

Critical Tips for Boards and CEOs to Put Your House in Order



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Overview and Outline

What has COVID-19 revealed about your ministry? God has shaken the earth. This time is an opportunity to make things right according to God-honoring standards. Get advice for aiming at faithfulness to position the ministry for fruitfulness. The tips will help you stay true to your purpose in changing times.

1

Get your hearts right



2

Expand your measures



3

Put up Guardrails



4

Act with courage



“When I shut up the heavens so that there is no rain, or command locusts to devour the land or send a plague among my people, if my people, who are called by my name, will humble themselves and pray and seek my face and turn from their wicked ways, then I will hear from heaven, and I will forgive their sin and will heal their land.” The LORD’s words to Solomon in 2 Chronicles 7:13-14

- **Take time for Confession, Fasting, and Prayer** – Engage three spiritual practices to turn brokenness into blessing and getting your hearts right with God.
- **Discover How To Build Capacity Together** – Have your board and CEO grow and learn together by doing an experiential learning activity. You may consider a tool called Journey of Empowerment (JOE). Register your interest with Steve Kerr.



“Have them come to the tent of meeting, that they may stand there with you. I will come down and speak with you there, and I will take some of the power of the Spirit that is on you and put it on them. They will share the burden of the people with you so that you will not have to carry it alone.” The Council of Moses in Numbers 11:16b-17

- **Attune to the Spirit** – Take a listening posture in order to attune to the Spirit. Do this to get yourself out of the way and so that your governance has the Spirit’s power.
- **Share the Burden** – While standing in service alongside the CEO/pastor, share the burden of the work together through giving and service.



“My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, because human anger does not produce the righteousness that God desires. Therefore, get rid of all moral filth and the evil that is so prevalent and humbly accept the word planted in you, which can save you.”
James the Jerusalem Church chair in James 1:19-21

- **Prepare** – To be quick to listen to the Word and each other is to be prepared. Read board materials. Do research. Draft good questions. These are the faithful activities of diligent board members.
- **Produce** – The righteousness God desires is produced by overseers who listen humbly to the Word and each other and speak slowly and carefully. In this way, God guides the organisation and not us.



What do you measure?

Measurements are important. They tend to report results. They reveal our focus. They get the attention of the board and CEO.

- A school might measure *number* of students
- A church might measure the *number* in attendance
- A rescue mission might measure the *number* of meals
- A counselor might count the *number* of clients served



If numbers are up. If money and results are up, we assume all is well. As a Board and with the CEO, we tend to only measure numbers (quantitative assessments) which we try to control. *But are we succeeding to control them in all seasons?*

Also sometimes we work diligently (doing work we can control), and the results do not go up. *What should we do? Should we measure something more than just results?* Let's see what we can learn from the early church.

“They devoted themselves to the apostles’ teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. **Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. **And the Lord added to their number daily those who were being saved.**” Acts 2:42-47**



What does the early church teach us re: measures?

They practiced **faithful activities** which they could control. They were concerned with the “what” (teaching, fellowship, breaking of bread, and prayer) and the “how” (daily in community). Then they gave God credit for the results only He could control.

What if we added faithful activities to our measures?

Measuring faithful activities holds us accountable to the “what” and “how” of the work we can control (which is what God looks at). And, we must give God credit for the results or fruits He supplies.



- A school might measure *number* of students →
Measure - Enrollment #'s and
- A church might measure the *number* in attendance →
Measure - Headcount #'s and
- A rescue mission might measure the *number* of meals →
Measure - # of meals served and
- A counselor might count the *number* of clients served →
Measure - # of clients served and
- What if we also measure and report feedback stats to improve teaching?
Add: Stats in Annual Progress Report
- What if we measured participation in core functions (Acts 2:42-47)?
Add: Monthly Infographics by Area
- What if we measured # of volunteers, hours, and service satisfaction stats?
Add: Quarterly Involvement Report
- What if we kept track of those who say we helped them navigate their crisis?
Add: Website Impact Stories

If we do what God wants us to do, we move beyond ticking the boxes. This diligence shapes everything. Imagine it with two more examples, this time, on the board level

- A board may tick the boxes that it meets 2-4 times per year
Measure - # of meetings per year →
 - What if boards did annual board, committee and self-evaluations?
Add: Share Evaluation Results to improve governance efficiency
- A board may claim to have policies but does it follow them
Measure - tick the boxes that policies exist →
 - What if you had a BPM (board policies manual) with roles/duties?
Add: Annual Board Commitment form and BPM to increase effectiveness

What activities does God value? He values faithful activities related to the “what” and “how” we can control. So, the critical tip is to expand your measures for the board and CEO to position the ministry for fruits from God (and give Him all the glory).

Guardrail #1 Personal Accountability

Accountability – Those given a trust must “prove faithful” (1 Cor. 4:1-2).

Encouragement – “Encourage one another and build one another up” (1 Thess. 5:11).

Growth – “Two are better than one” as we get better return together (Eccl. 4:9).

Challenges – “Go! I am sending you out like lambs among wolves” (Luke 10:3).

“Now after this the Lord appointed seventy others, and sent them in pairs ahead of Him to every city and place where He Himself was going to come.”
Luke 10:1

Ministering together 2x2 is the design set by Jesus and modeled in the early church

Guardrail #2 Board Accountability

Who holds boards accountable?

Scripture – Stand and read God’s Word together in every meeting.

“Wisdom” - James 1:2-8 or 1 Cor. 2

“Listen then Do” - James 1:19-27

“Building Programs” - Hab. 2:1-4

Silence – Let the Holy Spirit speak first

Sharing – All share. Chair goes last.

Supplication – As God guides, ask God to provide

“It seemed good to the Holy Spirit and to us...”
The Jerusalem Council
in Acts 15:28a.

Board members need to cut out the noise to hear God’s voice.

The Council model (4S) positions boards let God speak first in meetings It also preserves unity.

Guardrail #3 Institutional Accountability

Nine Principles of CMA Standards Council

1. God First
2. Charitable Status
3. Diligent Governance
4. Responsible Leadership
5. Charitable Purpose
6. Financial Oversight
7. Risk Management
8. Transparency and Accountability
9. Honest Communication



**Get Annually
Accredited!**

"We want to avoid any criticism of the way we administer this liberal gift. For we are taking pains to do what is right, not only in the eyes of the Lord but also in the eyes of man."
2 Corinthians 8:20-21

27 “On the fourteenth night we were still being driven across the Adriatic Sea, when about midnight the sailors sensed they were approaching land. **28** They took soundings and found that the water was a hundred and twenty feet deep. A short time later they took soundings again and found it was ninety feet deep. **29** Fearing that we would be dashed against the rocks, they dropped four anchors from the stern and prayed for daylight.” The Apostle Paul in Acts 27:27-29

- 1. Assess the situation** – How has the storm impacted the pursuit of your purpose? What steps can you take?
- 2. Use what you have with creativity** – Don’t focus on what you don’t have! What do you have? What can you do with it?
- 3. Depend on God** – What is the role of prayer in your life and leadership? Are you rallying others to join you?



Summary: Critical Tips for Boards and CEOs to Put Your House in Order

1 Get your hearts right



- Confession / Fasting / Prayer (JOE)
- Attune to the Spirit / Share the Burden
- Prepare to Produce

2 Expand your measures



- Measure Fruits
- Also measure Faithful Activities
- Trust God for Results

3 Put up Guardrails



- Personal Accountability
- Council Model: Scripture / Silence / Sharing / Supplication
- Institutional Standards / Accreditation

4 Act with courage



- Assess the situation
- Use what you have with creativity
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Discussion: Critical Tips for Boards and CEOs to Put Your House in Order

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