



Big Idea, Inc. Governance Principles

Source: Tim Shaw, Empower/Excel, Inc.
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Big Idea, Inc. will insure accountability and sustainability through:

1. **Long-Range Strategic Planning**
2. **Sound Board-Driven Policy**
3. **Volunteer Committee Oversight**
4. **Written Policies and Procedures**
5. **Qualified, Professional Staff Management**

Our mission statement is WHAT we do. Our Governance Principles articulate a definitive statement about HOW we do it, now and into the future. This is the key to building a sustainable organization.

These principles never change.

Big Idea, Inc. will insure accountability and sustainability through:

1. **Long-Range Strategic Planning**
Achieved through strategic 3-year plans; the organization will never function outside the confines of a long-range plan
2. **Sound Board-Driven Policy**
This clearly defines the role of the Board of Directors and establishes them as a policy-making body primarily concerned with the big issues facing the organization
3. **Volunteer Committee Oversight**
In order for the Board to set sound policy, the opinions of experts must be considered; this also provides a “back bench” for Board leadership development and constant assessment of the effectiveness of programs, operations and activities
4. **Written Policies and Procedures**
As approved by the Board of Directors and developed by the committees and staff, this insures that knowledge does not walk out the door with people and makes the organization sustainable and mission-oriented, rather than personality-oriented
5. **Qualified, Professional Staff Management**
We are committed to generating, implementing and sustaining big ideas and we can't rely solely on volunteers. We must allocate the resources necessary to bring in dynamic staff leadership

Empower/Excel, Inc. was formed by Tim Shaw in October 2007 to provide consulting services to nonprofit and public organizations. Empower/Excel is committed to helping these organizations realize their full potential by developing processes to capture, assess, implement and sustain “Big Ideas” and ultimately become sustainable, prosperous and effective organizations.