

EVALUATING YOUR PERFORMANCE AS A NONPROFIT BOARD

About the Evaluation Survey

While every board can benefit from an honest evaluation, how to conduct that process is an organization-by-organization decision. You might seek a reflective place for a formal one- or two-day retreat – perhaps at a conference center if yours is a major institution, or for smaller groups your director’s kitchen table or cozy back porch may be all you need. Then too, you might use one of your regular board meetings for the exercise, identifying one or two directors to guide the discussion. Whatever the method, formal or informal, brief or extended, responding candidly to the statements on the following pages will be worthwhile. On those issues where you “Strongly Agree,” little action will be needed. You’ve laid a solid foundation. But take note of those areas where you “Disagree” or “Strongly Disagree.” Here is precisely where this survey will prove most illuminating and where you stand to strengthen your organization most markedly.

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Please respond to each of the following statements (these are the same ones appearing at the end of each chapter).

Take time to think and reflect on your practice. *Candid* responses will be the most helpful to your organization.

- 1) Our board has articulated a vision and mission that are important today.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 2) Our board has defined concrete results for the community change we will hold ourselves accountable for.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 3) Our board regularly conducts/reviews research to gain a better understanding of our community and its needs.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 4) Our board has clearly articulated the values that guide our decisions and actions.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 5) Our board regularly considers the effects outside changes could have on the Organization.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 6) Our board regularly discusses how to create breakthroughs.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 7) Our board is able to measure whether our organization is having a significant impact on the community.

Strongly agree Agree Disagree Strongly disagree

8) Our board has identified the tangible and intangible assets of our organization that need to be protected or grown.

Strongly agree Agree Disagree Strongly disagree

9) I would feel confident letting my mother make a significant gift to our organization.

Strongly agree Agree Disagree Strongly disagree

10) I am confident we have the right CEO for our organization.

Strongly agree Agree Disagree Strongly disagree

11) Our board has clearly stated its expectations of the CEO and regularly discusses with him or her how well those expectations are being met.

Strongly agree Agree Disagree Strongly disagree

12) Our board delivers on its promises to the CEO.

Strongly agree Agree Disagree Strongly disagree

13) Our board has a productive and harmonious relationship with the staff.

Strongly agree Agree Disagree Strongly disagree

14) I understand and can verify our organization's financial condition.

Strongly agree Agree Disagree Strongly disagree

15) Our board has prepared for the organization's current and long-term financial stability.

Strongly agree Agree Disagree Strongly disagree

16) I am confident that our financial reports to the public are accurate and complete.

Strongly agree Agree Disagree Strongly disagree

17) Our board verifies that the information we receive is accurate and that board mandates are carried out.

Strongly agree Agree Disagree Strongly disagree

18) Our board can demonstrate that our assets (tangible and intangible) are protected from fraud, abuse, or negligence.

Strongly agree Agree Disagree Strongly disagree

19) Our board has sufficient controls in place to prevent director or staff self-dealing or conflicts of interest.

Strongly agree Agree Disagree Strongly disagree

20) I feel a great sense of reward serving on this board.

Strongly agree Agree Disagree Strongly disagree

21) Our board nominates only those directors who meet carefully considered qualifications.

Strongly agree Agree Disagree Strongly disagree

22) Our education and training programs prepare us to contribute meaningfully.

Strongly agree Agree Disagree Strongly disagree

- 23) Our board carefully observes the rules and procedures described in the bylaws.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 24) Our board creates policies that guide future board and staff decisions.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 25) Directors focus on board matters and do not inappropriately interfere in staff work.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 26) Board committees advance the work of the board.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 27) Policies and substantive decisions are carefully considered and made by the full board, except in cases of extreme emergency.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 28) Board meetings focus on substantive issues that are critical for directors to discuss.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 29) I am confident that all board members make a personally meaningful financial contribution.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 30) Our board has decided which fundraising responsibilities, if any, we will hold ourselves accountable for.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 31) The board conducts a thorough evaluation of its own performance at least once-a-year.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 32) The board has a functioning committee responsible for evaluating and improving board performance.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 33) Directors feel appreciated for their service to the board.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree
- 34) I have the courage to act for the good of the organization, above all else.
__ Strongly agree __ Agree __ Disagree __ Strongly disagree

From: **How Are We Doing? A 1-Hour Guide to Evaluating Your Performance as a Nonprofit Board**, by Gayle L. Gifford, 2005, Emerson & Church Publishers