

Key Steps to Good Governance

2023 Christian Leadership Alliance Outcomes Conference

Session Description

Effective nonprofit boards play a vital role in ensuring their organization's overall health. Learn how to help your board set effective goals, define their responsibility, address accountability, and identify and approach key issues.

Learning Objectives

- Define the role nonprofit boards should play and what good board governance entails
- Discuss elements of effective relationships between boards and the CEO/senior leader
- Identify common board governance challenges and ways to address them

Key Takeaways

Nonprofit Board Goals and Responsibilities

- Nonprofit board goals
 - Support the senior leader and executive team
 - Help establish vision, goals, and policies for the organization
 - Ensure accountability
 - Review and approve budgets and financial reports
 - Ensure effective succession planning and transitions
 - Represent the nonprofit in all matters
- Nonprofit board responsibilities
 - Duty of Care
 - Duty of Loyalty
 - Duty of Obedience

Warning Signs of Poor Nonprofit Board Governance

- There is no board manual, or the existing manual is outdated
- No board orientation is provided
- Self-evaluations are not being performed
- There is no focus on personal development among the board members
- Conflicts of interest are going unaddressed
- There is a lack, or perceived lack, of independence between the board and the senior leader
- Boardroom bullies are not being removed
- Management issues are on the agenda and discussed at meetings
- The board has become too large — or it's too small
- Board members aren't engaged
- Significant risks to the nonprofit are being ignored
- Inadequate or inaccurate information is being given to the board

Senior Leader Warning Signs

- Elements of a healthy relationship between the board and the senior leader:
 - Accountability
 - Openness and transparency
 - Mutual respect
- Leadership warning signs to watch for:
 - Lack of humility
 - Too much control
 - Resistance to accountability
 - Insufficient transparency
 - No clear expectations
 - Inadequate financial transparency
 - Significant travel alone
 - Poor relationships with staff
 - Family problems
 - Self-interest
- Ways to help your senior leader remain healthy:
 - Professional and career coaching
 - Personal counseling
 - Marriage and family counseling
 - Personal financial planning services
 - Fair compensation

Additional nonprofit resources, including articles, blog posts, and recorded webcasts, are available at capincrouse.com

Questions? Contact:

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