

SCA/NVCA National
Conference
Soaring into the Future

BOARD STAFF RELATIONSHIPS

Whose Does What?

Marcia Scheideman, Executive Director
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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?



ROLES & RESPONSIBILITIES

◉ Set the Mission

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

ROLES & RESPONSIBILITIES

- 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

ROLES & RESPONSIBILITIES

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

ROLES & RESPONSIBILITIES

- ◉ 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**

Staff

**Committees
and/or Advisory**

ROLES & RESPONSIBILITIES

- ◉ 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

ROLES & RESPONSIBILITIES

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

ROLES & RESPONSIBILITIES

- ◉ 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

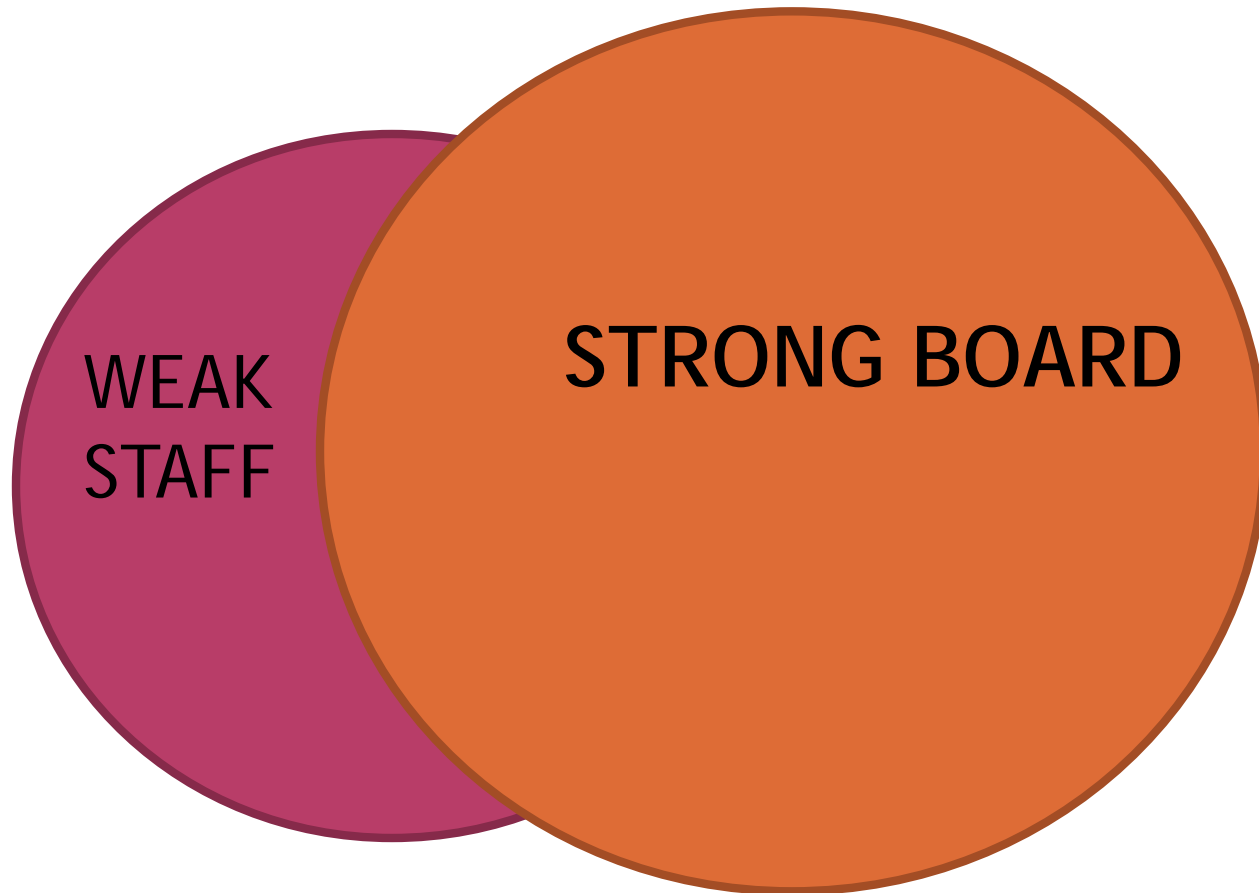
Staff

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?