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Preventing Burnout in Board Members

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Five Ways to Prevent Board Member Burnout

1. Recognize and appreciate – thank-you notes, awards, events and feedback
2. Communicate and collaborate – clear updates, open dialogue, regular meetings
3. Train and support – orientation, coaching, mentoring and education
4. Balance and diversify – match tasks to interests, rotate responsibilities
5. Inspire and renew – share impact stories, celebrate and socialize

BURNOUT
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Healthy Boards Create Stronger Organizations!

Board and Meeting Functions

- Keep meetings focused – use agendas and time limits
- Delegate or outsource – utilize someone to handle routine tasks
- Match duties with roles – ensure responsibilities are manageable
- Be consistent – share meeting information in advance

Keep Wellness in Mind

- Schedule breaks – helps maintain focus and reduce fatigue
- Celebrate successes – boosts morale
- Encourage self-care – balance service with wellness
- Offer growth opportunities – training benefits everyone involved

It Matters

- More engaged = more energy, more creativity
- More sustainable = reduces turnover
- More impactful = strong boards serve better

Stress management for board members can be handled by setting realistic expectations, keeping clear boundaries between your volunteer service and personal time and practicing stress relief techniques. Being honest with yourself about the workload and recognizing when to step back ensures your service remains rewarding, rather than overwhelming.

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A Quick Guide to Recharging Your Mind and Body

Check-In: Are You Burning Out?

Ask yourself:

- Am I constantly tired, even after rest?
- Do I feel detached or unmotivated at work?
- Is it hard to concentrate or make decisions?
- Have I lost interest in things I used to enjoy?
- Do I feel overwhelmed by small tasks?

If you answered “yes” to several, it may be time to take action.



Exercise: Move to Improve

- Find Joy in Movement: Choose activities you enjoy, such as walking, dancing, yoga or gardening.
- Start Small: Set realistic goals and celebrate progress.
- Stay Consistent: Build a routine that fits your life.
- Be Mindful: Use movement to clear your mind and focus on the present.

Eat to Thrive

- Balance Your Plate: Include fruits, veggies, whole grains, lean proteins and healthy fats.
- Limit Processed Foods: Avoid excess sugar, salt and unhealthy fats.
- Hydrate Often: Water boosts energy and mental clarity.
- Practice Mindful Eating: Slow down, savor your food and listen to your body.

Rest and Recharge

- Prioritize Sleep: Aim for seven to nine hours nightly.
- Nap Smart: Short naps (15-20 minutes) can refresh you.
- Relax Before Bed: Try meditation or deep breathing.
- Unplug Early: Avoid screens an hour before sleep.

Set Boundaries

- Know Your Limits: Define what's manageable for you.
- Communicate Clearly: Share boundaries respectfully.
- Manage Time Wisely: Prioritize and delegate.
- Disconnect After Hours: Protect your personal time.

Sources and Further Reading:

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