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Giving Tuesday, a movement that unleashes the power of radical generosity around the world

Giving Tuesday — the first Tuesday after Thanksgiving and the internationally recognized day to contribute to charity was created in 2012 as a simple idea: a day that encourages people to do good. The idea caught on, and has grown around the world, inspiring hundreds of millions of people to give, collaborate, and celebrate generosity.

Tuesday, November 28, 2023
... please think about GOVERN's purpose and give generously

"Governance is about long-term thinking. A constant striving (for) balance between vision, empowerment, and accountability... bringing people together, all working towards the same clear impact/results. ONE VOICE hoped out of diversity is better than just one voice alone." - adapted from the late Caroline Oliver (2016 GOVERN Consultants Forum)

As a for-impact charitable organization, GOVERN for IMPACT relies on support from its affiliates, the governance community, and those in our broader communities who care about excellence in governance because we believe we can achieve improved impacts/results of organizations for people through ethical, prudent, and equitable means. We need your help to fund our peer reviewed research, to fund our International Journal of Governance Excellence, and to support building our governance education curriculum and opportunities for people to engage in learning.

Your gift, no matter the amount, fuels our work in delivering on our promises to build governance research, learning, connecting, and advocacy. Please choose GOVERN as one of the charitable organizations you support this year on Giving Tuesday.

Your support makes it possible for us to extend GOVERN's reach and deepen our impact changing our world.

3 Easy Ways to Donate!

Text 250941 to 1-855-575-7888
Tap into the power of giving, it's simple on any Smartphone. Once you receive your response from the campaign, continue to easily make your donation, right on your phone. You can choose to make a one-time donation, monthly, quarterly, or annually.

OR

Via GOVERN's Donation Page Online
GOVERN for IMPACT is a 501(c)(3) not-for-profit organization , Tax ID #16-1604341, incorporated in the U.S. All donations are tax-deductible to the full extent of the law. Note that deductions vary across nations and with changing tax codes.

OR

Phone in Your Donation to 1-888-279-9920
Call the GOVERN for IMPACT office and speak with Carol Milton... have your credit card ready. (Note: GOVERN does not keep credit card numbers on file. Once the card has been used for a particular item the record of the card number is destroyed).

Click here to check in on our donation progress

Some of GOVERN Progress on EDIJ

Governance, Equity, Diversity, Inclusion, and Justice - Setting the Stage

Karen Fryday-Field
Meridian Edge Leadership & Governance Consulting
and
GOVERN for IMPACT, CEO

In business and society, we are increasingly learning that it is crucial for every Board of Directors to determine if they need to establish a comprehensive governance process policy on "equity, diversity, inclusion, and justice" (EDIJ). First and foremost, such a policy promotes ethical and moral values within the organization, ensuring that all customers (beneficiaries), employees, and other interested parties are treated fairly and are included with respect, irrespective of their background. Moreover, it aligns with societal expectations and legal requirements, reducing the risk of discrimination-related lawsuits and reputational damage.

Furthermore, and very importantly, embracing diversity fosters creativity and innovation, and as demonstrated through research, enhances the company's/organization's competitiveness in the marketplace. A Board level policy underscores the commitment to these principles, encouraging accountability from top leadership and inspiring a culture of inclusivity throughout the organization. Lastly, it sends a powerful message to collaborators, careholders/investors, and customers that the company/organization is dedicated to creating an equitable and just environment, which can have a positive impact on brand reputation and shareholder confidence.

Building a Commitment to Equity, Diversity, Inclusion, and Justice at GOVERN for IMPACT

Pat McCarver
GOVERN for IMPACT
Board Chair

The GOVERN for IMPACT Board, over the last 18 months has been actively working to better understand the challenges of being an inclusive, diverse, equitable, and just organization. Our Board of Directors has studied and attended over three comprehensive webinars on the subject. We have read a number of articles and had guest speakers with special knowledge in the area. We have undertaken generative and strategic exploratory discussions on the matter. We recognize that while our Directors come from some diverse geography, we have much to learn about diversity in terms of ethnicity, age, race, gender, socio- economic background, etc.

During our Board work on this important matter, some of us have also undertaken a community circle, where we explored deeply, our own personal backgrounds, mind sets, biases and understandings of our broader world and all of the people who we share it with. There will be many outcomes from the work that the GOVERN Board of Directors is undertaking; however, one of our most fundamental is the creation of a Governance Process Policy, which speaks of the Board values in the EDIJ space. This is a policy that our Board will need to further interpret and work at the Board level to achieve.

We have also begun a review of our policies which lead and direct the CEO and organization in regards to the matters of equity, diversity, inclusion, and justice. More information will flow as our Board progresses in this area.

We recognize that many of you will be working on thinking about these important matters during your Board discussions, and so we share with you our Board policy in the hopes that it may be useful to share this information within our community and beyond. We invite you to share your equity, diversity, inclusion, and justice policy that your Board has developed with GOVERN for IMPACT. We will be pleased to include your examples in our newsletter and website to be able to share and acknowledge the work that each of your Board has done. If you are interested in doing this, please forward your policy along with your organization name and contact information to the GOVERN for IMPACT CEO at ceo@governforimpact.org

Board Equity, Diversity, Inclusion, and Justice Policy

POLICY TITLE: BOARD EQUITY, DIVERSITY, INCLUSION, AND JUSTICE PRINCIPLES
POLICY SECTION: SECTION 2 – GOVERNANCE PROCESS
POLICY NO: 2.1B
APPROVED BY: BOARD
REGULAR BOARD POLICY REVIEW FREQUENCY: EVERY 2 YEARS
FREQUENCY OF BOARD MONITORING BOARD ACHIEVEMENT: EVERY 2 YEARS
DATE ORIGINALLY APPROVED: OCTOBER 3, 2023
DATE REVIEWED/REVISED:
BOARD CHAIR'S SIGNATURE:

BACKGROUND
The Board is committed to a diverse, inclusive, equitable and just environment where all Board members, contract staff, volunteers, affiliates, and contacts feel respected and valued regardless of gender, age, race, ethnicity, national origin, identity, disability, education, or any other bias. We are committed to being nondiscriminatory and providing equal opportunities for engagement, volunteering, and advancement in all areas of our work.

We recognize and respect that diverse life experiences lead to rich dialogue and decision-making and strive to encourage diverse views within the Board meant to inform impactful decision-making.

POLICY
1. Our Board's philosophy regarding providing informed leadership for equity, diversity, inclusion, and justice include:

    1.1 We will strive to see equity, diversity, inclusion, and justice in connection with our vision, purpose, and Ends for the benefit of those we serve (our beneficiaries).

    1.2 We aim to recognize and address structural and other inequities and injustices in our policies, programs, and services.

    1.3 We will update and document progress on our diversity, equity, and inclusion practices.

    1.4 We promise to investigate underlying assumptions that interfere with our diversity beliefs.

    1.5 We commit to identifying systemic inequities that impact our work at the Board level and addressing it according to this policy and in accordance with our purpose.

    1.6 We commit to challenging commonly accepted fixed ideas including colonialist ideology about what constitutes

strong leadership within our organization.

1.7 We commit to being transparent about diversity in all our interactions.

1.8 We will dedicate time and resources to expanding greater diversity within our Board and leadership positions.

1.9 We commit to leading with respect and tolerance and we encourage all contract staff and volunteers to express this in their work within our organization.

Upcoming 2024 Annual Learning and Connecting Conference Updates... You Will Not Want to Miss This Blockbuster Learning Event!

GOVERN for IMPACT is pleased to announce our 2024 in-person Annual Learning and Connecting Conference on June 13-14, 2024. The location will be announced soon.

GOVERN for IMPACT is pleased to announce Thomas Thibodeau, an exciting keynote and workshop speaker for the 2024 June Conference!

Sessions Featuring Thomas Thibodeau

1. Thursday, June 13, 2024 | Keynote Address #1 | Part of a Panel Presentation: Why Breakthrough Governance is Important?
2. Friday, June 14, 2024 | Keynote Address #2 | The Positive Power of Servant (Service) Leadership
3. Track 2 Session | Navigating Transitions - Grieving and Seeking the New Possibilities

Thomas (Tom) Thibodeau, Distinguished Professor of Servant Leadership at Viterbo University.

Tom Thibodeau has taught at Viterbo University for thirty-five years. Twenty years ago, he helped to found the Place of Grace hospitality house in LaCrosse, Wisconsin which serves meals and human dignity. He is a proud husband, father, grandfather, active community member, and part owner of a country tavern.

Tom's servant leadership journey started when he was a young man growing up in Wisconsin Rapids. He is the eldest of six kids and offering to help within his household and community was something he learned early on. Serving and helping was something he knew he wanted to do the rest of my life.

Since those early days, Mr. Thibodeau has given thousands of speeches about the importance of treating people with dignity and the core principles of servant leadership.

More about the Conference Program

Listed below are some of the other sessions and topics which will be offered at the conference. The full list of conference sessions will be available in a few weeks and is being actively developed by the 2024 Conference Program Team shown below.

Tom Keyse
Conference Program Planning Chair

Karen Fryday-Field
GOVERN, CEO

Ted Humphrey
Board Chair
NuVision Credit Union

Gail Lovick
Board Member
DeForest Area School District

John Tzountzouris
Registrar & CEO, College of Medical Laboratory Technologists of Ontario

Brad Saron
Superintendent
Sun Prairie Area School District

Steve Schroeder
Board Member
Sun Prairie Area School District

Sherri Jones
Director of Development
Rural Arizona Engagement

Jeremiah Dameron
Director, Affiliate Services
GOVERN for IMPACT

Thursday, Pre-Conference Courses

Introduction to the Policy Governance System: The Dynamic Fundamentals Full Day Course
(9:30-4:00 pm)

Advanced Pre-Conference
Full Day Course
(9:30-4:00 pm)

A full day workshop which offers you the opportunity to learn about the Policy Governance® model. Through presentations, interactive small group exercises, and shared experiences deepen your understanding of the practices that enable a Board to effectively use this system of governance and appreciate how Policy Governance can positively affect the way your Board operates and overall organizational effectiveness.	Topic and more information to come on this course.		
Introduction to Policy Governance System: A Critical Overview of the Principles in this System of Governance **Half Day Course** (9:00-12:15 pm)	**Advancing Insight and Solutions in Critical Governance Issues Related to Credit Union and Banking Governance** **Half Day Course** (12:45-4:00 pm)	**Advancing Insight and Solutions in Critical Governance Issues Related to Primary and Secondary Education School Boards** **Half Day Course** (12:45-4:00 pm)	**Advancing Insight and Solutions in Critical Governance Issues Related to Regulatory Sector Boards and Councils** **Half Day Course** (12:45-4:00 pm)

Main Conference - Track 1 Sessions

1A) Starting with the Ends - Building Meaningful Critical Outcomes (Ends) For People
1B) Creating an Authentic Board Connection with People Who Care About Your Organization's Purpose
1C) Creating Meaningful Trust and Empowerment Through Clear Boundaries
1D) The First Among Equals - The Role of the Board Chair
1E) The Most Important Relationship - Building a Strong Board/CEO Relationship

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Keynote Presentations

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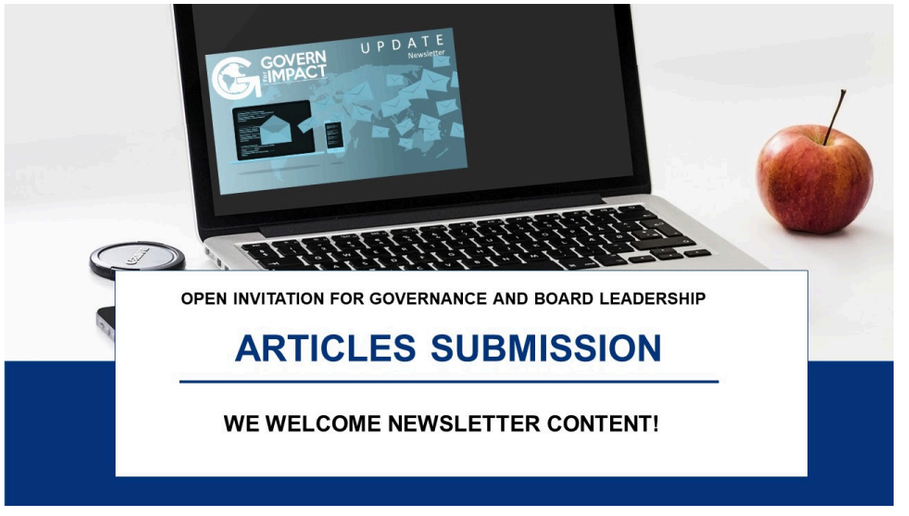
Welcoming Submissions for the GOVERN Update Newsletter

This is an invitation for practitioners, consultants, researchers, academics, and other interested parties to submit articles on governance and board leadership to the GOVERN Update Newsletter. We value your ideas, insights, concepts, experience, perspectives, etc. We hope that you will consider sharing your knowledge, wisdom, and insight with other people in the field.

Any proposed articles should be submitted to the GOVERN CEO at ceo@governforimpact.org



Publication Deadlines for Upcoming Newsletters

1. Friday, Dec[illegible]023

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The work of GOVERN for IMPACT is supported by people who believe in the work of this organization. Click for more information on giving and contributing to the organization and board excellence work being undertaken by the people of GOVERN for IMPACT. Join our generosity team.

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