**Sample Board Assessment**

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| **1. Determining Mission and Direction** | **Strongly Disagree** | **Somewhat**  **disagree** | | **Somewhat**  **agree** | | **Totally**  **agree** | **I don't**  **know** |
| The organization has a clear and meaningful mission or purpose statement. |  |  | |  | |  |  |
| Board members understand and are committed to the mission. |  |  | |  | |  |  |
| Board decisions are based on and support the mission. |  |  | |  | |  |  |
| Board members actively participate in strategic planning and ongoing strategic thinking. |  |  | |  | |  |  |
| Volunteers, staff and clients/participants participate in the planning process. |  |  | |  | |  |  |
| The organization utilizes explicit measures of progress toward identified outcomes. |  |  | |  | |  |  |
| Our core strategic approaches and objectives are realistic given our human and financial resources. |  |  | |  | |  |  |
| There is a healthy balance between  respect for the group's historical legacy and willingness to embrace change. |  |  | |  | |  |  |
| **2. Maintaining A Productive and Engaging Board Culture** |  |  | |  | |  |  |
| The work of the board is clearly laid out. |  |  | |  | |  |  |
| There are universally accepted, high expectations for board participation. |  |  | |  | |  |  |
| Board members receive enough information to work effectively. |  |  | |  | |  |  |
| Board meetings are characterized by substantive discussions, respectful debate and informed decision-making. |  |  | |  | |  |  |
| The Executive Director welcomes board involvement in appropriate matters. |  |  | |  | |  |  |
| The Board Chair encourages board member engagement. |  |  | |  | |  |  |
| The accomplishments of long-term board members are recognized and acknowledged. |  |  |  | |  | |  |
| **3. Ensuring The Present and Future Health of the Board: Recruitment Through Retirement** |  |  |  | |  | |  |
| An effective process is in place and used to determine board recruitment priorities based on the work of the board. |  |  |  | |  | |  |
| Board composition reflects the expertise, diversity of background and access to resources needed by the organization. |  |  |  | |  | |  |
| Clear expectations are set forth during the recruiting process. |  |  |  | |  | |  |
|  | **Strongly Disagree** | **Somewhat**  **disagree** | **Somewhat**  **agree** | | **Totally**  **agree** | | **I don't**  **know** |
| There is a specific focus on leadership development for new board members, including orientation, training and partnering with more seasoned board members. |  |  |  | |  | |  |
| Past leaders allow new leaders to lead. |  |  |  | |  | |  |
| Board members are placed in leadership positions after a reasonable amount of board service, and are supported in fulfilling their leadership responsibilities. |  |  |  | |  | |  |
| A clear succession plan for board officers and committee chairs is in place and used. |  |  |  | |  | |  |
| The board has an effective process to determine if it is meeting its own goals. |  |  |  | |  | |  |
| An effective process is in place to  assess each board member's  success in meeting Board Member  Expectations. |  |  |  | |  | |  |
| **4. Managing the Work of the Board** |  |  |  | |  | |  |
| There is a regular process to determine the priority work of the board. |  |  |  | |  | |  |
| Work assignments to committees are specific and clear. |  |  |  | |  | |  |
| Board agendas ensure time for the board to engage in discussions on policy and strategic matters. |  |  |  | |  | |  |
| **5. Ensuring Adequate Resources** |  |  |  | |  | |  |
| All board member’ organizations participate meaningfully in ORHQN programs. |  |  |  | |  | |  |
| Board members actively participate in efforts to build ORHQN membership & expand financial sustainability of ORHQN. |  |  |  | |  | |  |
| The organization has a detailed annual Financial Sustainability plan that encompasses a wide variety of fundraising activities. |  |  |  | |  | |  |
| The Board is actively engaged in establishing the Strategic Development Plan. |  |  |  | |  | |  |
| **6. Ensuring Financial Integrity** |  |  |  | |  | |  |
| The organization has adopted financial management policies and control procedures. The board plays an active role in developing the budget. |  |  |  | |  | |  |
| The board receives regular budget-to-actual reports. |  |  |  | |  | |  |
| Monthly financial statements compare actual operating revenues and expenses to the organization's approved budget of revenues and expenses. |  |  |  | |  | |  |
|  | **Strongly Disagree** | **Somewhat**  **disagree** | **Somewhat**  **agree** | | **Totally**  **agree** | | **I don't**  **know** |
| Monthly financial reports facilitate monitoring development activities in relation to budget and stage of development. |  |  |  | |  | |  |
| Board members are knowledgeable and confident enough to ask meaningful questions about finances and financial management. |  |  |  | |  | |  |
| An annual review is conducted by a professional selected by the Board. |  |  |  | |  | |  |
| The board reviews the financial review report and has an opportunity to ask questions about the findings. |  |  |  | |  | |  |
| The organization has procedures which make certain that the organization property is insured adequately during all stages of development. |  |  |  | |  | |  |
| **7. Personnel Management** |  |  |  | |  | |  |
| The board regularly reviews the compensation of the Executive Director based on industry standards. |  |  |  | |  | |  |
| The job description for the Executive Director description is up-to-date. |  |  |  | |  | |  |
| The organization has written job descriptions for all other paid positions and key volunteers. |  |  |  | |  | |  |
| The organization has written personnel policies and procedures, reviewed and updated as appropriate to maintain compliance with legal requirements. |  |  |  | |  | |  |
| A copy of the personnel policies is available for review by all employees. |  |  |  | |  | |  |
| The Board conducts an annual evaluation of the Executive Director. |  |  |  | |  | |  |
| An employee evaluation process is in place and used. |  |  |  | |  | |  |
| The respective roles of board and staff are discussed openly. |  |  |  | |  | |  |
| **8. Personal Experience for Board members** |  |  |  | |  | |  |
| I feel positive about being on the board. |  |  |  | |  | |  |
| I have a clear idea of my role on the board, the impact I can have and what is expected of me. |  |  |  | |  | |  |

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| **9. I am satisfied with my personal performance in meeting responsibilities in the following areas:** | **Dissatisfied** | **Somewhat**  **dissatisfied** | **Somewhat**  **satisfied** | **Satisfied** |  |
| Attendance at board meetings. |  |  |  |  |  |
| Preparing for board meetings. |  |  |  |  |  |
| Contributing to the effectiveness  of board meetings. |  |  |  |  |  |
| Tracking the progress of programs. |  |  |  |  |  |
| Providing financial oversight. |  |  |  |  |  |
| Providing guidance on organizational strategy and directions. |  |  |  |  |  |
| Establishing board priorities. |  |  |  |  |  |
| Productive work on a committee/task force. |  |  |  |  |  |
| Making a personally meaningful financial contribution. |  |  |  |  |  |
| Providing access to financial resources. |  |  |  |  |  |
| Serving as an effective ambassador. |  |  |  |  |  |
| Comments | | | | | |