

Board of Directors Self-Evaluation Survey

Thank you for completing this confidential Board survey.

An annual self-evaluation is a best practice of effective nonprofit Boards of Directors, allowing Board members to identify strengths and areas of opportunity for improvement. For this reason, we hope that you will dedicate just 10 minutes to complete this short survey, the results of which will be shared in a report to the Board.

The survey results will be collected and analyzed by an independent third party. Your responses are confidential, so please be candid.

To begin the survey, click "Next" below. Thank you!

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PERFORMANCE

1. Mission and Vision

	Strongly disagree	Disagree	Agree	Strongly agree	Unable to judge
The mission statement clearly articulates who our organization is, why we exist, and what we do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our mission drives the organization's strategies and policies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board uses metrics drawn from the mission to assess our organization's performance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

2. Partnership with the Staff

	Strongly disagree	Disagree	Agree	Strongly agree	Unable to judge
The Board conducts a fair and objective review of the Executive Director's performance on an annual basis.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board ensures that the Executive Director has the authority to make operational decisions for the organization (e.g. hiring and managing staff, managing day-to-day operations).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board members refrain from attempting to direct the work of staff.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

3. Fiscal oversight and responsibility

	Strongly disagree	Disagree	Agree	Strongly agree	Unable to judge
100% of Board members contribute financially to the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board ensures that the organization has the infrastructure it needs to meet goals (e.g. adequate staffing and facilities).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board sets priorities and monitors progress against financial goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board ensures adequate risk management.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

4. How can the Board improve in the above areas?

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EFFECTIVENESS

5. Effective nonprofit Boards draw on best practices to work effectively. Please rate the performance of our Board in these essential areas:

	Strongly disagree	Disagree	Agree	Strongly agree	Unable to judge
The size of the Board is appropriate.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board's composition reflects the diversity of background, expertise, and other resources needed by the organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board has effective processes for identifying, cultivating, and integrating new Board members.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The right leaders are in place as Board chair and committee chairs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board has appropriate committees with clear charters.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Expectations of Board members are clearly defined and communicated.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Board receives the appropriate materials from the staff in advance of meetings.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board meetings focus on key strategic issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board and committee meetings are run efficiently and effectively (e.g. start and end on time and ensure all voices are heard).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Board members are provided with many opportunities to participate in board work that connects them to the mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

6. How can the Board and the executive team improve in the above areas?

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OTHER QUESTIONS

7. What are this organization's greatest strengths? (Consider all areas: staff, governance, programs, facilities, funding, operations, communications, collaborative relationships, etc.)

8. What are this organization's greatest opportunities/needs/challenges? (Again, consider all areas: staff, governance, programs, facilities, funding, operations, communications, collaborative relationships, etc.)

9. How many years have you served on this Board of Directors?

- 1 year or less
- 2-3 years
- 4 -5 years
- 6-9 years
- 10 years or longer

10. On how many other nonprofit boards do you serve, in addition to this one?

- No other boards
- 1 other board
- 2 other boards
- 3 or more other boards

11. What skills and expertise do you bring to the Board? (check any that apply)

- Marketing and communications
- Fundraising
- Legal
- Finance
- Governance and organization
- Program
- Human resources
- Facilities
- Board development
- Partnership strategy

Other (please specify)

12. Where does this organization rank among the charitable causes you support?

- It's my #1 charitable interest.
- It's in the top three on the list of causes I support.
- It's on my list, but not a priority.
- It is not one of my charitable interests.

Please share additional thoughts, if appropriate.

13. Please share anything that the organization might do better or differently to support you in serving as a member of the Board.

14. Please comment on the frequency, length and location of board meetings.

	Agree	Disagree
The Board meets too often.	<input type="radio"/>	<input type="radio"/>
The Board doesn't meet often enough.	<input type="radio"/>	<input type="radio"/>
The Board meets with just the right frequency.	<input type="radio"/>	<input type="radio"/>
The location of our Board meetings is convenient for me.	<input type="radio"/>	<input type="radio"/>
Our Board meetings are too long.	<input type="radio"/>	<input type="radio"/>
Our Board meetings are too short.	<input type="radio"/>	<input type="radio"/>
The length/duration of our Board meetings is just right.	<input type="radio"/>	<input type="radio"/>

Other comments about Board meetintgs?

15. What other feedback and suggestions would you like to share?

* 16. The results of this survey will be analyzed by Sterling Associates. The information you have shared will remain entirely confidential. We are requesting your name only to keep track of participation, and your individual responses will not be attributed to you.

Your name:

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Thank You!

Thank you for your valuable input and reflections on the Board of Directors. We look forward to

sharing the results with you.