

Board of General Ministries Responsibilities

C. Jeff Woods

Ph.D.



Did you know?

- 47% of board members say that boards lack clarity
- 52% of boards find it difficult to recruit members
- 60% never assess their own work
- Only 29% of boards discuss the future

During the Presentation

Ask Questions. Interrupt.

Make notes

- Surprised you
- Confirm
- Wonder about or have doubts about
- New ideas

Board Responsibilities



The Minimum: Critical Responsibilities (Richard T. Ingram)

People

- Attend the meetings
- Select the chief executive
- Support the chief executive and assess his or her performance

Finances

- Provide proper financial oversight
- Ensure legal and ethical integrity and maintain accountability
- Request and review the audit

Critical Responsibilities - continued

(Richard T. Ingram)

Mission

- Determine the organization's mission and purpose
- Ensure adequate resources
- Ensure effective organizational planning
- Determine, monitor, and strengthen the organization's programs and services

Values

- Ensure legal and ethical integrity and maintain accountability
- Enhance the organization's public standing

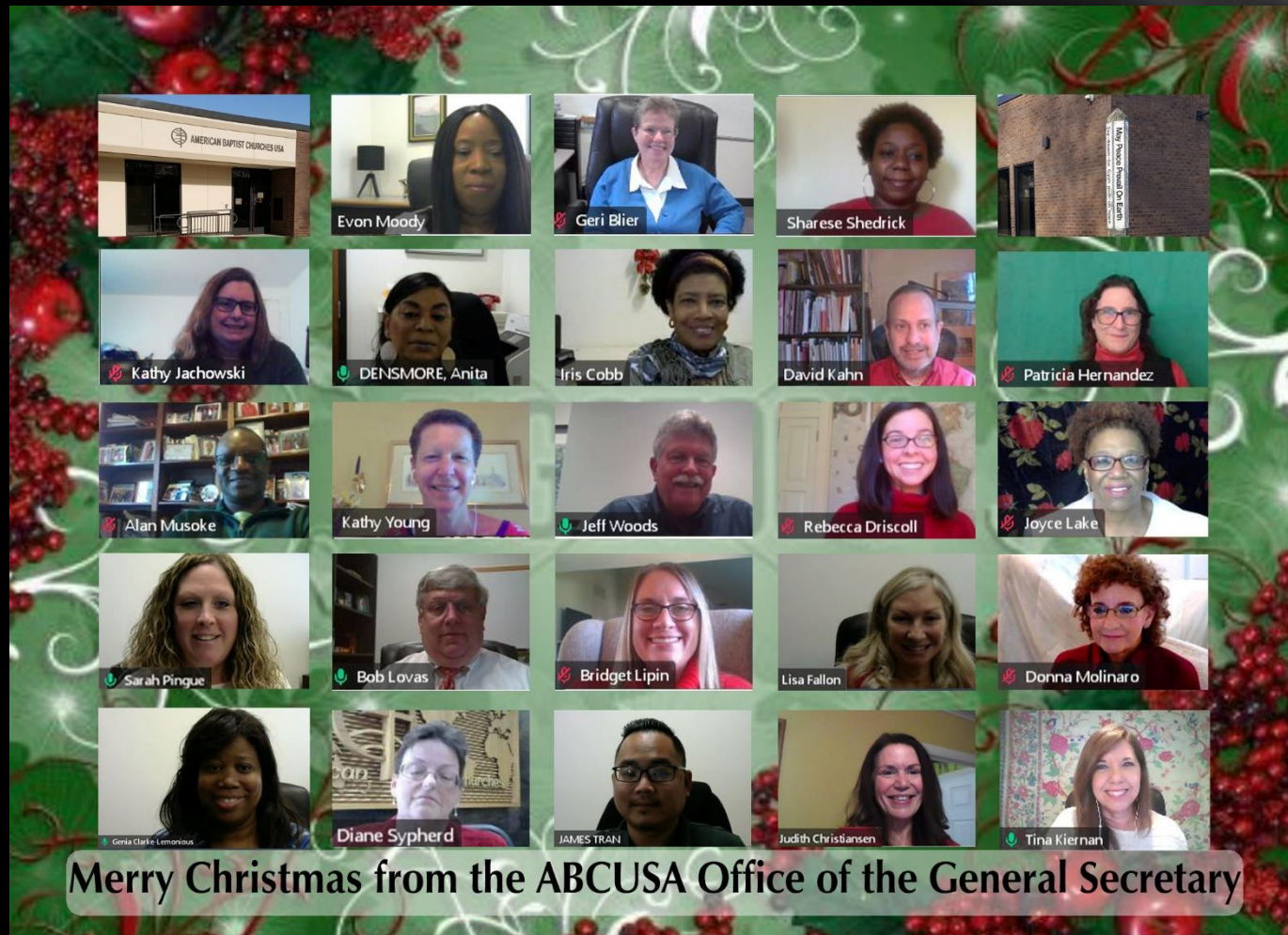
Three indiv duties of board members:

Duty of care – a director must be prudent when making decisions for the organization. Attending meetings and fully participating in the discussions.

Duty of loyalty – a director's actions must place higher value on benefit to the organization than on the benefit to self or other organizations.

Duty of obedience – a director must be faithful in carrying out the stated mission of the organization.

Board and Staff Relationships



Board-Staff relationship

General Secretary is accountable only to the board, not committees, officers, etc.

All staff are accountable to the General Secretary

The board and staff have two lines of authority

Best Practices



Membership

- List desired qualities in board members
- Know their strengths – “When are you at your best?”
- Orient new members
- Provide job descriptions for board members
- Form task forces around board member expertise
- Conduct exit interviews

Recruiting Board Members



Recruitment

- Recruit board members like you hire staff
- Ensure passion for the cause
- Search for persons with hi EQ
- Promote alignment of values
- Explain responsibilities of a nonprofit
- “You get to listen to smart people for free!”

Recruiting Younger Board Members

Did you know

- Approximately 70% of Millennials volunteer annually
- 84% make annual charitable contributions
- They prefer
 - Making a difference
 - Being hands-on
 - Pursuing what they love
- Suggestions
 - Bring them on in pairs
 - Create engaging events
 - Pursue your leads and have a conversation

Representation at the BGM

Every Region sends a person to the Board of General Ministries and the Mission Table:

Send 3 Names to the Nominating Committee

Nominating will select one
of the three names



Potential Board Member Interview Questions

1. Why do you want to serve on this board?
2. What other boards have you served on?
3. What were your greatest accomplishments?
4. What do you typically contribute to a board?
5. What are your hobbies?
6. How do you respond to crises?
7. What is on the back of your car?
8. How would you respond to this recent dilemma?

Policies

- Conflict of interest
- Harassment

Board Evaluation

- Periodic formal evaluations
- Questions for every meeting
 - (1) How confident are we about our decisions?
 - (2) Did our discussion include what it needed to include?
 - (3) How can we improve our work?

Evaluating New Ideas

1. Does it fit our mission?
2. Does it have merit?
3. Can we fund it?

Healthy Culture – Survey for:

- Transparency
- Good board/staff relationships
- Shared understanding
- Shared vision
- Hi Trust

Unhealthy Boards



Symptoms of unhealthy boards

- Silent start
- Frantic count for a quorum
- Dominator
- Great escape
- Paper chase

Common Pitfalls of Boards

- Lack of direction
- Lack of improvement
- Complacency
- Myopia
- Misguided loyalty
- Resource poor
- Scattered communication
- Individual dominated
- Micro-managing

Culture of Inquiry

- Board members feel free to voice their concerns.
- All members speak at meetings at some point.
- Differences of opinion are encouraged not squelched.
- Time is set aside to get to know one another.

Benefits of Hi Trust Organizations

Workers experience 74% less stress

Workers report having 106% more energy

50% more productive

13% fewer sick days

29% more satisfied

Engaging board members

Engagement Processes

- Name contributions of board members since last meeting
- “Go around” questions (round robin)
- What was the best part of my distributed report?
- Highlight actionable items in reports
- Assign stakeholder roles as practice
 - Constituent, Donor, Staff, Contrarian

Engagement practices

Field trips

Walking tours

Explore crises

Retreats

Team building

Four corner voting



Going Deeper with board members



Understanding one another's gifts

Strengths Finder or Gift Assessment

Establish task forces around member's expertise

4 Levels of Questions (exercise)

Find a partner & ask...

- Only yes or no questions
- Best, worst, favorite questions
- Questions that require follow-up
- Questions where you have no idea of the answer

Governance involves Fiduciary, Strategic, Generative Actions

Fiduciary

- Ensures the viability of Point A and Point B

Strategic

- Develops the pathway from Point A to Point B

Generative

- Re-defines Point A and Point B



What size is your board?



Criteria for determining board size

Board responsibilities

Committee structure

Legal mandates

Need for diversity

Manageable discussions

Do you have these people on your board?

Cheerleader – we all need energy and encouragement

Facilitator – someone attuned to needs of others

Caller – someone who can remind us of our norms and ethics

Observer – observing and offering helpful insights

Do you have these people on your board? (continued)

Reframer – helps us see issues from alternate perspectives

Analyst - reduce the clutter to understandable options

Healthy skeptic – someone needs to ask if this is feasible?

Synthesizer – someone who can identify themes and patterns

The End

The background of the slide is a dark, almost black, gradient. On the right side, there is a bright light source that creates a series of radiating light rays or beams that fan out across the right half of the image. The rays are most intense near the source and fade as they move towards the left. The overall effect is dramatic and cinematic.