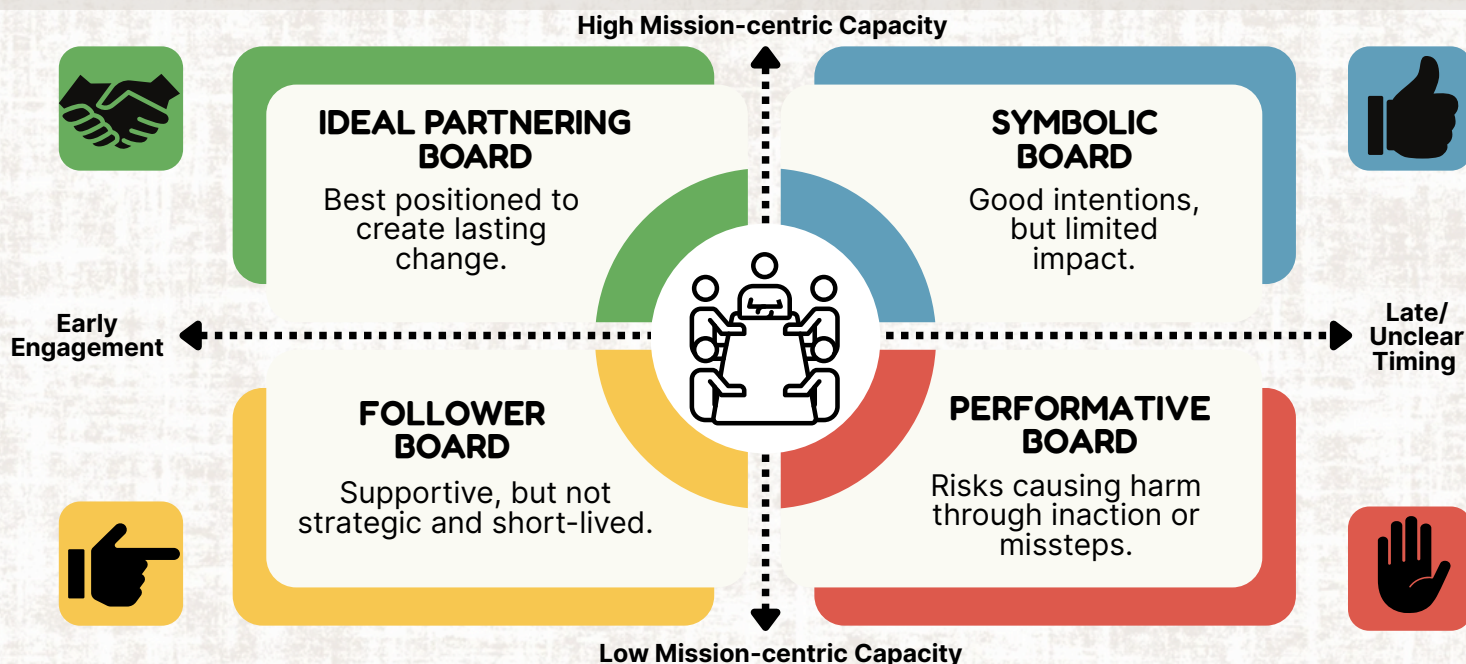


# WHAT TYPE OF BOARD ARE YOU?

## 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.

### SYMBOLIC BOARD

High Mission-centric Capacity  
+ Late or Unclear Timing

#### What it looks like:

- The board talks about the institutional mission but misses the moment to act.
- Efforts come across as symbolic—more talk than action.
- Partnerships are shallow or absent.

### FOLLOWER BOARD

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

Low Mission-centric Capacity +  
Late or Unclear Timing

#### What it looks like:

- 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:

1 **Build Mission-centric capacity** through education and dialogue.

2 **Listen to stakeholders** early and often.

3 **Commit to long-term relationships**, not just one-time actions.