



The BoardBriefing

The Board Briefing eNewsletter-29

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BOARD Briefs are a series of "at-a-glance" written resources, including video and audio tools to assist Board Volunteers in supporting their local Boys & Girls Club. They are designed for use at board and committee meetings, new board member on-boarding, providing educational and generative content.

The Two Sides of Servant Leadership

Combine visionary thinking and operational details to generate relationships and results.

When people hear the phrase servant leadership, they are often confused. They think you can't lead and serve at the same time. To view the full article, please [click here](#).

Hooked on Grants

What percentage of your revenues are derived from grant funding? When your organization is heavily reliant on grants and a lack of individual donations, it puts your organization in a gambler's funding cycle, with potentials for booms and busts. To recognize someone with fundraising addiction, you must be able to recognize the signs.

To view the full article, please [click here](#).

The Goldilocks Approach to Nonprofit Board Size: What Is "Just Right"?

Let's start a discussion on board design with the nagging threshold question of board size. BoardSource's 2017 "Leading with Intent" study tells us boards are getting smaller; is this a good or a bad trend?

For full article, please [read here](#).

How to Succeed on a Nonprofit Board

A nonprofit led by an executive director was on the verge of bankruptcy. Over the years, the organization had thrived as a government provider, but a number of its big contracts were ending. For a long while, the executive director had been convinced the providers would renew. After all, they had done so innumerable times in the past. But as a new federal administration took over, it became clear the contracts were ending for good.

Ultimately, the nonprofit didn't fold. But the crisis stressed relationships up and down the organization, and within a few months, the treasurer resigned. It was everybody's loss.

Few organizational issues are clear-cut, and this was no exception. But in hindsight, the executive director and board of directors agree that the board wasn't primed for effectiveness. It had many talented members, but few of them had any real understanding of what being a good nonprofit board member entailed. For more on this topic, please [click here](#).

BoardLeader SPOTLIGHT



Featuring~ Ebby Sabbagh

Abraham "Ebby" Sabbagh is a natural leader who is driven by his passion for helping others. Although Ebby runs a for profit company, NPCE, he also sees a need to provide high quality IT services to the non-profit sector as well as small businesses. A former employee of a local Club, Ebby is also a founding Board Member of the Boys & Girls Club of Flagstaff in Arizona, and he helped them design their first facility. Ebby and his team also managed the installation of the Club's technology infrastructure, which included a donation of all of the Club's technology needs including network infrastructure, server and computers. He is still an active member of

their Board today and continues to donate IT support and consulting services.

Ebby and his team have also partnered with BGCA in the PacWest region for the last 8 out of 9 years to provide the AV, audio and sound support for the regional conference, including the most recent joint PacWest/SouthWest Conference in Las Vegas, NV where there were 900 people in attendance. He received the 2017 BGCA PacWest Board Member of the Year award.

Ebby continues to apply his education in computer science to help build state of the art facilities, teen centers and technology centers for at-risk youth throughout the country. His expertise and work has been recognized nationally by BGCA and he is a founding member of the National Youth Technology Advisory Committee.

Talent: The Missing Piece in Nonprofit Sustainability

The most impactful and sustainable nonprofit organizations are those that understand that organizational and talent sustainability are not either/or propositions but rather interdependent. They require intentional planning, integration and strategy. Leaders in these organizations understand that their ability to achieve their long-term goals requires clearly defined plans and actions related to the attraction, retention and development of talent from the C-suite to the front desk.

"Nonprofit sustainability occurs when a nonprofit attracts and effectively uses enough and the right kinds of money and people necessary to lead and achieve their long-term outcome goals."

To view the full article, please [click here](#).

The Real Solution to Nonprofit Leadership Elitism

The Chronicle of Philanthropy explored a growing concern among many in the social sector that nonprofit leadership is becoming too elite, and thereby too disconnected from the populations their organizations serve. This concern has only grown in recent months as the November election and ensuing political shakeup has shined a bright light on the disconnect between American elites and the working and middle classes.

“The Ford Foundation’s president, Darren Walker, wrote after the election: ‘Have we neglected to recognize and respond to working-class people, regardless of race and geography?’ If the answer is yes, creeping elitism in the ranks of nonprofits might be to blame.”

For the full article, please [click here](#).

Effective, Focused, and Strategic Board Meetings

A commitment to having strategic meetings means focusing on providing your board members with opportunities to connect to the work of the organization and engage in action-oriented, results-driven work. And it takes intentionally structured meetings to make this happen.

Board meetings are your opportunity to benefit from the expertise and insights of leaders who support your mission, have a shared purpose, and have the influence to impact your mission.

Please [click here](#) for full article.

Recruiting the Right Board Members

Unfortunately, many boards approach recruitment as a task to complete only when current board members’ terms expire – a strategy that often leads to last minute scrambling to find candidates who are simply willing to serve, never mind fit the organization.

High performing boards approach recruitment as a year-round board responsibility and typically use the governance committee to spearhead this effort. A governance committee is responsible for ensuring the board operates at a high level of effectiveness.

Please [click here](#) for full article.

8 Ways To Increase Your Board's Ability To Work As A Team

Effective teamwork depends not only on who is on the board and how it is led. Board structure and practices also shape how the board functions as a collective body. Board dynamics and board member relationships require constant care and feeding.

If your board team is not voicing any differences in opinion, it may be getting along too peacefully and not thinking critically as a team. The key is to disagree without being disagreeable.

Please [click here](#) for more information.

A Board's Number One Priority: Talent Strategy

Heading the list of high-level nonprofit and corporate board work, is that the only thing more important than strategic clarity is having the talent to execute the strategy for lasting impact.

Tom Tierney, The Bridgespan Group's Chairman and Co-founder shares what he believes are key qualities and priorities defining an outstanding board. He also offers some practical suggestions for ways boards can set goals with an eye toward serving their organizations over the long term.

For more details, please [click here](#).

10 Common Benefits of Dashboard Reports

One of the crucial functions of a board is to monitor and evaluate an organization's programs. These resources will help support planning, identify performance drivers, and prioritize areas for needed improvement by using dashboard reporting.

There are probably as many ways to work with dashboards to realize these benefits of critical thinking and board engagement as there are board members.

Please [click here](#) for full article.

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