**Board and Management Expectations**

**Management expectations of the board**

* Investment of necessary time, energy, and effort to understand the ministry and prepare for meetings.
* Open, honest, and constructive feedback. Board members should be respectful in expressing their views, but please say what is on your mind and say it in the boardroom.
* Active engagement and participation in board discussions.
* Timely and sound decision-making. Once a decision is reached, support management
* No micromanaging
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**Board expectations of management**

* Honesty, integrity, and the highest ethical standards.
* No surprises—keep the board informed of significant issues. Be honest if there is a problem.
* Come to the board with a point of view, but provide a balanced perspective. What are the pros and cons of other alternatives? What are the risks and implications of the proposed course of action?
* Run the ministry effectively and execute on the strategy.
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**Desired climate and culture of the board**

* The board should be open, inclusive, candid, respectful, and friendly.
* Board members should challenge management and each other, and be willing to ask the dumb question and express the contrary viewpoint.
* Guard against polarization among directors.
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**Working relationship between the board and management**

* It should engender mutual respect.
* The openness, good communication, and transparency that have characterized the relationship so far should continue.
* Professional and friendly but not cozy.
* A practice should be established in terms of board members contacting members of management below the President level outside of board meeting, and vice versa.
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David Nadler, Beverly Behan, Mark Nadler, *Building Better Boards: a Blueprint for Effective Governance, 2006*

**BOARD OF DIRECTORS EXPECTATIONS**

1. Being a person of high moral, ethical and Christian character
2. Attendance at all board meetings and events as able (asking the chair to be excused at any meetings you have to miss). The board meeting (face-to-face and teleconference) schedule should be set at least two to three years in advance
3. Good Teamwork and camaraderie with rest of Board
4. Willingness to serve on at least one Board sub-committee
5. Pledging personal spiritual support to the ministry (determined by prayer and discernment)
6. Being responsible for resourcing an agreed amount through personal giving and/or personal fundraising
7. Making the ministry one of your top 3 charitable contribution recipients
8. Using talents and abilities to further the work of the ministry
9. Connection, accountability and loyalty to wider partnership
10. Helping create and promote board health, transparency and good governance
11. Being creative and helping take initiative in promoting the goals of the ministry
12. Individually raising awareness of the ministry's work through personal, foundation, Christian community and church contacts
13. When given the opportunity make presentations a year to various church's or Christian groups using materials generated by the ministry
14. Helping to identify and recruit future Board members
15. Pledging to make at least one visit to witness and experience the ministry operations in the field