

CARVER'S POLICY GOVERNANCE MODEL

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RCOC Board of Directors Retreat
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Why did RCOC pick the Carver Policy Governance Model?

To maximize the likelihood of success of
RCOC in meeting the goals described in the
Lanternman Act.

How Do You Make Sure That Policy Governance Is Successful?

- Decide on the ENDS to be met
- Tell everyone the *ENDS* to be met
- Make it the Executive Director's (ED) job to meet the ENDS
- Monitor the ED's performance to make sure the job is getting done and the ENDS are being met



What Is the Purpose of a Board of Directors?

To represent and speak for the interests of the owners and to be accountable to such owners for whom the organization works.



The Board's Purpose Is Not To:

- Be a part of staff
- Say okay to anything that management wants
- Closely watch over everything that management does
- Get special things or be treated differently because you are a board member



The “Owners” the Board of Directors Represents Are Not:

- Individual Staff
- Individual Management
- Individual Persons Served
- Individual Board Members
- Individual Vendors



Who Speaks for the Board of Directors?

The “One Voice” principle

- The board as a group, and only as a group, speaks for the board
- The board can only speak when it passes an official motion at a board meeting
- Board decisions can only be changed by the board, not by individual board members

Strategic Initiatives Overview



Figure 1 Reprinted with permission from Mary Easterling, *Stepping Stones to Organisational Effectiveness*.

Review and Summary

- RCOC's Board of Directors adopted the Carver Policy Governance Model 20+ years ago to maximize the likelihood of success of RCOC in meeting the goals described in the Lanterman Act.
- If the *ENDS* are met by the ED, the board's responsibilities to the owners will have been met