

Board Self-Evaluation Survey

Survey Results

Date

Overview

- ▶ Purpose: To assist us in defining next steps to enhance board and organization performance
- ▶ Completed by # Board Members
- ▶ Rating:
 - ▶ Current Board Performance
 - ▶ Near-Term Importance/Significance
 - ▶ Individual Board member Energy & Engagement
- ▶ Focused on 9 Key Areas of Board Responsibility
- ▶ Explored Board size, structure, and operations

Highlights of Survey Results

▶ Energy and Excitement

- ▶ New revenue streams
- ▶ Financial stability
- ▶ Commitment to mission

▶ Perceived Strengths

- ▶ Collaborative board spirit
- ▶ Financial oversight
- ▶ Board member engagement
- ▶ Financial stability

Highlights of Survey Results, cont.

- ▶ **Perceived Priorities**
 - ▶ Clarifying Mission/Vision
 - ▶ Resolving Key Issues
 - ▶ Developing Financial Resources
 - ▶ Building Reputation
 - ▶ Assessing our Impact

Other Areas to Discuss/Explore

▶ Organization

- ▶ Defining resources/priority of expansion
- ▶ Board member role/expectations around fund raising for global expansion, if any

▶ Board

- ▶ Board composition
- ▶ Recruiting/Orientation processes
- ▶ Working relationship with CEO
- ▶ Developing board leaders
- ▶ Clarifying role of board members as “strategically leading a global organization” versus “speaking for their country/region”.

Recent Accomplishments

- ▶ Hiring and transitioning in a new CEO
- ▶ Recommendation for a comprehensive IT assessment
- ▶ Filling expired Board membership with new Board members.
- ▶ Continuing to provide a high level of service in a competitive cost environment.
- ▶ United Way review

Near-term Opportunities

- ▶ Expanding services to younger population
- ▶ Making the community more aware of the organization and the good things that it does.
- ▶ Selling of building and developing strategies for new facility
- ▶ Longer term strategic planning.
- ▶ More jobs available in all industries than there are individuals to fill them.
- ▶ Additional growth in our consulting area

Near-term Challenges

- ▶ Creating and communicating a value proposition for the next generation of members
- ▶ Becoming a "cutting-edge" organization in use of technology
- ▶ Moving from a building to a virtual structure. Begin to have staff work from their homes
- ▶ Tight labor market means increasing wages and higher turnover
- ▶ Competition in the marketplace.
- ▶ State changes to funding streams.
- ▶ Changing regulatory environment



Other Survey Comments – pg 1 of 5

Board Tone

- ▶ 2 – 3 bullet points

Board Composition/Size

- ▶ 2 – 3 bullet points

Other Survey Comments – pg 2 of 5

Measuring/Assessing Performance

- ▶ 2 – 3 bullet points

Social Time/Connection

- ▶ 2 – 3 bullet points

Other Survey Comments – pg 3 of 5

Board Committees/Structure

- ▶ 2 – 3 bullet points

Board Meetings

- ▶ 2 – 3 bullet points

Other Survey Comments – pg 4 of 5

Governance Level Work

- ▶ 2 – 3 bullet points

Leadership Development/Training

- ▶ 2 – 3 bullet points

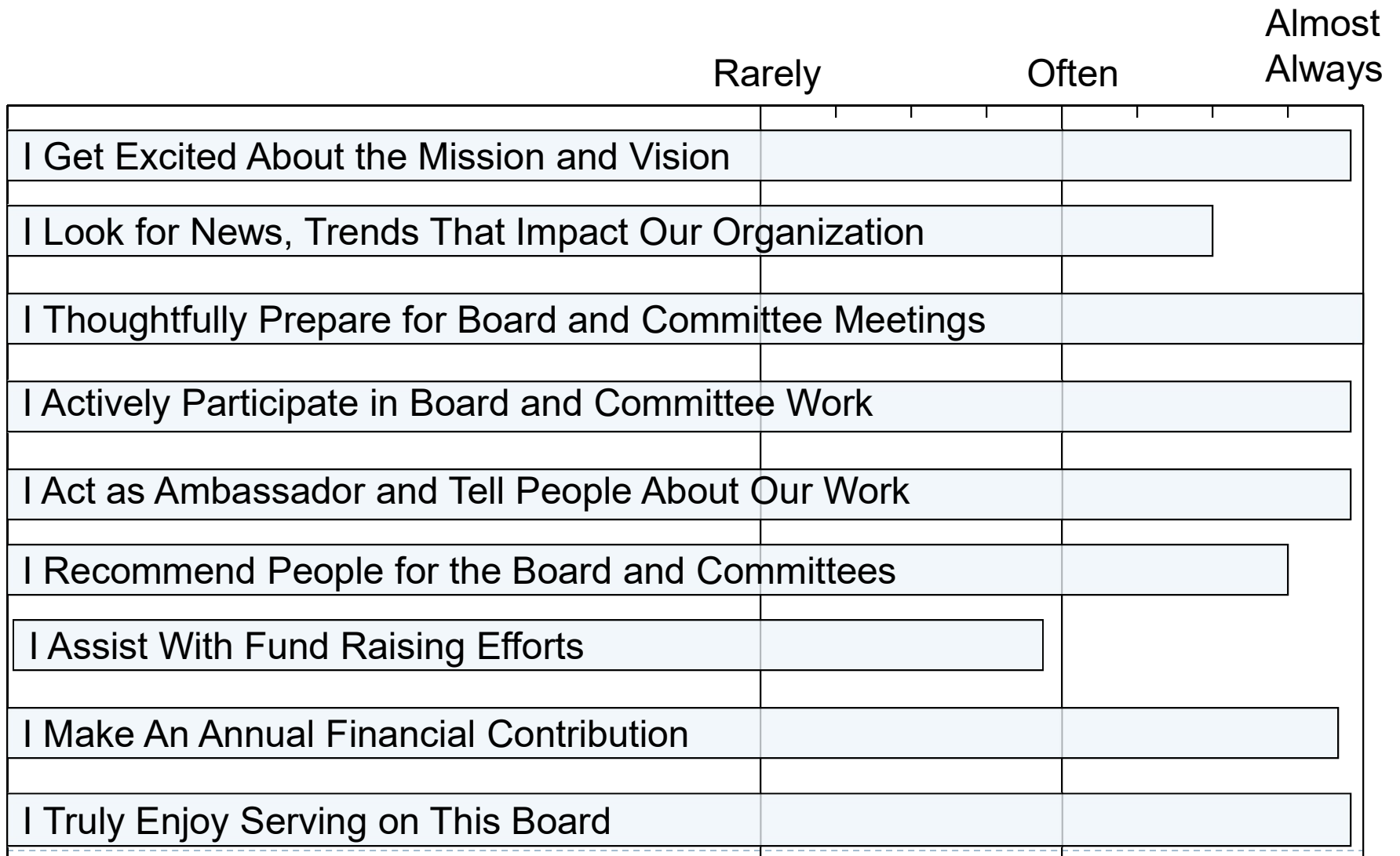
Other Survey Comments – pg 5 of 5

Financial

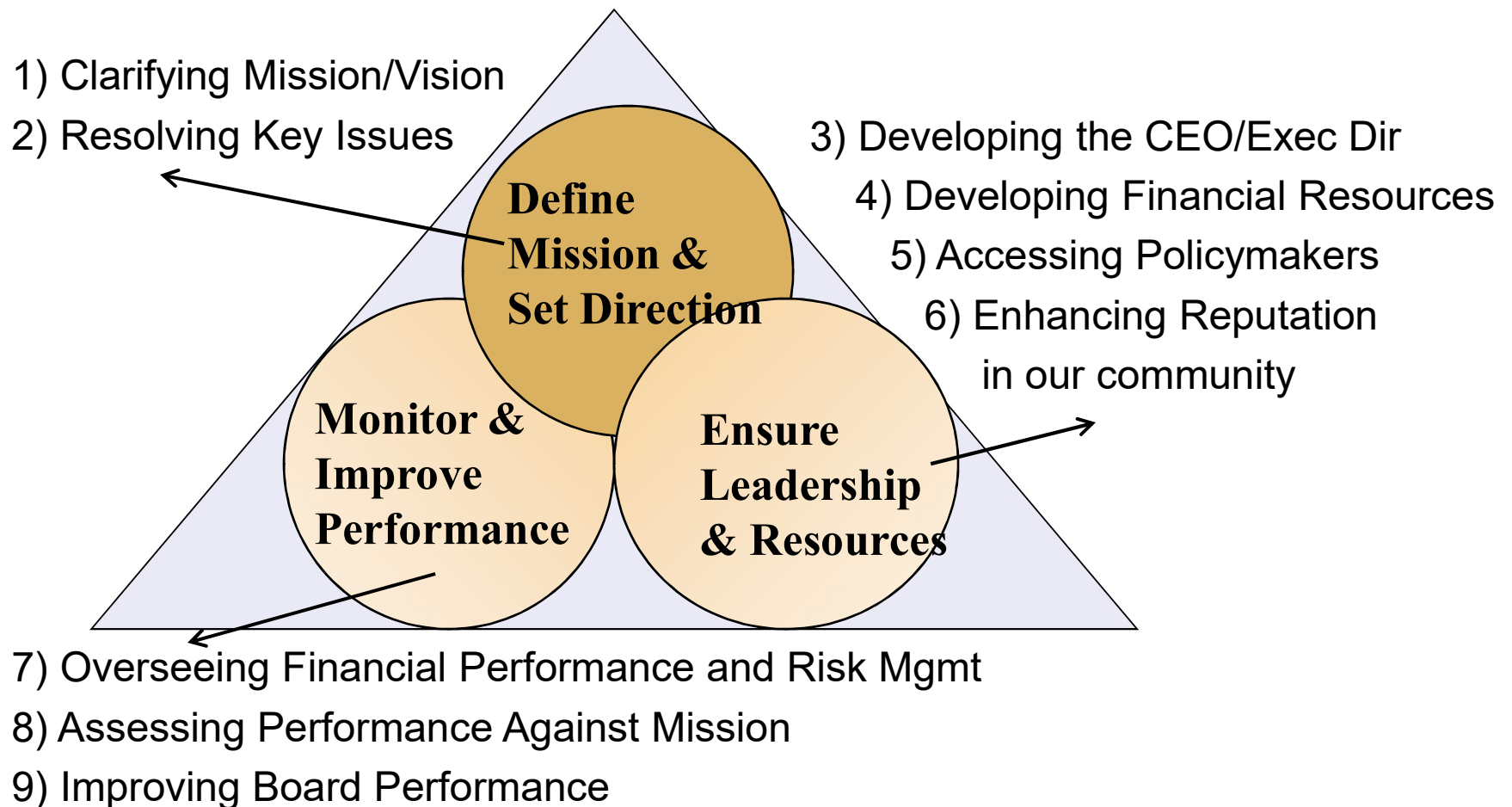
- ▶ 2 – 3 bullet points

How Excited Are We to Be Involved?

Individual Board Member Perspectives



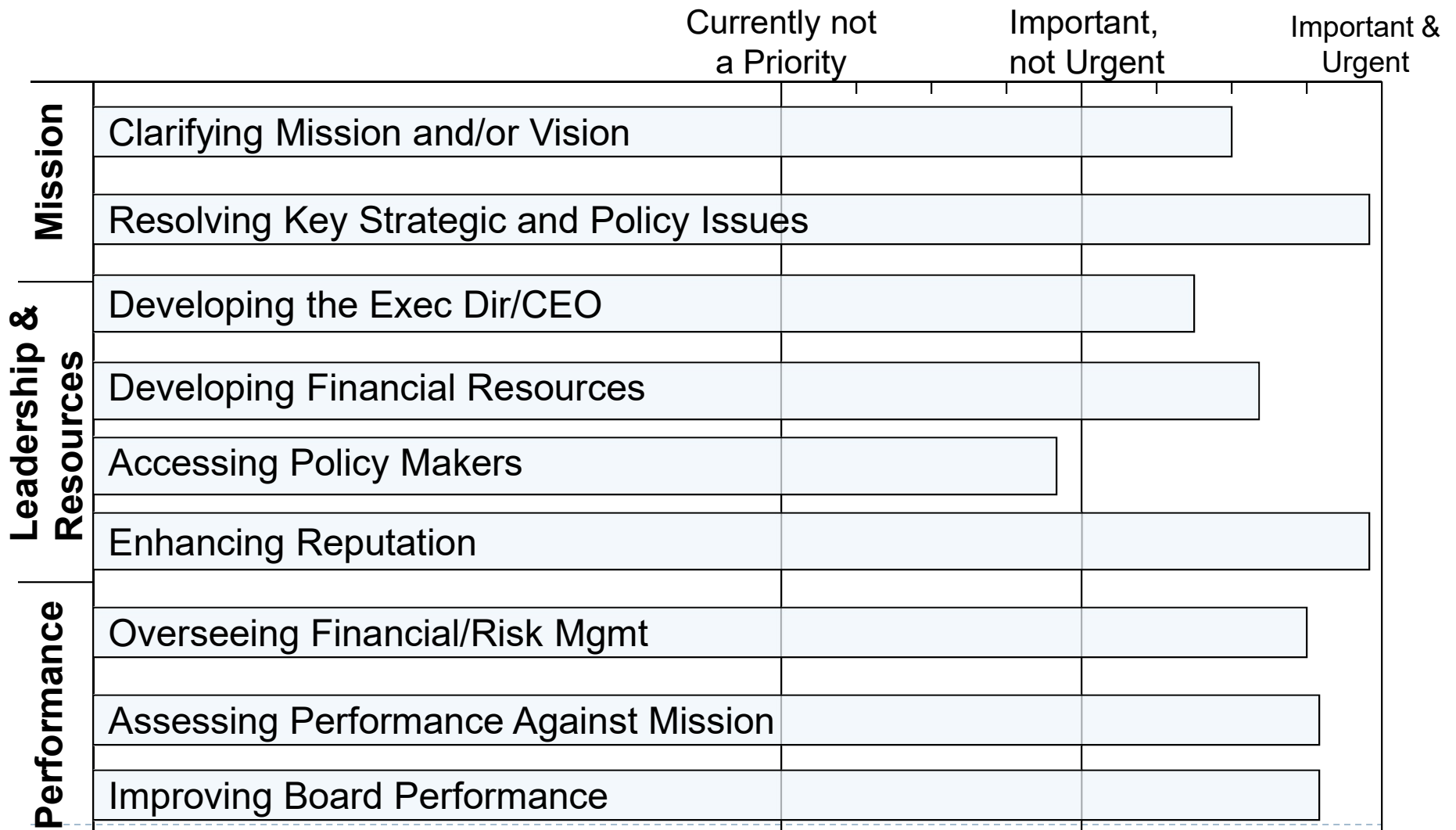
How Does an Effective Not-for-Profit Board Work?



Over the Past Year, How Well Has the Board Performed?



Where Should Board Energy Be Focused in the Next 1-2 years?



Recruiting and Development

Our Board has effective processes for:

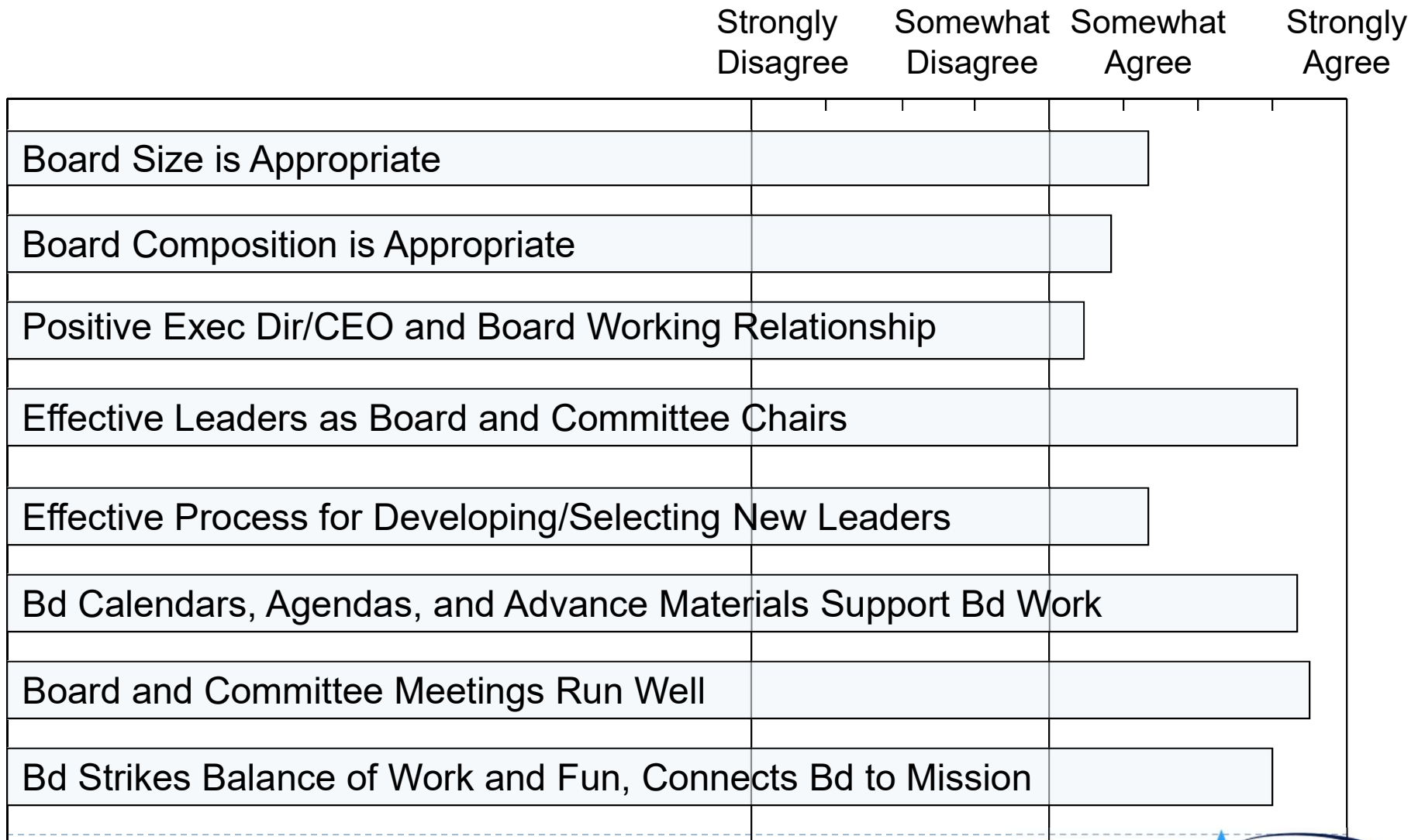
	Excellent	Good	Acceptable	Needs Improvement
Identifying and Recruiting	50%	40%	0%	0%
Orienting and Engaging	40%	50%	0%	10%
Recruiting and Developing New Board Leaders	30%	40%	10%	20%

Board Committees

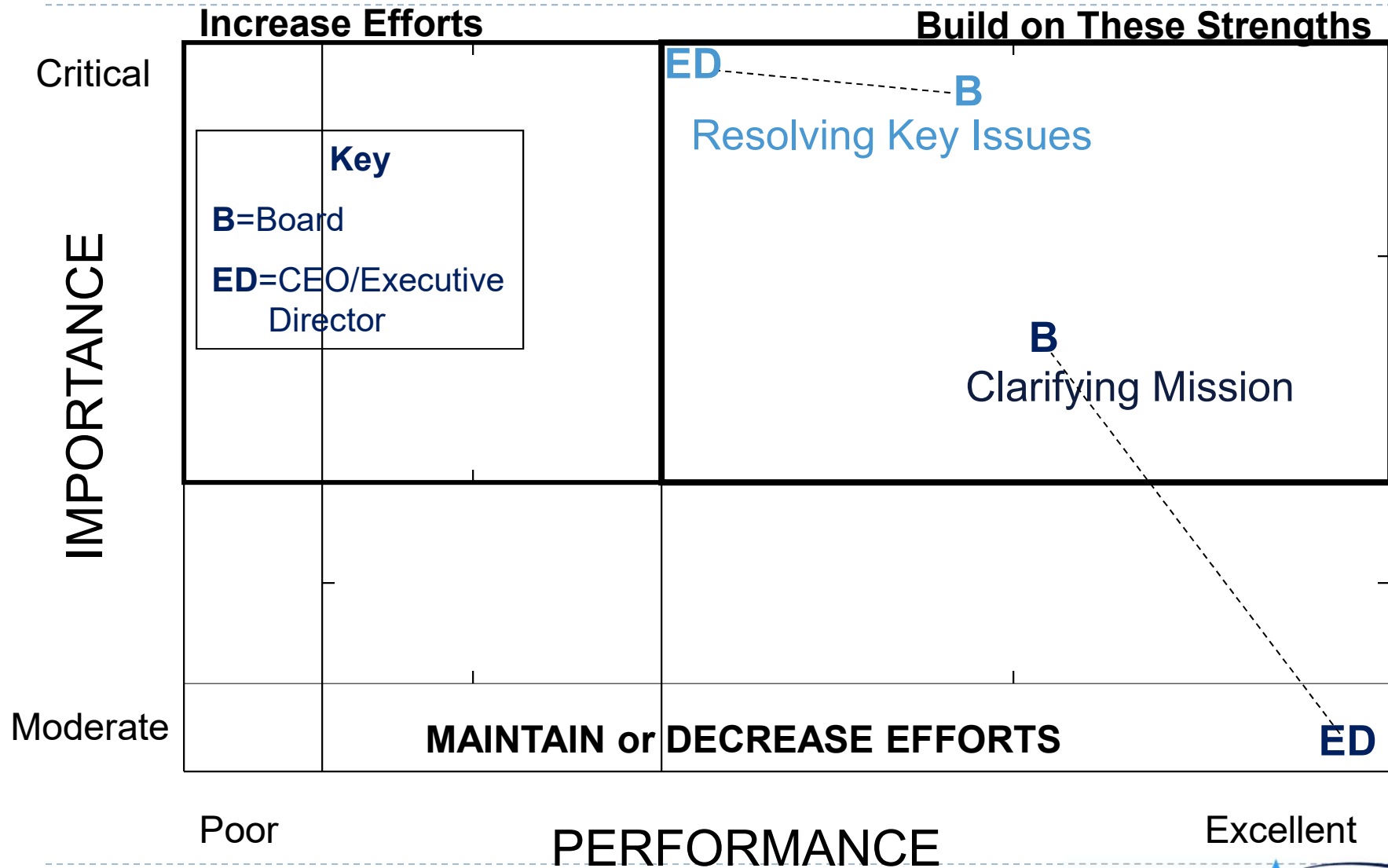
Briefly rate each committee's overall contribution over the past 12-18 months:

Committee	Exceptional	Good	Limited	Unclear Purpose
Executive	60%	40%	0%	0%
Finance	80%	20%	0%	0%

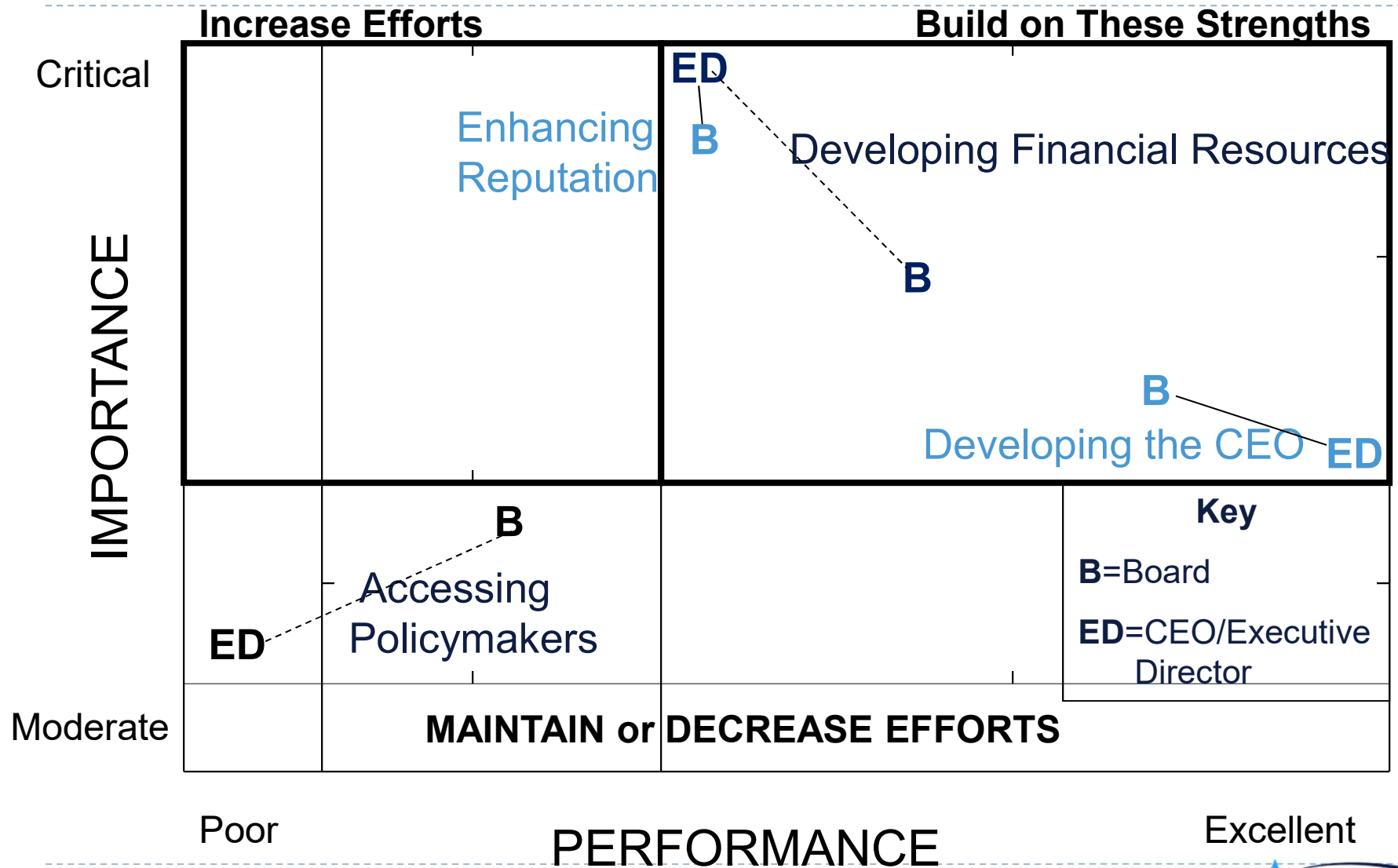
Board Structure & Operations



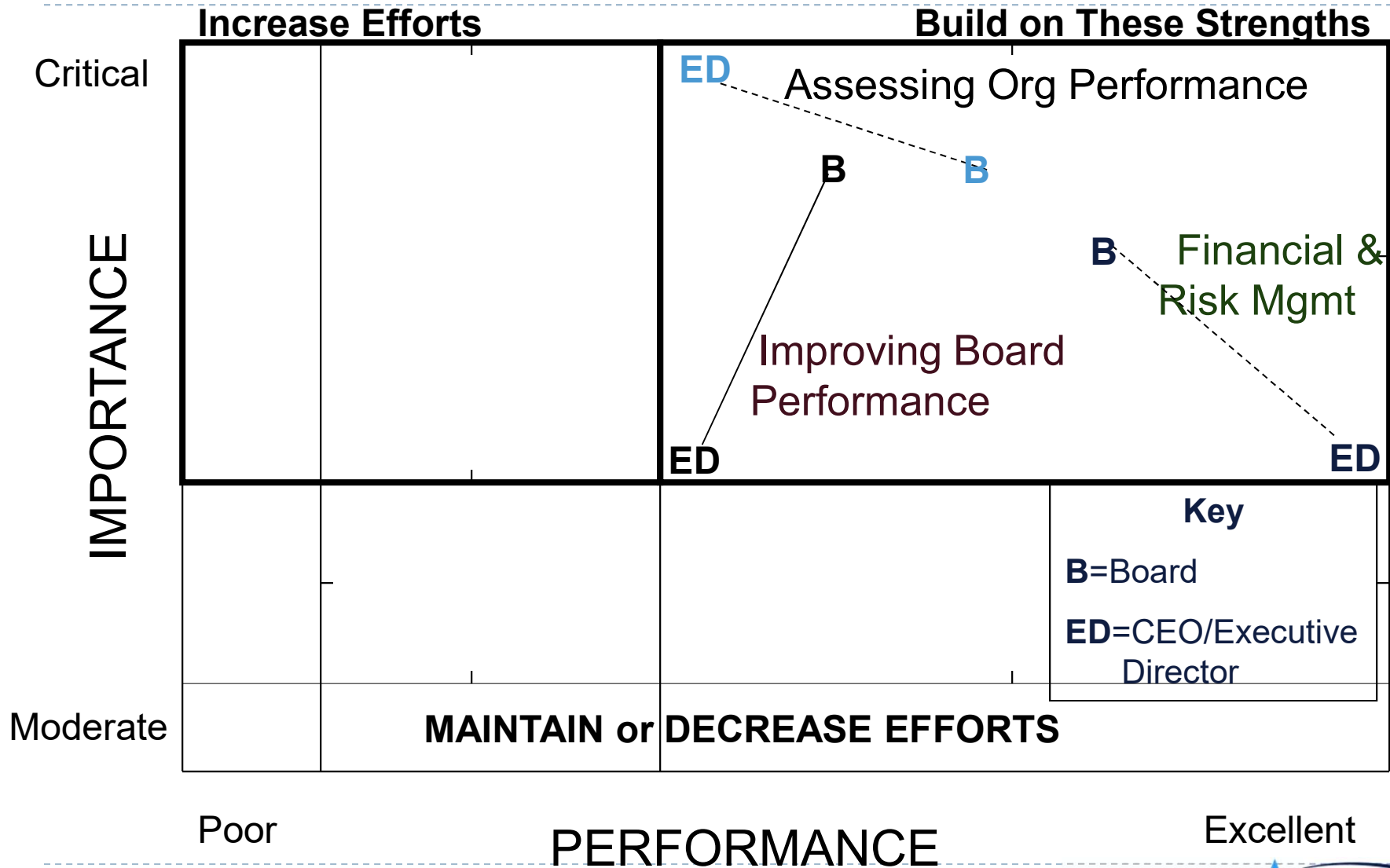
Clarifying Mission and Direction



Leadership and Resources



Monitor & Improve Performance



Discussion - Next Steps

- ▶ What stood out? What surprised you?
- ▶ Identify 2-3 (total) Issues/Areas from:
 - ▶ Areas of Responsibility
 - ▶ Supporting Factors
 - ▶ Individual Board Member Participation
- ▶ Next Steps?
- ▶ Who Initiates?