

Put all the professional answers aside - What do I need?

Complaints = don't show up, don't prepare. I feel like I work my ass off and then you come in asking more questions.

Like a board who reads reports and who engages in higher level thoughts, but not just put on and walk away.

If you bring a thought

Follow the strategic plan

Someone else to bring them up.

Initiative to take things

Board report, no one has asked me to do that. If they aren't going to read it, don't do it.

People who know me.

Get to a place where I'm not as stressed about board members.

An internal check for self – I get stressed when I want to do things or see an opp for growth. I am a risk taker and not great at stagnant, not meant for the watch as is organization. Risk taking can scare board members. Self fulfilled personally.

I'll be ok without this job – financially and personally. Which allows me to be raw about where I want this organization to go and what people need. I no longer have to hold back ideas because I'm scared I might not get a paycheck. That has changed my relationship ... be the true me, not just the me I'm trying to be for them. They support me and the way I want to do things. No longer a tippy toe conversation.

Founding board.

Cheerleading board.

Step into the confidence that "this is mine" – how do you do that respectfully?

Know who your allies are. They might be different in different situations

Processes and documents

We agreed together to steer the ship

Be the adult in the room. Focus on the mission first.

Be a fan of terming out. Even if they are awesome, it's stagnant. It gives another person a chance to serve and lead.

Fresh eyes and willingness to change.

Find your mentors. Safe spaces. Sounding board.

The board will never do all the things
Ask them – they can say no.

Low key managing up and managing feelings
Reporting out at every meeting about this issue, until it is resolved
Transparent with everything

Rally around a solution. Look at the problem.