

SAINT LOUIS MHB
Nonprofit Board Self-Assessment Questionnaire FY 2024

INSTRUCTIONS: For each question, select the response that best represents your perception. Type the value of that response in the corresponding box.

Section 1: Board & Staff Roles	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
The roles and responsibilities of our board are clearly defined and separate from those of the staff.							0.00
Our board takes the primary responsibility for setting the organization's policies.							0.00
Board members seldom assume roles and responsibilities that belong to staff.							0.00
The board delegates to the organization's executive director sufficient authority to lead the staff and carry out the organization's mission.							0.00
Board members do not interact with staff directly to influence staff behavior or program management without first coordinating with and getting the agreement of the executive director.							0.00
When a problem or conflict arises between board and staff, we move quickly and effectively to resolve it.							0.00
Section 1 Total							0.00
Section 2: Policy Making Practices	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
If a new policy is needed for the board or the organization as a whole, the issue is clearly presented to and discussed by the board.							0.00
The full board approves all new organizational policies before they are implemented.							0.00
Policies exist for key areas such as finance, human resources, safety, conflict of interest, legal and ethical compliance, and other another functions unique to our organization's work.							0.00
Our organization's policies are effectively communicated to all board members.							0.00
The board reviews policies at least every two years and updates them as needed.							0.00
The board revisits its role as the policy-making body of the organization at least every two years to ensure it is meeting this responsibility and has not drifted off-course into areas belonging to the staff.							0.00
Section 2 Total							0.00

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Section 3: Planning Practices	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
Our organization's mission and purpose are clearly understood and accepted by our board.							0.00
The mission and purpose of the organization are reviewed by the board each time strategic planning takes place to ensure that they are aligned with current program activities.							0.00
The members of the board reached consensus on a vision that communicated where the organization will be headed over the next 3-5 years.							0.00
The full board collaboratively reviews and updates the organization's strategic plan at least every two years.							0.00
Staff develop and carry out annual action plans based on the board-approved strategic plan.							0.00
The board is thoroughly briefed by the staff on annual plans by staff.							0.00
Section 3 Total							0.00
Section 4: Fiscal Management Practices	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
The organization's annual budget is fully discussed and understood by the board prior to approving it.							0.00
The fiscal health of our organization is regularly reviewed, and any necessary board actions are taken thoughtfully and quickly.							0.00
Board leadership takes steps to ensure that fiscal reports are thoroughly understood by all board members.							0.00
The annual report of our organization's independent auditor is reviewed by the board and any necessary actions are taken in a timely way.							0.00
Board members are fully aware of their legal responsibilities for the organization's fiscal management.							0.00
The board regularly reviews the financial investment practices and portfolio performance of the organization.							0.00
Section 4 Total							0.00

Section 5: Fundraising Practices omitted due to lack of relevance

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Section 6: Board Structure and Practices	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
Our board's structure allows us to get our work done in a timely and effective way.							0.00
The board's ad hoc and standing committees streamline our work process and increase board effectiveness.							0.00
Our board's size is about right.							0.00
Our member's terms on the board are about the right length.							0.00
We consciously select and prepare board officers for their leadership responsibilities.							0.00
Board members have a working knowledge of the organization's by-laws.							0.00
Section 6 Total							0.00
Section 7: Board Committees	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
The board updates the needs for ad hoc and standing committees and revises the structure as necessary at the beginning of each fiscal year.							0.00
Ad hoc and standing committee assignments generally reflect the interests and expertise of individual board members.							0.00
Standing and ad hoc committees complete their tasks in an effective and timely way.							0.00
Most board members actively participate in standing committee activities.							0.00
Standing and ad hoc committees report their progress to the full board in timely way, but at least quarterly.							0.00
Each standing committee establishes its goals and plans at the beginning of the fiscal year and then modifies them as needed.							0.00
Section 7 Total							0.00

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Section 8: Board Meetings	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
Our board's meeting schedule has the right number and length of meetings.							0.00
The agendas of our board meetings and supporting written materials are provided in advance of meetings.							0.00
Board leaders and standing committee members contribute items to meeting agendas.							0.00
Board meetings are generally well-run and make good use of members' time.							0.00
Our board tends to brainstorm and identify creative approaches to problem-solving.							0.00
Our board thoroughly examines the pros and cons of all major issues and makes fully informed decisions.							0.00
Section 8 Total							0.00
Section 9: Board Membership and Orientation	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
The areas of expertise, skills, and other factors we need to be an effective board for this organization are adequately represented among current board members.							0.00
Our board successfully assess the expertise, skills, and other contributions we need from potential new board members to maintain or increase our effectiveness.							0.00
We actively recruit new board members based on identified needs and not merely to fill a board vacancy.							0.00
When seeking members for the board, we use a wide variety of referral sources within the communities we serve.							0.00
Our board and staff inform new board members about responsibilities and important organizational information through a structured new member orientation program.							0.00
We annually assess the knowledge and skills needed of board members and address any identified gaps in an annual board development plan.							0.00
Section 9 Total							0.00

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Section 10: Board Executive Relationship	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
Our board uses a structured and participative process to recruit and hire our organization's chief executive.							0.00
The board has approved a written job description that clearly spells out the chief executive's responsibilities and authority.							0.00
The chief executive's performance is formally assessed at least annually based on objectives established at the beginning of the fiscal year.							0.00
The chief executive receives ongoing feedback regarding job performance in addition to any formal assessments.							0.00
Board members provide the necessary support that allows the chief executive to carry out the role successfully.							0.00
The board ensures that the chief executive has an ongoing professional development plan to enhance the executive's leadership effectiveness and ensures the availability of resources to implement the plan.							0.00
Section 10 Total							0.00
Section 11: Monitoring & Evaluation Practices	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
Board members are adequately knowledgeable about the organization's programs and services.							0.00
We periodically review with the chief executive the possibilities of adding new programs and services and modifying or discontinuing current programs and services.							0.00
Our board keeps informed of our organization's performance against predetermined plans and goals.							0.00
The effectiveness of our board and committee structure is assessed at least every two years.							0.00
We annually assess our board members' satisfaction with their participation on the board.							0.00
We regularly evaluate the effectiveness of our board meetings.							0.00
Section 11 Total							0.00

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Section 12: External Relations Practices	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
Our board regularly assesses the effectiveness of our relations with our key external constituent groups.							0.00
Most of our individual board members are active either professional or personally within the communities served by our organization.							0.00
The board has approved effective marketing and public relations strategies for the organization.							0.00
Individual board members actively support public relations and marketing events designed to promote the organization with key publics (e.g., annual meeting, annual programmatic kick-off event, openings of major new programs, etc.)							0.00
A majority of board members attend critical organizational events designed to promote the organization with key publics (e.g., annual meeting, annual programmatic kick-off event, openings of major new programs, etc.)							0.00
Board members are clear about who serves as official spokesperson for the organization.							0.00
Section 12 Total							0.00
Section 13: Diversity, Equity, Inclusion	Strongly Agree 5	Agree 4	Disagree 3	Strongly Disagree 2	Don't Know 1	N/A	Rating
The organization's vision, mission statement, and/or strategic plan includes an expressed commitment to diversity, equity, and inclusion.							0.00
The board evaluates its own diversity, equity, and inclusion efforts.							0.00
The board has a strategy to reduce barriers and to attract candidates from diverse backgrounds.							0.00
The organization's policies are developed and revised to be more equitable and inclusive for the people and organizations they impact.							0.00
The board has created a culture that actively creates space for all board members to participate robustly in the board conversation.							0.00
The board has intentional processes for board members to become DEI-informed and competent.							0.00
Section 13 Total							0.00