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.

<table>
<thead>
<tr>
<th>The Learning Mix</th>
<th>Activity &amp; Experience Suggestions</th>
<th>YEAR 1 Onboarding Goals</th>
<th>YEAR 2 Onboarding Goals</th>
</tr>
</thead>
</table>
| **Real Life Experiences** | • 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 | | |
| **Observing Shadowing Interactions** | • 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 | | |
| **Reading Classroom Academic** | • Attend an orientation session  
• Read the governance manual, annual report, and brochures  
• Review program materials  
• Visit the website | | |

Find more resources and register for trainings at: desmoinesfoundation.org/nonprofit-resources