



Board Governance Assessment

Board Chairs Academy a Program of:



Assessing Governance in Your Organization

For each of the basic governance (board of directors) responsibilities listed below, rate your levels of satisfaction with the success of you board in its performance of due diligence.

Circle the appropriate number and add a comment in the space provided.

4 = Successful and the board should continue its current path

3 = Somewhat successful and the board should seek ways to improve its performance

2 = Somewhat unsuccessful and the board should look at its performance to significantly improve

1 = Unsuccessful and the board should focus on analyzing and redirecting to improve performance

NR = No Response as there are circumstances or a lack of information needed to fairly evaluate

WE KNOW WHY WE ARE HERE

How successful has your board been at ...

- ✓ **Stating the purpose of the organization (mission) as a collective pursuit towards a tangible stated community outcome** or benefit?

<i>Successful</i>		<i>Unsuccessful</i>		
4	3	2	1	N/R

- ✓ **Affirming a set of published human values and organizational convictions** that drive the decision-making and accountability of the organization as well as forms the statements and asks that are made in the organization and to the community?

4	3	2	1	N/R
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- ✓ **Assuring all board members are familiar with the current declaration of intention** (mission) and can effectively communicate the purpose statement to others easily?

4	3	2	1	N/R
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- ✓ **Reviewing the purpose statement periodically to assure that it is a contemporary reflection of need** and an assurance to everyone that the organization remains in step with the evolution of the community?

4	3	2	1	N/R
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COMMENTS: _____

WE ARE COMMITTED TO PERFORMING THE JOBS OF GOVERNANCE

How successful has your board been at ...

- ✓ **Supporting the Chief Executive**, including providing an annual performance review based on mutually agreed measurements and leadership goals, on-going monitoring, and clear delineations of management and governance roles and expectations.

<i>Successful</i>		<i>Unsuccessful</i>		
4	3	2	1	N/R

- ✓ **Acting as advocates who visibly “Stand Up for The Cause” on behalf of the people and values of the organization in public ways**; delivering key messages in the community and in social media about what the organization believes, its determination to make a difference, and how to get involved.

4	3	2	1	N/R
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- ✓ **Reviewing and approving essential organizational policies on an annual basis** that assure the organization operates with safeguards and protocols in critical functional areas such as Program, Finance, Human Resources, Fundraising and Charitable Contributions, Use of Technology and Leadership Succession.

4	3	2	1	N/R
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- ✓ **Assuring adequate community-focused planning** is taking place for the long-term and short-term viability of the organization, including strategic planning and annual operations planning.

4	3	2	1	N/R
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- ✓ **Participating in developing community resources** by approving an annual plan for raising charitable resources, participating in personal giving to the organization in an organized board campaign and personally inviting and thanking others for their gifts.

4	3	2	1	N/R
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- ✓ **Identifying and monitoring key indicators of organizational success** using a dashboard approach tracking the key service outcomes and measurements of the organization's activities and culture including a functional, equitable and pleasant work environment for all.

4	3	2	1	N/R
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- ✓ **Providing adequate financial oversight** making sure that the assets of the organizations are protected and there has been adequate due diligence in helping to guarantee a resilient organization to the community.

4	3	2	1	N/R
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COMMENTS:

WE HOLD OURSELVES ACCOUNTABLE

How successful has your board been at ...

- ✓ **Approving and monitoring an annual board workplan** identifying the expectations of the board and board members in fulfilling their roles in operating and strategic plans on an annual basis.

<i>Successful</i>		<i>Unsuccessful</i>		
4	3	2	1	N/R

- ✓ **Assessing board performance with an annual board evaluation** that assures governance is being monitored and board members have a voice in shaping and carrying out their board roles and responsibilities.

4	3	2	1	N/R
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- ✓ **Assuring an accountable and inclusive board experience** that invites many voices during decision-making, safeguards against conflict of interest, makes sure information is accessible, calls out harmful bias, and follows a board conflict resolution process.

4	3	2	1	N/R
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- ✓ **Implementing an annual board development strategy** created by a team or committee of the board that assures there is a calendar of planned activities that train, invite conversation and planning, and interaction with employees, other volunteers, and people served by the organization.

4	3	2	1	N/R
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COMMENTS: _____

WE CELEBRATE THE DIVERSITY OF THE ORGANIZATION & THE COMMUNITY

How successful has your board been at

- ✓ **Adopting and closely following an Equity Statement** that makes a public declaration of the organization's commitment to cultivate and honor diversity with provisions for its enforcement.

4	3	2	1	N/R
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- ✓ **Making Diversity, Inclusion, Equity and Access a Board and Organizational Priority** that demonstrates intentionality towards achieving a diverse board and workforce, achieving fair market value for positions, identifying ways to make board, staff and consumer engagement accessible, and publishing a succession plan aimed at cultivating the next generation of leadership for board and staff positions.

4	3	2	1	N/R
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COMMENTS: _____



YOUR OVERALL EVALUATION OF THE SUCCESS OF THE BOARD:

What Changes Would You Make to Your Worksheet?

Our Board Governance Grid for 2022

What Our Board “MUST DO” In Its Performance of Governance in 2022			
What Our Board “SHOULD DO” additionally in its Performance of Governance in 2022			
What Our Board Should “STOP DOING” With Regard to Governance in 2022			

