

Is your Board Driving you Crazy ?

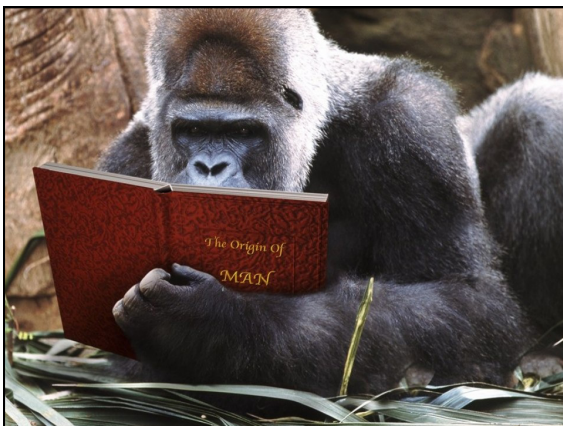
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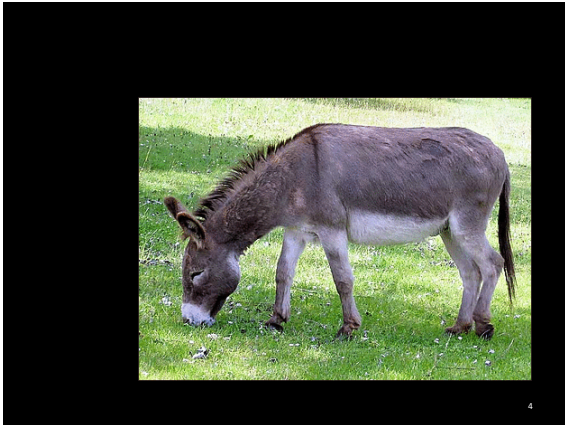
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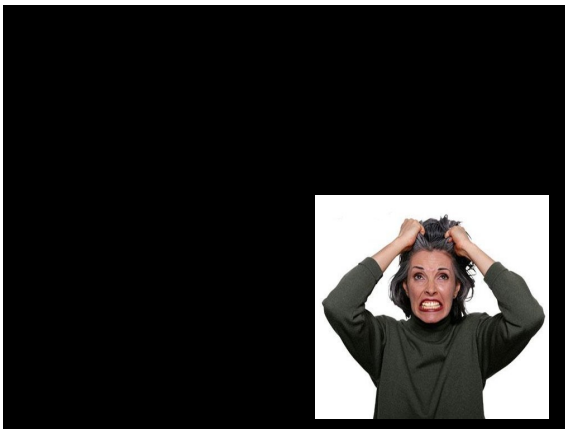
Objectives

- Identify those things boards don't do that drives you crazy
- Identify those things that boards do, that drive you crazy
- List the characteristics of a perfect board
- Develop strategies to seek perfection
- Discuss what it is you can do to make a difference
- Recognizing and awarding excellence

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Disagreements



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Difficult Characters



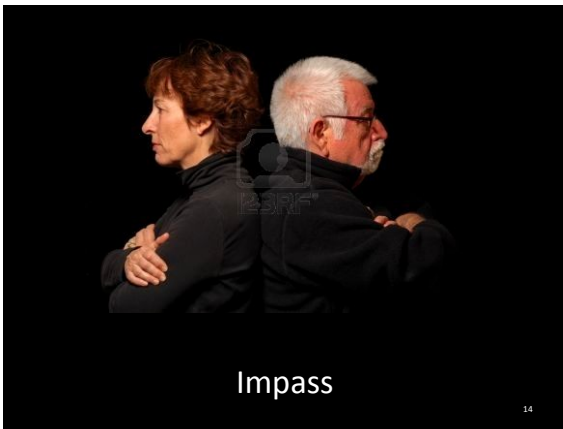
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Different Perspectives



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What it is that your Board is not doing that is driving you crazy?

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NOT DOING FEEDBACK

- Unreal expectations of the fund development profession.
- Don't take their role of co-fundraisers seriously
- Boards are too operational and not fulfilling its goal as governance
- Don't know the organization
- Not able to set direction not be community influencers

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NOT DOING FEEDBACK (cont)

- Not expected to give
- Not recruited properly
- Do not speak with one voice to the CEO in a governance model – CEO not aligned and not held accountable = communications
- Governance vs. operational – communications barrier = CADENCE

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What it is that your Board is doing that is driving you crazy?

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DOING

- Board providing staff with their directives but lacks understanding in their directives
- Wanting reports but not understanding the implications of the reports and drew inappropriate conclusions
- Holding meetings without staff
- DATA VS. INFORMATION
- Lack of commitment – needs to be clearly defined

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DOING (cont.)

- Lack of understanding of commitment required (including giving)
 - Commits but does not follow through
- Lack of communications to potential board members of their commitment level required
- Scope creep / role drift
- Lack of prioritization
- Poor agenda mmaking

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DOING (cont.)

- Inability to provide direction and direction provided does not provide clarity
- Executive Committee making “Board” decisions rather than taking it to the Board.
 - Executive drift – drifts away from the rest of the Board – leads to separation
- One member wants to “do it all” and operate like a business – counter with “enterprise”
- Leverage accountability lacks

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What's The Point

- Understanding – different languages
- Alignment – Strategic Plan
- Cadence –
- Communication - frequency & two-way
- Accountability –
- Recruitment – it all starts here with expectations, written job descriptions, and measures at the end of the year

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Characteristics of Great Bd Member

- Experience in non profit
- Ability to lobby or influence
- Passion and commitment
- Expertise in a given area
- Active participant
- Business acumen
- Demographics
- Team Player

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Characteristics

- Basic communication & listening skills
- Integrity and understanding of ethical practise
- Nice people

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“My goal is to become a seed Philanthropist active mainly in the area of telemedicine. The motivation is to change the world, to fullfill my natural cosmic mission...”

European Philanthropist, May 2011

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Ten Basic Responsibility of Boards

What are the basic responsibilities of nonprofit boards?
 By: BoardSource
 Ten Basic Responsibilities of Nonprofit Boards

1. **Determine mission and purpose.** It is the board's responsibility to create and review a statement of mission and purpose that articulates the organization's goals, means, and primary constituents served.
2. **Select the chief executive.** Boards must reach consensus on the chief executive's responsibilities and undertake a careful search to find the most qualified individual for the position.
3. **Support and evaluate the chief executive.** The board should ensure that the chief executive has the moral and professional support he or she needs to further the goals of the organization.
4. **Ensure effective planning.** Boards must actively participate in an overall planning process and assist in implementing and monitoring the plan's goals.
5. **Monitor and strengthen programs and services.** The board's responsibility is to determine which programs are consistent with the organization's mission and monitor their effectiveness.
6. **Ensure adequate financial resources.** One of the board's foremost responsibilities is to secure adequate resources for the organization to fulfill its mission.
7. **Protect assets and provide proper financial oversight.** The board must assist in developing the annual budget and ensuring that proper financial controls are in place.
8. **Build a competent board.** All boards have a responsibility to articulate prerequisites for candidates, orient new members, and periodically and comprehensively evaluate their own performance.
9. **Ensure legal and ethical integrity.** The board is ultimately responsible for adherence to legal standards and ethical norms.
10. **Enhance the organization's public standing.** The board should clearly articulate the organization's mission, accomplishments, and goals to the public and garner support from the community.

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Resources

- Resource Centre for Voluntary Organizations - <http://www.rcvo.org/information-services/learning-resource-guides.aspx>
- Board Source: Building Effective Non-profit Boards - <http://www.boardsource.org/>
- Richard T. Ingram, *Ten Basic Responsibilities of Nonprofit Boards, Second Edition* (BoardSource 2009).

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