In this CONNECT

1. Understanding the Data
2. Performance at a Glance
3. Question Breakdown
   - Highest- and lowest-scoring questions
   - Consultant Call Outs
   - “Don’t know” responses
4. Benchmarking Data
5. Checklist of Board Practices
6. Board Composition: Diversity, Equity, and Inclusion
7. Board Size and Effectiveness
8. Board Commitment and Experience
9. Consultant Considerations
Understanding the Data

This report provides an overview of how well the board thinks it is meeting its ten areas of governance responsibility as organized into the following four broad categories:

The People
- Board Composition
- Board Structure
- Board Meetings

The Culture
- Culture

The Work
- Mission, Vision, & Strategic Direction
- Program Oversight
- Financial Oversight
- Chief Partnership & Executive Oversight
- Funding & Public Image

The Impact
- Impact
## Performance at a Glance

**Your Participation:**
- 16/17 completed surveys
- 94% participation

<table>
<thead>
<tr>
<th>Role</th>
<th>Responsibility</th>
<th>Your Averaged Score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>P. The PEOPLE</strong></td>
<td>Board Composition</td>
<td>3.35</td>
</tr>
<tr>
<td></td>
<td>Board Structure</td>
<td>3.55</td>
</tr>
<tr>
<td></td>
<td>Board Meetings</td>
<td>3.45</td>
</tr>
<tr>
<td><strong>C. The CULTURE</strong></td>
<td>Culture</td>
<td>3.52</td>
</tr>
<tr>
<td><strong>W. The WORK</strong></td>
<td>Mission, Vision, &amp; Strategic Direction</td>
<td>3.53</td>
</tr>
<tr>
<td></td>
<td>Program Oversight</td>
<td>3.68</td>
</tr>
<tr>
<td></td>
<td>Financial Oversight</td>
<td>3.63</td>
</tr>
<tr>
<td></td>
<td>Chief Executive Partnership &amp; Oversight</td>
<td>3.73</td>
</tr>
<tr>
<td></td>
<td>Funding &amp; Public Image</td>
<td>3.58</td>
</tr>
<tr>
<td><strong>I. The IMPACT</strong></td>
<td>Impact</td>
<td>3.63</td>
</tr>
</tbody>
</table>

Please refer to Data Report, page 14 to 15
Governance on a Continuum

Striving for Exceptional

- Your board is mission-focused
- You have a strategic plan in place
  - Continue to regularly monitor progress and affirm alignment of organizational programs and priorities with the strategic plan.
- Your board has a culture of trust and respect
## Checklist of Board Practices

<table>
<thead>
<tr>
<th>Checklist of Policies and Practices (P&amp;P)</th>
<th>% of P&amp;P your board has in place</th>
</tr>
</thead>
<tbody>
<tr>
<td>Organizational Practices</td>
<td>100%</td>
</tr>
<tr>
<td>Oversight Practices</td>
<td>96%</td>
</tr>
<tr>
<td>Board Practices</td>
<td>72%</td>
</tr>
<tr>
<td>CEO &amp; Supervision</td>
<td>100%</td>
</tr>
</tbody>
</table>
Diversity: What’s Typical?

The data on this and the next slide show demographics based on a national sample.

These data are descriptive rather than instructive and are intended only to serve as a starting point for board discussion.

- The average board has 15 members.
- 25% of boards have fewer than 11 members.
- 50% have fewer than 15 members.
- 75% have fewer than 20 members.

Source: Leading With Intent 2017
Satisfaction with Commitment and Overall Experience

Are you satisfied with the level of commitment and involvement demonstrated by most board members?

- Very Satisfied: 53%
- Satisfied: 41%
- Neutral: 6%

Do you find serving on this board to be a rewarding and satisfying experience?

- Very Satisfying: 65%
- Satisfying: 29%
- Neutral: 6%

Please refer to Data Report, page 14 to 15
Some Considerations

Moving forward…

Clarify expectations of board service
• Implement board member job descriptions

Use technology to enhance board member engagement
• Enhance use of technology (in meetings & between meetings)
• Invest in a digital meeting platform
• Build a board member portal on web site

Review board committee structure
• Create charters
• Articulate leadership expectations
• Expand committee composition to include non board members
• Dedicate resources to committee work
• Assign accountabilities
Want More?

The CONNECT offers a high-level overview of your board’s self-assessment results, complete with a consultant’s callouts and considerations. To drill down further, you might consider the following:

• An in-person facilitated retreat

• Additional coaching phone calls with a BoardSource governance consultant

For more information, please contact assessments@boardsource.org or 202.349.2583