



04.07.2021

Community Land Trust (CLT) Boards 101

How to develop and maintain and CLT board

Gratitude to the original stewards of this land, the Ohlone people.

SOGOREA TE LAND TRUST

An urban, indigenous women-led land trust that seeks to:

- “Facilitate the return of indigenous land to indigenous people through practices of rematriation, cultural revitalization, and land restoration”
- “Heal and transform the legacies of colonization, genocide, and patriarchy and to do the work our ancestors and future generations are calling us to do”



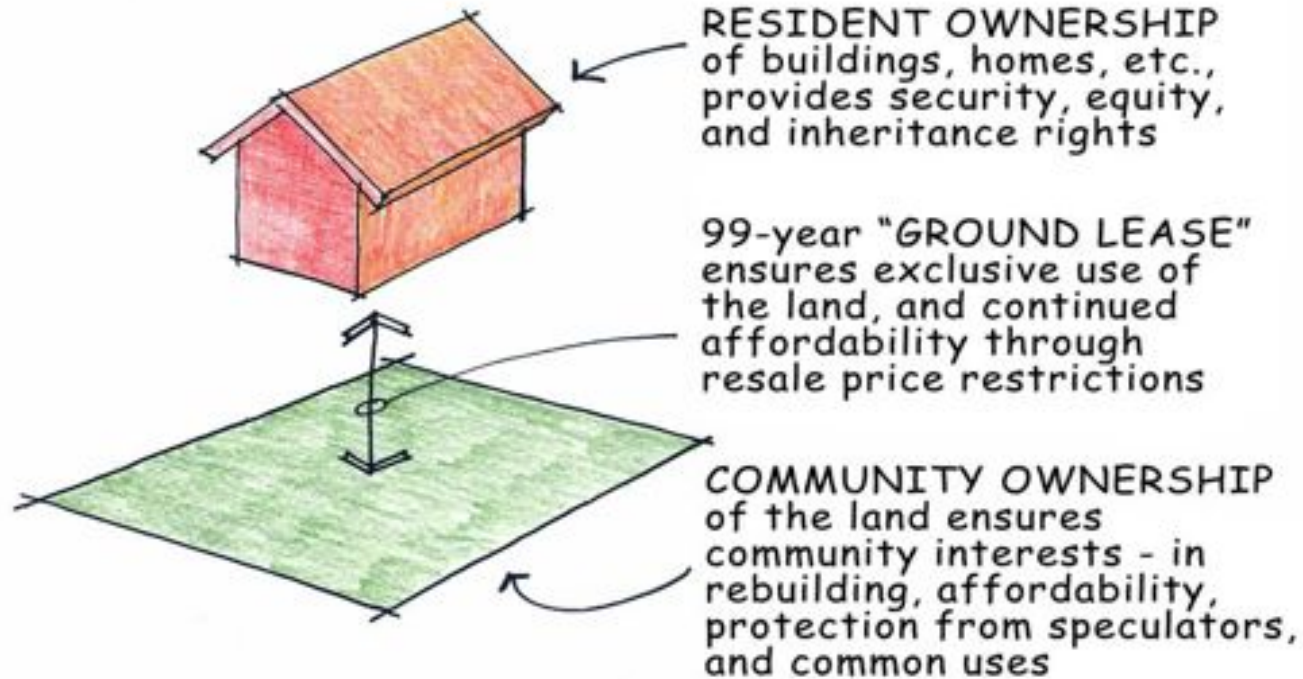
Learn about reparations and how you could support Sogorea Te by contributing to a voluntary land tax: <https://sogoreate-landtrust.org/shuumi-land-tax/>

AGENDA

- I. CLT board - what is unique?
- II. Roles & Responsibilities
- III. Recruitment
- IV. Orientation
- V. Training
- VI. Evaluation
- VII. Recognition

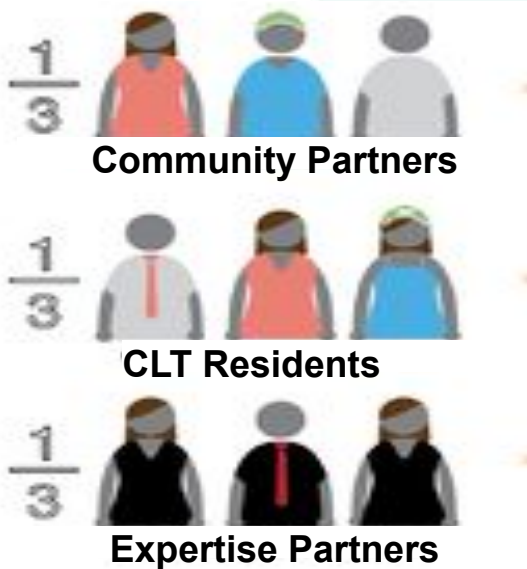
**III-VI adapted using materials developed by Travertine Strategies - www.travertinestrategies.com*

WHAT IS A CLT?



WHAT IS UNIQUE?

TRIPARTITE BOARD



TYPES OF CLTs

- Membership - members elect the board
- Regional - looser geographic area, no membership to elect board
- City Sponsored - CLT created by local government, varying levels of community control/input

BOARD ROLES & RESPONSIBILITIES

- Board directors are trustees who act on behalf of the organization's constituents, including service recipients, funders, members, the government, and taxpayers.
- The board of trustees has the principal responsibility for fulfillment of the organization's mission and the legal accountability for its operations. This means that as a group they are in charge of:
 1. facilitating the achievement of the organizational mission,
 2. forming the strategic plan to accomplish the mission, overseeing and evaluating the plan's success,
 3. providing adequate supervision and support to the **executive staff**,
 4. ensuring financial solvency of the organization,
 5. interpreting and representing the community to the organization, and
 6. instituting a fair system of policies and procedures for human resource Management.

**verbatim from "BOARD OF DIRECTORS - Job Descriptions and Committee Structure (sample) - 2021"*

BOARD RECRUITMENT

- **Develop criteria** - what do you need for your board to be effective?
- **Identify prospects** - who to contact
- **Nominations** - identify nominee info and recruiters
- **Nominee visits** - create opportunities for nominees to see the CLT in action
- **Follow process** - Set a deadline for nominations and identify how board nominees will be selected and informed of final decision

**some of these concepts were adapted using Board Recruitment materials developed by Travertine Strategies*

DEVELOP CRITERIA

Identify what the board needs:

- Skills
- Knowledge
- Background
- Connections
- Demographics



IDENTIFY PROSPECTS

Who to connect with to identify potential nominees:

- Individuals
- Community Groups
- Organizations
- Other Stakeholders



10 Minute Stretch Break

NOMINATIONS

- Who will recruit nominees?
- What info do you need from nominees?
- What info do you need to share with nominees?



NOMINEE VISITS

Let nominees to see you in action:

- Visits with staff to residents/properties
- Program activities
- Board meetings



NOMINATION PROCESS

Follow the process you have laid out:

- Set a deadline to receive nominations
- Identify who will select/rank the nominees (full board, committee)
- How will you decide on the finalists
- Identify who will let nominees know the final result



BOARD ORIENTATION

- Identify who will plan and conduct the Orientation program
- Formal orientation meeting
- Board manual
- Your CLT's history and general CLT movement history
- Board mentor/mentee program



BOARD TRAINING

- Establish a Board Development Committee
- Set up a program for regular board training



BOARD EVALUATION

- Evaluate the structure and effectiveness of the board annually
- Involve staff and board in the evaluation process
- Identify action steps and who will take action on the outcomes of the evaluation

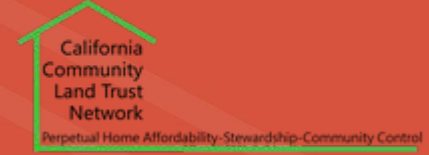


BOARD RECOGNITION

Plan meaningful ways to celebrate:

- Dinner parties
- Gift cards to places/events personal to each board member
- Outings to non-work places





For more information on CCOI, contact Sarah Scruggs at sarah.scruggs@nclt.org

California Community Land Trust Network - www.cacltnetwork.org

Northern California Land Trust - www.nclt.org/co-ownership

People of Color Sustainable Housing Network - www.pochousingnetwork.com

