



FORERUNNERMENTORING

PROGRAM

Board of Directors Top Ten

- 1. Pray**
- 2. Keep the ED Healthy**
- 3. Clear and Honest Feedback**
- 4. Do Your Job**
- 5. Remember the Why**
- 6. Life is a People Game**
- 7. Active and Prepared Participants**
- 8. Protect and Accomplish the Vision**
- 9. Relationships are Everything**
- 10. Humility Wins**



INVEST / LOVE / TRANSFORM

Board of Directors Top Ten

1. Pray

- We must not complete the vision that he gave us out of our own strength. We must seek first his kingdom, trusting in his plan and provision while working as hard as we can along the way.
- The prayer of a righteous man is powerful and effective.
- Let's not forget what his job is and what our job is.

2. Keep the ED Healthy

- Keep the Executive Director (ED) accountable to health in all areas of their life
 - *Spiritually*: Maintaining a vibrant personal relationship with Jesus
 - *Emotionally*: Dealing with issues and past hurts
 - *Physically*: Maintain healthiness so they can do their job with excellence
 - *Relationally*: Marriage, children, and community

3. Clear and Honest Feedback

- Make sure the Executive Director is receiving proper feedback through evaluations on a consistent basis, ensuring he is leading with excellence.
- Be honest and clear in communication
- The number one threat that can destroy an organization is lack of consistent communication between the Executive Director and board
- Ask the hard questions.
- Call it like you see it. If something is not excellent, say so.
- Don't be a "yes" person. You are free to present dissenting perspectives
- When discussing difficult issues, do so with honor and gentleness.
- Believe the best about the other person.

4. Do Your Job

- Whatever committee you are on, own it and work with the ED to find solutions to issues in that specific area.
- You are the coach. The ED is the QB. It is their job to play the game. It is your job to prepare and gameplan.
- **Keep each other accountable.** Hold the ED and the rest of the BOD accountable to do what they are supposed to do.

5. Remember the Why

- Hear encouraging stories
- Get to know the program you are leading by visiting programs and events.

6. Life is a People Game

- Don't rush to bring people on the board
- Know when to cut ties. In certain circumstances, all it takes is one member to undermine the entire Board/ED relationship.
- All board members must have an active walk with Jesus Christ

- Don't rush when recruiting board and CEO positions.
- When boards are comprised of optimists, idealists and cheerleaders – as they often are – a breakdown in governance becomes more likely.
- When reviewing prospective members, note which skills they will bring to the table. If their skills are already well-represented on the board, maybe they're not the right candidate at this time.
- Beware of appointing very large donors to the board. May be more hesitant to speak candidly about problems out of fear of donation reductions.
- Some of the most helpful board members are general business people with a passion for the organization's mission.

7. Active and Prepared Participants

- During meetings, the Board should speak 80% of the time and the ED 20% of the time.
- Board members are active participants, not spectators
- Boardroom discussion should be engaging. Being able to be honest and authentic is crucial to a productive conversation and a functioning relationship.
- if a board member crosses the line from staying at the policy level to moving into the day-to-day operating matters, it is the responsibility of the board chair to address the discussion the right way.
- Come prepared to meetings with documents read, questions prepared, and feedback to give.
- Ask any questions before hand through email so other members can come prepared

8. Protect and Accomplish the Vision

- Protect the mission and vision that the Lord has given this organization. this mission must always supersede personal agenda or personal interests, including the personal interest of the founder, ED, or any board-member.
- Don't walk out in fear. If this is truly the Lord's vision, he will provide. Do not chase money or "mission-drift" out of fear.

9. Relationships are everything

- Any relationship requires time to establish an effort to maintain. Build relationships outside of the boardroom.
- The key to the Board/ED relationship can be found in two key questions:
 - Do I respect you?
 - Do I trust you?
- When trust is present, people admit their weaknesses and mistakes, actively seek help and constructive feedback, and deliberately ask for clarification on issues rather than making assumptions.

10. Humility Wins

- Humility is a starting point for a healthy Board/ED relationship
- Know the right time to exit. This applies to both ED and board members. The leaders who know this will care less about self-preservation than the success of the overall organization and will recognize when their skills and abilities no longer meet the needs of the organization. They are secure knowing another person's skills may be a better fit at this current stage.
- Different stages in a ministry require different skill sets.