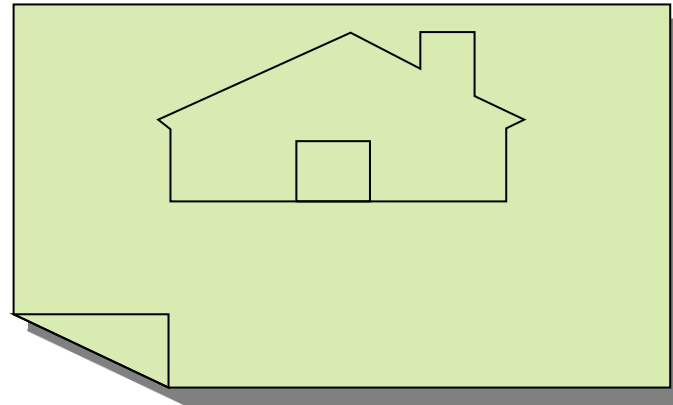


**ABC
Community
Center**



**Board Self-Evaluation Survey
Survey Results
November 2011**

Overview

- Purpose: To assist us in defining next steps to enhance board and organization performance
- Completed by 13 Board Members
- Board Members Rated:
 - 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
 - Experienced, tenured bd members
- Perceived Strengths
 - Assessing Org Performance, Developing Resources, Developing CEO/Exec Dir
- Perceived Priorities for Development
 - Clarify role in Developing resources, Board Composition, Identifying new Bd Members, Developing Bd leaders
- Other Areas to Discuss/Explore
 - ED vs Bd perceptions on Mission, Resolving Key Issues, Assessing Organization Performance, Length of Board meetings

Recent Accomplishments

- Streamlining committee structure
- Transition to new CEO
- New summer event/fund raiser
- Increased job placements
- Increased board member engagement
- Collaboration with XYZ
- Financial solvency and growth in a slow economy
- New Youth Center

Near-term Opportunities

- Expanding government grants
- Reaching into surrounding neighborhoods
- Leverage networks of new, and long-time, board members
- Explore seniors programming options
- Leverage New Youth Center in our community
- Recruiting new partners into our building
- Building more relationships with local businesses as both employers and donors

Near-term Challenges

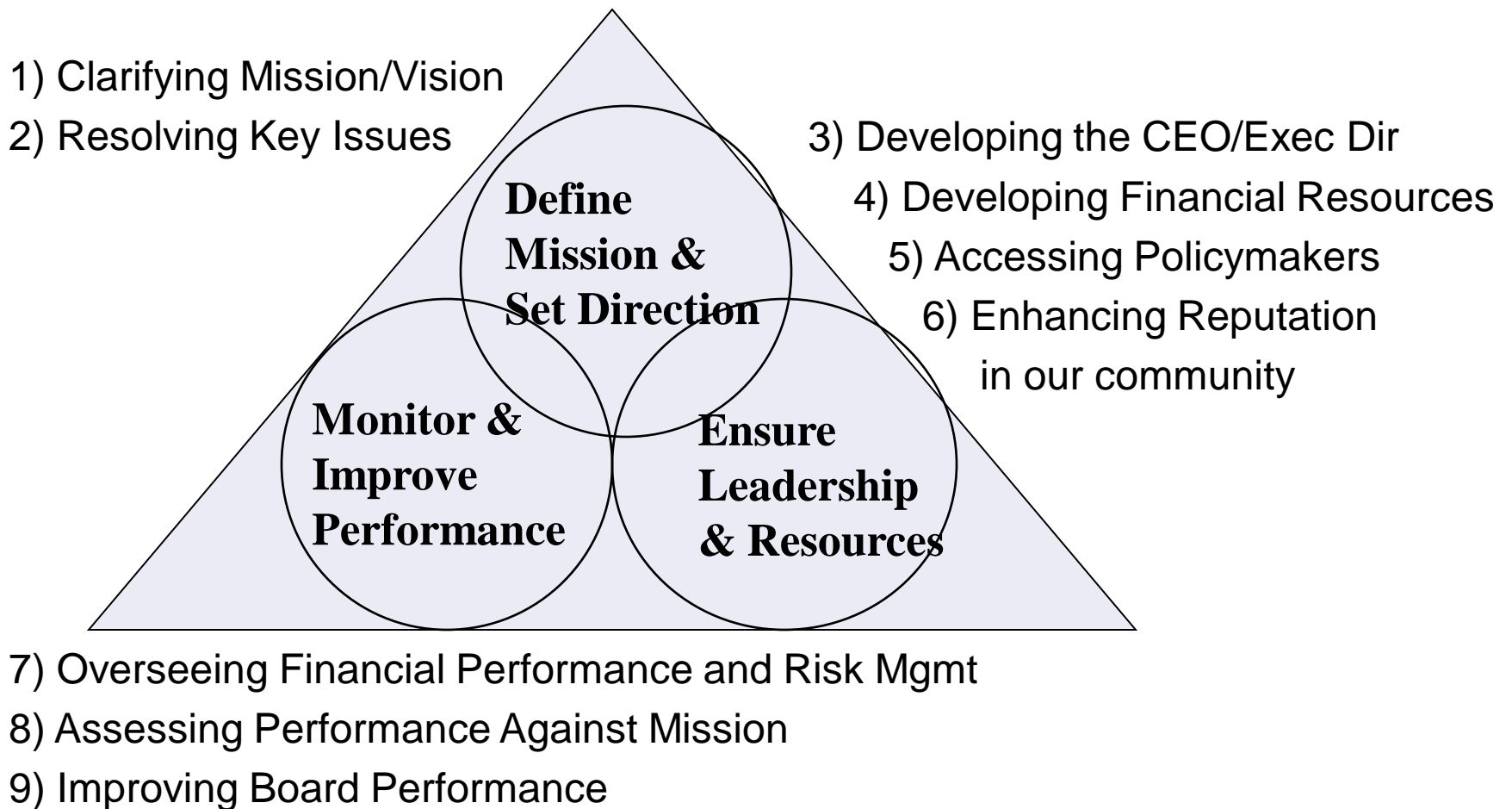
- Defining our role in the NW partnership
- Increasing visibility and name recognition in the community
- Becoming more engaged with the Latino segment of our community
- Hiring and keeping quality staff
- Fund raising
- Cost of providing Health insurance
- Rising facility costs
- Government Grants

How Excited Are We to Be Involved?

Individual Board Member Perspectives

	Rarely	Sometimes	Almost Always
I Get Excited About the Mission and Vision			
I Look for News, Trends That Impact Our Organization			
I Thoughtfully Prepare for Board and Committee Meetings			
I Actively Participate in Board and Committee Work			
I Act as Ambassador or Evangelist and Tell People About Our Work			
I Recommend People for the Board and Committees			
I Assist With Fund Raising Efforts			
I Make An Annual Financial Contribution			
I Truly Enjoy Serving on This Board			

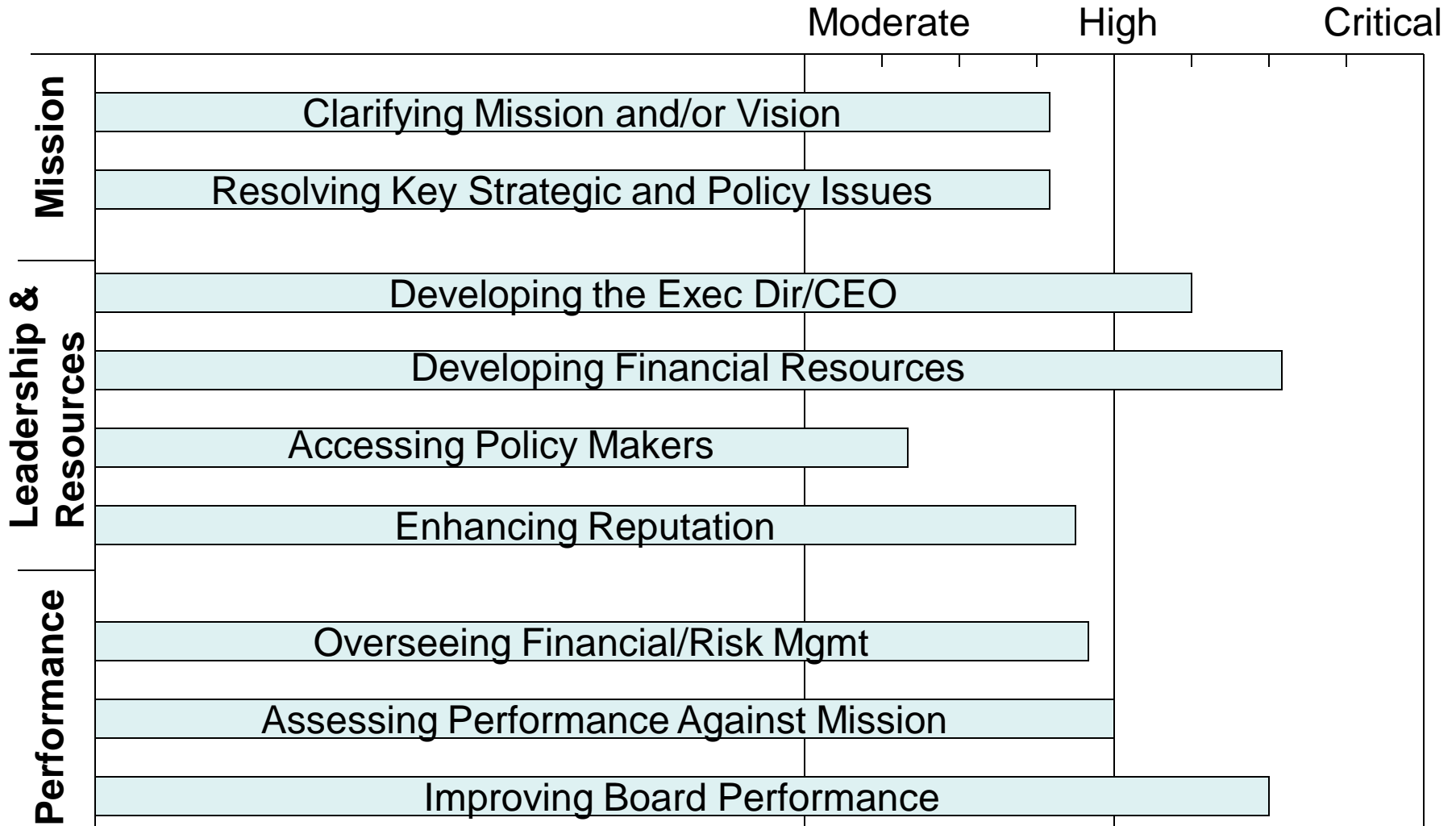
How Does an Effective Not-for-Profit Board Work?



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:

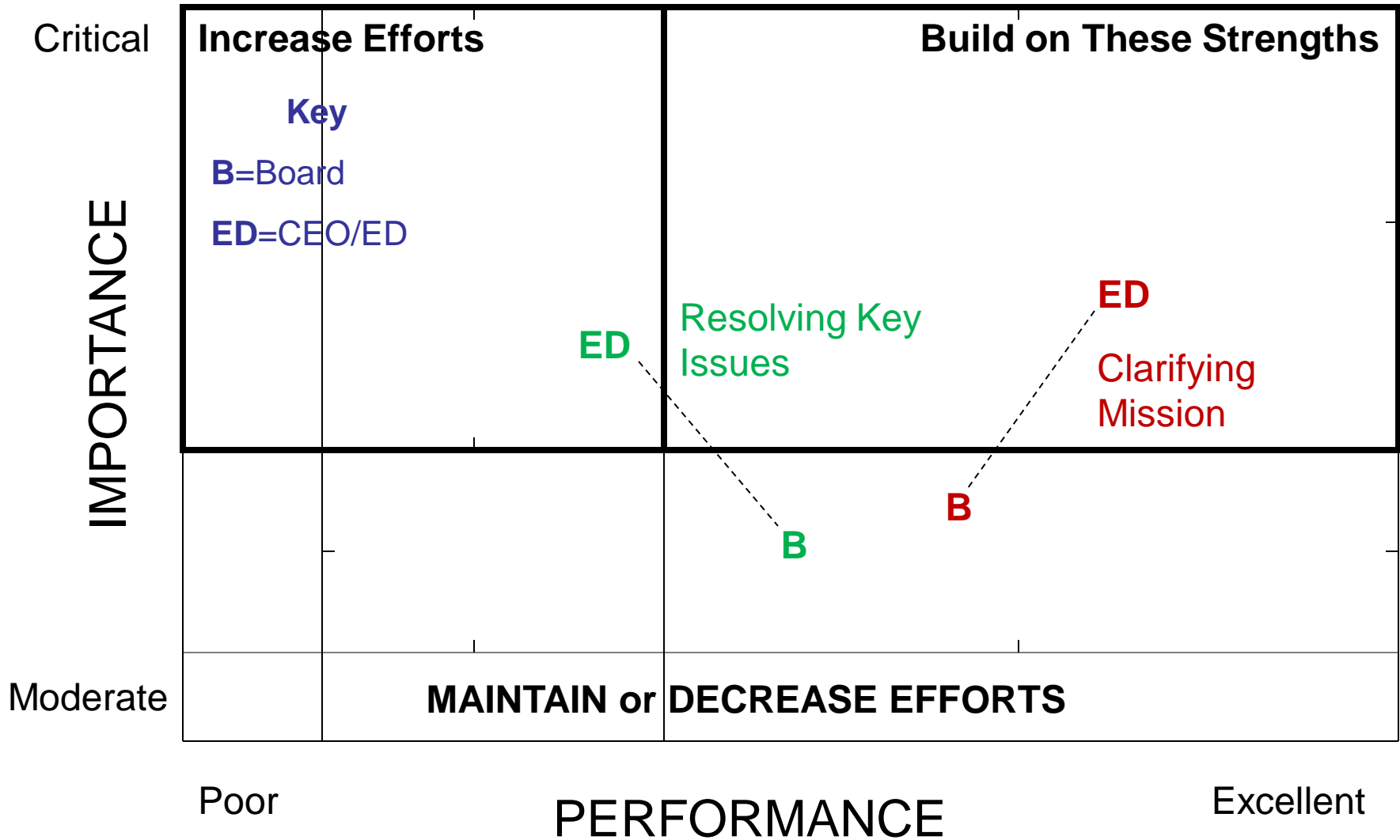
	Excellent	Good	Acceptable	Needs Improvement
Identifying and Recruiting	10%	55%	20%	15%
Orienting and Engaging	10%	55%	15%	20%
Recruiting and Developing New Board Leaders	0%	50%	30%	20%

Board Committees

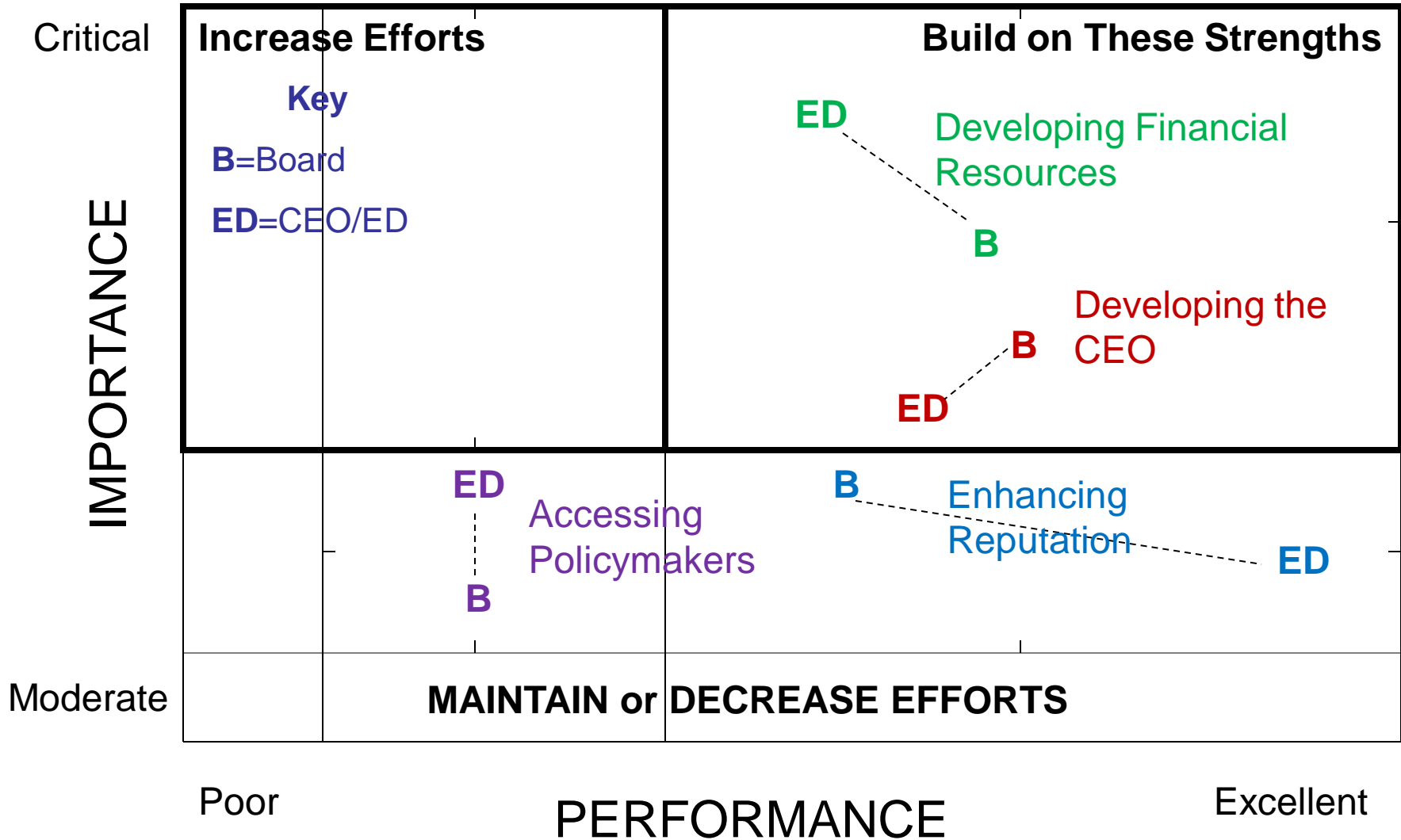
Briefly rate each committee's overall contribution over the past 12–18 months:

Committee	Exceptional	Good	Limited	Unclear Purpose
Executive Committee	45%	45%	0%	10%
Governance	21%	74%	0%	5%
Finance	45%	50%	0%	5%
Development	5%	47%	37%	11%
Investment	11%	63%	21%	5%
Audit	21%	74%	0%	5%
Community Relations	15%	60%	15%	10%
Program Services	5%	65%	20%	10%

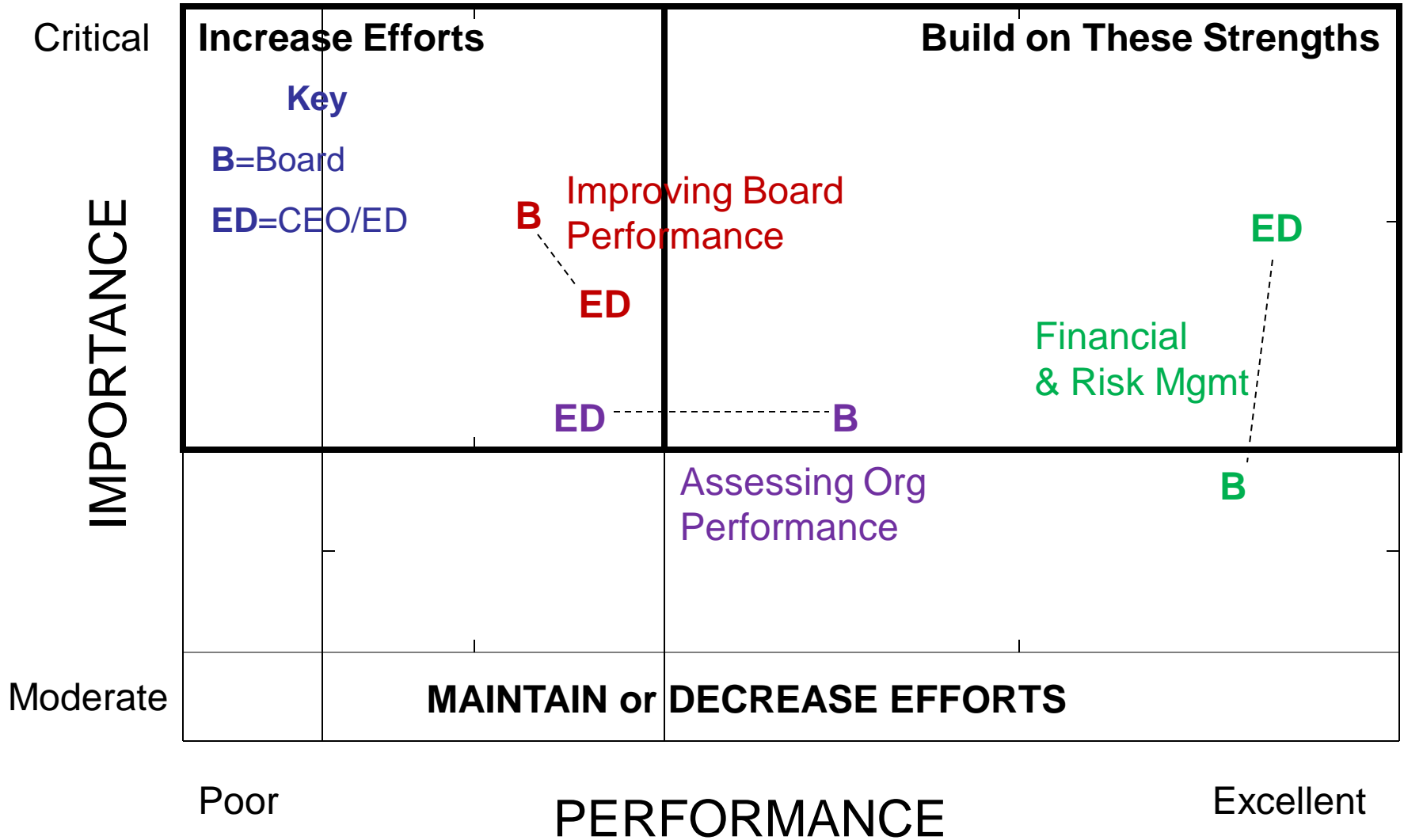
Clarifying Mission and Direction



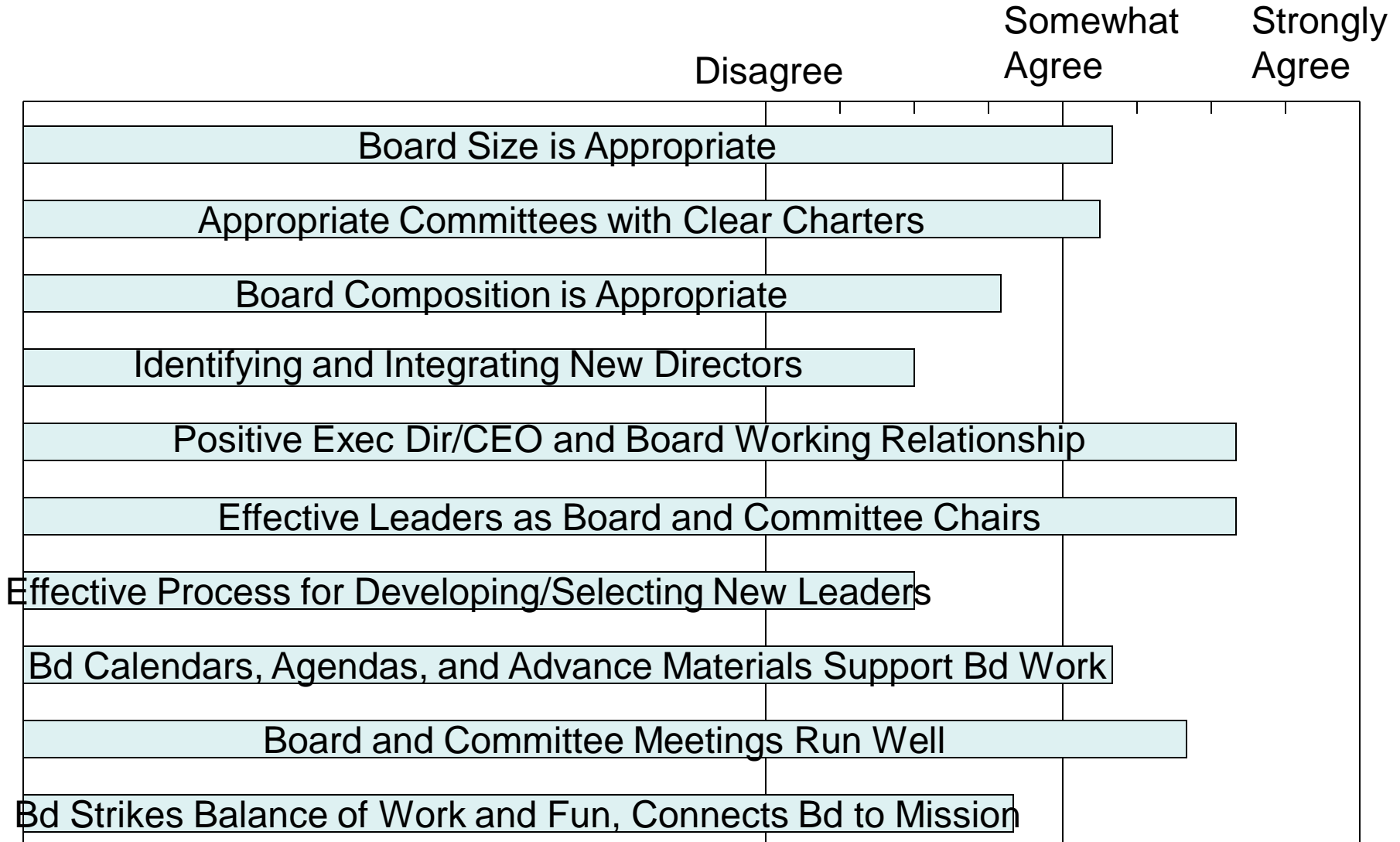
Leadership and Resources



Monitor & Improve Performance



Board Structure & Operations



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?