

Resource 6.5 Tips – The benefits of having governance policies

GROUP OF PEOPLE	Benefits of having governance policies
Members/service recipients	<ul style="list-style-type: none"> • Know what to expect from the leaders in their organisation. • Know how to hold their leaders accountable for decisions and behaviour. • Know what standard of services and support they can expect from the organisation. • Know how to handle any concerns or complaints they may have. • Know what the organisation’s approach is to cultural values, customs and processes, and where these fit with its functions and goals. • Know what their own responsibilities are to the organisation.
Staff	<ul style="list-style-type: none"> • Have a set of collective goals and a vision to work towards. • Have clearly identified roles and boundaries—and know what their responsibilities are to the members. • Know what is expected of them. • Know what they can expect from their governing body. • Can rely on the policies to say ‘no’ when asked to do something that is outside policy (e.g. that may involve a conflict of interest).
Management	<ul style="list-style-type: none"> • Have a clear strategic direction to implement for the organisation. • Have an agreed framework for managing the organisation. • Have a clear set of powers and limits under which they can work. • Have some protection when challenged by community members about issues that are beyond their control. • Have some protection when individual members of the governing body make requests that are outside the policy.
Governing board members	<ul style="list-style-type: none"> • Have a way of collectively setting and communicating the values, vision and purpose of the organisation. • Know what is expected of them in their roles and responsibilities, and their behaviour. • Have some protection when individual board members do something that is outside the agreed policy. • Have a buffer against CEOs/managers who try to take over their governance roles, create new policies, or divide the governing body for their own purposes. • Have a way of backing each other up when challenged by community members to do things or provide resources that go against their policy decisions.
Other community members and organisations	<ul style="list-style-type: none"> • Know where the organisation stands and where other groups may link in.
Funders and potential investors	<ul style="list-style-type: none"> • Can see whether (or how) a funding, investment or development proposal fits in with the organisation’s vision and values. • Have confidence that the organisation can undertake the project for which

	it is seeking funding.
The organisation	<ul style="list-style-type: none"> • Has a shared purpose and collective sense of where it is heading. • Can present itself and its goals clearly. • Can clearly show its approach to accountability. • Improves its credibility and legitimacy with its members and stakeholders. • Has a firm foundation for building an internal culture that promotes and respects good governance. • Reduces its risks and vulnerability to rapid transitions. • Can contribute to the strengthening of cultural values, customs and relationships.

——Adapted and extended from: Community Net Aotearoa