

“Building Boards That Breathe Life Into Your Clinic”

Strategies for Creating a Mission-Driven, High-Impact Board



Jennifer Ryan, MPH CEO, Volunteers in Medicine Jacksonville

HEALTH IN JAX

12%

12% Percent of Uninsured in Duval County 114,000- more than the United States which is 10%, St. Johns County 8%

1,230:1

Primary care physicians availability. Florida is 1,370:1 as a state

3,584

Preventable hospital stays compared to Florida 3,074 and US 2,666

41

Duval County's ranking among 67 counties on health outcomes. Duval county is worse than the average county in FL and the Nation for Health Outcomes

CANCER

Leading cause of death in Duval county followed by heart disease and then unintentional injury

\$33,804

Household survival budget for 1 individual. For family of 4 \$74,004 ALICE population- United Way Report



MISSION

To advance the physical, mental, and emotional well-being of the working uninsured to improve quality of life for all.

VISION

Vision:

A healthy community where we all have access to healthcare.

Guiding Principles:

- We strive to be the best in all we do.
- Our volunteers are the lifeblood of the organization.
- We value the worth and uniqueness of every individual.
- We contribute to a higher quality of life for all in our community.
- We serve each other with heartfelt care and compassion.



OUR FOUNDERS

**Dottie Dorion and
Dr. Jim Burt**



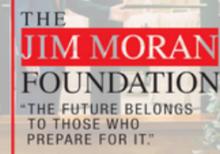
Volunteers
in Medicine
JACKSONVILLE



Delores Barr Weaver Fund
established 2012



VIM PARTNERS



VIM SERVICES

**PRIMARY
CARE**

**FOOD
DISTRIBUTION
MEDICATIONS**

**FOREVER
HEALTH**

**SPECIALTY
CARE**

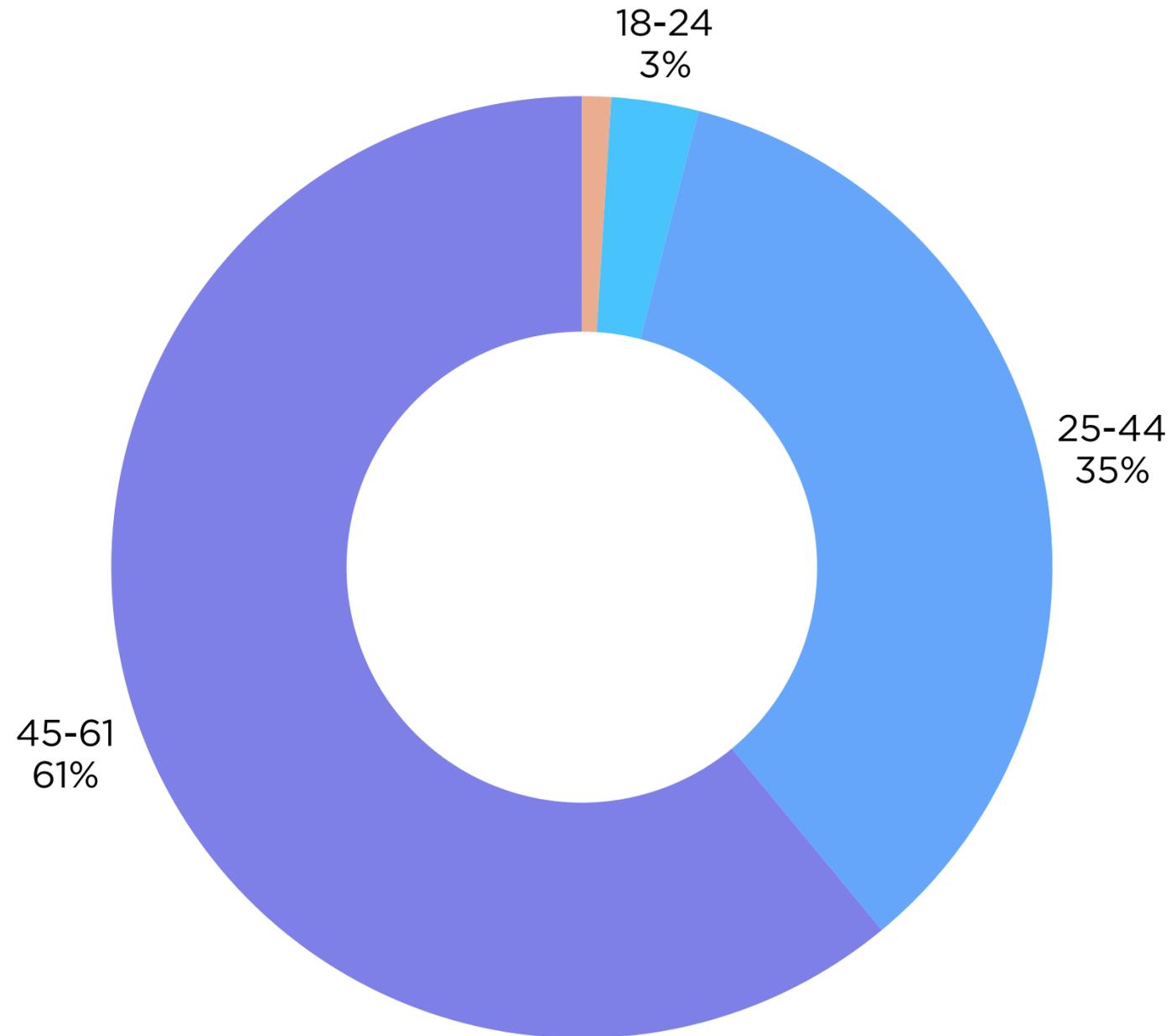
**LABS
TRANSLATION
SERVICES
RESEARCH**

**MENTAL
HEALTH**

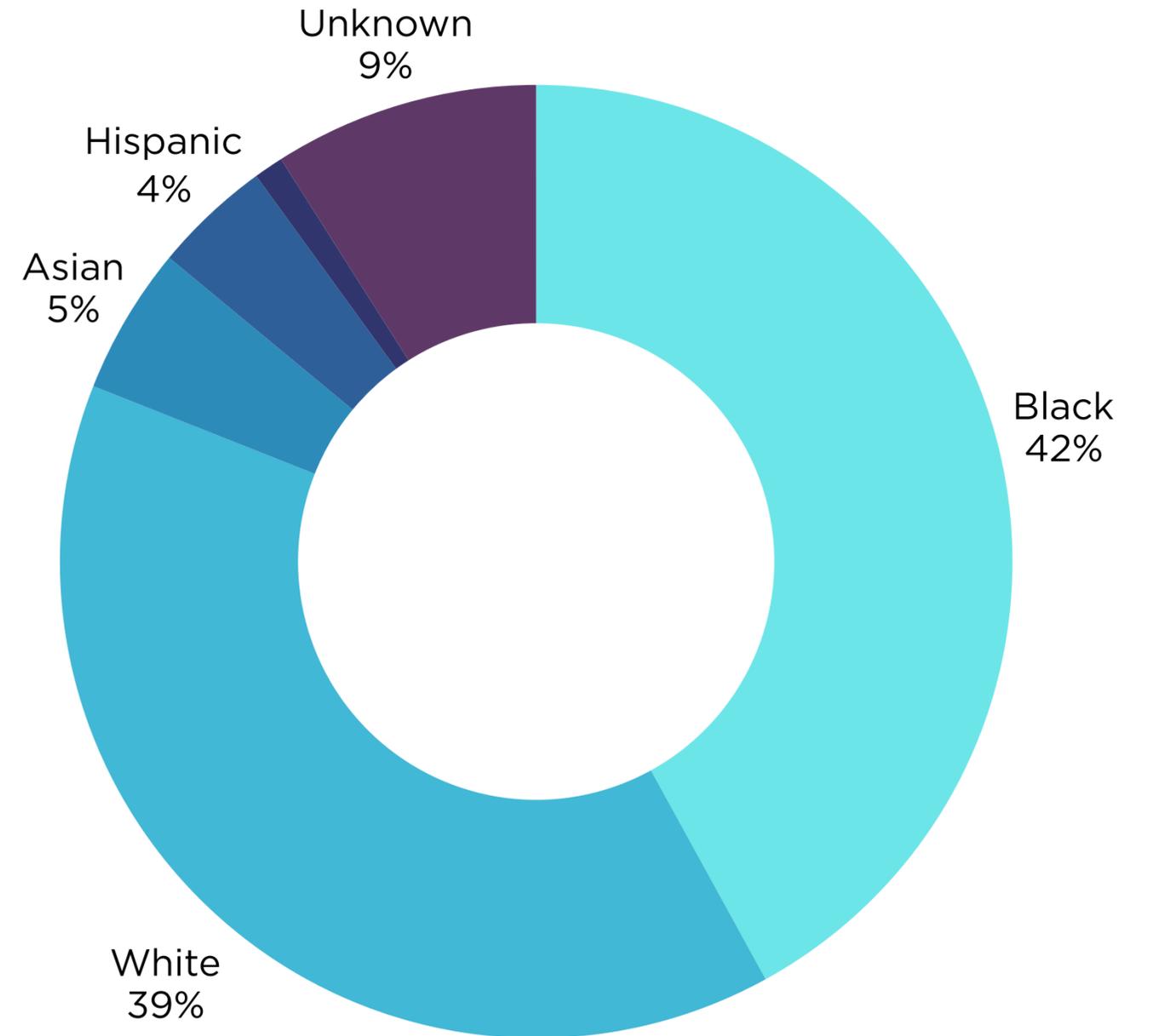
**IMAGING
SMOKING
CESSATION**

**TRANSPORTATION
HEALTH
SCREENINGS
IN HOUSE
EKG'S AND
BUTTERFLY
IMAGING**

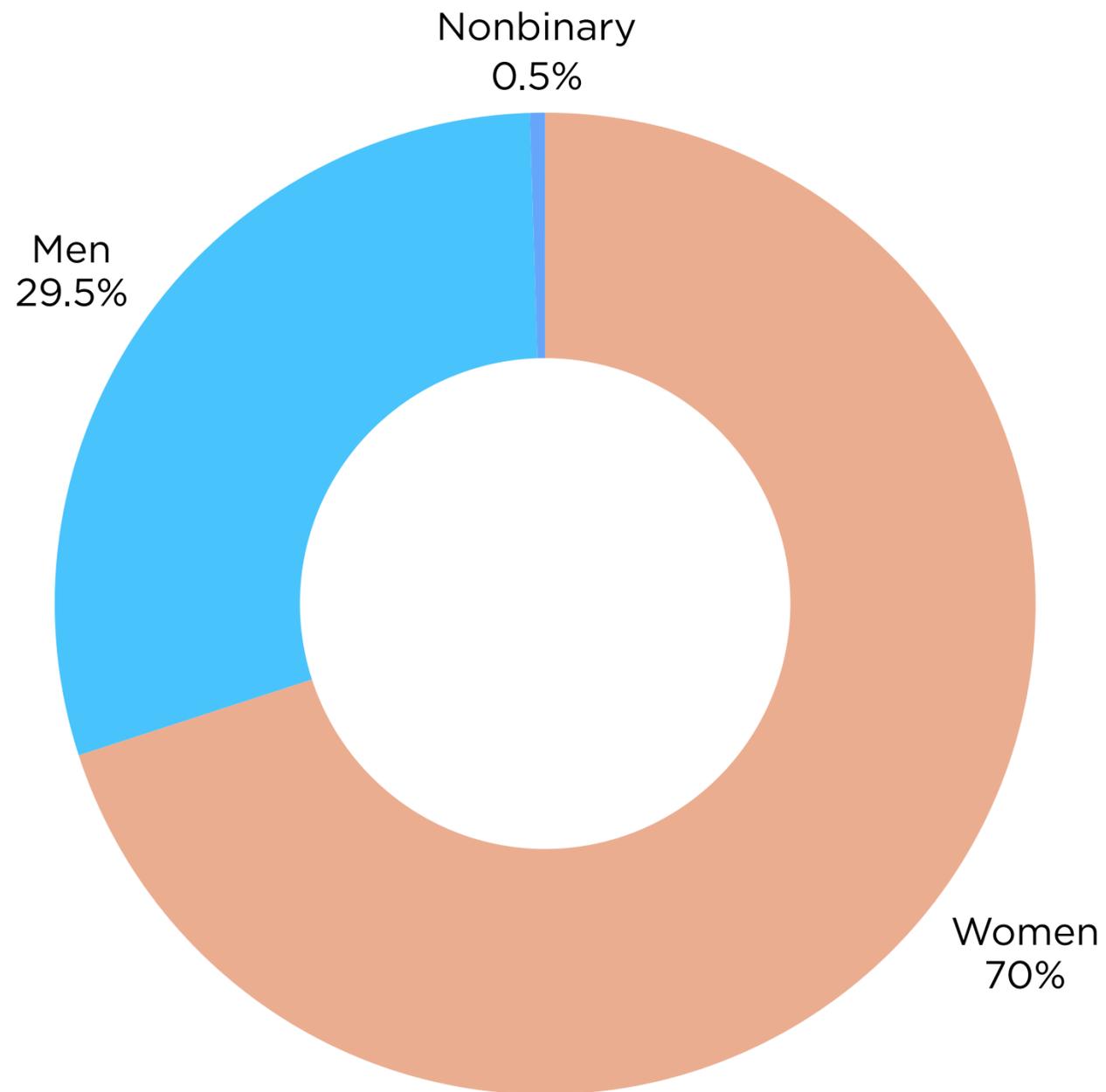
Age



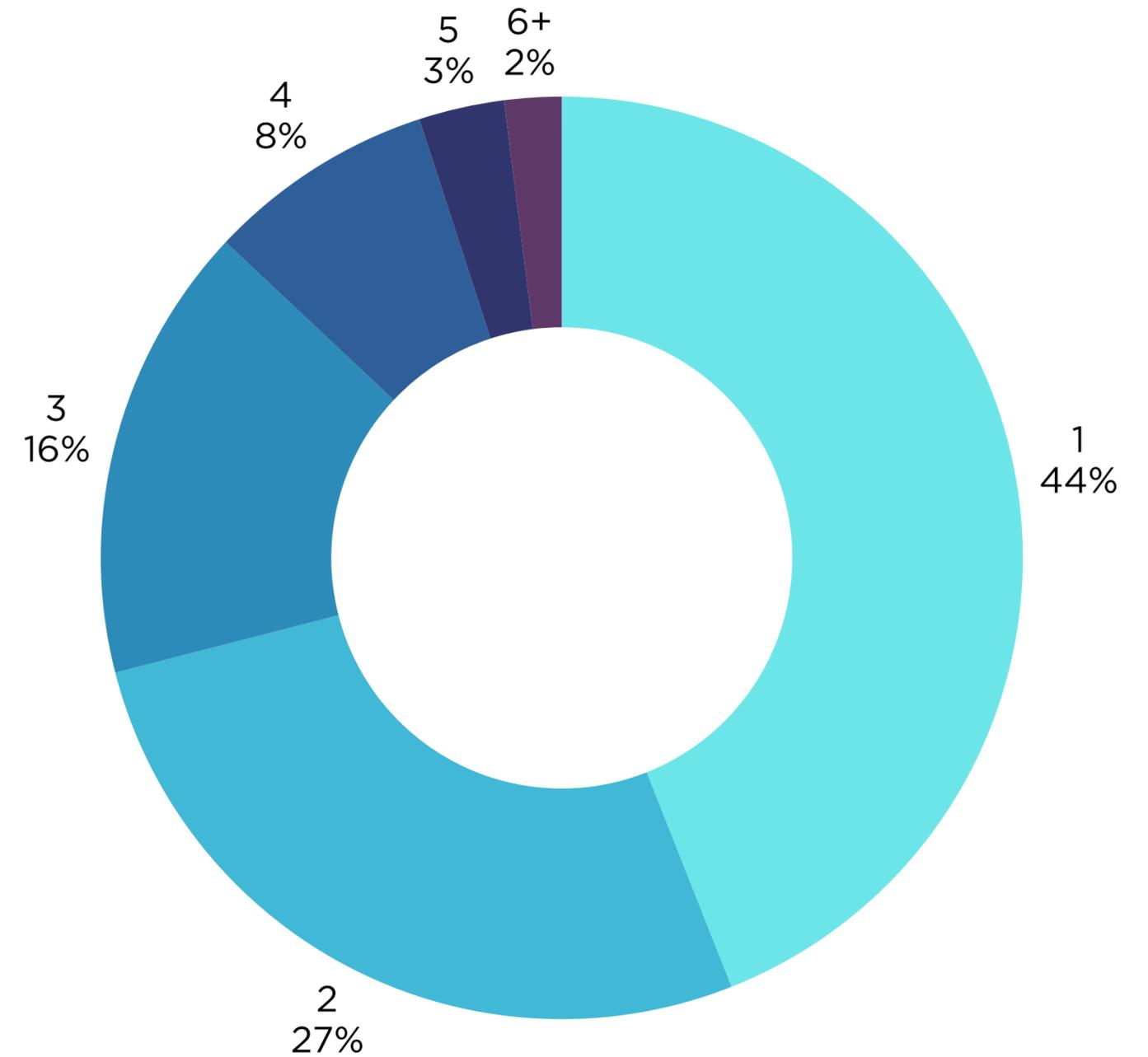
Race



Gender



Household Size



Programs



Opioid abuse Prevention



Cologuard/Borland
Groover Vouchers



Nutrition Counseling/Lifestyle



Feeding NEFL



Freestyle Libres



Mammograms



HPV Study

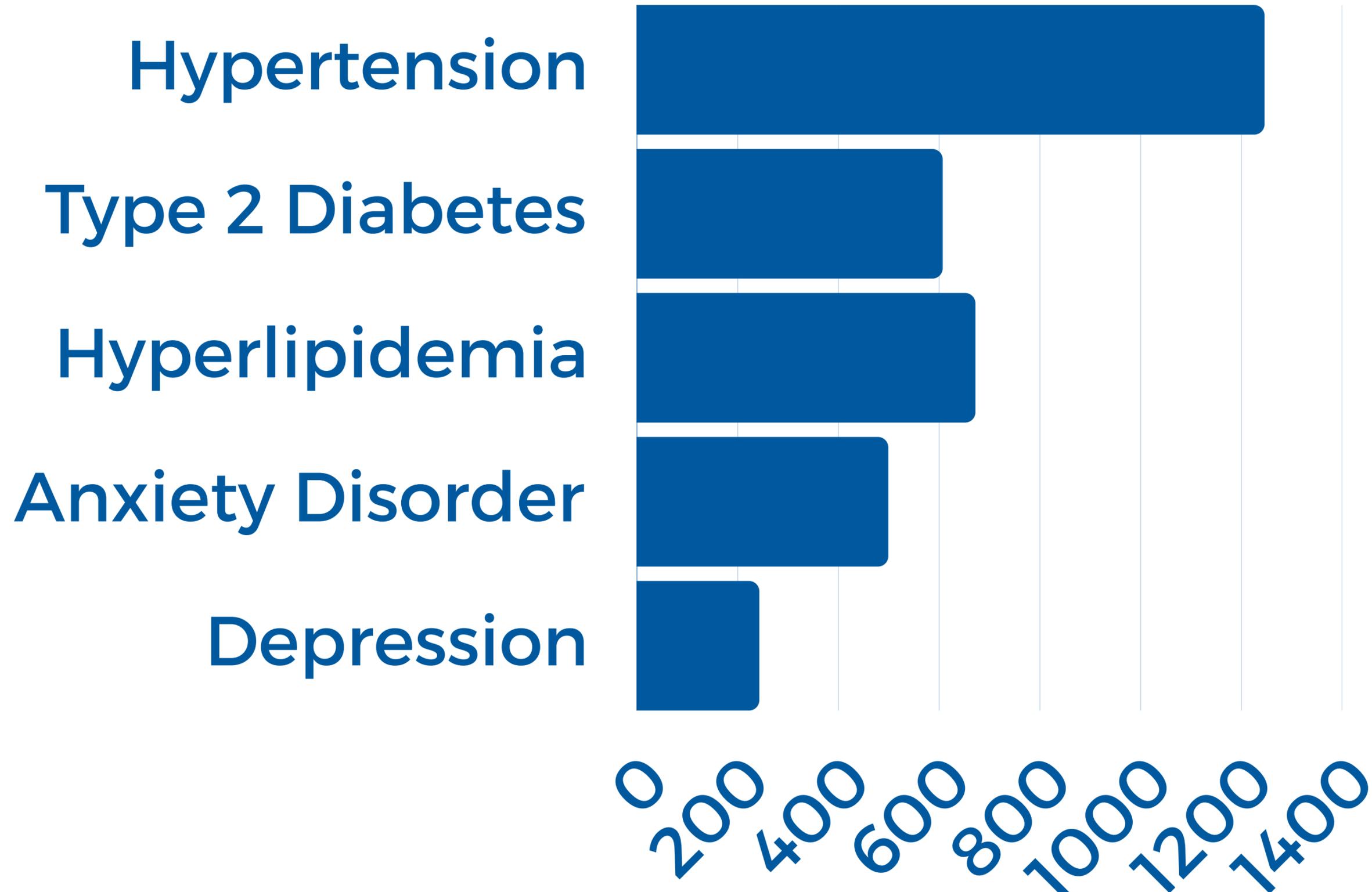


Transportation



Mental Health

TOP DIAGNOSES



HEALTH IN JAX

\$35M

Cost savings by preventing our patients from visiting

\$2.1M

Current Budget

1,579

Current number of mental health appointments

8,101

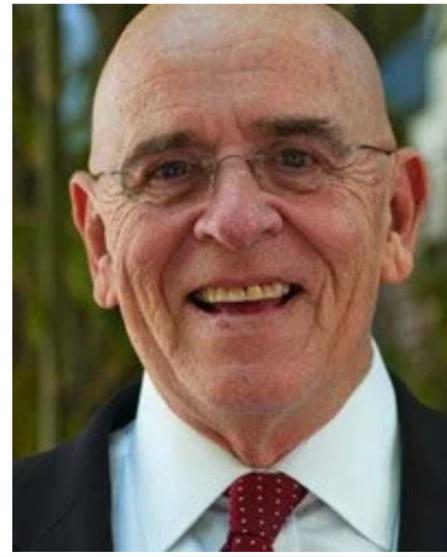
Current patient visits

300

Number of Volunteers Monthly

1,240

Current number of active patients



BOARD RECRUITMENT

1

Recruit for gaps, not just resumes

2

Diversity of thought = better ideas and decisions

3

Create a Board Recruitment Season

4

Be prepared to hear no

5

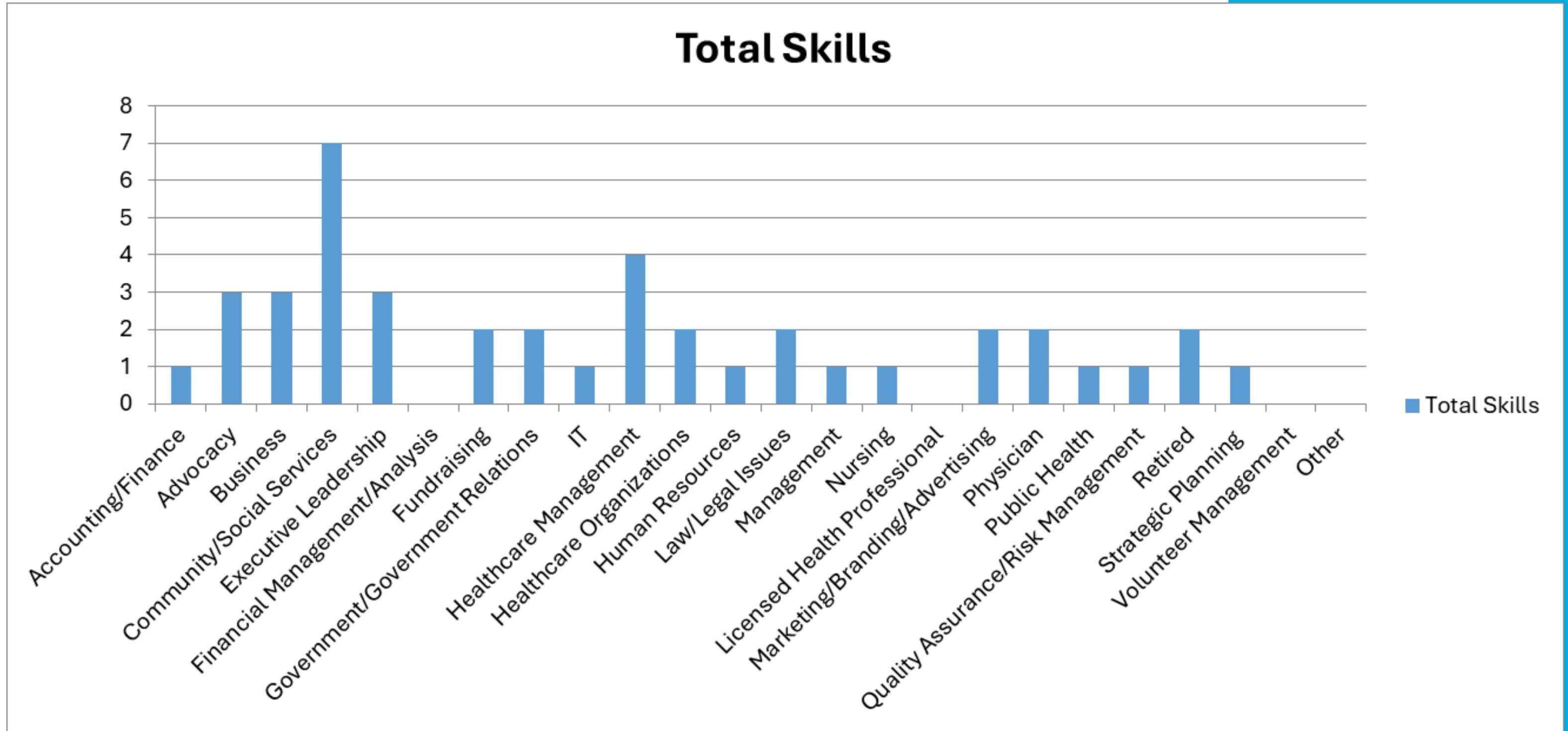
Have a plan

6

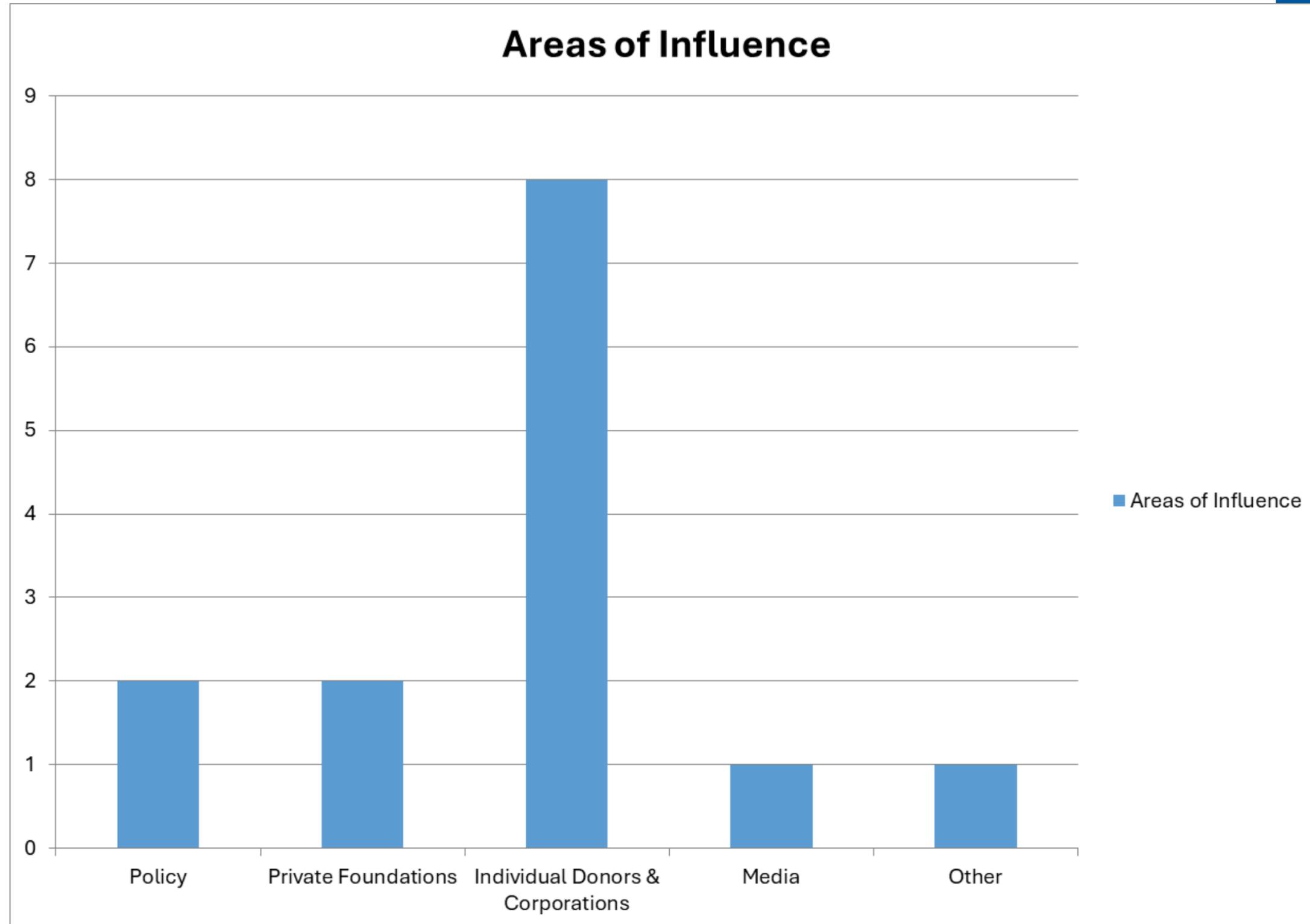
Think outside the box



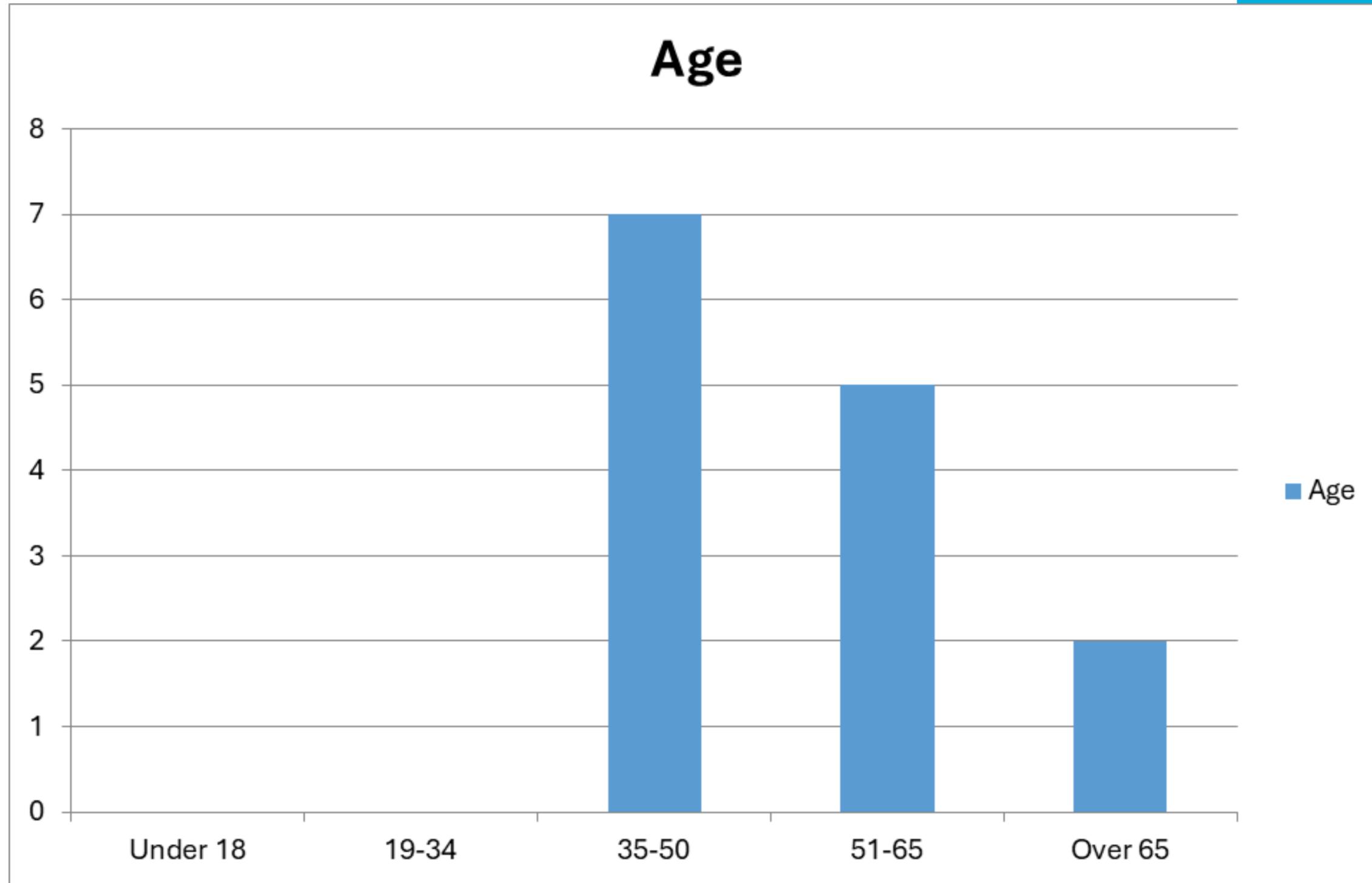
TOOLS FOR BOARD RECRUITMENT



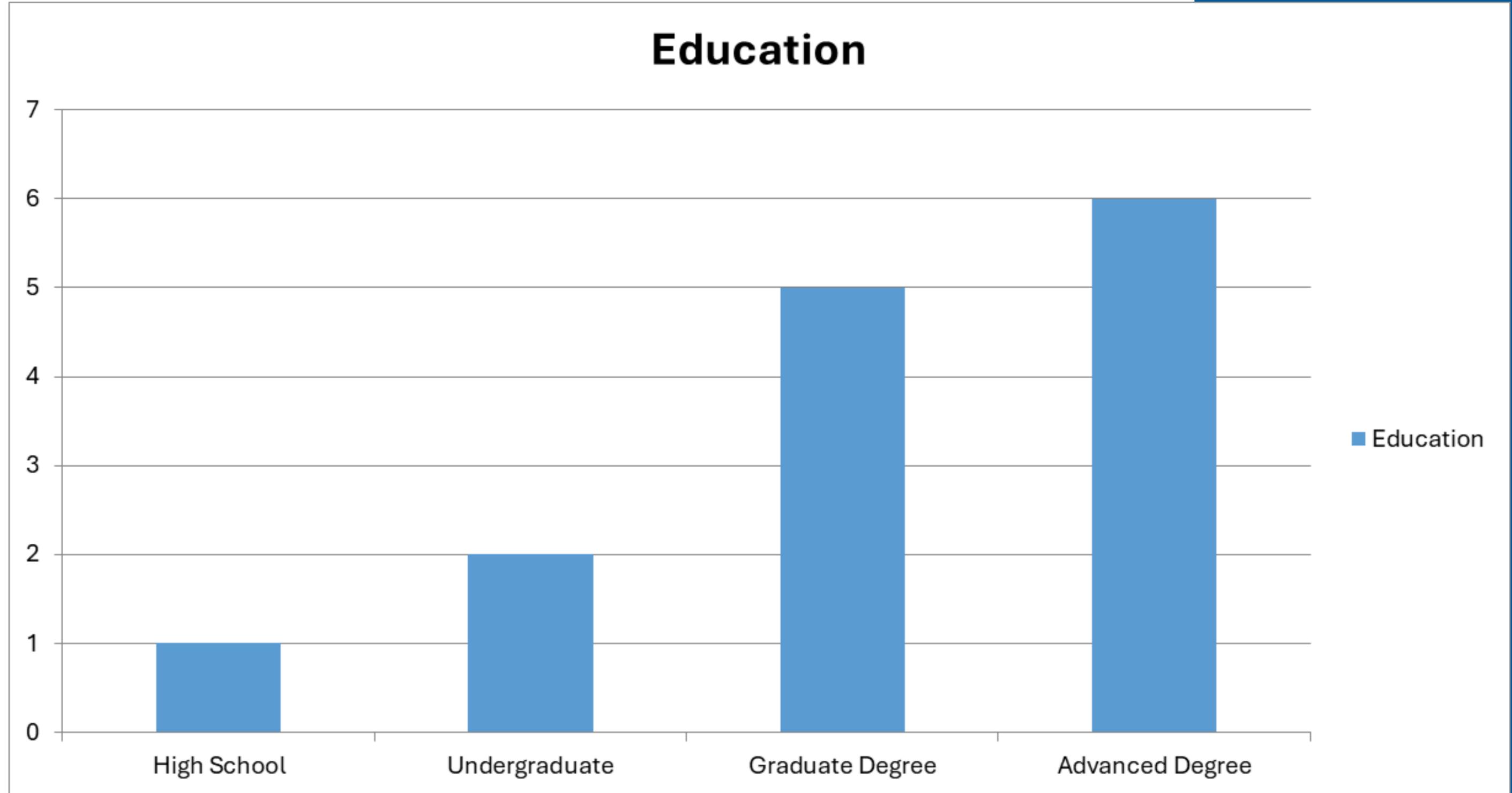
TOOLS FOR BOARD RECRUITMENT



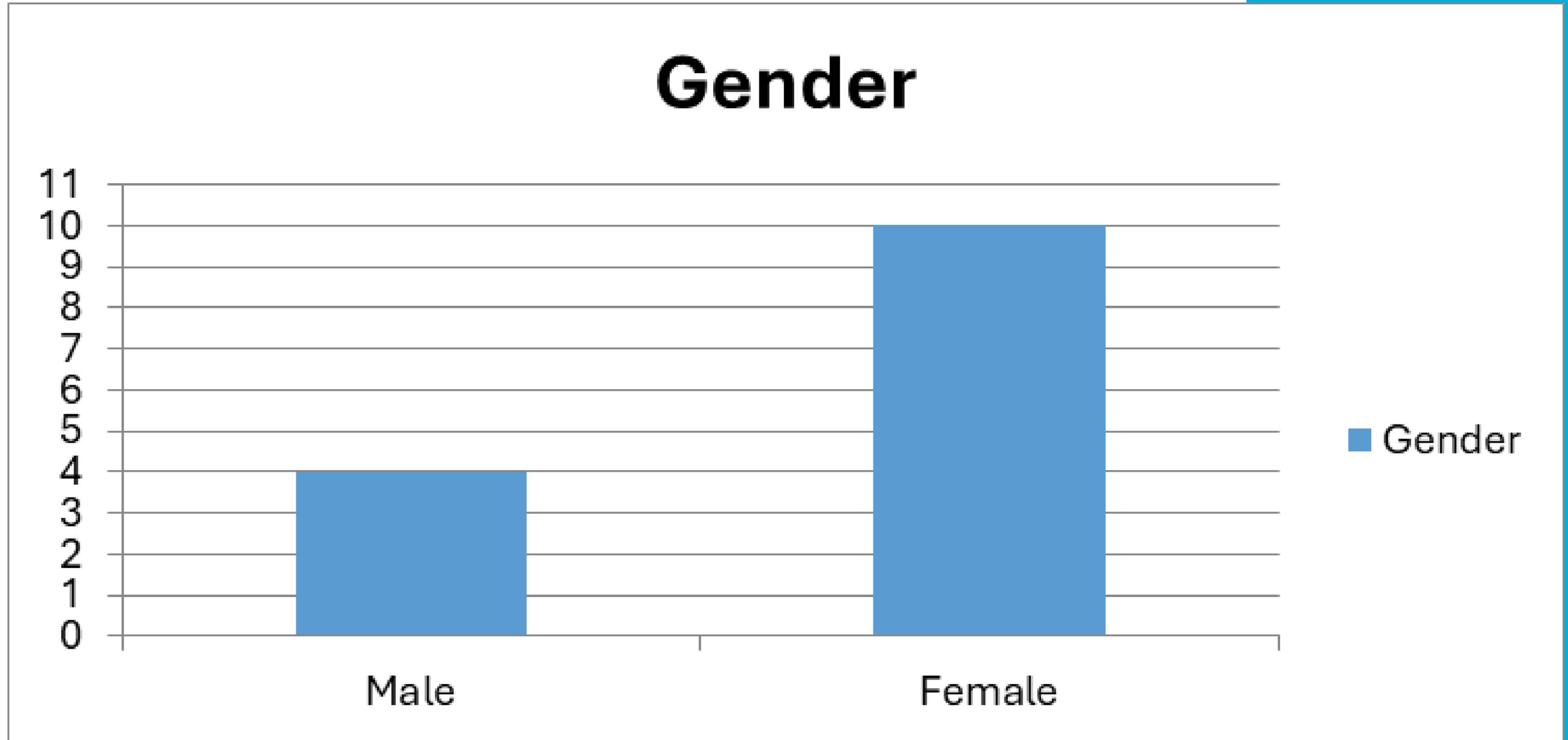
TOOLS FOR BOARD RECRUITMENT



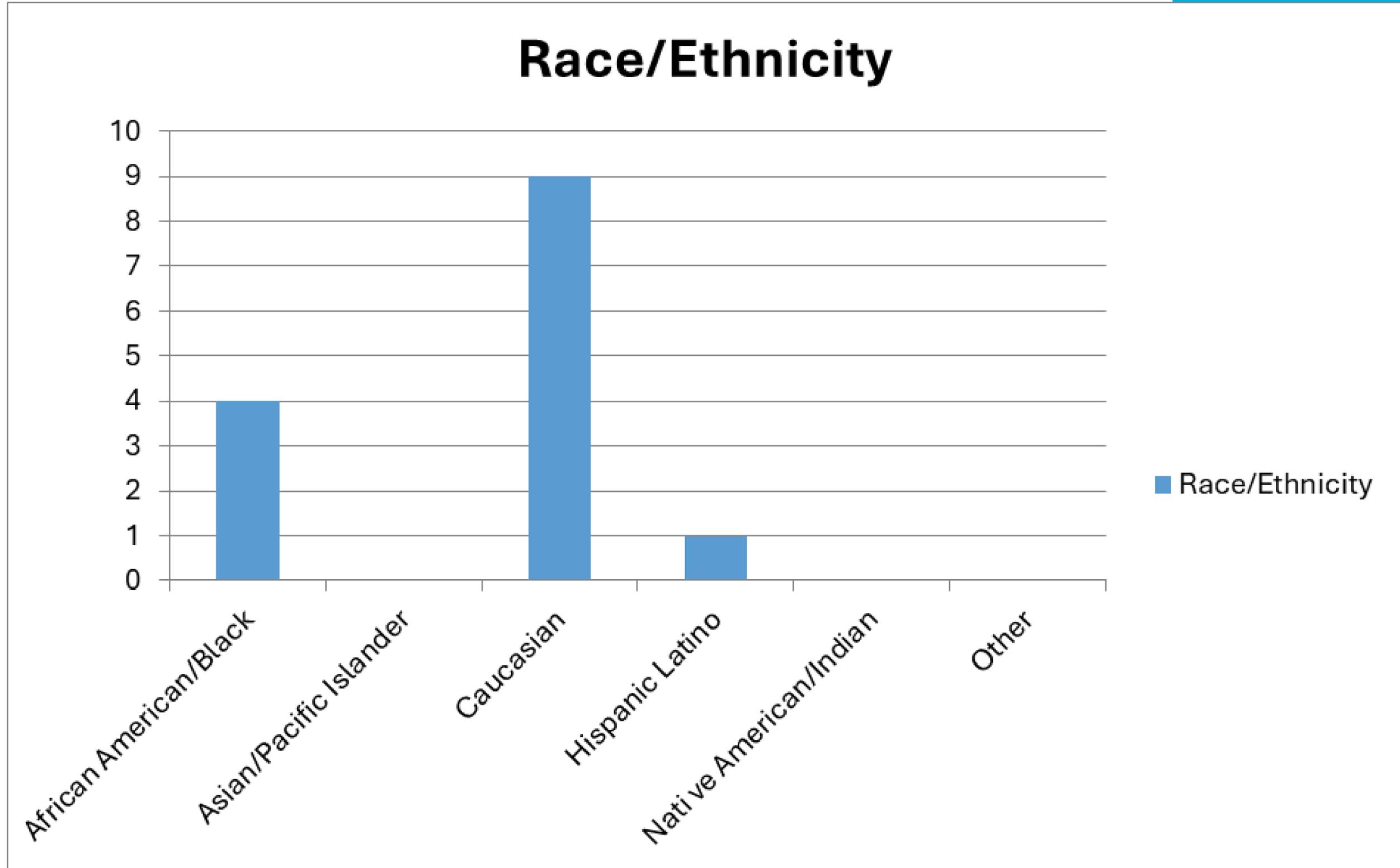
TOOLS FOR BOARD RECRUITMENT



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TOOLS FOR BOARD RECRUITMENT

	A	B	C	D	E	F	G	H	I
1	Name	Skills (Primary)	Skills (secondary)	Skills (tertiary)	Education	Areas of Influence	Age	Gender	Race/ethnicity
2	Ken Smith	IT	Executive Leadership	Marketing/Branding/Advertising	Graduate Degree	Individual Donors & Corpor	51-65	Male	Caucasian
3	Lucy Lee	Community/Social Services	Advocacy	Government/Government Relations	Advanced Degree	Individual Donors & Corpor	35-50	Female	Hispanic Latino
4	Mike Smith	Nursing	Quality Assurance/Risk Management	Community/Social Services	Graduate Degree	Policy	Over 65	Male	Caucasian
5	Sally Smith	Executive Leadership	Accounting/Finance	Business	Graduate Degree	Individual Donors & Corpor	35-50	Female	Caucasian
6	Kim Smith	Executive Leadership	Business	Fundraising	Advanced Degree	Individual Donors & Corpor	35-50	Female	Caucasian
7	John Smith	Business	Management	Community/Social Services	Undergraduate	Individual Donors & Corpor	35-50	Male	Caucasian
8	Emily Johnson	Healthcare Management	Physician	Community/Social Services	Advanced Degree	Individual Donors & Corpor	51-65	Female	African American
9	David Brown	Law/Legal Issues	Healthcare Management	Healthcare Organizations	Graduate Degree	Individual Donors & Corpor	51-65	Male	Caucasian
10	Nicole Anderson	Public Health	Government/Government Relations	Physician	Advanced Degree	Policy	35-50	Female	African American
11	Ashley Wilson	Community/Social Services	Fundraising	Strategic Planning	Advanced Degree	Private Foundations	35-50	Female	Caucasian
12	Amanda Taylor	Advocacy	Community/Social Services	Retired	High School	Other	Over 65	Female	African American
13	Lauren Thomas	Marketing/Branding/Advertising	Advocacy	Community/Social Services	Undergraduate	Media	35-50	Female	African American
14	Sarah Miller	Human Resources	Healthcare Management	Retired	Graduate Degree	Individual Donors & Corpor	51-65	Female	Caucasian
15	Jennifer Moore	Law/Legal Issues	Healthcare Management	Healthcare Organizations	Advanced Degree	Private Foundations	51-65	Female	Caucasian
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Matrix Form

Skills Analysis

Education- influence analysis

age-gender-race analysis

dropdown

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Onboarding with Purpose



First Impressions set the tone

Orientation isn't a meeting, it's a relationship

Trust starts with clarity



Board Communication



Bad news is better early

Transparency builds trust, not trouble

Weekly emails: communicate short
sweet and strategic



Engagement Beyond Meetings



Board members are people first—connect with their lives.

Use your Board Chair as your ally.

Mission moments: remind them why they said yes.





CONNECT WITH US

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