

## Benefits of a Board Development Program

1. Empowers board members to fulfill their calling to service
2. Assists board members to focus on strategic issues, not tactical ones
3. Offers strategies for successful recruitment of key prospective board members
4. Delineates the critical difference between management and governance
5. Provides board member manual with basic documentation
6. Enhances effectiveness of committees
7. Transforms “watchdog” and “fault-finding” mentality into advocacy
8. Improves stewardship giving
9. Utilizes a board “self-assessment” methodology
10. Applies board development theory and methodology according to the teachings of the Orthodox Church
11. Presents useful strategies for assisting the priest to more effectively work with the board chairperson
12. Presents equally useful strategies for assisting the board chairperson to more effectively work with the priest.

## The Services of Stewardship Advocates

Campaign Planning Studies  
Capital Campaigns  
The Sacrament of Stewardship  
Annual Giving and Stewardship  
Special Campaigns  
Major Gifts  
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Endowments  
Board Development  
The Parish Philanthropic Audit  
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The Parish Stewardship Weekend

### Stewardship Advocates

2753 Broadway #153  
New York, NY 10025

212.316.3525 Land  
347.831.1848 Cell

FrScottSA@aol.com

[www.StewardshipAdvocates.org](http://www.StewardshipAdvocates.org)

**“Well done good and faithful servant.”**

## The Board Development Program



**Stewardship Advocates**

*Helping Parishes to Fulfill Their Mission*



Fr. Anthony Scott is a priest of 32 years' experience including 18 years of full-time national and international fund raising experience in the Orthodox milieu. He is professionally trained in all aspects of *nonprofit institutional development*, having completed over 30 courses of study. In the past six years he served 75 Orthodox institutions in all jurisdictions—Metropolises, Dioceses, Parishes, Seminaries, Missions, Schools, Organizations, Humanitarian Agencies, numerous SCOBA-sponsored Charities, Foundations, Trusts, etc.

He is the editor of Good and Faithful Servant: Stewardship in the Orthodox Church, published by SVS Press in 2003. He is the publisher of "Orthodox Philanthropy", an occasional newsletter on best practices of Orthodox parish development and fund raising.

Fr. Anthony holds a bachelor's degree in English Literature from the University of California at Berkeley and a Master of Divinity degree from St. Vladimir's Seminary where he also served as Chief Advancement Officer for 12 years. During that time he directed a \$22 million capital campaign. All told, Fr. Scott has raised \$80-\$90 million in the Church.

He is the author of numerous articles on stewardship, strategic planning, board development, annual giving, etc. The story of his pilgrimage into Orthodoxy was published by Light and Life Press in the book, Journeys to Orthodoxy, ed. Thomas Doulis.



## The Board Development Program

The most important asset of any church institution is a fully developed governing board. Unfortunately, the reverse is also true. An undeveloped board can easily become an adversarial or intrusive one. For a board to be active and effective the priest and the board must understand the theory and methodology of board development. Governing boards constantly evolve and devolve. Therefore, a conscientious, ongoing program of board development is required.

## The Service

- 1) Well before the visit of the consultant, he is mailed all documentation relating to board activity—the roster, the by-laws, minutes for the past year, any planning documents, finance, committee work, etc. The consultant carefully analyzes this material.
- 2) The consultant arrives Friday morning and spends the day personally interviewing the priest and key board members concerning board activity
- 3) Friday evening the full board together with the priest gathers for a self-assessment exercise to identify the strengths, weaknesses, priorities and sense of mission of the board. Board members also assess their own performance as board members.
- 4) The service includes a board member manual with standard documentation pertaining to board service.
- 5) Utilizing the board member manual, Saturday is given to an educational seminar on board development. Issues such as recruitment, fund raising, committee work, accountability, strategic planning and finance are addressed. Strategies and methods are taught to improve upon board performance. A case study of a board in crisis is analyzed and discussed in light of the teaching offered in the seminar

- 6) The consultant returns to his office to write a report summarizing the findings, identifying areas needing attention and offering recommendations on how best to proceed with the board development process.
- 7) For a period of 30 days following the Saturday seminar, the consultant is available for phone, fax and email support to assist with the implementation of the board development process.

## Frequently Asked Questions

Q: What is the cost of the service?

A: The service is offered at a flat rate, plus expenses. Expenses typically include, air travel, accommodations, car rental, meals, printing, etc. Contact Fr. Anthony directly for a written proposal.

Q: How do we convince decision makers in the community that this is necessary?

A: Invite Fr. Anthony to present the service to the leadership of the parish or to a "town hall" meeting of the entire parish. There is no fee or cost for the visit. Fr. Anthony introduces himself, makes a brief PowerPoint presentation, provides referrals if requested and answers questions. It is respectfully requested that the meeting has a single purpose agenda.

Q: What are the responsibilities of the parish?

A: Aggressively recruit all board members to participate in this process. Provide suitable seminar space with projection screen, work tables, gather all relevant information for the consultant to review, Full participation by the parish priest.

Q: When is the best time to undertake this process?

A: When the priest and board chairperson accept the need for a board development process. There is no specific season when this is most effective.