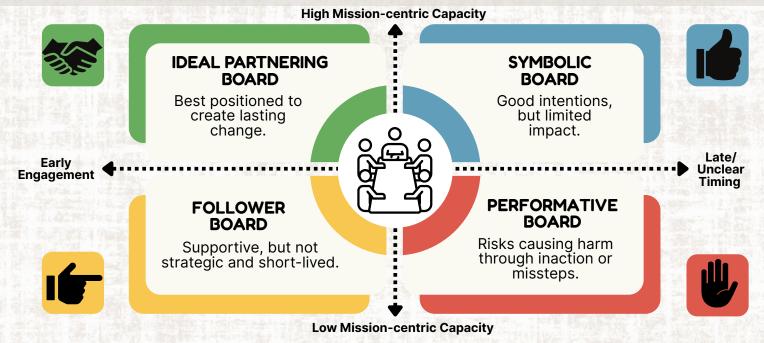
CSIG

WHAT TYPE OF BOARD ARE YOU?

Two Key
Questions:

- 1. Mission-centric Capacity Does your board have the knowledge, skills, and commitment to support Mission-centric work?
- 2. Timing of Partnership Is your board engaging mission partners early enough to make a real difference?



IDEAL PARTNERING BOARD

High Mission-centric Capacity

+ Early Engagement

What it looks like:

- The board understands the institutional mission deeply.
- It builds strong partnerships early—inside and outside the organization.
- It leads or energizes meaningful and ongoing Mission-centric efforts.

FOLLOWER BOARD PERFORMA

Low Mission-centric Capacity + Early Engagement

What it looks like:

- The board joins Mission-centric efforts that others start.
- It may support the work, but doesn't lead it.
- Without a strong mission understanding, involvement may be short-lived.

PERFORMATIVE BOARD

SYMBOLIC BOARD

High Mission-centric Capacity

+ Late or Unclear Timing

The board talks about the institutional

Partnerships are shallow or absent.

mission but misses the moment to act.

Efforts come across as symbolic—more talk

Low Mission-centric Capacity +
Late or Unclear Timing

What it looks like:

What it looks like:

than action.

- The board lacks knowledge and clarity.
- Mission-centric actions are superficial or reactive.
- · No real partnerships or follow-through.

Want to move toward Ideal Partnering?

Start with these steps:

Build Mission-centric capacity through education and dialogue.

Listen to stakeholders early and often. Commit to long-term relationships, not just one-time actions.

These four types of partnerships were adapted from "Observable evidence and partnership possibilities for governing board involvement in diversity, equity, and inclusion: A content analysis" by Morgan, LePeau, & Commodore. These revisions align with the Center's mission of engaging boards in mission-centric governance. (The Center for Strategic and Inclusive Governance, 2025)