

## 2010 UNA-NCA Board Assessment

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The UNA-NCA Governance Committee is issuing this assessment to:

1. Identify skills of current board members to find appropriate committee assignments and get a sense of current board composition.
2. Identify strengths/weaknesses of the board to identify gaps, board development needs and board recruitment targets.

### SECTION A (RATE THE BOARD'S PERFORMANCE)

	Poor	Fair	Good	Excellent	Unsure
<b>Organization's Mission</b>					
1. Do we periodically review the mission to ensure it's appropriate?					
2. Do we use it as a guide for decisions?					
<b>Strategic Planning</b>					
3. Do we have a clear sense of direction and have we approved major goals?					
4. Do we focus regularly on strategic and policy issues versus operational issues?					
5. Have we established measurements for monitoring our progress?					
6. Do we assess and respond to changes in our community environment?					
7. Do we seek to identify and understand the needs of UNA-NCA's partners and members?					
<b>Program Evaluation</b>					
8. Do we have criteria for determining program effectiveness?					
9. Does the board receive sufficient information related to programs and services?					
<b>Financial Resources</b>					
10. Does the board understand the organization's funding and revenue strategy?					
11. Do all board members participate actively in fundraising efforts?					

12. Does the board connect the organization to community leaders and network to establish partnerships?					
13. Do we set expectations for board members to make financial contributions?					
14. Do we hold board members accountable for fundraising responsibilities?					

	Poor	Fair	Good	Excellent	Unsure
<b>Fiscal Oversight and Risk Management</b>					
15. Does the budget reflect our strategic priorities?					
16. Do we have a firm understanding of the organization's financial health?					
17. Does UNA-NCA have policies to manage risks (e.g. internal controls, emergency management)					
<b>Relationship with the CEO</b>					
18. Is there a climate of mutual trust and respect between the board and the Executive Director?					
19. Does the Executive Director receive a fair and comprehensive annual performance review?					
20. Does the full board approve the Executive Director's compensation?					
<b>Board-Staff Relationship</b>					
21. Do board and staff treat each other with respect?					
<b>Public Relations and Advocacy</b>					
22. Are all board members actively promoting the organization in the community?					
23. Do we understand the organization's public relations strategy?					

<b>Board Selection and Orientation</b>					
24. Does the board have the necessary diversity of perspectives and other resources needed?					
25. Do new board members get an effective orientation?					
26. Does the board define responsibilities and set expectations for individual board members?					

	<b>Poor</b>	<b>Fair</b>	<b>Good</b>	<b>Excellent</b>	<b>Unsure</b>
<b>Board Organization</b>					
27. Do board meetings make effective use of the time and talents of board members?					
28. Do our committees contribute to the effective functioning of the board?					
29. Does the board effectively make decisions and take action when needed?					
30. Does the Executive Committee effectively make decisions and take action when needed?					
31. How would you rate overall board participation and engagement?					

## **SECTION B (open ended responses)**

1. What do you think are strengths and weaknesses of this board?
2. What organizational issues and strategies should occupy the board's time and attention during the coming year?
3. Do you feel the board has sufficient time and resources to provide appropriate oversight of organization?
4. How satisfied are you with the overall effectiveness of the board and Executive Committee?
5. Any other comments or suggestions would you like to offer?

## SECTION C (Individual Assessment)

(Answer by rating your participation on this scale: 4(Agree), 3(Somewhat Agree), 2(Disagree Somewhat), 1( Disagree).

1. I have a good understanding of the bylaws, purpose, policies and programs of this organization as they pertain to my role as a board member.	
2. I have a good understanding of my role and duties as a board member.	
3. I understand the organization's budget and financial statements.	
4. I have regularly attended meetings of the board and assigned committees.	
5. I am well prepared for meetings (reviewed and considered agenda material and usually feel informed from materials provided to participate knowledgably in discussions).	
6. I voice any disagreement I might have with board decisions or direction in a constructive manner within the board as decisions are being made. (I feel comfortable doing so)	
7. I am diligent in avoiding/declaring real or potential personal conflicts of interest.	
8. I attend, and/or assist in organizing special events on behalf of the board, consistent with the expectations for members of this board.	
9. I contribute time, talent and/or money, consistent with the expectations for members of this board and my personal capacity.	
10. I have found serving on this board to be personally rewarding and fulfilling.	
11. I am satisfied with my contributions to this organization: a. financial b. expertise c. time	
12. I have a good working relationship with the Executive Director.	
13. I have a good working relationship with the board chair.	
14. I would recommend individuals for service to this board.	

15. How long have you served on the board
- (1 year or less)
  - (2-3 years)
  - (3-6 years)
  - (6+ years)
16. What other boards do you currently serve on?
17. Why did you agree to join this board and what do you hope to accomplish in your term on the board?
18. Are you a member of the Executive Committee?

## SECTION D (INDIVIDUAL SKILLS/EXPERTISE/BACKGROUND)

PLEASE CHECK ALL THAT APPLY

<b>AREAS OF EXPERIENCE/EXPERTISE</b>	
Organization Management	
Financial Management	
Administration	
Special program focus (Please specify)	
Business/Corporate	
Finance: Accounting, Banking and Trusts, Investments	
Fundraising	
Government regulations	
Law	
Marketing/Public Relations	
Personnel	
Strategic or Long-Range planning	
Real Estate	
Technology	
Policy and Advocacy	
Legal	
Human Resources/Talent Management	
<b>AGE</b>	
Under 21	
21-35	
35-50	
51-65	
Over 65	
<b>GENDER</b>	
Female	
Male	

<b>Disability (optional)</b>	
<b>Sexual Orientation (optional)</b>	
<b>Religion/Faith (optional)</b>	
<b>Nationality (please specify)</b>	
<b>Any other personal characteristic you would like to share?</b>	
<b>Race/Ethnicity (check all that apply)</b>	
Asian/Pacific Islander	
Black/African	
Hispanic/Latino	
Caucasian	
Middle Eastern	
Native American	
<b>Geographic Location</b>	
City	
Suburb (if applicable)	
State	
<b>Employer</b>	
For-Profit	
Non-Profit	
Self Employed	
Governmental	
Retired	
Other (please specify)	
<b>Length of UNA-NCA board service</b>	
10+ years	
5-10 years	
2-5 years	
Less than 2 years	
<b>Length of previous board service/experience</b>	
10+ years	
5-10 years	
2-5 years	
Less than 2 years	
<b>Education (check last level completed)</b>	
High School	
College/University	
Trade School	
Graduate School (Masters)	
PhD	
Other you'd like to share	
Have you participated in AmeriCorps, Peace Corps or been a Service Officer?	

<b>PERSONAL COMMUNITY ENGAGEMENT</b>	
Other volunteer work?	
Past annual financial contribution to UNA-NCA?	(amount)
Professional associations/memberships?	
Accreditations/Licensing?	
Alumnae organizations	
<b>COMMUNITY CONNECTIONS</b>	
Religious and faith-based organizations	
Corporate	
Education	
Media	
Political	
Philanthropy	
Small business	
Social services	
Other	
Are you an immigrant or have you spent time in a different part of the world or hold significant ties due to work, interest, or ethnicity to a particular part of the world?  If so, please share where.	
Is there any thing else about your interest or experience that is important to you or could be valuable to UNA-NCA to be aware of?	

**THANK YOU!**