

# GUa d`Y`F Ydcfh

Òçæÿ æcā } ÁÜ^] [ !cÁ[ !ÁÔ@A -ÁÔc^&ÿ cã^

January 25, 2024

## Participation Summary

Self-assessment	Done
-----------------	------

## Evaluator Participation Statistics

Evaluator Group	Completed responses	% complete
Board Member	2/2	100%
Staff	1/1	100%

# Introduction

This survey tool was designed to provide a window into how well the chief executive of your nonprofit organization is performing in several key areas: *annual performance goals, core competencies, leadership qualities, and accomplishments & challenges*. Failure to assess your chief executive on a regular basis can lead to mistrust, strained working relationships, ongoing poor performance, and even turnover, so we are excited that your organization has decided to take this step to support the chief executive of your organization.

As you progress through the report, try visualizing ways your organization can begin using the feedback provided to foster future growth and development.

**Below are tips for viewing your results and determining future action:**

**Do:**

- Look at feedback holistically
- Identify themes in strengths and opportunities for improvement
- Prioritize a few focus areas to add to your development plan
- Understand that everyone has opportunities for improvement

**Don't:**

- Try to figure out who said what
- Focus on one positive or negative score/comment
- Create a development plan around every item
- Be discouraged that you have opportunities for improvement

## Keep in Mind...

The survey uses a 5-point rating scale based on the following definitions:

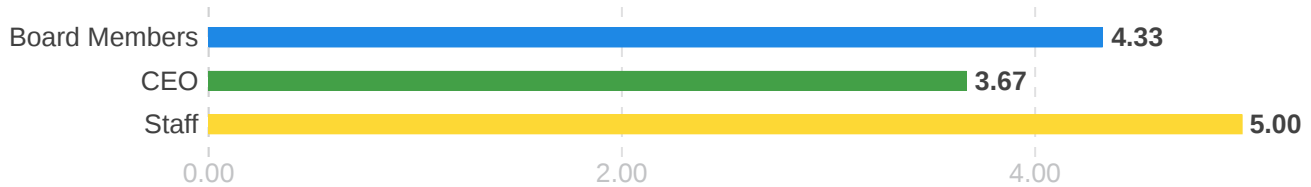
- 1 - Unsatisfactory
- 2 - Needs Improvement
- 3 - Meets Expectations
- 4 - Exceeds Expectations
- 5 - Exceptional
- *Excluded from Analysis - NA / Don't Know*

You will see responses broken into groups based on an individual's relationship with the organization. The chief executive's responses will be shown separately from all other responses so comparisons can be made. All comments shown in the open-ended sections appear exactly as they were written with the exclusion of personally identifiable information. NA/Don't Know Responses will be excluded from data analysis and will cause the total respondent count to be lower on some charts in the report.

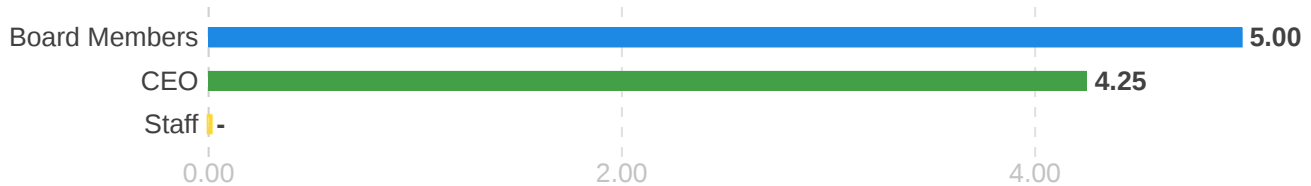
# Scoring Averages For Each Section

The chart below displays the overall average score for each section of the survey. The scores shown for each section have been broken down into groups based on an individual's relationship with the organization.

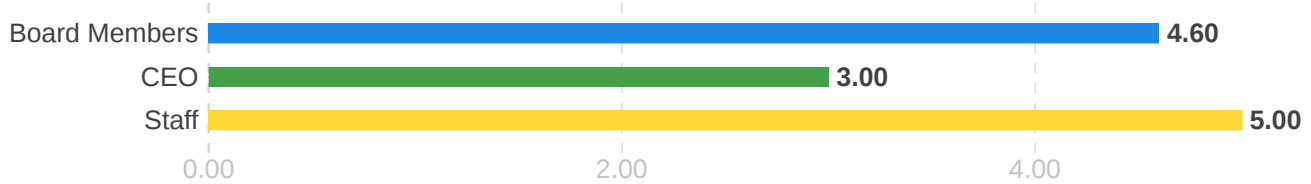
## Administration



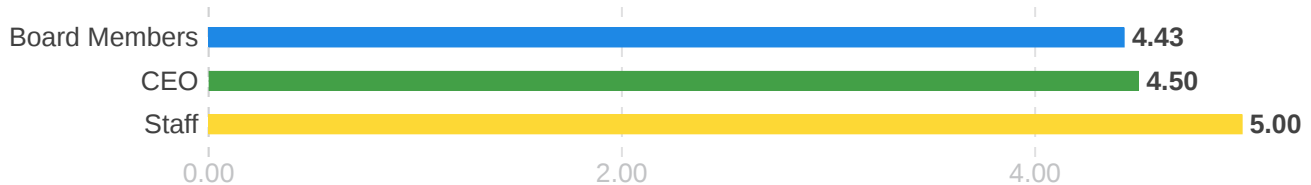
## Board Relations



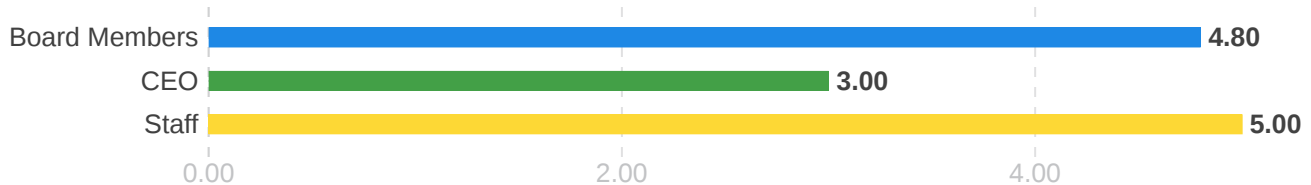
## Communications/Public Relations



## Financial Management

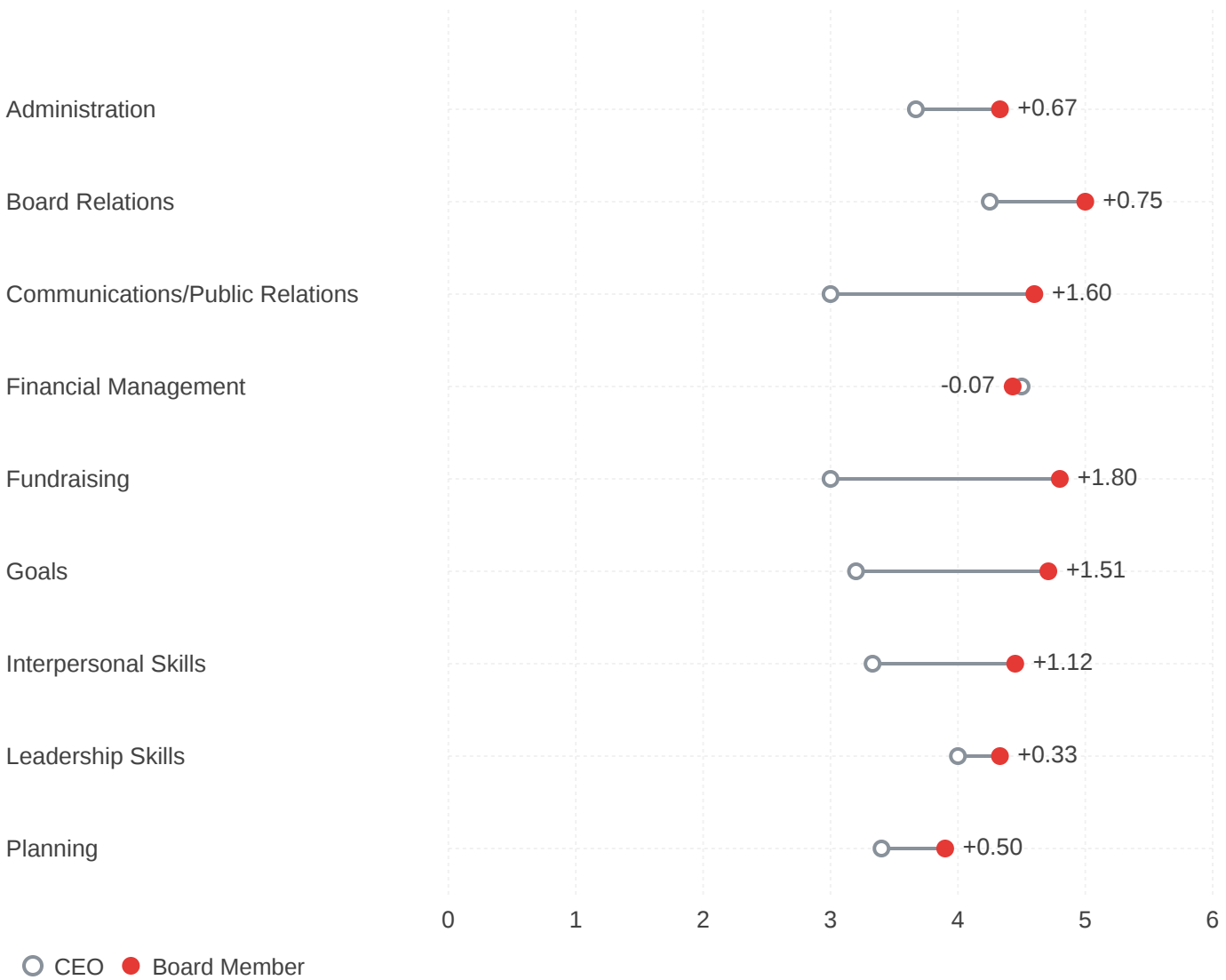


## Fundraising



# Gap Chart: Board Member Responses

The chart below displays the +/- difference found between the Board Member's and CEO's scores for each section. A positive(+) gap means Board Members rated the CEO higher than the CEO rated themselves. A negative(-) gap means Board Members rated the CEO lower than the CEO rated themselves.



## High and low scores: Board Responses

The high/low chart displays items based on the areas where Board Members rated the CEO highest and lowest. The "Rank" number in the left column may be duplicated due to tied scores.

### Highest scores

Rank	Scoring category	Item	Average
1	Goals	2. World Peace	5.00
1	Interpersonal Skills	3.2f The ability to accept constructive criticism	5.00
1	Interpersonal Skills	3.2e The ability to balance diverging and competing points of view	5.00
1	Interpersonal Skills	3.2d The ability to build trusting relationships	5.00
1	Leadership Skills	3.1a A clear commitment to the organization's mission and values	5.00
1	Fundraising	2.6c Effectively involved the board in implementing the organization's fundraising program	5.00
1	Fundraising	2.6b Ensured that the organization developed appropriate fundraising strategies and policies for securing donated funds	5.00
1	Fundraising	2.6a Served as an effective fundraiser in the procurement of donated funds (includes individual, private, corporate, foundations, and other donations).	5.00
1	Communications/Public Relations	2.5c Established and maintained positive relationships with individuals and groups that impact the success of the organization	5.00
1	Financial Management	2.4d Implemented appropriate internal controls to protect the organization from fraud and abuse	5.00
1	Financial Management	2.4c Presented the annual budget and financial statements in a timely and accurate manner for review and action by the board	5.00
1	Board Relations	2.3d Engaged board members, collectively and individually, in understanding and making sense of the organization's environment, challenges, and potential	5.00

## Section Two: Core Competencies for Nonprofit Chief Executives

While there is no single model for effective nonprofit leaders, a number of core areas of responsibility are essential for success. These competencies -- planning, administration, board relations (*board-only questions*), financial management, communications and public relations, and fundraising -- will be covered in this section.

---

### 2.1 Planning

(Average Section Score: 4.05)

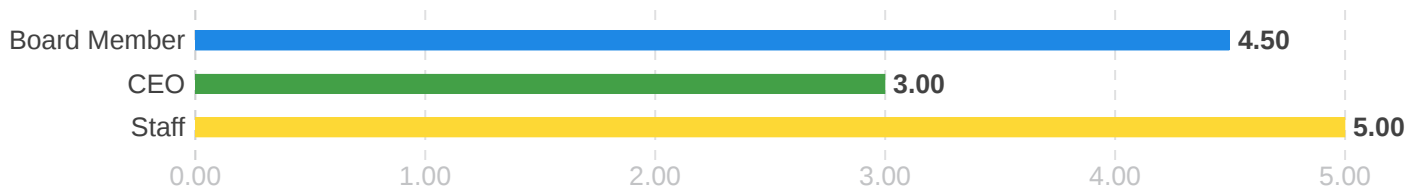
Preparing for the future is one of the most critical leadership responsibilities of the chief executive. Working with the board, the chief executive must develop a shared vision for the future of the organization, build understanding around the mission, and develop appropriate goals and strategies to advance that mission.

---

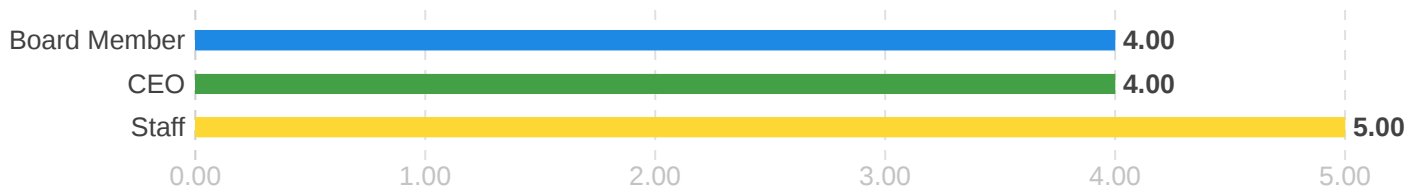
#### Scoring Overview

Chart below shows the average score per group for each question within this section:

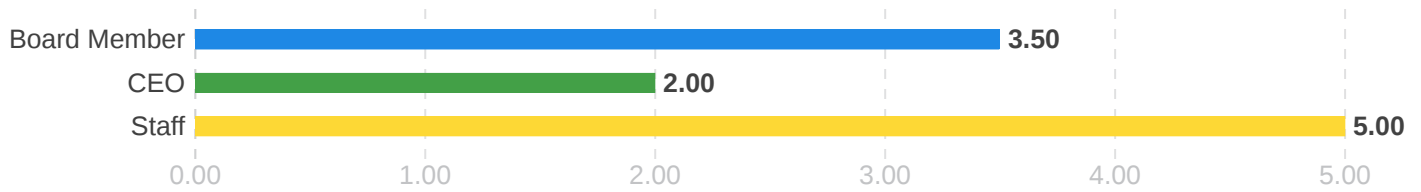
2.1a In collaboration with the board, articulated a clear vision for the future of the organization



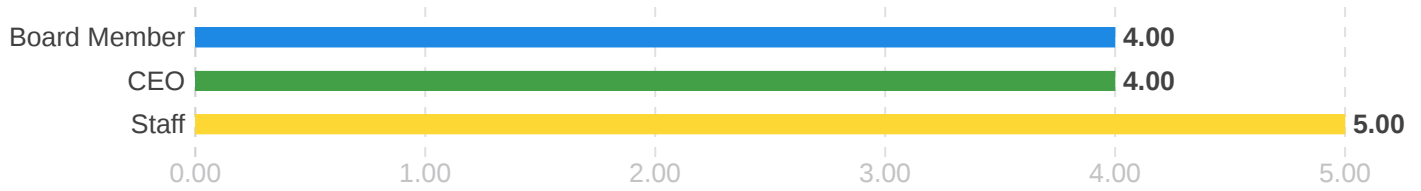
2.1b Used the mission of the organization as a guide in making decisions



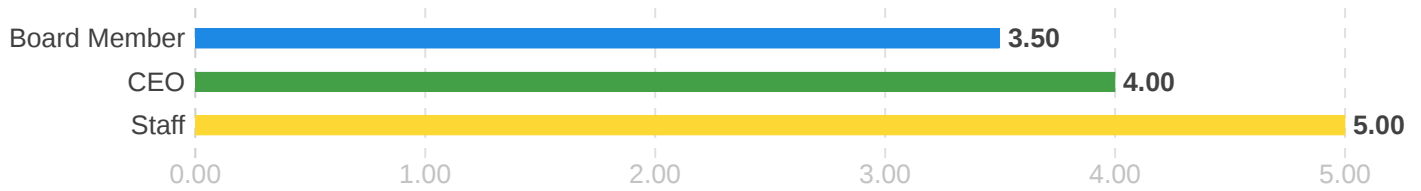
### 2.1c Engaged the board in meaningful strategic thinking about the organization



### 2.1d Developed appropriate goals and objectives to advance the mission



### 2.1e Effectively led the staff in implementing strategic objectives and annual goals



## Question Breakdown

Tables below display the total percent each rating was selected for a question by participants:

### Board Members:

Field	2 Responses					Total
	Unsatisfactory	Needs Improvement	Meets Expectations	Exceeds Expectations	Exceptional	
2.1a In collaboration with the board, articulated a clear vision for the future of the organization	0.00%	0.00%	0.00%	50.00%	50.00%	
2.1b Used the mission of the organization as a guide in making decisions	0.00%	0.00%	50.00%	0.00%	50.00%	
2.1c Engaged the board in meaningful strategic thinking about the organization	0.00%	50.00%	0.00%	0.00%	50.00%	

## Section Four: Accomplishments and Challenges

While the quantitative ratings in the previous sections provide an important snapshot of the chief executive in key areas of responsibility and performance, this section of the survey provides an opportunity to view thoughts and insights about the chief executive that cannot be captured in numeric scores.

---

### Assessing the Past

The following questions consider the overall achievements of the chief executive over the past year and will serve as the foundation for discussion between the board and chief executive.

---

4.1 What were the most significant achievements of the chief executive in the past year?

#### Board Member

Raised public awareness

#### CEO

Done a lot of work and been very active

4.2 In the past year, what difficult issues did the organization face, and how did the chief executive address them?

#### Board Member

---



# Next Steps

The partnership between the board and chief executive is critically important to the success of an organization. A strong and healthy board-staff partnership provides flexible and resilient leadership that contributes positively to the organization's overall impact.

To get the most out of your assessment results, BoardSource recommends taking the following steps:

1. Review and Analyze the Assessment Results: [Using the Assessment of the Chief Executive Results](#)
2. Discuss the Results with the Board: [Executive Sessions](#)
3. Review the Results with the Chief Executive and Develop an Action Plan: [Giving & Receiving Criticism](#)
4. Support the Chief Executive's Future Development: [Setting Goals](#) & [Performance Goals](#) (*members only*)

## Additional Resources

[Board Chair and Chief Executive Partnership](#)

[Trouble at the Top: The Nonprofit Board's Guide to Managing an Imperfect Chief Executive](#) (*available for purchase*)

[The Nonprofit Chief Executive's Ten Basic Responsibilities](#) (*available for purchase*)

## Deeper Support

Looking to go deeper? Consider investing in the Board Support Program, or reaching out to a consultant from our network.

### Board Support Program

BoardSource's [Board Support Program](#) provides year-round governance guidance, resources, and leadership development to you, your board, and your organization. Key benefits include:

- Complimentary Assessment Product
- Access to the [BoardSource Exchange](#)
- On-demand [Certificate of Nonprofit Board Education](#)
- Ask-an-Expert Email Service
- Members-Only Downloadable & Written Resources

### Consultant Directory

BoardSource knows that – many times – there is no replacement for direct support and guidance from a [knowledgeable board consultant](#). That's why BoardSource has built relationships with a broad network of consultants from across the country who bring a wide range of strengths and experiences working with nonprofit boards.

New to selecting a consultant, or need a little help getting started? Check out this resource page: [Choosing a Consultant FAQ](#)

## Contact Us

Assessments Questions: [assessments@boardsource.org](mailto:assessments@boardsource.org)

Membership or General Inquiries: [members@boardsource.org](mailto:members@boardsource.org)