



P2P

PEER-TO-PEER FEEDBACK REPORT

John Doe | XYZ Nonprofit Board Member | August 2016

Part I: Online Survey Feedback



Individual Board Member Performance Report

Peer Report for **Name**

July 2016

Participation Statistics

- 9 surveys distributed
- 9 surveys completed
- 100% response rate

The BEC Board recently decided to undertake a peer assessment to evaluate the performance of individual members of the Bandera Electric Cooperative Board. As part of this process you were asked to evaluate your own performance as a board member and that of your peers. This assessment will help Bandera Electric Cooperative ensure that we have a board that is prepared to provide the strategic guidance and oversight needed over the next several years.

- **Unsatisfactory** = 0
- **Needs Improvement** = 1
- **Meets Expectations** = 2
- **Exceeds Expectations** = 3
- **Exceptional** = 4
- **NA/Don't Know**

Responsibility	Board Average	You rated yourself	Peers rated you
1: Roles and Responsibilities	3.25	2.28	1.96
2: Board Culture and Dynamics	3.30	2.44	2.03

Roles and Responsibilities

	Board AVG	You rated yourself	Peers rated you	0	1	2	3	4	# Response
1. Demonstrates a clear understanding and is supportive of the mission.	3.39	2.00	2.00		14.29%	71.43%	14.29%		7
2. Demonstrates an understanding of the legal and governance responsibilities of a board member.	3.26	2.00	1.86		14.29%	85.71%			7
3. Uses the grant plan as a guide when making decisions and recommendations.	3.03	2.00	1.71		42.86%	42.86%	14.29%		7
4. Thinks strategically and explores ideas with a sense of creativity and innovation.	3.27	2.00	2.00		14.29%	71.43%	14.29%		7
5. Discloses to the board in a timely manner any possible conflicts of interest.	3.28	1.00	1.67		33.33%	66.67%			6
6. Assists the organization in strengthening and building relationships.	3.13	3.00	2.20			80.00%	20.00%		5

- ✓ Board AVG - The average of all Board Member scores for this question excluding the self-score.
- ✓ You rated yourself - The score you selected for your self-assessment on this question.
- ✓ Peers rated you - The average of scores from your peers on the Board.
- ✓ 0 – Unsatisfactory, 1 – Needs Improvement, 2 – Meets Expectations, 3 – Exceeds Expectations, 4 - Exceptional



Exhibit 1: Comparing overall and peer averages against individual responses on Section 1: Roles and Responsibilities.

Board Culture and Dynamics

	Board AVG	You rated yourself	Peers rated you	0	1	2	3	4	# Response
1. Conducts board business in a positive, professional, and team oriented manner.	3.28	2.00	2.14			85.71%	14.29%		7
2. Presents ideas and raises concerns in a professional and constructive manner.	3.25	2.00	2.00			100.00%			7
3. Listens carefully to others in order to understand their point.	3.25	2.00	2.00			100.00%			7
9. Communicates with staff in a professional and respectful manner.	3.37	2.00	2.00			100.00%			7

- ✓ Board AVG - The average of all Board Board Member scores for this question excluding the self-score.
- ✓ You rated yourself - The score you selected for your self-assessment on this question.
- ✓ Peers rated you - The average of scores from your peers on the Board.
- ✓ 0 – Unsatisfactory, 1 – Needs Improvement, 2 – Meets Expectations, 3 – Exceeds Expectations, 4 - Exceptional

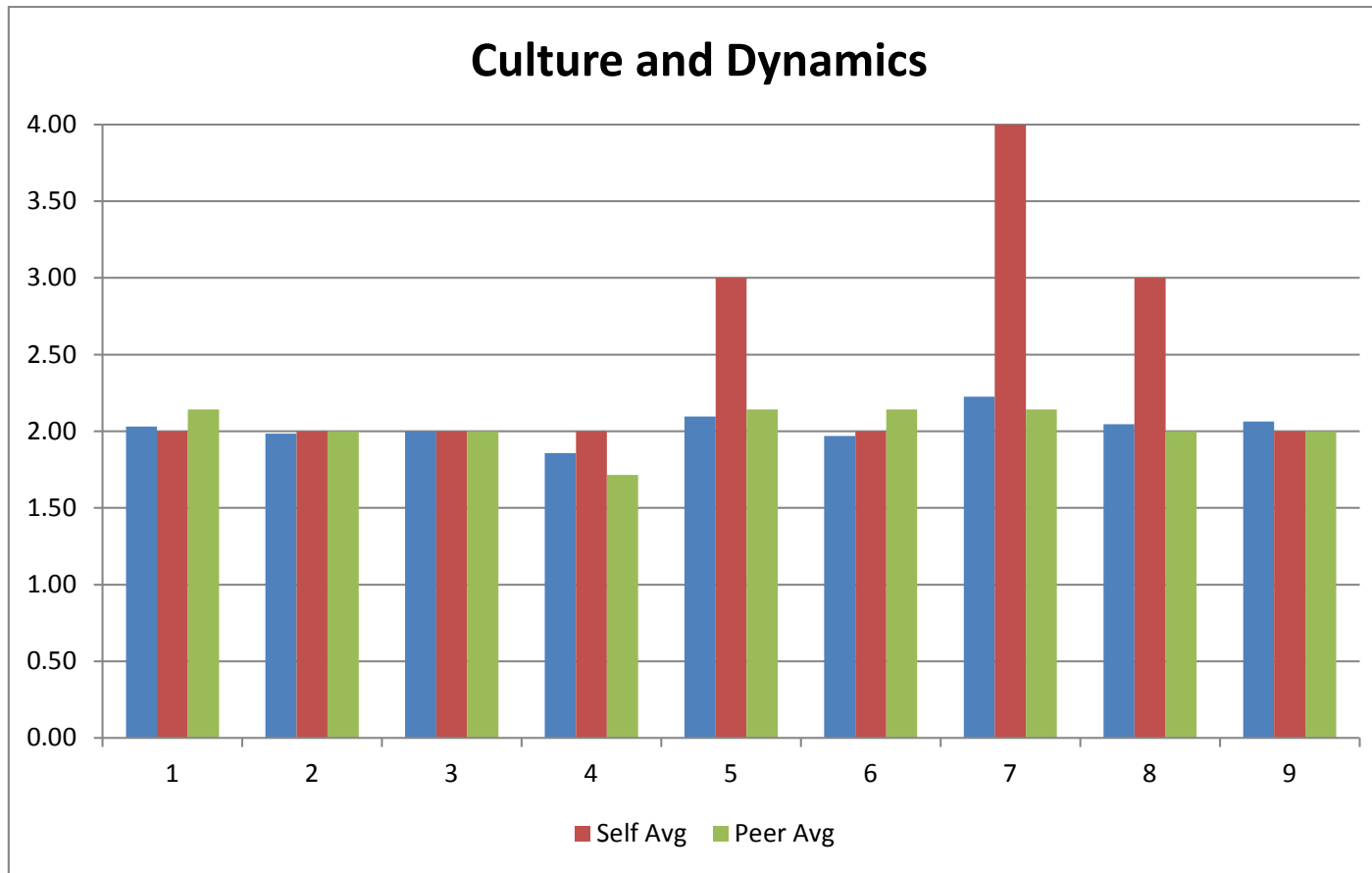


Exhibit 2: Comparing overall and peer averages against individual responses on Section 2: Board Culture & Dynamics.

Positive Contributions: Do you have any additional comments about the performance of this individual in their role as a board member

Self	
Comment	
Others	
Comment	
Comment	

Professional Development: Do you have any suggestions related to professional development for this individual in their role as a board member?

Self
Comment
Others
Comment
Comment

Part II: Enhancing Your Contribution to the Board

You have had a chance to explore the feedback provided by your peers. Given the perception of your peers about your work on the Board, where would you like to focus your efforts to achieve your goals as a board member?

Development Objective 1:	Action Steps Needed: a. b. c.
Development Objective 2:	Action Steps Needed: a. b. c.

Resources for Consideration

Following is a list of resources that you may find valuable as you continue to develop your leadership role with the Board.

Ten Basic Responsibilities of Nonprofit Boards, Second Edition, by Richard T. Ingram. BoardSource, 2008

Governance As Leadership: Reframing the Work of Nonprofit Boards, by Richard Chait, William Ryan and Barbara Taylor. BoardSource 2007

Govern More, Manage Less: Harnessing the Power of Your Nonprofit Board, Second Edition, by Cathy A. Trower, Ph.D. BoardSource 2010

Legal Responsibilities of Nonprofit Boards, Second Edition, by Bruce R. Hopkins. BoardSource, 2009

The BoardSource website, www.BoardSource.org, has a wealth of information on many topics that may be helpful to you as a board member.