

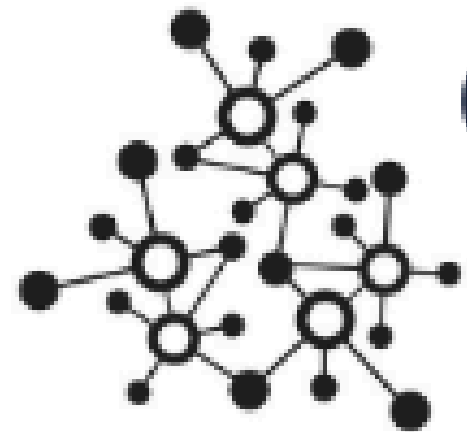
PASO DEL NORTE
COMMUNITY FOUNDATION

REIMAGINE!

May 7, 2025



Dr. Kurt Senske



**CEO-BOARD
SERVICES**

Changing Lives One Organization at a Time



WHAT HAS CHANGED SINCE COVID?

01

Fundraising went from a 80-20 model to 90-10 or 95-5.

02

People less willing to volunteer

03

Increased societal polarization

04

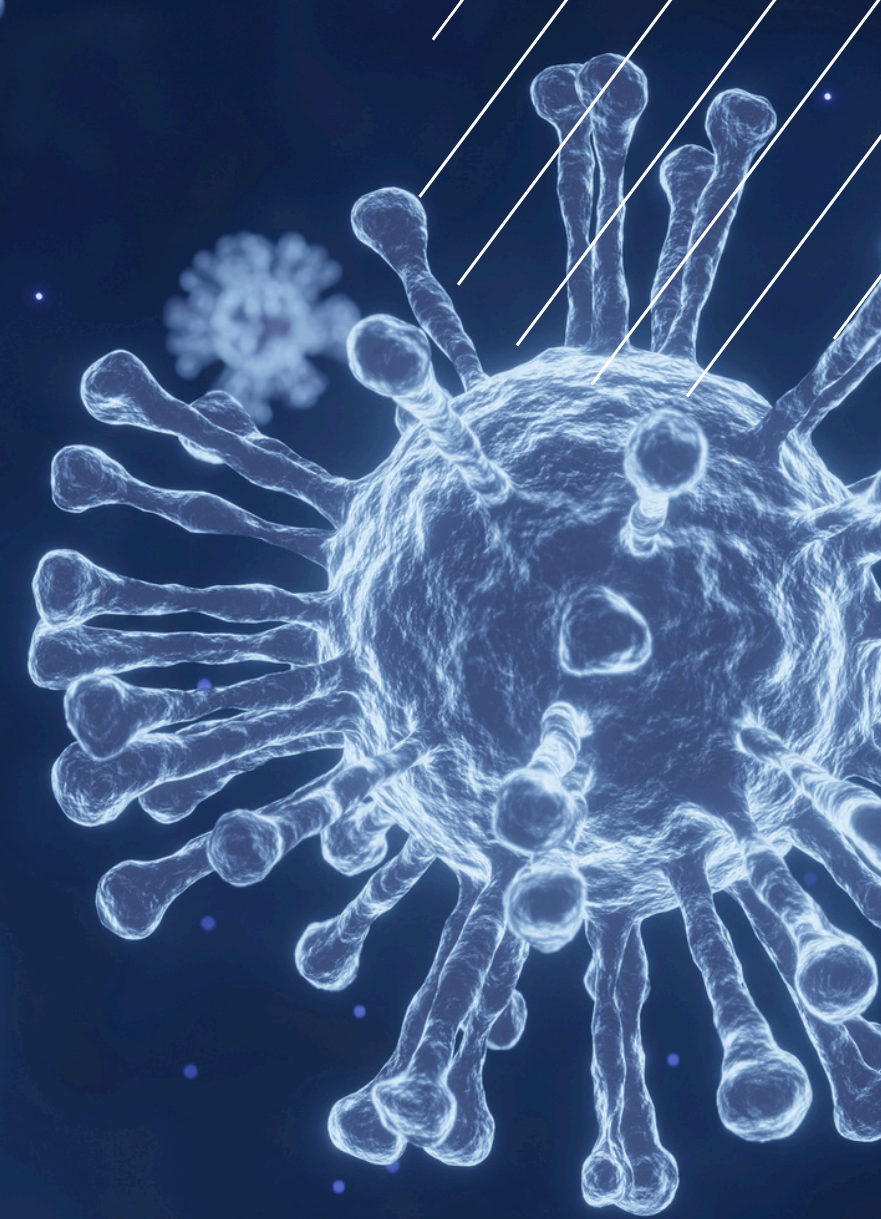
Technology, AI

05

Hybrid work arrangements

06

Differences between generations



WHAT HAS CHANGED SINCE COVID?

07

Increased competition

10

Changes in
government oversight

08

Inflation

11

Compressed margins

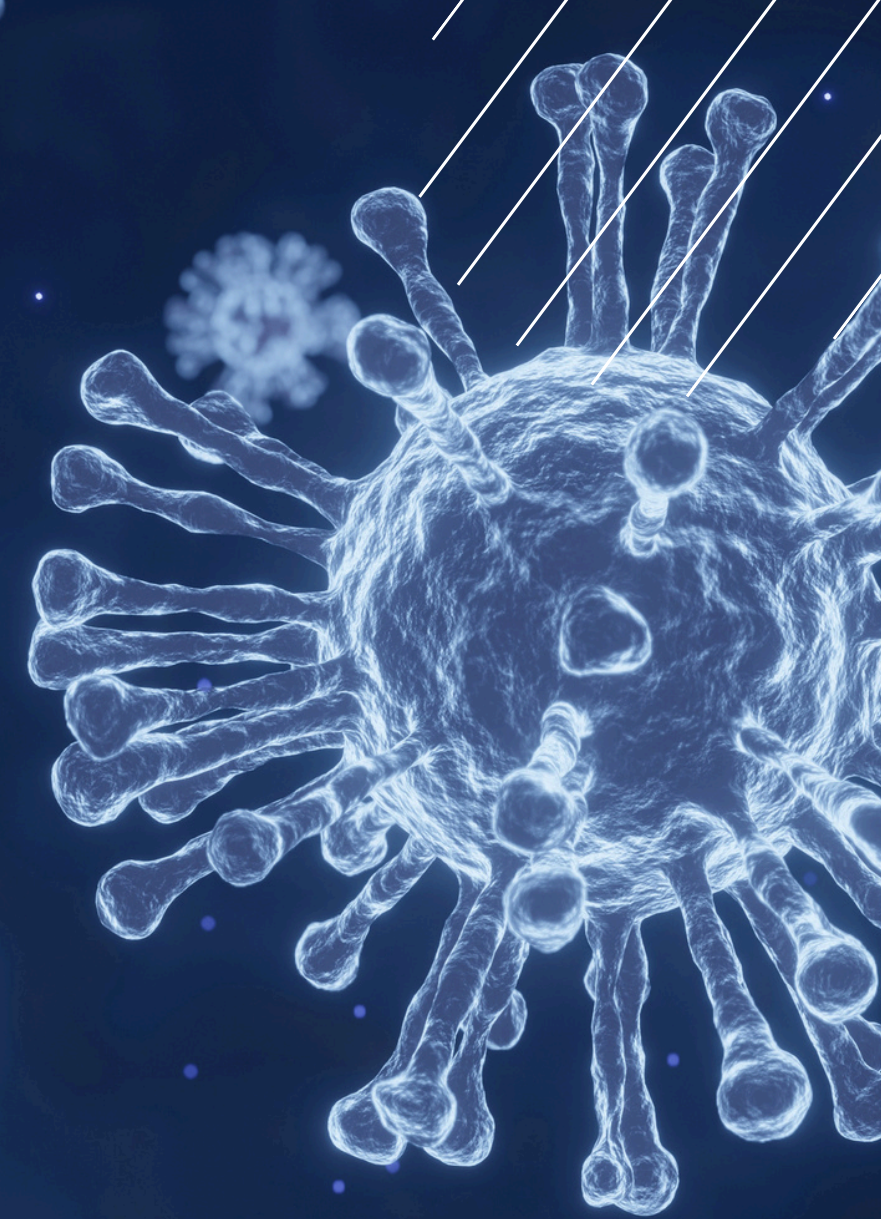
09

Lack of qualified
work force

12

Risk Management

What else?





WHAT HAS CHANGED SINCE JANUARY 2025?

The CEO *and* the BOARD

The Art of Nonprofit Governance
as a Competitive Advantage



KURT SENSKE

**THERE IS ONE THING
THAT ALL BOARDS
HAVE IN
COMMON....THEY DO
NOT FUNCTION."**

-PETER DRUCKER



The Science of Board Governance

- a. Duty of Care**
- b. Duty of Loyalty**
- c. Duty of Obedience**



- **Consultative Model**
- **Equal Rights Model**
- **Rules of Engagement Model**
- **Shared Responsibility Model**
- **The Carver Model**



The Art of Board Governance

**Charting your own desired
destination with your own
unique roadmap**



Effective Board Governance and Executive Director-Board Relationship - Key Predictors of Organizational Success

Standards of Excellence

- **Trust, integrity, intentionality, respect, and openness**
- **A very focused mission and reason for existing**
- **Intentional succession planning**



Standards of Excellence

- **A culture that holds yourself and each other accountable**
- **A diverse group of relevant skill sets, perspectives, and experiences**
- **Each organization is unique**



Issues of Plumbing and People

- **Antiquated bylaws and procedures**
- **Structure of board meetings**
- **Clarity of mission**
- **Raising elephants in the room**
- **Having the right skill sets and life experiences sitting around the table**



The Different Seasons of an Organization's Life



How Has the New Normal Impacted Strategic Planning?



What of this is applicable to your organization?

What is working?

What can be improved?

A Scorecard to know if Your Governance Model Provides You With a Missional Advantage

- **A healthy trusting relationship**
- **An executive director that is comfortable sharing everything with the board**
- **A shared focus of looking strategically into the future**
- **The elephants in the room have been identified and wrestled with**

- **A board with the requisite collective skill sets and is appropriately diverse**
- **Proactive succession planning**
- **A clearly defined, focused strategy**
- **An executive director supported by the board and a board supported by the executive director**

Let's Keep in Touch

www.kurtsenske.com

kurtsenske@gmail.com

512-965-5673