SCA/NVCA National Conference Soaring into the Future

BOARD STAFF RELATIONSHIPS

Whose Does What?

Marcia Scheideman, Executive Director Shepherd's Center of Charlotte

GROUND RULES & WARM UP

- List Light Bulb Moments
- Share with Partner
- •VOICE By Choice
- Describe a "GOOD" Board Experience
- •Why be on a Non-Profit Board
- •What are the Roles of BOD?



- Set the Mission
 - Timely
 - Relevant
 - Reviewed Periodically
 - Well known by Board and Staff
 - Drives all Activities

- Set the Mission
- Provide Financial Oversight
 - Needs to look at numbers
 - Assist in creation and management of budget
 - Can get in trouble fast
 - BOD can be held liable

- Set the Mission
- Provide Financial Oversight
- Be Good Ambassador
 - Tell the Story
 - Bring Resources to Table
 - Financial
 - People

- Set the Mission
- Provide Financial Oversight
- Be Good Ambassador
- Select and Support the Executive Director
 - BOD hires/fires ED
 - ED hires/fires all other staff

RELATIONSHIPS

Board

Executive Director

Committees and/or Advisory

Staff

- Set the Mission
- Provide Financial Oversight
- Be Good Ambassador
- Select and Support the Executive Director
- Monitor the Programs & Plan Ahead
 - Big Picture Are They Working?
 - Strategic Plan IN PLACE

- Set the Mission
- Provide Financial Oversight
- Be Good Ambassador
- Select and Support the Executive Director
- Monitor the Programs & Plan Ahead
- Govern
 - Recruitment Process

				Current Board													Potential					
Qualities, Experiences, Skills Sought	Cur- rent	Min	Gap	WF	RMK	MW	JM	DI	KP	TA	NB	FB	JF	PK	ΔS	TMG	CB	HR	нс			
Minimum Board Commitment - Highly	Teme		Gup	ı				-	-				-	• • •	~		-					
engaged working board; 2-4 hours/month; attend																						
BOD functions; participate on at least one																						
committee; personal financial commitment;				l .		v	v					v		v	v							
fundraise for SCC				X	Х	Х	Х	Х	Х	Х	Х	х	Х	Х	Х	Х						
Demographics																				\neg	—	—
Male				Х	X		Х		Х	Х	X	Х	Х	X	Х		Н	_	Н	\dashv	+	+
Female				╙	_	X		Х	₩	-	_	_			_	X	Н	_	Н	\dashv	-	-
Latino								┞	┡	┡	_	<u> </u>				┞	\vdash	_	Ш	\dashv	+	+
African American				<u> </u>				Ь	╙	┡	_	_				┡	Н	_	Ц	\dashv	-	-
Asian								_	_	_	_						Ц		Ц	_	_	
Seniors											Х						Ц			Ц		
Baby Boomers				X	X	X		X	X	X		Х	X	X			Ц		Ш	Ц	_	
Under 55							X								X	X						
Constituency/Affiliation																						
Faith Community						X	X			X				X								
Health Care Industry						X		X			X		X		X	X						
Corporate/business				X	X		X	X		X		Х		X		X				\Box	$oldsymbol{T}$	
Financial							Х	X	X								П			П	Т	Т
Government/Public Sector													X								\top	\top
Small Business								Х				Х	Х				П		П	П	Т	\top
Other				Х				Г	П								П		П	П	\top	\top
Leadership/Governance																						
Leadership experience				Х	Х			П	Т	X		Х		Х		Х	П			П	Т	\top
Previous board/corporate governance	e				Х			\vdash					Х			$\overline{}$	Т		П	\Box	\top	\top
Nonprofit Board Experience				-	Х			т	-	Х				х		$\overline{}$	Н	_	Н	\dashv	十	\top
Skills/Experience					-									-								
Accounting								х	х								П			П	Т	
Health Care				-	х	Х					х				х	-	Н	_	Н	\dashv	十	\top
Financial				\vdash			х	Х	х	\vdash	_	\vdash		\vdash		\vdash	Н		Н	\dashv	+	+
Human Resources				х		\vdash		X	Ē			\vdash			х	\vdash	Н		Н	\dashv	+	+
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Marketing/PR				Х	\vdash			Х	\vdash	\vdash	\vdash	х	X		X	х	Н		\vdash	\dashv	+	+
Nonprofit Management					х	х		^	\vdash			^	^		^	x	\vdash		\vdash	\dashv	+	+
Strategic Planning				\vdash	^	X		х	\vdash	\vdash	\vdash	\vdash				^	Н		Н	\dashv	+	+
Strategic Planning						٨		٨														

- Set the Mission
- Provide Financial Oversight
- Be Good Ambassador
- Select and Support the Executive Director
- Monitor the Programs & Plan Ahead
- Govern
 - Recruitment Process
 - Orientation
 - Enforcing Bylaws
 - Deal with Deadwood (or unengaged) BOD Members
 - Annual Assessment

BOARD & STAFF ROLES

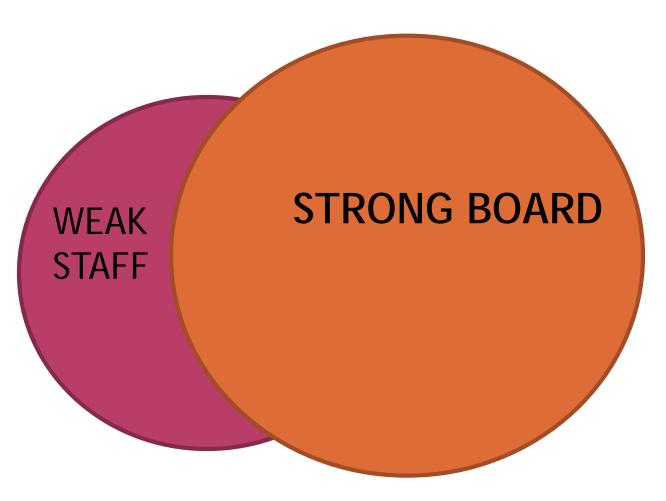
Staff

Focus on Daily Operations (Details)

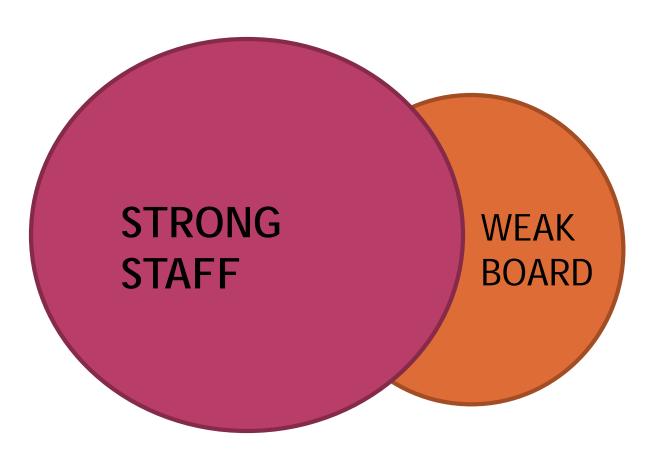
Board

Focus on Leadership (Big Picture)

UNHEALTHY ROLE OVERLAP



UNHEALTHY ROLE OVERLAP



BOARD CULTURE

- Identify Where is YOUR Comfort Zone?
- BOD Leadership Changes Culture
- Definition of Insanity



LIST OF LIGHT BULB MOMENTS

- Pick one or two things on which to work now
- Possibly bring in outside "expert" to introduce change
- Identify as #1 and #2 Goal for 2015 (no more than 3

QUESTIONS?