

Your Chapter's Glass Ceiling **...an Open Letter to Boards and Executive Directors**

Your YFC chapter has a glass ceiling. It has a ceiling on how large your vision can be, on how high your spiritual commitment will be, on how large your major gifts will be, and how deep your fellowship will be. The term “glass ceiling” refers to invisible limiters in an organization. No one is declaring the limits, but the reality is that the glass ceiling is rarely broken and is indeed a genuine limiter.

Your chapter's ultimate glass ceiling exists in your board room. The next time you sit in board meeting and look around the room realize that the board will ultimately be the chapter's biggest asset or biggest limiter. You may find glass ceilings in your financial books, in your staff development, or at your ministry sites, but the board is granddaddy of all ceilings.

You will receive few gifts larger than the largest gifts your board gives. If cynicism reins in the boardroom, it will rein across the chapter. If board members are not motivated by the love of God, it will be hard to motivate your staff by God's love. If your board would rather play it safe with decisions than have a vision of reaching your community – playing it safe will be the norm for your chapter.

Developing your board is the only way to raise that glass ceiling. You develop your board in these basic ways.

First, weed out those whose influence is a threat to a healthy ministry. We often see inactive or even antagonistic board members as a once-a-month nuisance – they are lowering the ceiling for your chapter and are positively harmful.

Invest in your board members. Just because someone has obtained a significant status in the community does not mean that there is not places for them to grow and develop. Pray for them, love them, and invest in them.

Third, recruit with the goal of raising the glass ceiling. Never settle for filling a vacant seat or giving someone a sense of purpose. Serve the mission by raising the ceiling of what you can do in your community to reach lost kids.

Create a healthy culture in the boardroom. Honest dialog about the mission should take place in an atmosphere designed to bring the best out of all board members.

Do not hesitate to let the whole board know that they are the ceiling of how deep your ministry will go and how far it will reach. Let them rise to the occasion of raising the glass ceiling by ramping up their own commitments to the mission and their own walk with Christ.