

OUR MISSION

Assisting faith-based organizations put their vision to work.

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OUR VISION

"TAKING A BIBLICALLY GROUNDED APPROACH IN **ASSISTING MINISTRIES SOLVE THE PROBLEMS OF** MISSION, MESSAGE AND MONEY"

SERVICES

- Executive Director CoachingMarketing and Messaging Strategic Planning

- Strategic Fund Development
 Caleb Studies/Capital Campaigns
 Grant Writing Training & Deployment
 Unique Friend/Fundraising Special Events



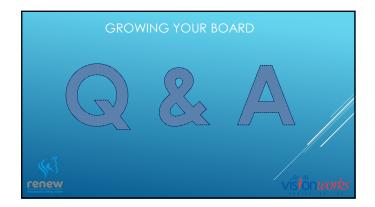




GROWING YOUR BOARD
What is the difference between a Working/Managing Board & Governing/Policy Board?
Working/Managing Board:
1. Typically meet monthly.
2. Heavily involved in the operation and execution of the
organization/organization plan.
3. Make all financial decisions.
4. Working in the organization to execute the organization/organization
plan.
5. Act as board and staff.
6. Chairman and Executive Director are often same person.
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GROWING YOUR BOARD	
What is the difference between a Working/Managing Board &	
Governing/Policy Board?	
Governing/Policy Board: 1. Typically meet quarterly or less.	
Stay at the 40,000' level of organization/organization issues. Focus on Mission match with organization/organization plan.	-
Focus on overall annual budget to execute organization/organization plan.	
Delegate authority of organization/organization execution to be lead by Executive Director.	
Delegate authority to spend annual budget to Executive Director with checks and balances.	
7. Annually review Executive Director and establish compensation.	
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GROWING YOUR BOARD	
How to transition from a Working/Managing Board to a	
Policy/Governing Board.	
Make sure you have established and documented your board for success: a) Establish Board job descriptions.	
b)Establish annual Board peer-reviews.	
c)Establish annual Board performance review.	
d)Establish annual Board cycle.	
e)Establish Board committee and task forces charters.	
f) Establish Board recruitment and on-boarding process. g)Establish annual and on-going Board training.	
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GROWING YOUR BOARD	
How to transition from a Working/Managing Board to a Policy/Governing Board.	
Hire and replace function one-staff at a time:	
a)Typically mission delivery staff are first i. Instructors	
ii. Equine/Barn managers	
iii. Volunteer managers	
b) Second is Operations Leadership/Executive Director c) Replace committees and task forces with staff.	
d) Board Committees and Task forces exist to execute	
what staff cannot.	
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BOARD / EXECUTIVE DIRECTOR RELATIONSHIP Two draft horses equally yoked. 8,000 lbs 24,000 lbs visfonworks	
BOARD / EXECUTIVE DIRECTOR RELATIONSHIP As the Executive Director remember 1. The Chairman of the Board is NOT your boss. 2. You do not work for "A" board member. 3. You are accountable to the majority vote of the Board. 4. Your staff works for you and not the board.	
BOARD / EXECUTIVE DIRECTOR RELATIONSHIP As the Executive Director remember 5. Each Board member are Major Contributors - treat them as such. 6. The Chairman of the Board is advocating for the organization at the 40,000 foot level – provide them with what they need to advocate with confidence. 7. Help populate the board with wise counsel – make recommendations for board members!	





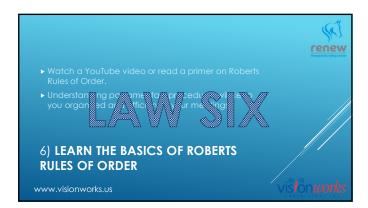




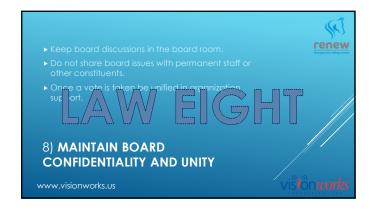


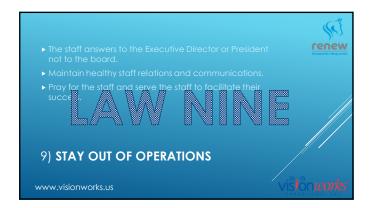






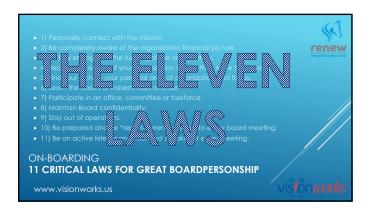














We invite your feedback on this training or other topics you would like discussed. Email us at: info@visionworks.us	
ON-BOARDING 11 CRITICAL LAWS FOR GREAT BOARDPERSONSHIP	
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