

# Annual Board Self-Evaluation Survey Summary Report for

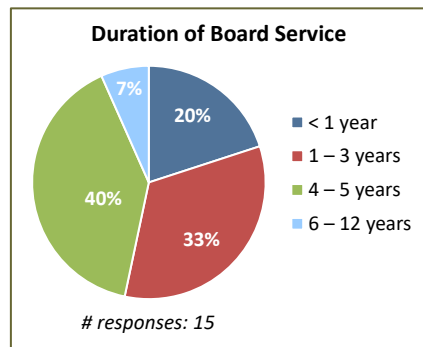


Presentation to the  
Board of Directors  
September 8, 2022

1

## Board Self-Evaluation Overview

- ▶ 15 Board Members participated (88%)
  - 17 surveys were emailed with the option of a phone interview – all responses were electronic
  - Avg. 16 minutes spent responding
  - July 20 – August 19, 2022



2

## Key Survey Topics

1. Board of Directors Participation and Engagement
2. Individual Participation
3. Understanding/Equipping the Board
4. Communication and Tools
5. Board-CEO Partnership
6. Strategic Plan Engagement

Survey questions focused on Strategic Plan Goal #1: *Equip the Board of Directors with tools, training and structure to lead the Agency strategically into its future.*

Questions related to Goal #7 (*Strategic Development Program*) were also included.



3

## 1. Board of Directors Participation & Engagement

- ▶ Board Overall Effectiveness: **4.33**
- ▶ Board meetings get high marks (**4.00 – 4.80**)
  - Meetings are well planned
  - Different points of view are encouraged and acknowledged
  - Members are supportive of decisions made
  - Members come to meetings prepared
- ▶ Mid-range rating - Board meetings interesting: 3.87
- ▶ Considerations:
  - Less agreement that all board members participate in important board discussions: **3.40**
  - Materials: more charts/graphs, reduce redundancy of info provided, less detail + clear focus on key points, electronic access to documents



Scale: 1 = Low. 3 = Medium. 5 = High.

4

## Board Highlights: Excerpted Comments

The information presented to the board is helpful because it is well presented in a clear and concise fashion.

I do like how much goes into board awareness and development. I think that is very important!

We may be highly effective already given that WNCSource is a pretty prominent and effective nonprofit. I'm pretty pleased with seeing more diversity now than what I feel was here when I started. That's something that I'd continue to encourage as far as backgrounds, experience, ethnicity, etc.



Quotes from survey responses

5

## 2. Individual Participation - Strengths

Positive self-assessment of:

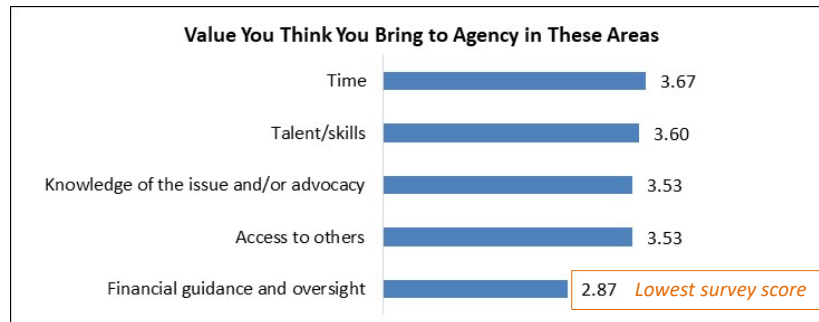
- Listening to different points of view: **4.80**
- Supporting the decisions that are made: **4.67**
- Coming to meetings prepared: **4.13**
- Participating in important board discussions: **3.87**



6

## 2. Individual Participation - Challenges

- ▶ Self-assessment of overall effectiveness as a board member: **3.47**
- ▶ Contrast between Board overall effectiveness (rated higher on average) and individual effectiveness (rated lower)



7

## 3. Understanding/Equipping the Board

- ▶ High level of understanding of:
  - Role and vision of WNCSource in the community: **4.40**
  - Board roles: **4.40**
- ▶ Mid-level clarity on board roles related to:
  - Oversight of operations, strategic plan, board management, financial guidance & oversight, and legal compliance
- ▶ Clarity on the board fundraising role received the second-lowest average rating: **3.00**

Effectiveness of recent board trainings: **3.64**



8

## 4. Communications and Tools

- ▶ High level of comfort:
  - Speaking to friends, colleagues, and/or community groups about WNCSource: **4.20**
  - Using the online board portal tools: **4.00**
- ▶ Employee Directory Tool
  - Effectiveness of employee directory supporting communication was on the lower range: **3.38**

### Suggestions provided to develop board elevator speech:

- Basic tenets of what we believe.
- Concise description of programs and their impact.
- Testimonials and community feedback.
- Specifics on how to increase teacher hiring and retention.
- Overview of funding sources (% of government versus fundraising).
- Discuss in meetings.



9

## 5. Board-CEO Partnership



*“Hopefully, we haven't failed to show appreciation for the job he's doing and while I don't remember providing formal feedback, I feel like we do throughout meetings.”*



10

## 6. Strategic Plan Engagement

- ▶ Board members indicated a high level of priority for board meeting attendance, a metric for strategic plan Goal #1: **4.71**
- ▶ Goals #1 – 6 of the strategic plan had a medium high level of board understanding: **4.0 – 4.29**
- ▶ Goal #7, implement a strategic Development Program, had the lowest avg rating of understanding among the goals: **3.93**



11

## 6. Strategic Plan Engagement - Fundraising

- ▶ In addition to the lower clarity on the strategic plan goal associated with fundraising, two other aspects of fundraising received lower scores.
  - The level of importance of having 100% of board members make a financial contribution was rated at a medium to medium-high level: **3.64**
  - Board members' level of comfort in helping with fundraising for the agency was rated at a medium level: **3.07**



12

## Suggested Next Steps

Strategic Plan Goal #1: *Equip the Board of Directors with tools, training and structure to lead the Agency strategically into its future.*

1. ✓ Develop annual Board survey.
2. Based on survey results and comments:
  - Develop action plan for tools, training, and structures needed to support the board.
  - Focus on ways to increase board members' sense of their individual overall effectiveness.
  - Include plans for reinforcing current strengths.
3. Focus in particular on: (1) board members' understanding of organizational finances and (2) board members' engagement in fundraising and donor development.
4. Identify the metrics from this survey to benchmark next year.
5. Determine next steps for developing a 30-second Elevator speech.



13

## Thank You

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14