization. Reeve fielded many questions including if NAEA was requiring the state to consider reorganization. Allow members the opportunity to understand the purpose of change by giving time to ask questions.

- ▶ **Spring 2013 – Research/Incubation:**
- ▶ President asked board members to read an article from Board Source (quoted above) and be prepared to discuss. Board members talked about their reactions to the article, documented the thoughts and shared with the president. President summarized comments and shared with the board. Continued to reinforce that restructuring was not eminent; board was simply reviewing if the current structure is meeting the organization's needs.

- ▶ **Summer 2013 – Conversation and Collaboration:**
- ▶ At summer board meeting, another board article from Board Source was discussed. In small groups, members listed pros and cons of potential changes, specifically down-sizing the number of board members. Board asked executive committee to create drafts of potential board restructuring.

▶ **Fall 2013 – Studying the Options:**

- ▶ President presented two draft ideas to board. Both took the voting board from 30+ members to 9 with several subcommittee positions as ex-officio. Board liked parts of each draft and asked executive committee to create one more draft combining the two initial drafts. Concerns shared that so few voting members would control the association and wanted reassurance that all voices would be heard by those with voting rights. A follow up board meeting survey addressed any further comments about the restructuring discussion.

- ▶ **Spring 2014 – Presenting a final draft and voting:**
- ▶ President presented a final draft for board to consider and vote on. This took place Saturday, March 22 with pilot implementation beginning July 1, 2014.

# REFLECTION

- ▶ - be strategic about the process
- ▶ - don't rush through the process
- ▶ - respect current structure and history of the board while proposing change
- ▶ - present research-based information
- ▶ - answer questions, especially of those that are most leery of the proposed change
- ▶ - look at other state's board structures for ideas
- ▶ - offer structure drafts and allow for input on the drafts
- ▶ - be sure your drafts comply with your state Constitution and/or By-Laws
- ▶ - provide opportunity to formally and informally share thoughts on restructuring

# THOUGHTS? SHARING.

- ▶ CONTACT US
- ▶ Bob ([breeker@lps.org](mailto:breeker@lps.org))
- ▶ Lorinda ([lrice@lps.org](mailto:lrice@lps.org))