






My Onboarding Plan:

Engaged board members prioritize learning. An onboarding plan should incorporate a mix of real-life experiences (70% of focus), observational learning (20%), and reading (10%) that extends through a board term.

The Learning Mix	Activity & Experience Suggestions	YEAR 1 Onboarding Goals	YEAR 2 Onboarding Goals
 <p>Real Life Experiences 70%</p>	<ul style="list-style-type: none"> • Attend board & committee meetings • Be active in mission and strategy conversations • Ask questions about budget and financials • Engage in discussions with leadership about the future • Participate in special events • Become an Ambassador • Collect mission stories • Talk with someone served 		
 <p>Observing Shadowing Interactions 20%</p>	<ul style="list-style-type: none"> • Visit with board members and lead staff • Find or become a board mentor • Take a tour and participate in a program • Observe services being delivered • Shadow a donor meeting 		
 <p>Reading Classroom Academic 10%</p>	<ul style="list-style-type: none"> • Attend an orientation session • Read the governance manual, annual report, and brochures • Review program materials • Visit the website 		