



November 2016 • Webinar

Recruiting Board Members

Leveraging the 4 Phases
of Board Recruitment



Today's webinar, and all previous webinars, are available on our website:
www.mif.org/webinars



MISSION INCREASE
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Recruiting Board Members

The 4 Phases of Board Member Recruitment:

- Cultivation
- Recruitment
- Orientation
- Engagement

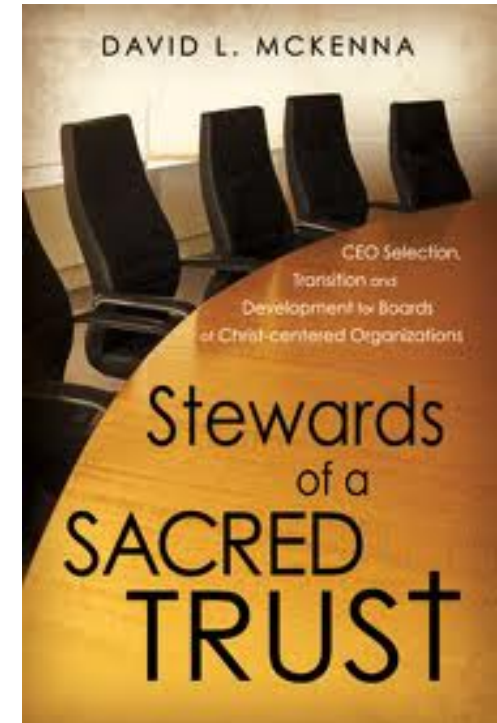
Recruiting Board Members

If you want a healthy board, recruit **healthy** people!

- Cultivation
- Recruitment
- Orientation
- Engagement

The *sacred task* of stewarding the ministry requires...

- Spiritual discernment
- High competence
- High commitment
- Spiritual understanding of the board's role (3 hats)
- A heart for life-long learning →



http://urgentink.typepad.com/my_weblog/2011/02/stewards-of-a-sacred-trust.html

And speaking of life-long learning...

- Pilots!
- Surgeons!
- Board members!

So...

Heed Abraham Lincoln on books...

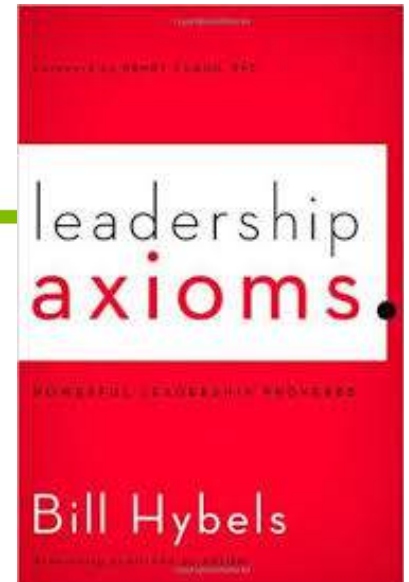
“My best friend is a person who will give me a book I have not read.”

2 IDEAS:

- Delegate your reading!
- Select 1 book for yourself from today's webinar.

Bill Hybels:

“The older I get and the longer I lead, the wider my knowledge gap becomes and the more aware I am of all that I don’t know about leadership. But then there’s Romans 12:8, which says I am to ‘lead diligently.’ How am I supposed to lead diligently when there is so much left to learn?”



“Leaders have a responsibility before God to constantly get better, and one of the most reliable ways to do so is to read. Great leaders read frequently. They read voraciously. They soak up lessons from the military, from academia, from politics, from nongovernmental organizations, and from church leaders who are leading well.”

http://urgentink.typepad.com/my_weblog/2008/08/axiom.html

Recruiting Board Members

In this webinar:

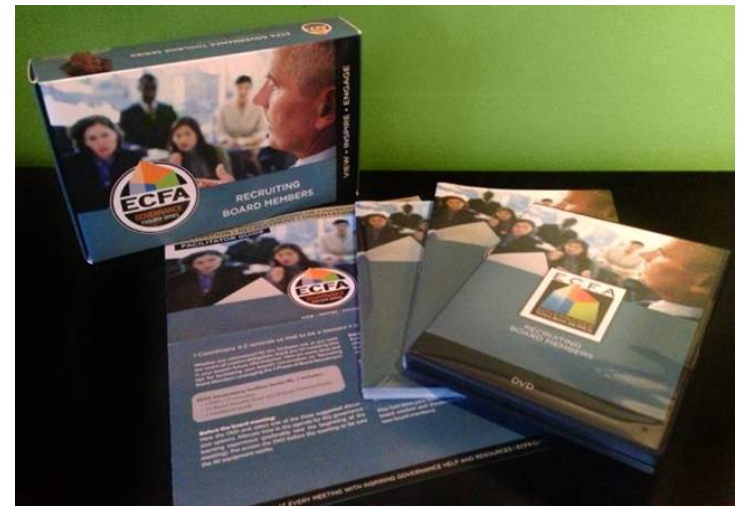
- 4 phases of board recruitment: cultivation, recruitment, orientation, engagement
- 7 steps for recruiting board members
- 6 D's for discerning board member criteria
- 1 best practice for board member orientation
- 2 big ideas for engaging board members: (“Heavy Lifting” and “Just Do 1 Thing a Month!”)

View at your next board meeting:
<http://www.ecfa.org/ToolboxSeries.aspx>

ECFA Governance Toolbox Series No. 1: Recruiting Board Members—Leveraging the 4 Phases of Board Recruitment

- 12-minute Video/DVD
- Read-and-Engage Viewing Guide*
- Facilitator Guide*
- Website Downloads

DIGITAL VERSION:
FREE...ECFA Members
\$69.....Registered Users



Recruiting Board Members

A powerful path to board enrichment!

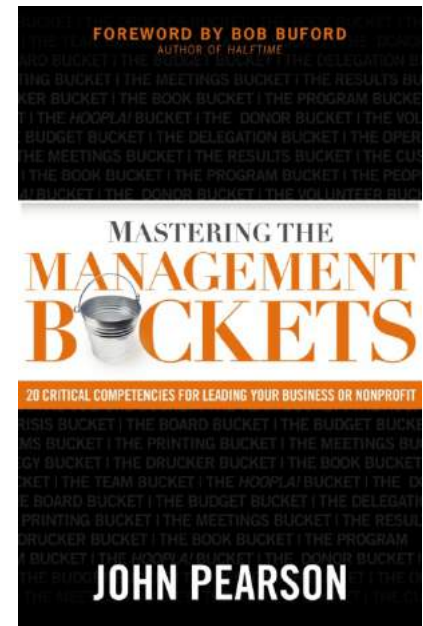
	1 VERY INEFFECTIVE	2 INEFFECTIVE	3 NEITHER EFFECTIVE NOR INEFFECTIVE	4 EFFECTIVE	5 VERY EFFECTIVE
Cultivation					
Recruitment					
Orientation					
Engagement					

“The first responsibility of a leader is to define reality.”
Max De Pree

Recruiting Board Members

7 Steps for Recruiting Board Members:

1) Recruit for passion—not position.



From: The Board Bucket chapter

<http://managementbuckets.com/board-bucket>

Recruiting Board Members

7 Steps for Recruiting Board Members:

1) Recruit for passion—not position.

2) Pray before prospecting.

Recruit with *prayerful* intentionality and board-approved criteria.

The 6 D's:	HANK	JOAN
1) <u>D</u> iscerning Decision-Maker: Policy, Financial, Hire/Fire CEO	✓	✓
2) <u>D</u> emonstrated passion for the mission	✓	✓
3) <u>D</u> ocumented team player	✓	✓
4) <u>D</u> iligent and faithful participant	✓	✓
5) <u>D</u> oer (walks the talk)	✓	✓
6) <u>D</u> onor (#1, #2 or #3 giving priority)	NO	✓

Explain the 3 board hats to ensure your board prospect agrees with your board's culture.

The Board Member's 3 Hats:

- Governance**
- Volunteer***
- Participant**

** Volunteering is optional, passion-driven, gifts-based*

Toolbox template: Board Member Annual Affirmation Statement

View at a future board meeting:
<http://www.ecfa.org/ToolboxSeries.aspx>

ECFA Governance Toolbox Series No. 2:

Balancing Board Roles—*The 3 Hats*

- 12-minute Video/DVD
- Read-and-Engage Viewing Guide*
- Facilitator Guide*
- Website Downloads



DIGITAL VERSION:

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View at a future board meeting:
<http://www.ecfa.org/ToolboxSeries.aspx>

ECFA Governance Toolbox Series No. 3:
Conflicts of Interest: Addressing Board and Organizational Conflicts of Interest

- 12-minute Video/DVD
- Read-and-Engage Viewing Guide*
- Facilitator Guide*
- Website Downloads



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Recruiting Board Members

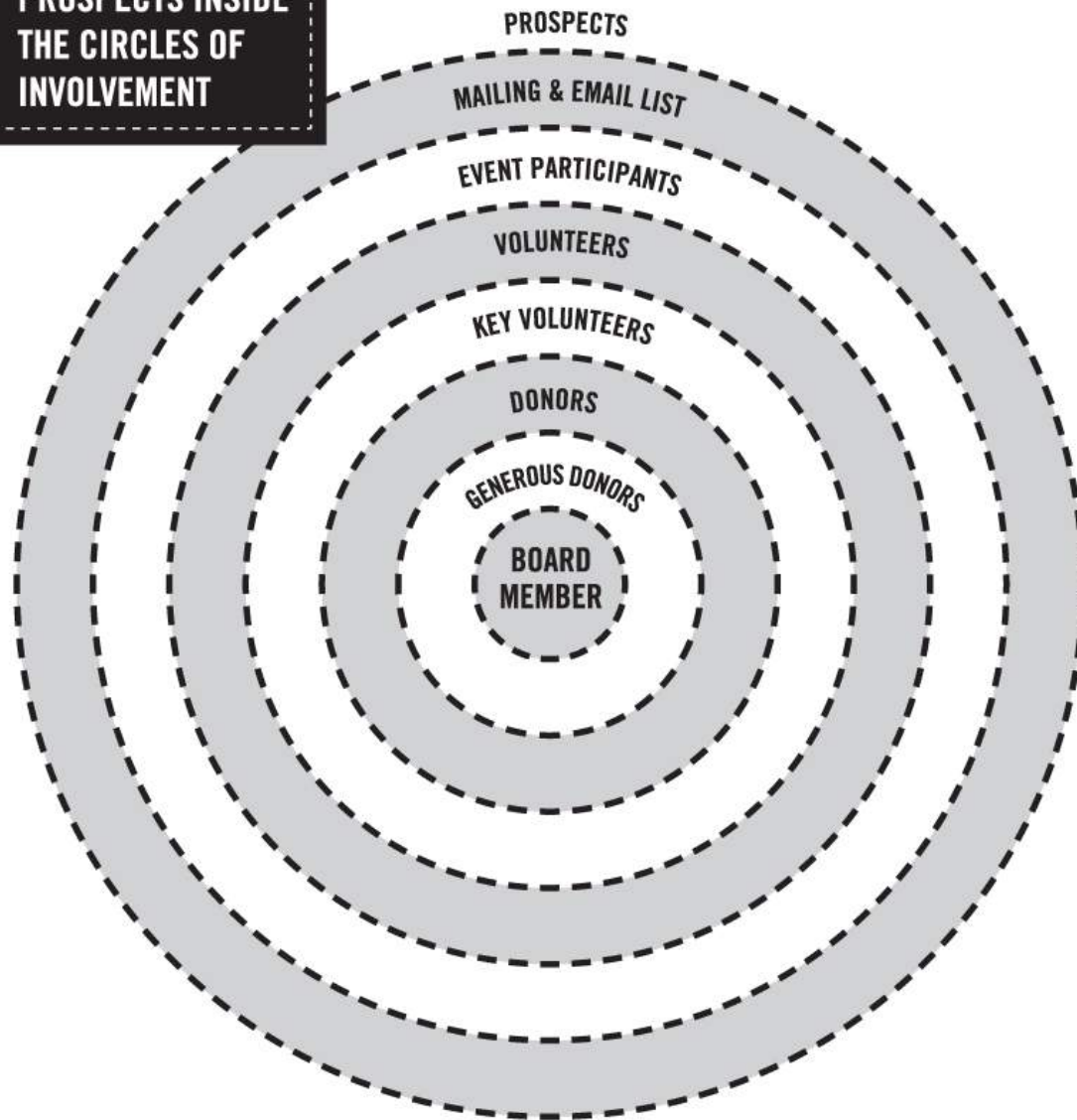
7 Steps for Recruiting Board Members:

1) Recruit for passion—not position.

2) Pray before prospecting.

3) Date before proposing!

**BRINGING BOARD
PROSPECTS INSIDE
THE CIRCLES OF
INVOLVEMENT**



Recruiting Board Members

7 Steps for Recruiting Board Members:

- 1) Recruit for passion—not position.
- 2) Pray before prospecting.
- 3) Date before proposing!

4) Inspire your prospect to give generously.

Recruiting Board Members

7 Steps for Recruiting Board Members:

- 1) Recruit for passion—not position.
- 2) Pray before prospecting.
- 3) Date before proposing!
- 4) Inspire your prospect to give generously.

5) Propose marriage –

(Worksheet) See the “Board Nominee Orientation Binder Table of Contents”—a 31-tab recruitment tool (pages 11-12)

Recruiting Board Members

7 Steps for Recruiting Board Members:

- 1) Recruit for passion—not position.
- 2) Pray before prospecting.
- 3) Date before proposing!
- 4) Inspire your prospect to give generously.
- 5) Propose marriage
- 6) Continue dating.

Recruiting Board Members

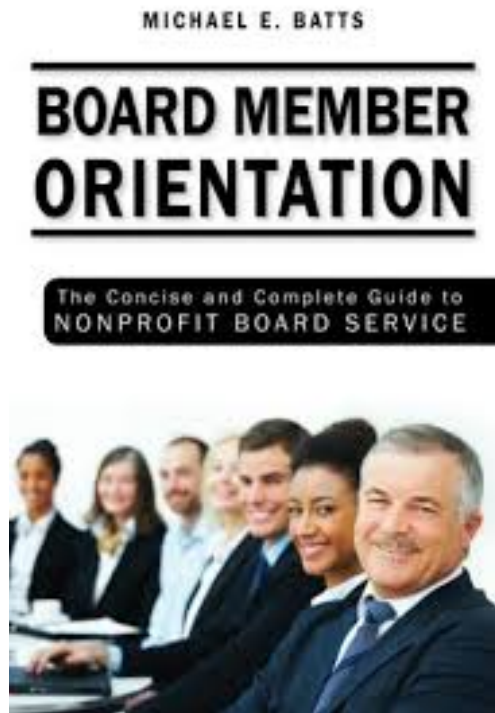
7 Steps for Recruiting Board Members:

- 1) Recruit for passion—not position.
- 2) Pray before prospecting.
- 3) Date before proposing!
- 4) Inspire your prospect to give generously.
- 5) Propose marriage
- 6) Continue dating.
- 7) Leave a legacy (2 Timothy 2:2)

1 Best Practice for New Board Member Orientation!

Pick 1:

- Board Buddy
- Series of 3 sessions
- “Look over the wall”
- Board retreat: brief summaries of previous books read



http://urgentink.typepad.com/my_weblog/2012/07/board-member-orientation.html

2 Big Ideas for engaging board members

Idea #1:

Heavy Lifting!

<http://ecfagovernance.blogspot.com/2016/09/staff-reports-at-board-meetings-good.html>

2 Big Ideas for engaging board members

Idea #2:

**Just do 1 thing a month
for Ohio State!**

<http://ecfagovernance.blogspot.com/2016/03/just-do-1-thing-month.html>

What's your next step?

"What's the ONE Thing you can do this week such that by doing it everything else would be easier or unnecessary?"

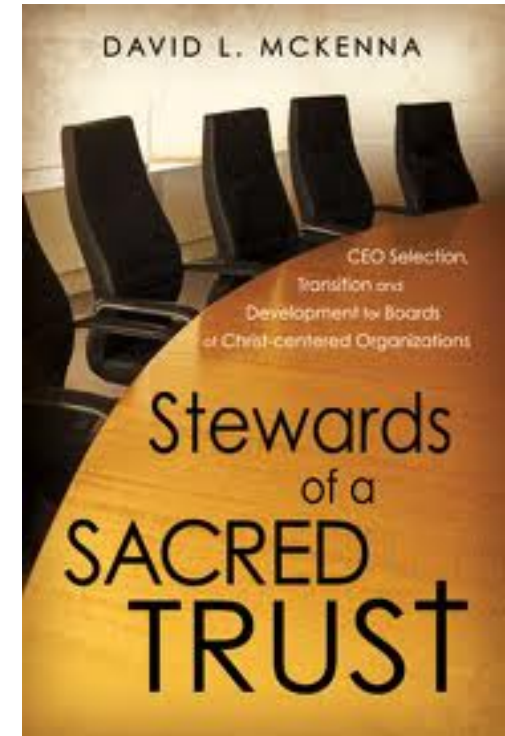


Read John's review:

http://urgentink.typepad.com/my_weblog/2016/05/the-one-thing.html

Reminder: The *sacred task* of stewarding the ministry requires...

- ❑ Spiritual discernment
- ❑ High competence
- ❑ High commitment
- ❑ Spiritual understanding of the board's role (3 hats)
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Governance Resources:

20 Buckets, including the Board Bucket!

<http://managementbuckets.com/20managementbuckets>

Governance/Leadership/Management Book Reviews

Your Weekly Staff Meeting News Archives at:

www.urgentink.typepad.com

Subscribe at: <http://managementbuckets.com/enews>

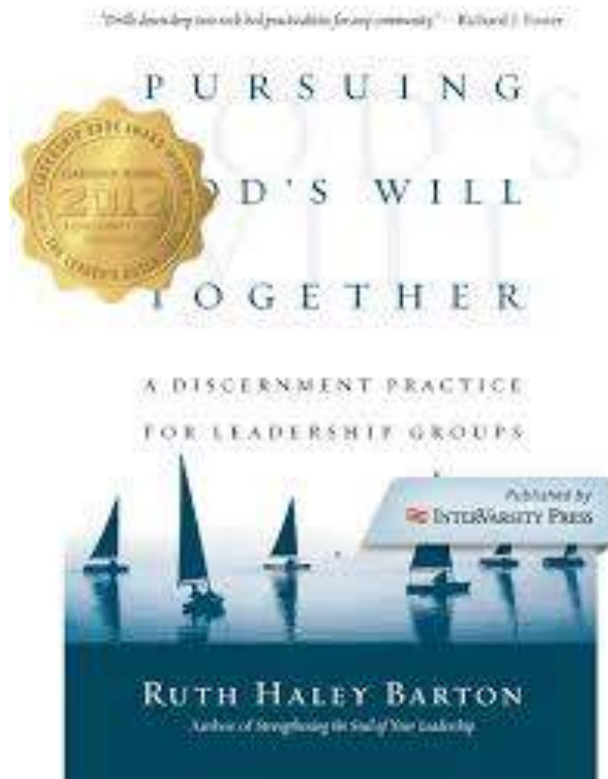
Blog on Board Best Practices

ECFA Governance of Christ-Centered Organizations

<http://ecfagovernance.blogspot.com>

Spiritually Discern Board Recruitment!

http://urgentink.typepad.com/my_weblog/2012/07/pursuing-gods-will-together.html



“Plans fail for lack of counsel, but with many advisers they succeed.”

Prov. 15:22 (NIV)

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