

## GUARDING AGAINST INSTITUTIONAL MISSION DRIFT



### AN EXCELLENT BOARD ...



#### EMBRACES

*Embraces the value proposition of the institution, its mission & culture*



#### CREATES

*Creates and maintains a steward board culture*



#### UNDERSTANDS

*Understands and exercises steward board authority*



#### ENSURES

*Ensures the sustainability of the institution via strategic thinking and planning*



#### PRACTICES

*Practices strategic board development and evaluation*

We are in an unprecedented season of threats to the sacred mission of scripture-anchored institutions. Boards must identify threats to the Mission and develop proactive policies and practices to ensure the integrity of the college's missional promises.

### Questions for Discussion

1. When financial challenges arise, there may be opportunities to begin new revenue generating programs that are inconsistent with the Mission of the school. What criteria should the board apply in determining those that fit and those that do not?
2. Leadership transitions are inevitable, and experience has shown this is a time when institutions may be vulnerable to mission drift through subtle changes in values and distinctives. How can the board ensure senior leaders are committed to the mission and held accountable?
3. What are the greatest threats of mission drift for your institution today?
4. What must be done to respond to these threats to your mission?
5. How can you better communicate the heritage and values of your institution through programs, architecture, orientation, signage, etc.?

For additional research: *Mission Drift: The Unspoken Crisis Facing Leaders, Charities, and Churches* by Peter Greer.