

Board Evaluation Template

Rate the following statements on a scale from 1-5

(1-Highly Agree; 2-Agree; 3-Maybe/Not Sure; 4-Disagree; 5-Strongly Disagree):

How well has the Board done its job?

1. I am clear on the role of the Board.
2. Our organization's vision is bold, challenging and future-oriented.
3. Our organization's mission is relevant and reflects enduring needs within the community.
4. Our organization has a three to five-year strategic plan or a set of clear long range goals and priorities.
5. The Board's meeting agenda clearly reflects our strategic plan or priorities.
6. The Board has ensured that the organization also has a one-year operational or business plan.
7. The Board gives direction to staff on how to achieve the goals primarily by setting or referring to policies.
8. The Board monitors operating performance based on a set of key indicators.
9. Pillar's Governance Policies are reviewed/revised annually.
10. Reporting of financial information is timely, accurate and useful in assessing Pillar's performance.
11. The results of the annual financial audit are timely, clear and directive.
12. The committees of the Board effectively carry out their mandates and work as effective subsets of the Board.
13. The Board ensures that the organization's accomplishments and challenges are communicated to members and stakeholders.
14. The Board has ensured that members and stakeholders have received reports on how our organization has used its financial and human resources.

15. Our organization has effective processes in place to solicit input from donors and community.
16. It is evident in our policies and our actions that our Board is committed to inclusion, diversity of thought and seeks to build an organization that is reflective of the diversity of the community we serve.
17. The Board takes responsibility for ensuring the long-term financial health of the organization through revenue planning, fundraising and/or entrepreneurial ventures.

How well has the Board conducted itself?

1. Board members are aware of what is expected of them.
2. The agenda of Board meetings is well planned so that we are able to get through all necessary board business.
3. There is excellent attendance at Board meetings.
4. Board members come to meetings prepared.
5. We receive written reports to the Board in advance of our meetings.
6. All Board members participate in important board discussions.
7. We do a good job encouraging, respecting and dealing with different points of view.
8. The Board attends to its business in a positive and forward thinking manner.
9. We all support the decisions we make.
10. The Board has taken responsibility for recruiting new board members.
11. The composition of the Board reflects the diversity of our community and the members we serve.
12. The Board has planned and implemented an orientation process for new Board members which clearly addresses roles, responsibilities, legal obligations and organizational mandate.
13. There are ongoing opportunities for director education and further Board development.

14. The Board's succession planning is addressed in an ongoing manner to ensure its own continuity.
15. Our Board meetings are productive and challenging.
16. The social aspects of our Board meetings are enjoyable.
17. Performance guidelines exist for the Board's executive positions as well as for general Board members.
18. The Board follows a process to assess and improve the performance of the Board and its members.

Board's relationship with Executive Director

1. There is a clear understanding of where the Board's role ends and the Executive Director's begins.
2. There is good two-way communication between the Board and the Executive Director.
3. The Board regularly receives information from the Executive Director that helps the Board to determine if organizational results are being achieved.
4. The Board trusts the judgment of the Executive Director.
5. The Board provides direction to the Executive Director by setting new policies or clarifying existing ones.
6. The Executive Director updates the Board monthly on the extent to which Board policies are being implemented and on new proposals and problems of significance.
7. The Board has developed formal criteria and a process for evaluating the Executive Director annually prior to any decision regarding compensation and employment.
8. The Board evaluates the Executive Director primarily on the accomplishment of the organization's strategic goals and priorities and adherence to policy.
9. The Board provides feedback and shows its appreciation to the Executive Director on a regular basis.



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10. The Board ensures that the Executive Director is able to take advantage of professional development opportunities.

Feedback to the Chair of the Board:

1. The Board has discussed the role and responsibilities of the Chair.
2. The Chair is well prepared for Board meetings.
3. The Chair helps the Board to stick to the agenda.
4. The Chair ensures that every Board member has an opportunity to be heard.
5. The Chair is skilled at managing different points of view.
6. The Chair can be tough on us as a group when we get out-of-line.
7. The Chair knows how to be direct with an individual Board member when their behaviour needs to change.
8. The Chair helps the Board work well together.
9. The Chair demonstrates good listening skills.
10. The Board supports the Chair.
11. The Chair is effective in delegating responsibility amongst Board members.

If you could make one or two more suggestions to improve the Pillar Board of Directors, they would be:
