

Questions to Ask Your Church or NPO Leadership

Purpose: We believe that honest, transparent dialogue is the foundation of strong leadership and a healthy organization. This document has been created to empower you with thoughtful, challenging questions—designed to spark meaningful conversations with your leadership. By downloading and using this resource, you take an active role in holding leaders accountable, shaping future direction, and ensuring that your voice is heard. Let's ask the tough questions that lead to real answers and lasting change.

Strategy: Print this PDF out and schedule a meeting with institutional leadership. Prepare by selecting the questions that are most relevant to your situation.

Financial Transparency & Stewardship

1. **Can you provide the most recent Form 990(NPO), Profit & Loss statement, and Balance Sheet for review?**
 2. **What percentage of gross revenue goes directly to programs vs. overhead (admin, salaries, fundraising)?**
 3. **What is the rationale behind your current expense allocations (salaries, facilities, marketing, etc.)?**
 4. **What is the total compensation (salaries, allowances, and benefits) for top leadership?**
 5. **Do any members of your leadership team ever fly private at the organization's expense?**
 6. **Does the organization bulk-purchase books, merchandise, or courses authored by leaders? If so, how is this justified financially and ethically?**
 7. **Does your organization spend any funds on lobbying or political activity? If yes, how much and for what purpose?**
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Perks & Benefits

8. **Does your organization provide car allowances or vehicles for members of the leadership team?**
 9. **Are staff expenses for off-site conferences covered by the institution? What is the criteria for attendance and budgeting?**
 10. **Do any members of the leadership team receive additional benefits (housing allowance, private security, luxury accommodations, car allowance, clothing allowance, etc.)?**
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Accountability & Internal Controls

11. Does your organization require staff, volunteers, or board members to sign non-disclosure agreements (NDAs) and/or non-competes? Why?
 12. Are there publicly available procedures for reporting abuse or misconduct? How are complaints handled?
 13. Have third-party audits been conducted in the past 3 years? Are the reports available to the public or members?
 14. Are background checks conducted for all board members, staff, and volunteers who work with vulnerable populations?
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Governance & Leadership Ethics

15. Are multiple family members of your organization's leadership team employed or compensated by the organization? If yes, how is conflict of interest managed?
 16. Is there disclosure of any outside business dealings between leadership and congregants or donors?
 17. How is your board of directors selected, and how do they maintain independence from the staff leadership?
 18. Are any leadership decisions made without board oversight or financial transparency?
 19. Does leadership use institutional time for personal projects (i.e. paid speaking engagements, book tours, industry consulting services, etc.) where leadership gets paid directly for these services outside of their compensation from said institution?
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Structure, Subsidiaries, and Accountability

20. Does your organization have any parent entities or subsidiaries (such as auxiliaries, conventions, or associations)? Are they financially and legally distinct?
 21. Can you provide details about your organizational structure and how funds are allocated across entities?
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Mission Impact & Program Details

22. Is there an annual impact study or program effectiveness report available?
23. Can you provide specific, measurable outcomes from your programs (i.e., how lives are being changed)?
24. How is your institution living out Christ directives in Matthew 25:31-46.

25. How much of the budget is spent on direct community benefit vs. operational costs?
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Final Questions for Clarity

26. What steps does the organization take to ensure financial integrity and prevent fraud or mismanagement?
27. How can members or donors raise concerns or request information transparently, without fear of retaliation?