

What's Your Board Blend?

Seven Features for A More Effective Ministry Board

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Biblical Accounts of Councils

1. The Council of Moses (Numbers 11:11-17)
2. The Sanhedrin (John 11:47-50)
3. The Council of Ephesus (Acts 19:35-41)
- 4. The Jerusalem Council (Acts 15:1-29)**

Vs 7 – Vigorous debate with different opinions being voiced.

Vs 7 – A key leader spoke up after much debate to bring some perspective and clarity.

Vs 12 – Additional information was added.

Vs 13-21 – A solution was offered in humility.

Vs 22, 25, 28 – Unity was achieved and confirmed. They communicated their decision.

Seven Different Types of Boards

Advisory

Primarily gives input and encouragement to the CEO or executive director and staff. The CEO and staff may actually report to someone else. There may be another governing board that is responsible.

Influence

They add credibility and funding. Provide some oversight with reports of how the organization is doing.

Management

Oversee the work of staff and participate in running the organization. Committees of the board usually direct staff on strategy.

Policy

Establish policy, approve goals, and monitor progress.

Trustee

They receive reports for oversight, give input to staff proposals, spend little time focusing on goals.

Polycentric

Multiple independent entities, each with their own board, and have a shared purpose.

Blended

A combination of some of the types listed above.

10 Principles of the Carver Model of Governance

John Carver, *Boards that Make a Difference*

1. The guardians of trust.
2. The board speaks with one voice or not at all.
3. Board decisions should predominantly be policy decisions.
4. Boards should formulate policy by determining the broadest values before progressing to more narrow ones.
5. A board should define and delegate, rather than react and ratify.
6. Determining ends (goals), not the means (strategy).
7. Set limits for what the executive is not to do. Don't manage what he/she should do.
8. A board must clearly design its own processes.
9. A board must forge a link with management that is both empowering and safe.
10. Performance of the CEO must be monitored rigorously, but only against policy criteria.

Seven features that make for a more Effective Ministry Board



1. Sets and Monitors Goals and Policy

- Goals like vision, mission, values/ethos, reputation, long-range and annual goals
- Is guided by a Board Policy Manual
- Asks for reports that show progress toward goals
- Reviews agreement with policy
- Board and committees govern. They avoid slipping into micro-managing.

2. Enriches Service and Relationships

- Sets qualifications, board composition, evaluates and approves new members
- Intentionally welcomes and educates new members
- Cultivates openness for good discussion
- Creates good harmony and chemistry
- Maintains confidentiality
- Builds trust among each other
- Evaluates board performance

3. Seeks God Together

- Biblical reflections
- Prayer
- Take silent pauses

Seek divine perspective

"Lord, how do you see this?"

Seek divine direction

"Lord, what do you want to do?"

Seek divine blessing

"Lord, who do you want us to be?"

4. Cultivates Active Discussion

- Contributes ideas, wisdom, perspective
- Encourages healthy discussion with varying opinions
- Agrees to unity in the end vs unanimous
- Speaks with one voice

5. Considers Long-term Issues

- Studies trends inside and outside the ministry
- Thinks about future opportunities
- Evaluates emerging impacts: positive and negative

6. Guides the Ministry Leader – CEO/President/Executive Director

- Wisely selects a new leader – most important decision
- Establishes limits for the leader and then allows leader to lead
- Is clear on expectations they have for the leader
- Reviews the leader annually, based upon written agreed upon measures
- Encourages and supports an overall healthy life – spiritual, emotional, physical, relational, family

7. Members are Involved in the Work

- Serves as an ambassador
 - Communicates current key sayings
 - Sees the work firsthand
 - Tells inspiring stories
 - Introduces people to the ministry
- Offers expertise when invited
- Is a donor of record
- Prays for and encourages the people and work