

NONPROFIT BOARD SURVEY

Prepared by E. LeBron Fairbanks Founding Director, LLC

Please reflect on the nonprofit board on which you serve as you respond to the following statements. Your perceptions and opinions will guide us in the retreat as we determine the most needed areas for discussion. Your responses will be used to help form a basis for generalized observations and also an agenda for subsequent intentional development of the board.

Please rate each statement as (1) strongly agree, (2) agree, (3) disagree, (4) strongly disagree. Circle the number most reflective of your response.

A. Board and Mission

1. The Board of Directors ensures that the mission of the organization is clearly stated and understood both on the Board and throughout the scope of service.

(1) (2) (3) (4) (5)

2. Board members know, communicate, and make decisions in light of the organization's mission, vision, and values.

(1) (2) (3) (4) (5)

3. Board members tend to ask the "big" or right questions for missional strategy and fiduciary clarity.

(1) (2) (3) (4) (5)

B. Board/Executive Director Relations

1. The Board understands and affirms the responsibilities of the executive director as the chief executive officer of the organization and primary spokesperson for the agency.

(1) (2) (3) (4) (5)

2. The Board works closely with the executive director in shaping and evaluating *policies* for fiduciary oversight, developing *strategic plans* and *programs*, and providing *policy* and *program reviews*.

(1) (2) (3) (4) (5)

3. There is a climate of mutual trust and support between the Board and the executive director.

(1) (2) (3) (4) (5)

4. The Board openly champions the current direction for the ministry and vision as advocated by the executive director and affirmed by the Board.

(1) (2) (3) (4) (5)

5. The executive director keeps the Board informed on strategic issues facing the ministry.

(1) (2) (3) (4) (5)

C. Member-to-Member Relations

1. Members of the Board communicate with each other and address conflict situations as Christians.

(1) (2) (3) (4) (5)

2. Board members vigorously discuss policy options in the Board meetings; yet communicate a united voice to the constituency once a decision has been made.

(1) (2) (3) (4) (5)

3. Discussion among members in Board meetings focuses on missional, policy and strategic questions, not on personality and personal differences.

(1) (2) (3) (4) (5)

4. Board members nurture strong personal relationships within the Board.

(1) (2) (3) (4) (5)

5. Confidential discussions in Board meetings remain confidential following the Board meetings.

(1) (2) (3) (4) (5)

D. The Board Agenda

1. The Board agenda reflects a clear understanding of the role, purpose, and function of the Board.

(1) (2) (3) (4) (5)

2. The Board has a detailed agenda established for each meeting and the agenda is received in a timely manner.

(1) (2) (3) (4) (5)

3. Meeting agendas focus on policy issues, mission planning and fiduciary oversight.

(1) (2) (3) (4) (5)

4. The Board agenda includes all necessary supporting information.

(1) (2) (3) (4) (5)

E. The Organization of the Board

1. The Board is organized such that it is effective, garners high-level participation, and engenders confidence from its constituencies.

(1) (2) (3) (4) (5)

2. The Board is composed of a sufficient cross section of strong and mature “mission-fit” professionals to allow it to significantly develop the organization.

(1) (2) (3) (4) (5)

3. The Board has approved a *property* master plan and monitors the maintenance programs sufficiently to be assured that they are not deferred to the detriment of the ministry.

(1) (2) (3) (4) (5)

4. The Board designates specific times *yearly* for prayer and planning.

(1) (2) (3) (4) (5)

5. The committee structure is appropriate and facilitates the forward-looking work of the Board efficiently.

(1) (2) (3) (4) (5)

F. The Functioning of the Board

1. The Board seeks feedback from and communicates effectively with the stakeholders regarding issues and actions of the Board.

(1) (2) (3) (4) (5)

2. The Board takes leadership responsibility for the financial management of the organization, and fund-raising, if necessary, to assure that sufficient resources are available to fulfill the mission of the ministry.

(1) (2) (3) (4) (5)

3. The Board periodically evaluates its own functioning and effectiveness as a Board.

(1) (2) (3) (4) (5)

4. The Board maintains and posts appropriate written minutes of the meetings, and has a Board Handbook for its policies and procedures.

(1) (2) (3) (4) (5)

5. The Board invites non-Board members, as appropriate, to assist the Board in areas where additional competencies are needed by the Board to understand and address critical issues.

(1) (2) (3) (4) (5)

G. Nuts and Bolts Issues

1. Prayer is an important component of Board meetings.

(1) (2) (3) (4) (5)

2. Members of the Board are elected following the *By Laws* of the organization.

(1) (2) (3) (4) (5)

3. An appropriate orientation session is provided yearly for new members.

(1) (2) (3) (4) (5)

4. The composition of the Board is appropriate for the organization's sphere of responsibility.

(1) (2) (3) (4) (5)

5. Board meetings are of sufficient duration and frequency to appropriately care for the business of the Board.

(1) (2) (3) (4) (5)

H. Summary

Use additional space to answer these questions or to comment on the survey.

1. The major strengths of the Board are:
2. Three Board development issues our Board should focus on for the next 18 months are:

Additional Comments: (use additional paper if needed)

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For additional material, read *Best Practices for Effective Boards*, by Fairbanks, Couchenour and Gunter, Nazarene Publishing House, 2012.

A DVD, *Building Better Boards*, is available to use with boards in board development sessions. Contact the author and producer at the address above.

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