

Board Health Survey

Your candid feedback helps strengthen the Board. Responses are confidential.

Overall Board Effectiveness

Overall, how effective do you believe the Board is?

- Excellent
- Good
- Fair
- Needs Improvement
- Poor

What do you believe the Board does particularly well?

What do you believe the Board does least well?

If you answered Fair, Needs Improvement to Poor, can you elaborate on why you selected that rating?

Board Composition & Recruitment

Please rate the following:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The Board has the right mix of skills and expertise	☐	☐	☐	☐	☐
The Board reflects appropriate diversity of background and perspective	☐	☐	☐	☐	☐
New members are recruited thoughtfully and strategically	☐	☐	☐	☐	☐
Board size is appropriate for our needs	☐	☐	☐	☐	☐

If you answered Neutral to Strongly Disagree on any of the questions, can you elaborate on why you selected that rating?

What skills, perspectives, or experience is the Board currently missing?

Meetings

Board meetings are generally:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Well organized	☐	☐	☐	☐	☐
Productive	☐	☐	☐	☐	☐
Worth my time	☐	☐	☐	☐	☐
Focused on important issues	☐	☐	☐	☐	☐
End on time	☐	☐	☐	☐	☐
Allow everyone to participate	☐	☐	☐	☐	☐

The frequency, length, and format (in-person/virtual) of our meetings work well.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral to Strongly Disagree on any of the questions, can you elaborate on why you selected that rating?

What changes do you feel would improve Board meetings?

Board Culture

Board members generally treat one another with respect.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you give an example or examples? *Please describe (without identifying individuals if possible).*

I feel comfortable expressing a different opinion.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you give an example or examples? *Please describe (without identifying individuals if possible).*

The Board works together as a team.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you give an example or examples? *Please describe (without identifying individuals if possible).*

Have you observed behaviors that negatively affect the Board's effectiveness?

- No
- Occasionally
- Frequently

If occasionally or frequently, please describe (without identifying individuals if possible).

Mission and Direction

I understand the organization's mission and strategic priorities.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating?

The Board spends enough time discussing the future rather than just current business.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating?

What strategic issues should receive more Board attention?

Board Leadership

The Board leadership (Chair/Executive Committee) provides effective leadership.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

Communication between leadership and Board members is effective.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

What could Board leadership do differently?

Executive Oversight

These questions concern the Board's relationship with the Chief Executive / Executive Director.

Please rate the following:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The Board provides clear direction and expectations to the Chief Executive	☐	☐	☐	☐	☐
The Board conducts a meaningful annual performance evaluation of the Chief Executive	☐	☐	☐	☐	☐
The Board provides adequate support to the Chief Executive	☐	☐	☐	☐	☐
Succession planning for executive leadership is adequate	☐	☐	☐	☐	☐
The Chief Executive provides the Board with timely, transparent, and accurate information needed to make informed decisions	☐	☐	☐	☐	☐

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

What, if anything, should change in how the Board oversees and supports the Chief Executive?

Individual Participation

Board members come prepared for meetings.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

Board members actively participate in discussions.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

I feel that my skills, time, and contributions are being used effectively by the Board.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

What prevents Board members from being more engaged?

Committees

Which committee(s) are you currently a member of? (list all that apply)

For each committee you serve on, how effective is it (or not), and why?

Governance

Please rate the following:

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
The Board provides effective financial oversight.	☐	☐	☐	☐	☐
The Board provides effective risk management and compliance oversight.	☐	☐	☐	☐	☐
The Board's decision-making process is clear and efficient.	☐	☐	☐	☐	☐
The Board engages in effective long-term strategic planning.	☐	☐	☐	☐	☐

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating?

Governance Fundraising & Resource Development

The Board actively participates in fundraising and securing resources for the organization.

- Strongly Agree
- Agree
- Neutral
- Disagree

- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

I am clear about my individual responsibilities regarding fundraising and financial giving.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

If you answered Neutral, Disagree or Strongly Disagree can you elaborate on why you selected that rating? *Please describe (without identifying individuals if possible).*

Fiduciary & Ethical Responsibility

Board members understand their legal, ethical, and fiduciary responsibilities.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

The Board has clear policies and procedures for handling conflicts of interest.

- Strongly Agree
- Agree
- Neutral

- Disagree
- Strongly Disagree

What did you need during your Board orientation that you did not receive?

Looking Forward

If you could change ONE thing about the Board, what would it be?

What should the Board stop doing?

What should the Board start doing?

What should the Board continue doing?

Final Thoughts

Is there anything else you would like the Board to know?

I would recommend serving on this Board to a qualified colleague.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

Optional (do not identify yourself)

How long have you served on this Board?

- Less than 1 year
- 1–3 years
- 4–6 years
- 7–10 years
- More than 10 years

Do you currently serve as a Committee Chair or Officer?

- Yes
- No

On a scale of 1–10, how healthy do you believe our Board is today?

What would need to happen for you to rate it one point higher?
