



Governance Learning Series: The Executive/Governing Body Relationship

Your organization needs the combined talents and best thinking of the Governing Body and Executive. Here are some questions to consider as you and your Executive work to partner for the successful fulfillment of your mission:

TRUST. The foundation of successful partnership is trust. Trust is built by seeing and believing in each other's actions. What is the level of trust between you and your Executive? How can it be improved?

INVOLVEMENT. Does each member of the Governing Body have a plan for getting involved in the organization in some way?

COMMUNICATION. Is there an open line of communication about critical information between the Executive and Governing Body? Is everyone asked to share their perspectives, opinions or ideas?

QUESTIONING. Are questions encouraged in Governing Body meetings? Does the Governing Body create an atmosphere of support with the Executive...or suspicion?

KNOW WHERE YOU ARE AND WHERE YOU'RE GOING. Do you have a strategic plan with goals designed to make the organization stronger in the future? Are the goals measurable? How is progress toward the goals incorporated into Governing Body meeting agendas?

ACCOUNTABILITY. Plans are worthless unless they are implemented. Does the Governing Body should hold the Executive accountable for putting the plan into action. How does the Governing Body hold itself accountable to fulfill its duties?

FEEDBACK. Every Executive needs feedback. Does the Governing Body and Executive have an agreed upon process and timeline for formal annual Executive performance evaluation? Does the process include:

- Evaluation of progress toward measurable goals?
- Gathering of benchmarking data?
- Job description review?
- Compliance with IRS guidelines?
- Sharing the full report with the entire Governing Body?

IMPROVE BOARD PERFORMANCE. Does the Governing Body periodically evaluate its own performance? What are three key issues the Governing Body needs to address to improve its performance? Does the Governing Body establish its own learning plan and goals annually? How does it build up its fellowship as a group?

A true partnership between the Governing Body and Executive leaves everyone satisfied, energized and fulfilled, knowing that they have made a meaningful contribution to an important mission.

Aging Services of Georgia is the statewide association of over 150 key not-for-profit and other mission-focused organizations dedicated to providing quality housing, health care, community-based and other related services for older Georgians. The mission of Aging Services of Georgia is to represent and promote the common interests of its members through leadership, advocacy, education and other services in order to enhance each member's ability to serve older Georgians