



**A strong relationship between the CEO and the Board is critical to optimizing the impact of each and ensuring the overall success of the nonprofit in executing its mission. A foundational element for a positive relationship is clarity and alignment on the mission.**

### **Trust between the leaders must be purposely built.**

*Are the CEO/Executive Director and the Board President/Chair having regular, meaningful interactions outside of the board room?*

*Have the CEO/Executive Director and the Board President/Chair had the opportunity to get to know each other personally and professionally?*

### **Communication is critical.**

*Have the CEO/Executive Director and the Board President/Chair taken any assessments to better understand each other's communication style and preferences?*

*Have the CEO/Executive Director and the Board President/Chair established clear expectations for communication timing and preferred methods (text, email, phone call, etc.)?*

### **Each leader must actively demonstrate their engagement.**

*Are the CEO/Executive Director and the Board President/Chair actively and jointly engaged in strategic direction and decision-making efforts?*

### **The leaders should openly exhibit mutual respect.**

*Do the CEO/Executive Director and the Board President/Chair display healthy communication in front of the board of directors and staff team?*