

ALLIANCE FOR BOARD EFFECTIVENESS

# BOARD SELF-ASSESSMENT

A close-up photograph of a person's hand holding a silver and black pen, writing on a document. The document is open on a desk, and the background is slightly blurred, showing a blue folder or binder. The overall scene is professional and focused on the task of writing or reviewing a document.

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# Board Self-Assessment

Alliance for Board Effectiveness

## Nonprofit Organizations Use This List To...

- Check whether they are missing any good governance practices
- Suggest topics for their board development committee to consider
- Assess what all directors think the board is doing well or should be doing
- Identify where they may need outside help

	Doing Well	Doing Somewhat Well	Not doing But should	Doesn't fit us	Not sure/ No opinion	
<b>Foundations of Board Structure and Process</b>						
1	We have a clear vision and mission that attract and guide people, programs, and resources.	1	2	3	4	5
2	We have defined measures of desired outcomes and we focus on them.	1	2	3	4	5
3	The size of our board is workable and is neither too big or too small.	1	2	3	4	5
4	We have a defined profile of desired expertise, mix, and diversity of board members.	1	2	3	4	5
5	We build a pool of candidates throughout the year, using a board profile template.	1	2	3	4	5
6	Our directors contribute wealth, wisdom, wallop (influence) and witness (advocate).	1	2	3	4	5
7	We have defined terms (2-4 years) and consecutive term limits.	1	2	3	4	5
8	We conduct pre-election (nominees) and post-election (new directors) orientations.	1	2	3	4	5
9	We have clear roles and responsibilities for the board as a whole, individual directors, committees, CEO, and staff.	1	2	3	4	5
10	We have all directors sign an annual affirmation of board-approved expectations.	1	2	3	4	5
11	We conduct peer evaluations prior to nominating current board members for another term.	1	2	3	4	5
12	We have a Bylaw provision for terminating directors mid-term, even without cause, if necessary.	1	2	3	4	5
13	We have an elected chair, gifted and prepared to manage the board and relate positively with the CEO.	1	2	3	4	5
14	The CEO is not the chair but is <i>ex officio</i> on the board without vote.	1	2	3	4	5
15	We have no limits on consecutive terms for board chairs.	1	2	3	4	5
16	We understand directors may wear several "hats" but we elect them for the governance hat, i.e., their role as governors.	1	2	3	4	5
17	We expect each director to wear the volunteer, participant, and (maybe) implementer "hats" as well	1	2	3	4	5

	Doing Well	Doing Somewhat Well	Not doing But should	Doesn't fit us	Not sure/ No opinion
<b>Executive Leadership</b>					
18					
	1	2	3	4	5
19					
	1	2	3	4	5
20					
	1	2	3	4	5
21					
	1	2	3	4	5
22					
	1	2	3	4	5
23					
	1	2	3	4	5
24					
	1	2	3	4	5
25					
	1	2	3	4	5
26					
	1	2	3	4	5
<b>Board Committees</b>					
27					
	1	2	3	4	5
28					
	1	2	3	4	5
29					
	1	2	3	4	5
30					
	1	2	3	4	5
31					
	1	2	3	4	5
32					
	1	2	3	4	5
33					
	1	2	3	4	5
34					
	1	2	3	4	5
35					
	1	2	3	4	5
36					
	1	2	3	4	5
<b>Board Meetings</b>					
37					
	1	2	3	4	5

	Doing Well	Doing Somewhat Well	Not doing But should	Doesn't fit us	Not sure/ No opinion
38	1	2	3	4	5
39	1	2	3	4	5
40	1	2	3	4	5
41	1	2	3	4	5
42	1	2	3	4	5
43	1	2	3	4	5
44	1	2	3	4	5
45	1	2	3	4	5
46	1	2	3	4	5
47	1	2	3	4	5
48	1	2	3	4	5
49	1	2	3	4	5
50	1	2	3	4	5
<b>Board Policies</b>					
51	1	2	3	4	5
52	1	2	3	4	5
53	1	2	3	4	5
54	1	2	3	4	5
55	1	2	3	4	5
56	1	2	3	4	5
57	1	2	3	4	5
58	1	2	3	4	5
59	1	2	3	4	5

	Doing Well	Doing Somewhat Well	Not doing But should	Doesn't fit us	Not sure/ No opinion
<b>Strategic Planning and Budget Planning</b>					
60	1	2	3	4	5
61	1	2	3	4	5
62	1	2	3	4	5
63	1	2	3	4	5
<b>Fundraising</b>					
64	1	2	3	4	5
65	1	2	3	4	5
66	1	2	3	4	5
67	1	2	3	4	5
<b>Other Characteristics of Good Governance</b>					
68	1	2	3	4	5
69	1	2	3	4	5
70	1	2	3	4	5
71	1	2	3	4	5
72	1	2	3	4	5
73	1	2	3	4	5
74	1	2	3	4	5
75	1	2	3	4	5
76	1	2	3	4	5
77	1	2	3	4	5
78	1	2	3	4	5

	Doing Well	Doing Somewhat Well	Not doing But should	Doesn't fit us	Not sure/ No opinion	
79	We regularly review Articles and Bylaws to reflect changing culture, laws, and regulations.	1	2	3	4	5
80	Our board knows why, when, and how it would close or merge with another organization.	1	2	3	4	5

*Source: This self-assessment is based on the governance tool "80 Principles/Practices of Effective Boards" from the Good Governance Toolbox by The Andringa Group. Contact [bobandringa@mac.com](mailto:bobandringa@mac.com). The self-assessment above is provided free by the Alliance for Board Effectiveness. You can learn more about this group of consultants at [www.boardeffectiveness.org](http://www.boardeffectiveness.org).*