

# Model of Effective Board Governance



Nonprofit governance relies on consistent management, cohesive policies, clear processes and thoughtful decision-making for success.

Here are five key areas boards should focus on to maintain effective board governance:



## **Purpose:**

Clarify expectations of board members and their fiduciary and legal responsibilities, finding ways to move through all three modes of governance (fiduciary, strategic and generative). Put in place the building blocks of good governance such as bylaws, policies, job descriptions and fundraising participation.

## **Education:**

Prepare board members for effective service through orientation, onboarding, training, mentoring, ongoing development and education on key trends and dynamics that impact the mission.

## **Architecture:**

Design the board and its committees to meet the organization's needs. Build a diverse pipeline of potential board members. Analyze current board makeup to identify demographic qualities and skill areas that are not covered, given the organization's strategic plan, and recruit and select new board members to fill those needs. Identify ways to keep former board members invested and involved.

## **Results:**

Use four key evaluations to intentionally assessing the effectiveness of the executive director and board. Measure and communicate organizational impact, with a particular focus on how to articulate this in a case for support (a tool for the board as ambassadors of the organization).

## **Leadership:**

Have strong, proactive succession plans (contingency & long-term). Use officer and committee chair job descriptions for a better understanding of leadership roles. Use a strategic plan to guide the work of the organization, auditing the organization's programs and services for impact and areas for improvement.