

## **The FaithX Project Board Overview**

### **The FaithX Project's Vision & Mission**

The vision and mission of The FaithX Project (known as “FaithX”) is to help congregations and the judicatories that support them survive and thrive in challenging times through data grounded discernment and missional planning.

### **The Roles & Responsibilities of The FaithX Board**

As congregations navigate unprecedented challenges, FaithX brings vitality, sustainability and hope – one community, congregation, and team at a time – through data-driven consulting, training, and coaching.

The FaithX board is a group of visionary leaders who are deeply committed to supporting the organization in helping faith-based communities across the United States not just survive but thrive. Through advocacy, innovation, oversight and strategic collaboration with staff, the board is an essential part of making sure the work of FaithX has a lasting and meaningful impact.

The role of the board is:

#### **1. Commitment to the Mission of FaithX**

- Champion the mission of FaithX to help faith-based communities not just survive but thrive.
- Understand the organizational vision, policies, programs, capabilities, key organizational needs.
- Provide guidance and mentorship to FaithX leadership and staff.

#### **2. Advocacy and Ambassadorship**

- Enhance the organization's public image.
- Represent and promote the mission of FaithX mission in networks and communities.
- Build relationships with donors, stakeholders, and faith-based organizations.
- Help secure resources and partnerships to support sustainability of FaithX.
- Actively participate in events and leverage personal connections to advance the mission.

#### **3. Strategic Oversight**

- Collaborate on the development of strategy and in the review and approval of strategic plans.
- Provide feedback to strengthen initiatives and align them with the mission and goals of FaithX.

Monitor programs and efforts for effectiveness.

#### **4. Financial Stewardship**

- Review and approve budgets, ensuring fiscal transparency and accountability.
- Provide guidance and oversight on the development strategy and on the allocation of donated funds to align with the mission and priorities of FaithX.

#### **5. Innovation and Problem-Solving**

- Contribute ideas to develop new products, services, or market opportunities.
- Support innovative approaches to increasing the impact of FaithX.

#### **6. Governance and Accountability**

- Participate in board meetings and engage in decision-making.
- Ensure compliance with legal and ethical standards.
- Assist in the hiring of auditors, accountants, and other professional services as necessary.
- Monitor organizational performance and alignment with strategic goals.
- Select, support, and evaluate the performance of the chief executive.

#### **7. Maintain a competent board**

- Engage in opportunities for personal and collective development to enhance the board's effectiveness.
- Identify, vet, and select qualified board candidates; clearly define prerequisites for board service; and ensure new members are properly oriented to the organization's mission, vision, and responsibilities.
- Evaluate their own performance as the governing board of the organization, no less frequently than every 3 years.

## FaithX Board Member Commitments

In addition to supporting the overall role of the board, individual board members are expected to support the work of FaithX through:

### 1. Participation

- Attend at least 5 of the 6 scheduled board meetings annually (each meeting is 2 hours) and attempt to attend any in-person gatherings (expected once every year or every 2 years).
- Serve on or lead at least one board committee or working group
- Prepare for and actively participate in board meetings, committee meetings, and working groups when attending.
- Dedicate time, personal skills, expertise and connections outside of meetings to advance the board's goals and responsibilities as well as the mission of FaithX.
- If unable to meet responsibilities, make alternative arrangements with the board president, take a leave of absence, or resign as appropriate.

### 2. Financial & Resource Contributions

- Make a meaningful financial contribution and/or donate professional services to support the organization's work at least annually.
- Help secure additional financial resources and partnerships to ensure sustainability for FaithX.

### 3. Support for Organizational Culture and Community

- Respect and value the voices and lived experiences of all who participate in the work of the board and the organization.
- Foster a collaborative, inclusive, and mission-driven-grounded culture among board members and staff.
- Act as a trusted advisor, offering diverse perspectives and challenging assumptions to strengthen decision-making.
- Engage in opportunities for personal and collective development to enhance their effectiveness as a visionary board member.
- Be willing to think outside the box and present innovative ideas to the staff and board... even knowing some of the ideas may not come to fruition.

### 4. Work Ethically and in Good Faith

- Work in good faith with fellow board members and staff to achieve the mission and goals of FaithX.
- Adhere to the Conflict of Interest Agreement and Code of Ethics Agreement.
- Recuse oneself from voting on decisions where a conflict of interest exists

## FaithX Board Structure

### Recommended Structure at a Glance

1. **Executive Committee:** Chair, Vice Chair, Treasurer, Secretary (4 members).
2. **Full Board:** Meets regularly to oversee strategic direction, approve budgets, and monitor progress (target 9 board members).
3. **Standing Committees:** Advocacy, Finance, Governance, Strategy (each with 2–3 board members).
4. **Staff Liaisons:** Support committees and provide operational updates.
5. **Optional Advisory Panel (to be added later):** Composed of non-voting members who provide expertise, connections, or insights in specific areas and who can be tapped for input on key initiatives without needing to attend all board meetings.

### Standing Committees or Working Groups

Each board member serves on or leads at least one committee or working group based on their expertise. Standing committees or working groups would have 2 or 3 board members in each group. Proposed standing committees include:

1. **Advocacy and Ambassadorship Committee**
  - **Focus:** Promoting the mission of FaithX and expanding its network of stakeholders.
  - **Responsibilities:** Build relationships with donors, stakeholders, and faith-based organizations; enhance the organization's public image.
2. **Finance and Development Committee**
  - **Focus:** Financial oversight and resource development.
  - **Responsibilities:** Review budgets, oversee fundraising efforts, oversee disbursement of scholarship or raised funding, and identify opportunities and develop strategies for accessing new revenue streams.
3. **Governance and Accountability Committee**
  - **Focus:** Ensuring effective governance and compliance with legal and ethical standards.
  - **Responsibilities:** Monitor board performance, evaluate the executive director, and review policies and governance documents.
4. **Strategy and Innovation Committee**
  - **Focus:** Monitoring existing efforts for effectiveness, brainstorming new products, services, or market opportunities to enhance impact.
  - **Responsibilities:** Support existing data-driven grounded consulting efforts and explore innovative approaches to serving congregations.
5. **Advocacy and Ambassadorship Committee**
  - **Focus:** Promoting the mission of FaithX and expanding its network of stakeholders.
  - **Responsibilities:** Build relationships with donors, stakeholders, and faith-based organizations; enhance the organization's public image.

#### 6. Finance and Development Committee

- **Focus:** Financial oversight and resource development.
- **Responsibilities:** Review budgets, oversee fundraising efforts, oversee disbursement of scholarship or raised funding, and identify opportunities and develop strategies for accessing new revenue streams.

#### 7. Governance and Accountability Committee

- **Focus:** Ensuring effective governance and compliance with legal and ethical standards.
- **Responsibilities:** Monitor board performance, evaluate the executive director, and review policies and governance documents.

#### 8. Strategy and Innovation Committee

- **Focus:** Monitoring existing efforts for effectiveness, brainstorming new products, services, or market opportunities to enhance impact.
- **Responsibilities:** Support existing data-driven-grounded consulting efforts and explore innovative approaches to serving congregations.