



***THE SINGLE MOST IMPORTANT  
INDICATOR OF THE HEALTH OF A  
NONPROFIT***





**JOAN'S TOP 10 SIGNS  
OF A TROUBLED  
CEO-CHAIR RELATIONSHIP**

# NUMBER 10



*CEO believes the Chair's role is to  
"protect" her from the big bad  
board.*

# NUMBER 9



***Chair sees her role as providing cover for the CEO and to 'save' her from the nutty ideas of the board members***

# NUMBER 8



***Board Chair actually wants the  
CEO job***

# NUMBER 7



***CEO does not tell Chair anything meaningful ('don't nobody bring me no bad news')***

# NUMBER 6



*What board chair?*



# NUMBER 5



*Chair sees his role as an old fashioned hierarchical boss  
(key word here is “boss”)*

# NUMBER 4



***Chair has a corporate job and  
doesn't get the important  
distinctions between for-profit  
and nonprofit.***

# NUMBER 3



*No standing meetings*

# NUMBER 2



***CEO creates the board meeting  
agendas and essentially runs  
committee and board meetings***

# JOAN'S #1 SIGN



***Chair had no interest in the job.  
Made the unfortunate mistake  
of hitting the restroom while  
the board voted her in.***





***JOAN'S 5 SIGNS  
YOU HAVE AN AMAZING  
PARTNERSHIP***







# JOAN'S #1 SIGN



***Board Chair and CEO are both  
crazy about the organization***

# SIGN #2



***Board Chair actually wants and understands the job.***

# SIGN #3



*Chair and CEO plan executive  
committee calls **TOGETHER***

# SIGN #4



*Chair and CEO plan board  
meetings **TOGETHER***

# SIGN #5



***Chair and CEO meet weekly.  
Non-negotiable.***









**That  
which  
you love**

**Passion**

**Mission**

**That  
which  
the world  
needs**

**That  
which  
you are  
good at**

**Profession**

**Vocation**

**That which  
you can be  
paid for**

**Purpose**

