



***Koester's Board Governance
Sample Evaluation***



Vision/Plan

1. Does the Board strategically vision and plan for the future of the organization?
2. Do Directors have a clear understanding of the organization's mission, vision and plan?
3. Does the Board devote sufficient time in Board meetings to strategic/future issues?
4. Does the organization have a well-thought through written directional plan?
5. Does the Board use the plan as a guide when making decisions for the organization?
6. Are all programs and services consistent with the mission and directional plan?

Oversight - Management & Financial

7. Does the Board have a clear understanding of its responsibilities for management and financial oversight of the organization?
8. Does the Board have appropriate practices and processes in place to guide it in fulfilling its oversight responsibilities?
9. Does the Board have a document that clearly delineates the responsibilities and authorities of the Chief Staff?
10. Does the Board perform its due diligence in ensuring appropriate compensation for its Chief Staff?
11. Does the Board have a succession plan for its Chief Staff, Chair, and officers?
12. Does each Director completely understand the financial condition of the organization?
13. Does the Board use its budgets and financial reports to track the financial health and make strategic decisions for the organization?
14. Do Directors receive sufficient financial information to make prudent decisions?

Ethics

15. Does the Board have an ethical framework to conduct the affairs of the organization?
16. Does the Board ensure ethical decision-making in the Boardroom?
17. Does the Board ensure ethical decision-making of management?
18. Does the Board ensure that all actions and decisions of the Board and management are consistent with the organization's mission and values?

Board Management

19. Does the Board have a clear understanding of its collective responsibilities?
20. Do Directors have a clear understanding of their individual duties and responsibilities?
21. Does the Board have the necessary expertise to make it an effective governing body?
22. Does the Board have standard processes to recruit, orient and educate new Directors?
23. Does the Board commit time to review and improve its governance documents and practices?
24. Are the Board and committee meetings efficient and professional?
25. Is the Board agenda balanced with its oversight duties and its future issues?
26. Does each Director feel comfortable asking critical questions and voicing concerns or disagreements?
27. Are Board committees aligned with the Board's priorities and responsibilities?
28. Does the Board give clear directives to its committees?
29. Does the Board monitor and evaluate the work of its committees?
30. Does the Board evaluate itself and its Committees on a regular basis?

For questions or additional information:

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