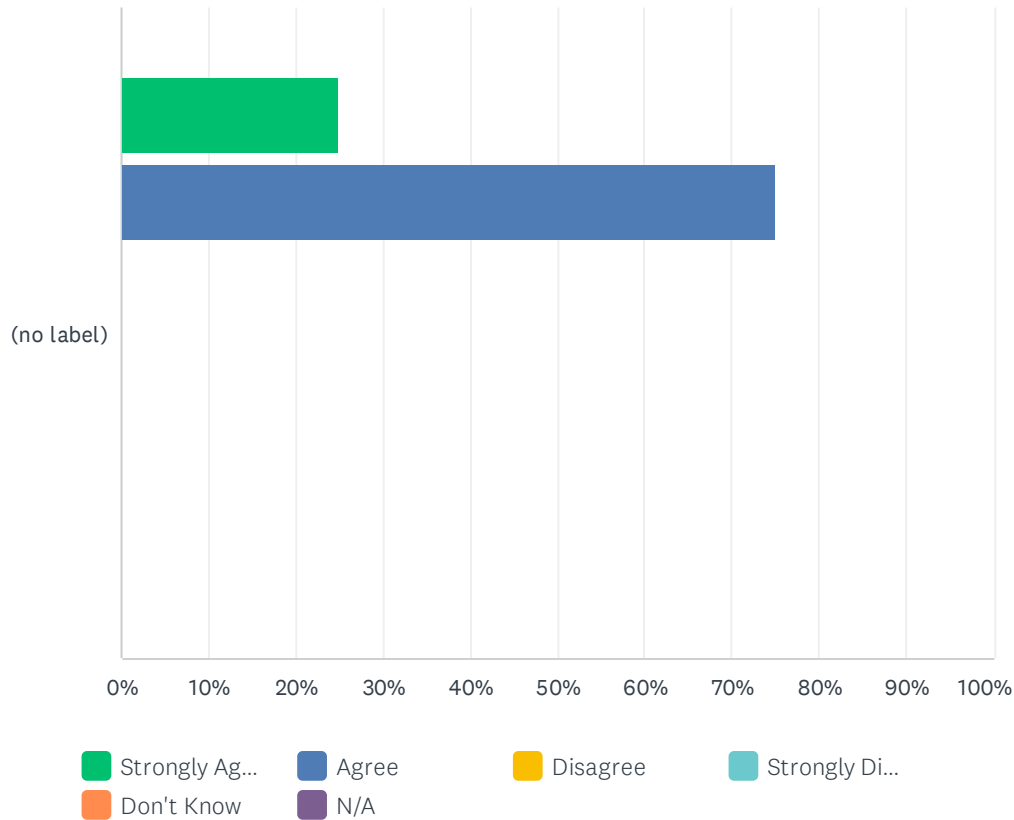


Q1 The roles and responsibilities of our board are clearly defined and separate from those of the staff.

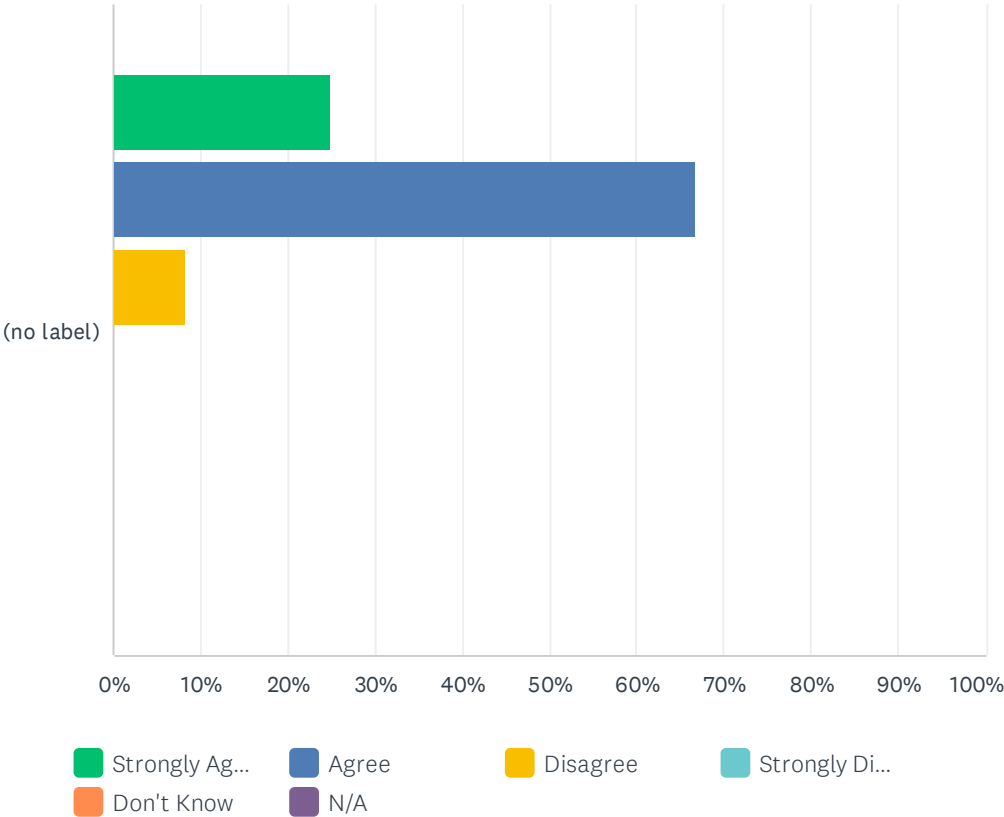
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	12	4.25
	3	9	0	0	0	0		

Q2 Our board takes the primary responsibility for setting the organization's policies.

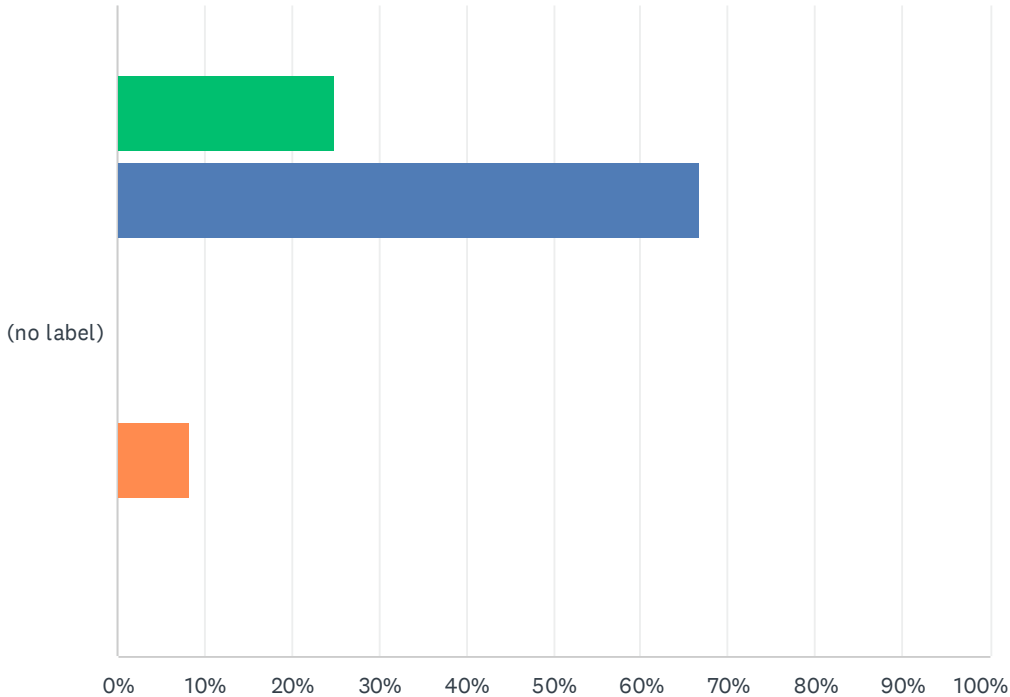
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	8.33%	0.00%	0.00%	0.00%	12	4.17
	3	8	1	0	0	0		

Q3 Board members seldom assume roles and responsibilities that belong to staff.

Answered: 12 Skipped: 0

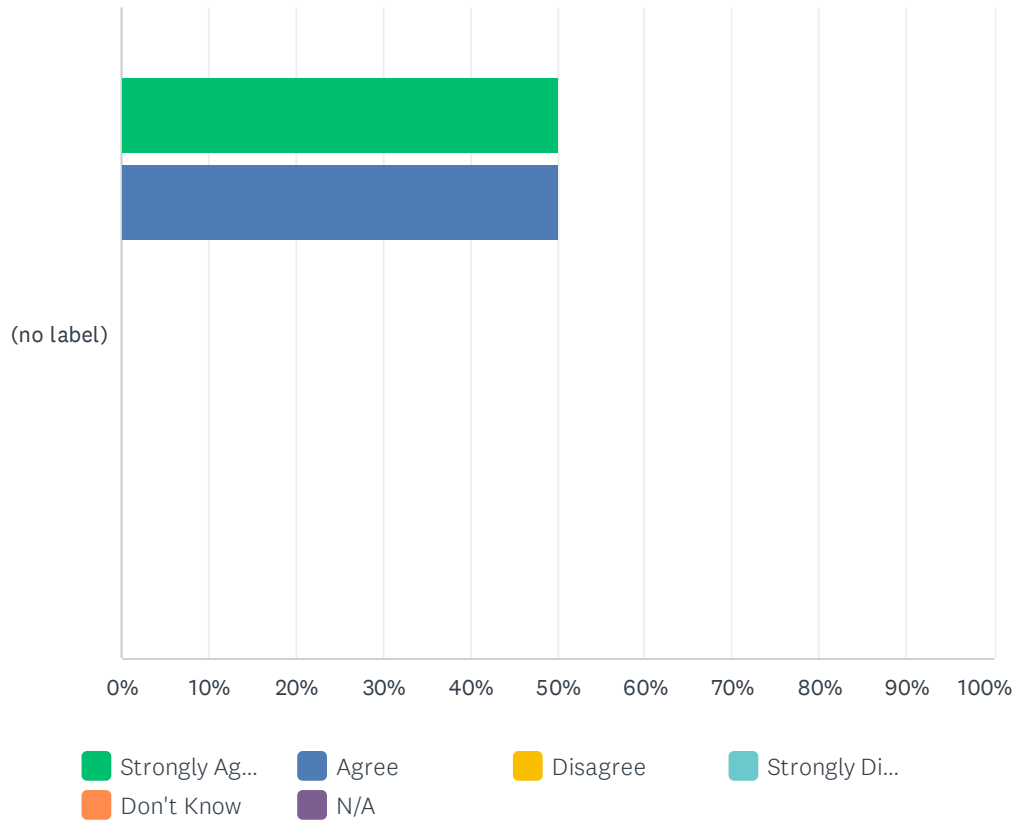


■ Strongly Ag...
 ■ Agree
 ■ Disagree
 ■ Strongly Di...
 ■ Don't Know
 ■ N/A

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	0.00%	0.00%	8.33%	0.00%	12	4.00
	3	8	0	0	1	0		

Q4 The board delegates to the organization's executive director sufficient authority to lead the staff and carry out the organization's mission.

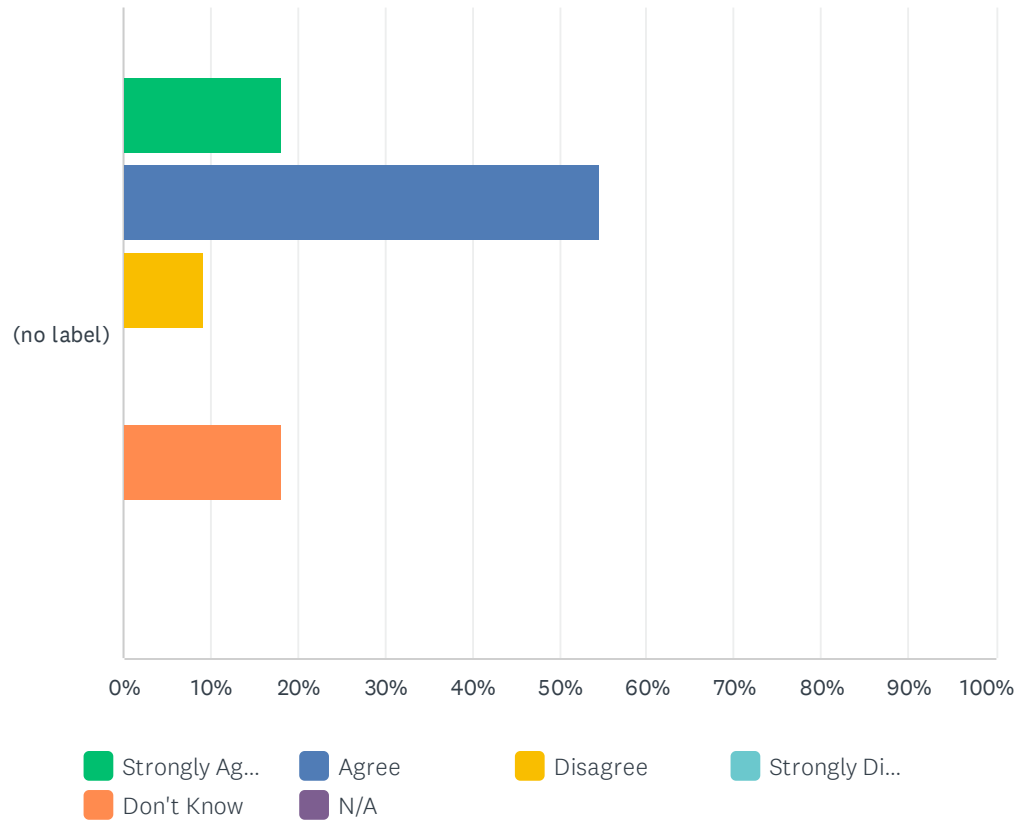
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	12	4.50
	6	6	0	0	0	0		

Q5 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.

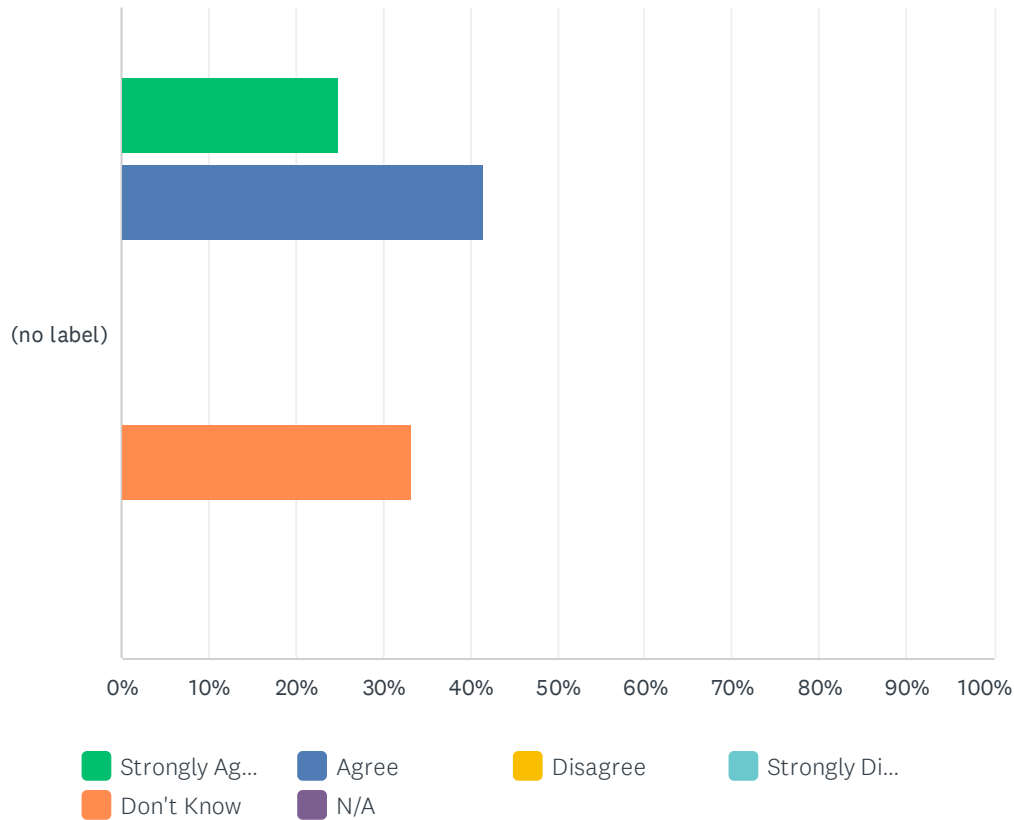
Answered: 11 Skipped: 1



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	18.18%	54.55%	9.09%	0.00%	18.18%	0.00%	11	3.55
	2	6	1	0	2	0		

Q6 When a problem or conflict arises between board and staff, we move quickly and effectively to resolve it.

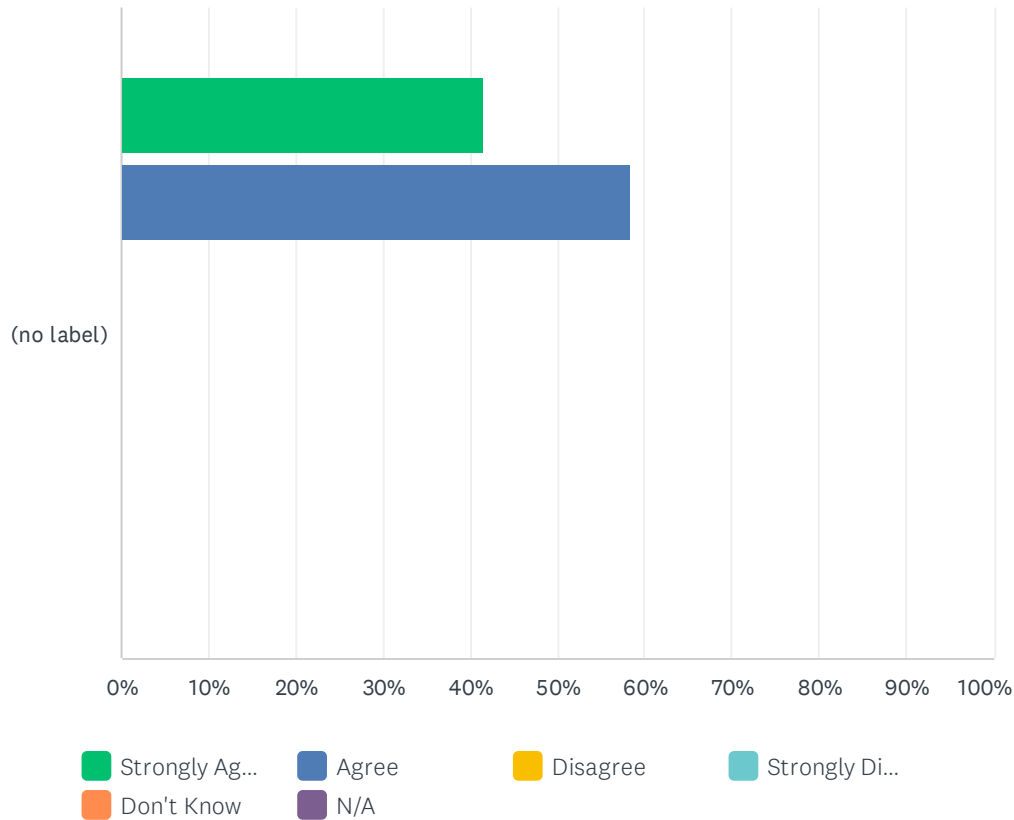
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	41.67%	0.00%	0.00%	33.33%	0.00%	12	3.25
	3	5	0	0	4	0		

Q7 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.

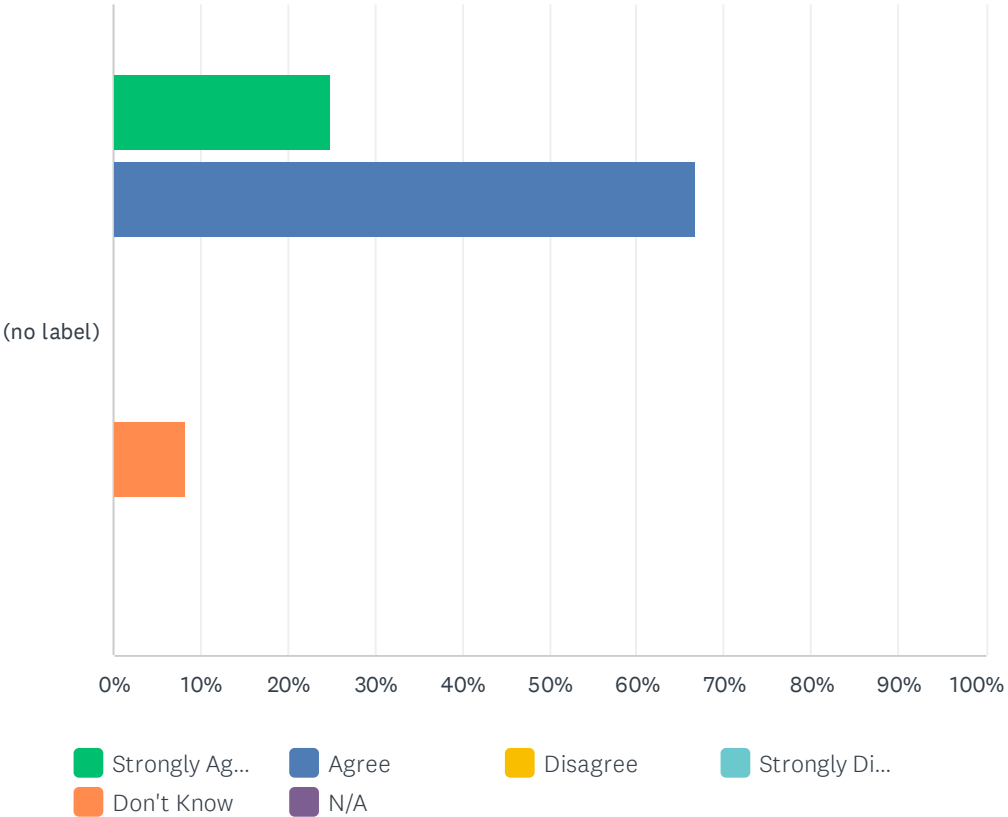
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	58.33%	0.00%	0.00%	0.00%	0.00%	12	4.42
	5	7	0	0	0	0		

Q8 The full board approves all new organizational policies before they are implemented.

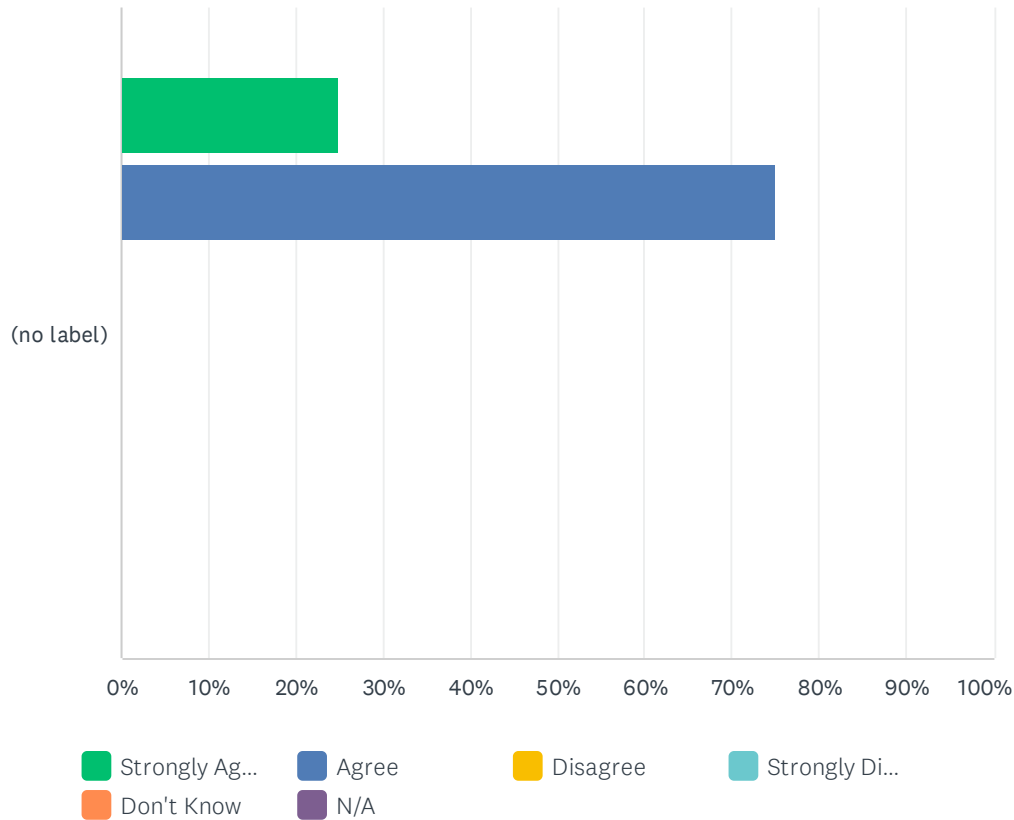
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	0.00%	0.00%	8.33%	0.00%	12	4.00
	3	8	0	0	1	0		

Q9 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.

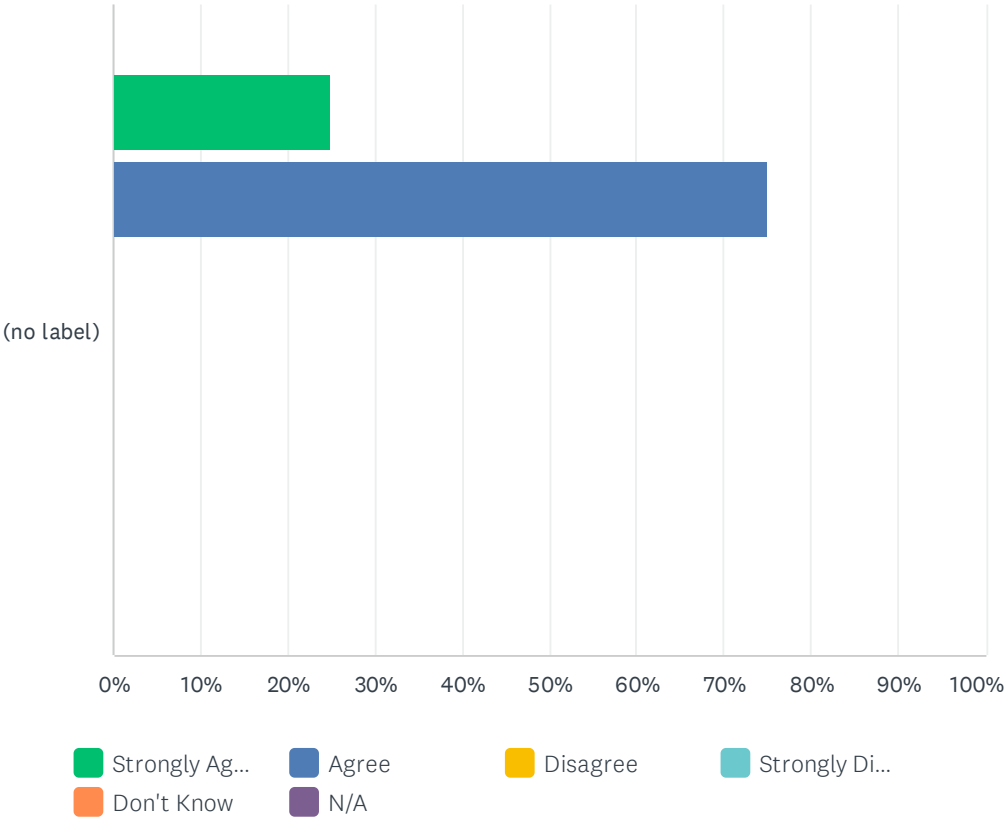
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	12	4.25
	3	9	0	0	0	0		

Q10 Our organization's policies are effectively communicated to all board members.

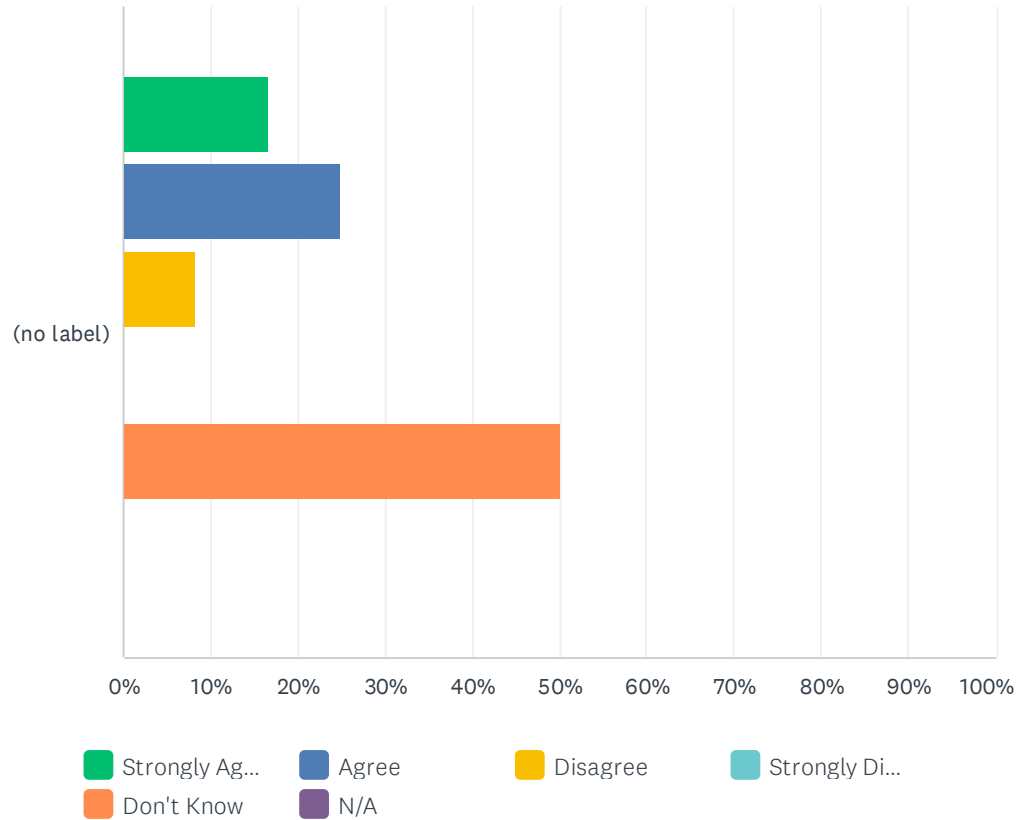
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	12	4.25
	3	9	0	0	0	0		

Q11 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.

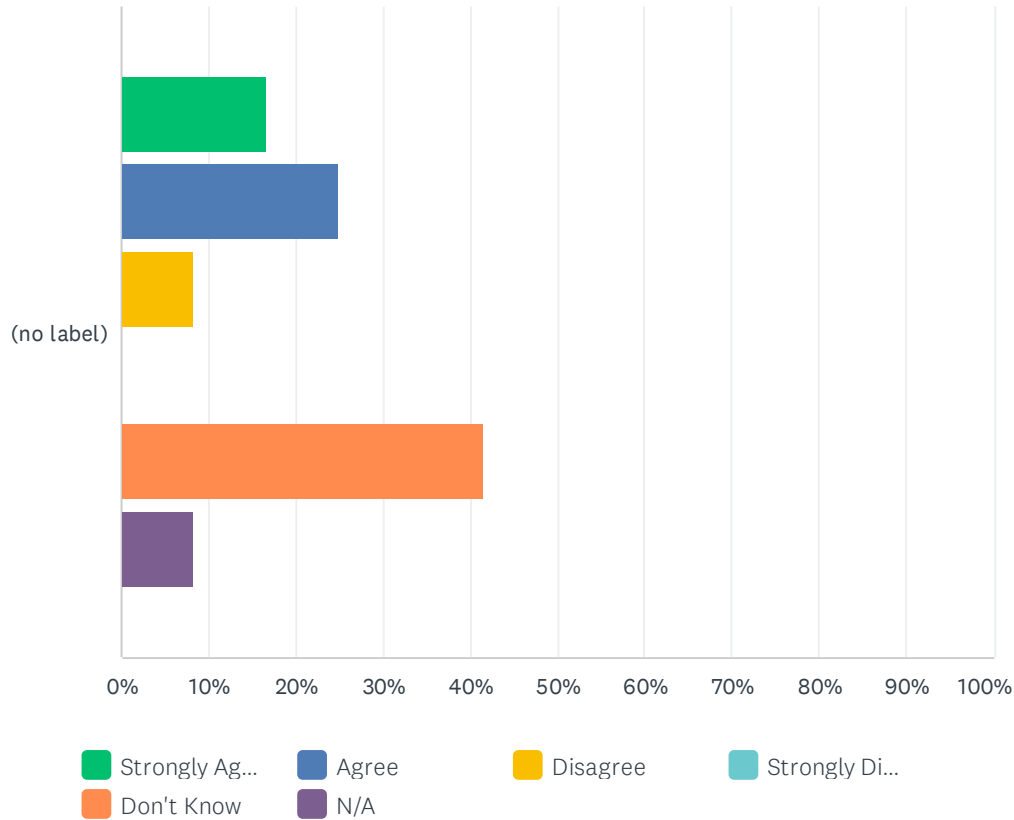
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	25.00%	8.33%	0.00%	50.00%	0.00%	12	2.58
	2	3	1	0	6	0		

Q12 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.

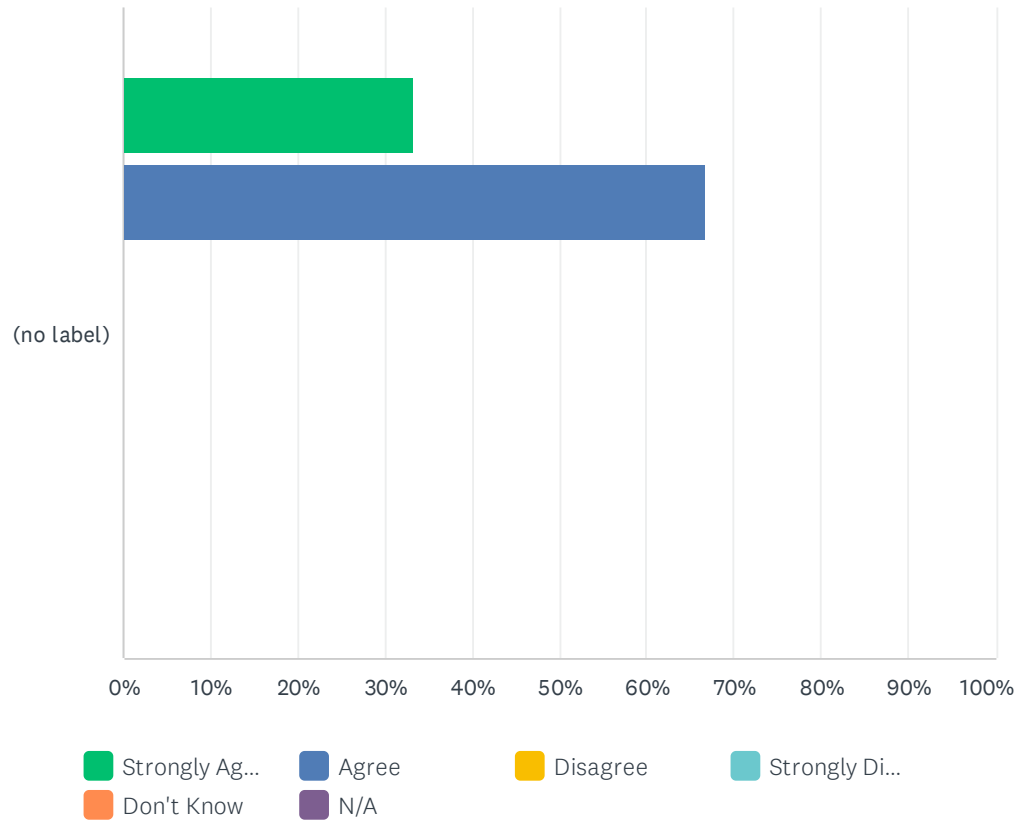
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	25.00%	8.33%	0.00%	41.67%	8.33%	12	2.73
	2	3	1	0	5	1		

Q13 Our organization's mission and purpose are clearly understood and accepted by our board.

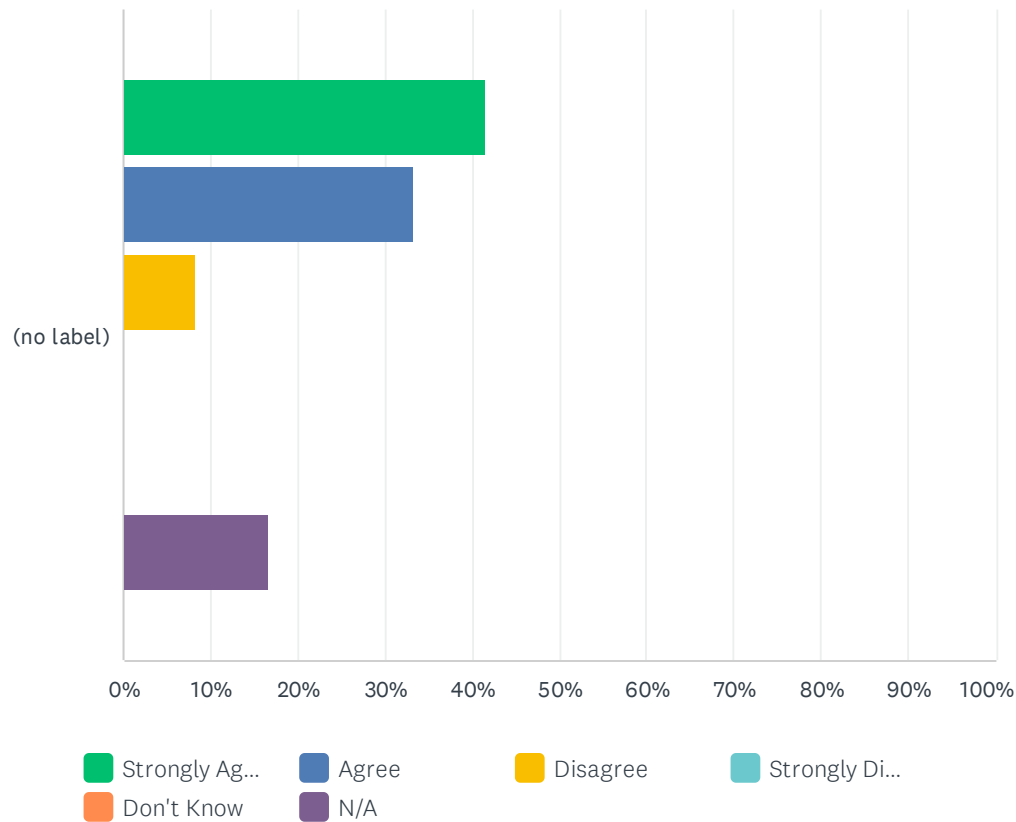
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	12	4.33
	4	8	0	0	0	0		

Q14 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.

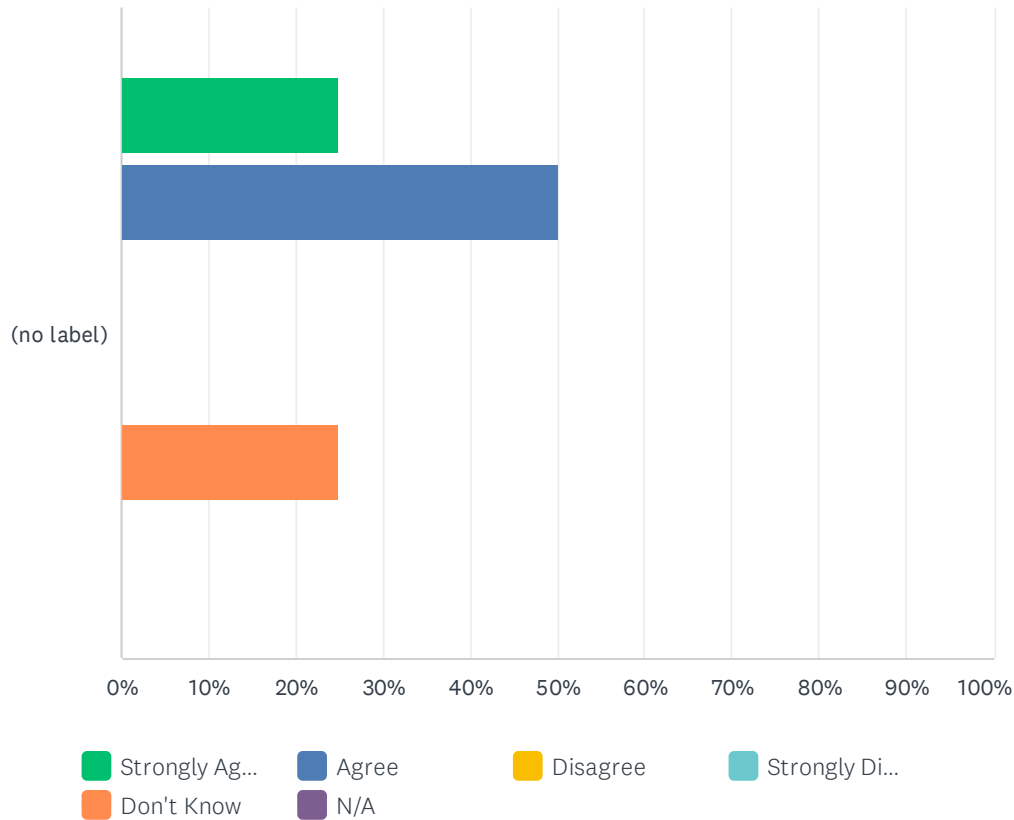
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	33.33%	8.33%	0.00%	0.00%	16.67%	12	4.40
	5	4	1	0	0	2		

Q15 The members of the board reached consensus on a vision that communicated where the organization will be headed over the next 3-5 years.

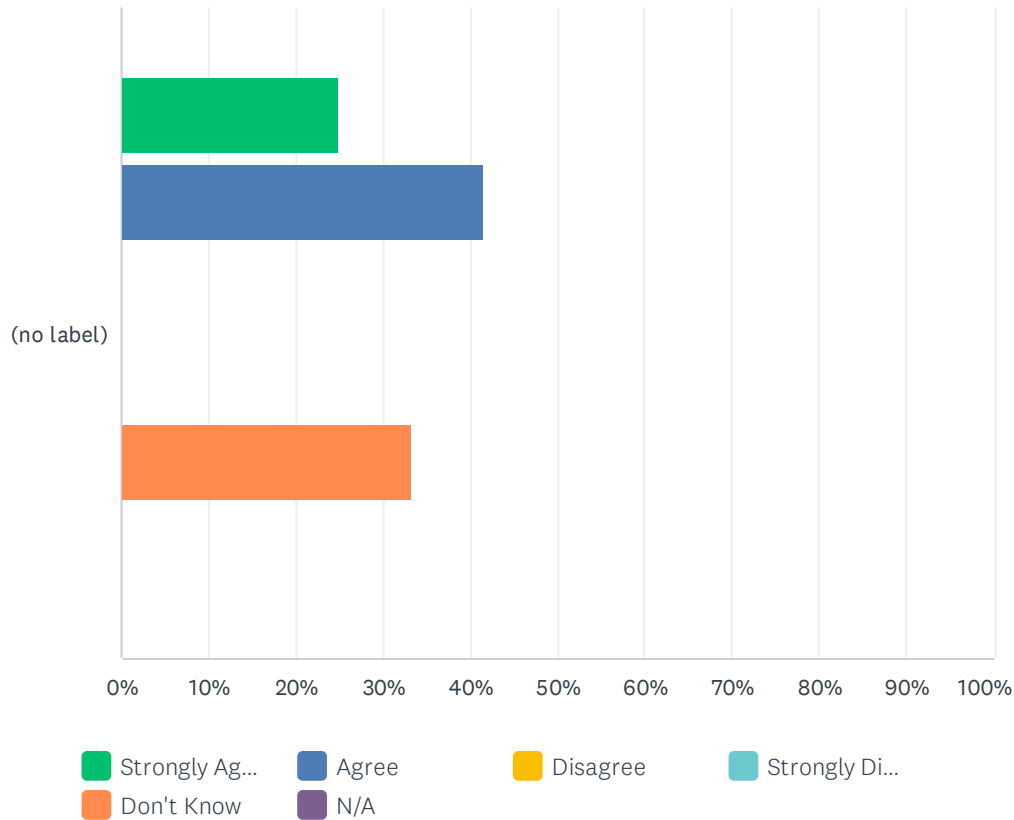
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	50.00%	0.00%	0.00%	25.00%	0.00%	12	3.50
	3	6	0	0	3	0		

Q16 The full board collaboratively reviews and updates the organization's strategic plan at least every two years.

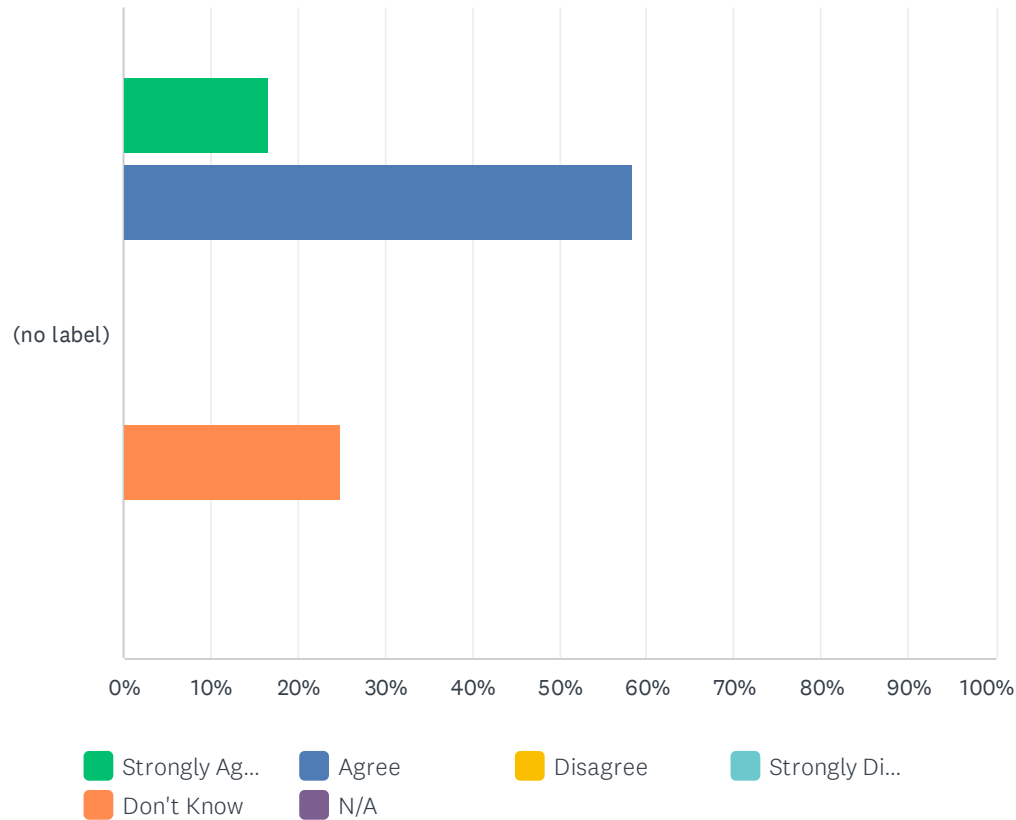
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	41.67%	0.00%	0.00%	33.33%	0.00%	12	3.25
	3	5	0	0	4	0		

Q17 Staff develop and carry out annual action plans based on the board-approved strategic plan.

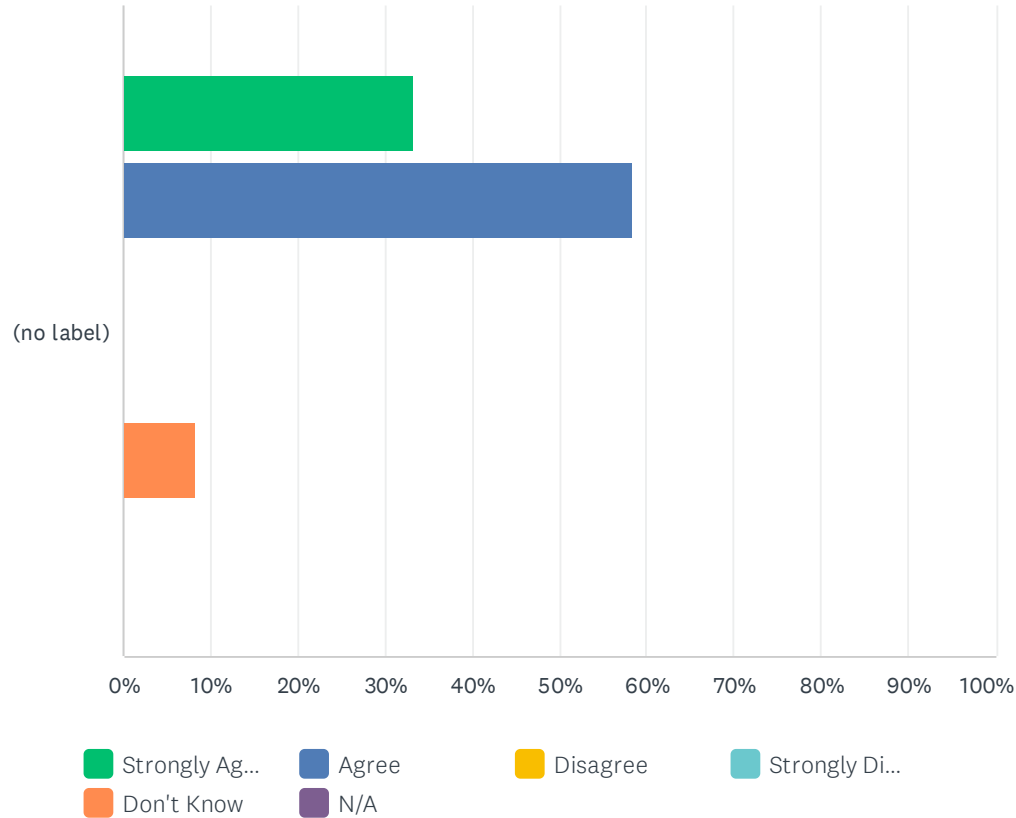
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	58.33%	0.00%	0.00%	25.00%	0.00%	12	3.42
	2	7	0	0	3	0		

Q18 The board is thoroughly briefed by the staff on annual plans by staff.

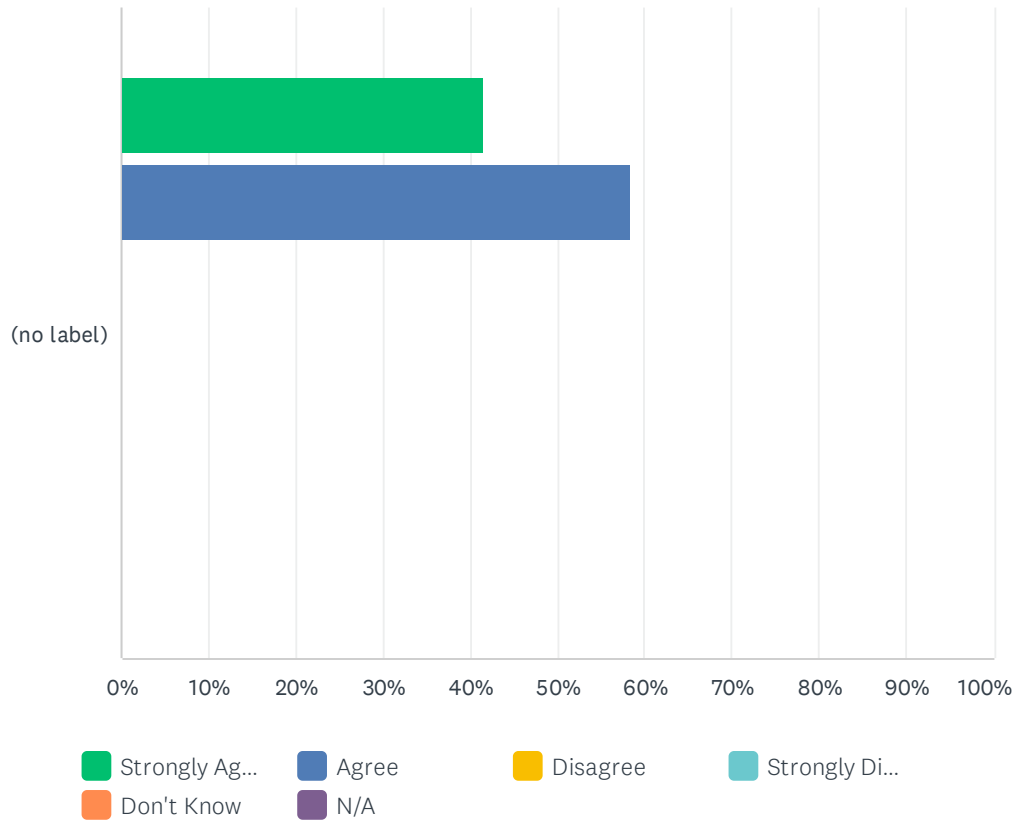
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	58.33%	0.00%	0.00%	8.33%	0.00%	12	4.08
	4	7	0	0	1	0		

Q19 The organization's annual budget is fully discussed and understood by the board prior to approving it.

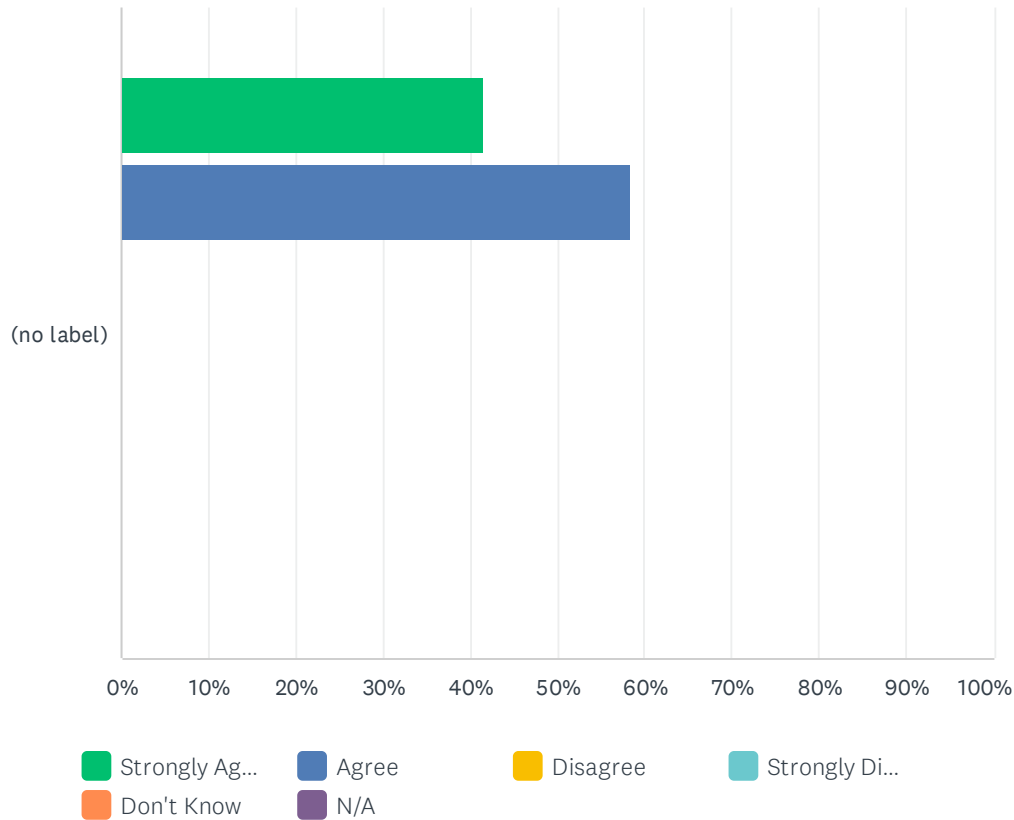
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	58.33%	0.00%	0.00%	0.00%	0.00%	12	4.42
	5	7	0	0	0	0		

Q20 The fiscal health of our organization is regularly reviewed, and any necessary board actions are taken thoughtfully and quickly.

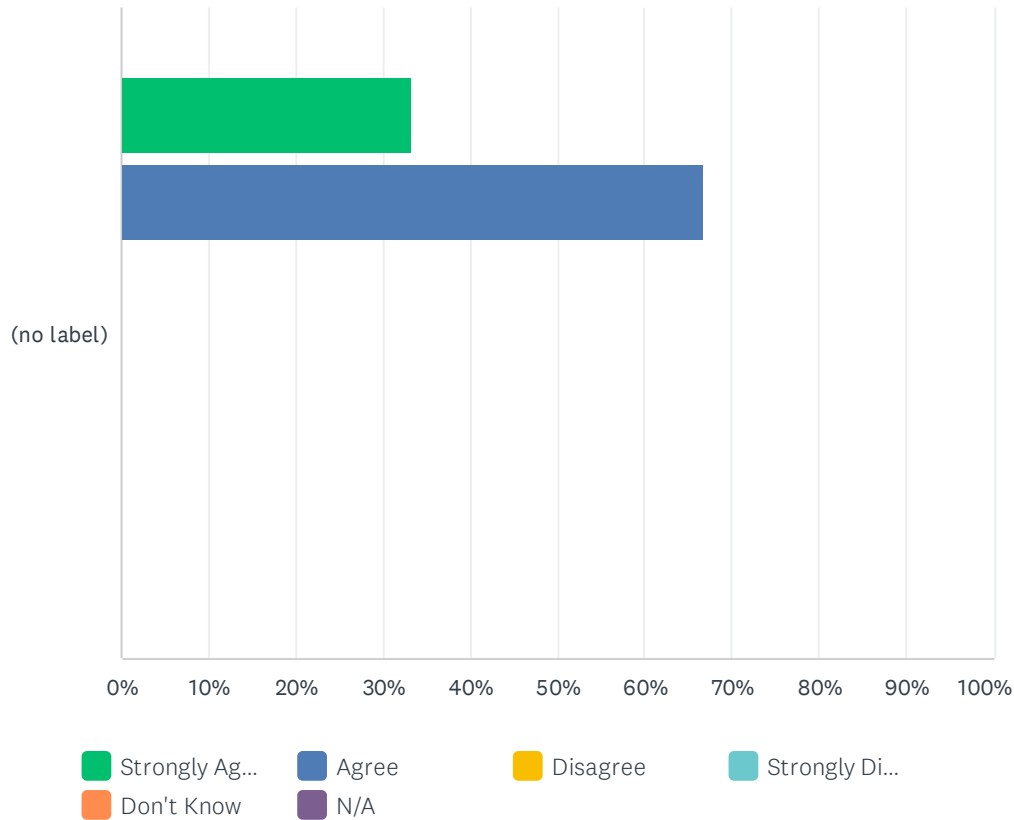
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	58.33%	0.00%	0.00%	0.00%	0.00%	12	4.42
	5	7	0	0	0	0		

Q21 Board leadership takes steps to ensure that fiscal reports are thoroughly understood by all board members.

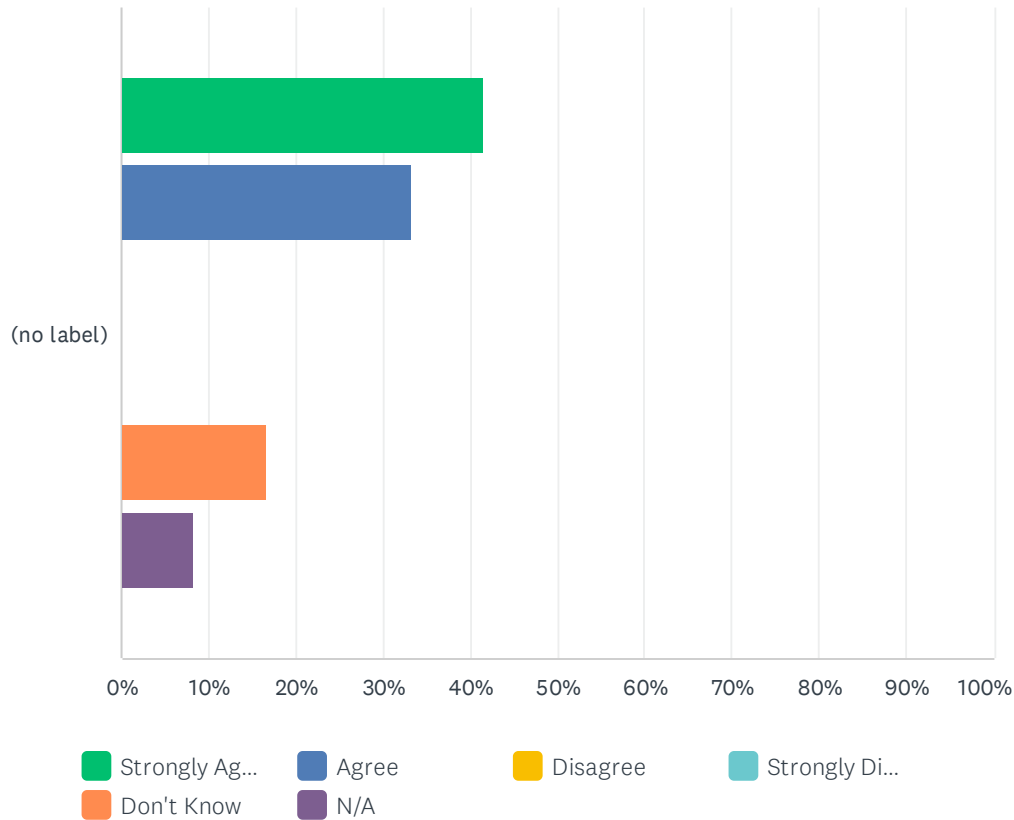
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	12	4.33
	4	8	0	0	0	0		

Q22 The annual report of our organization's independent auditor is reviewed by the board and any necessary actions are taken in a timely way.

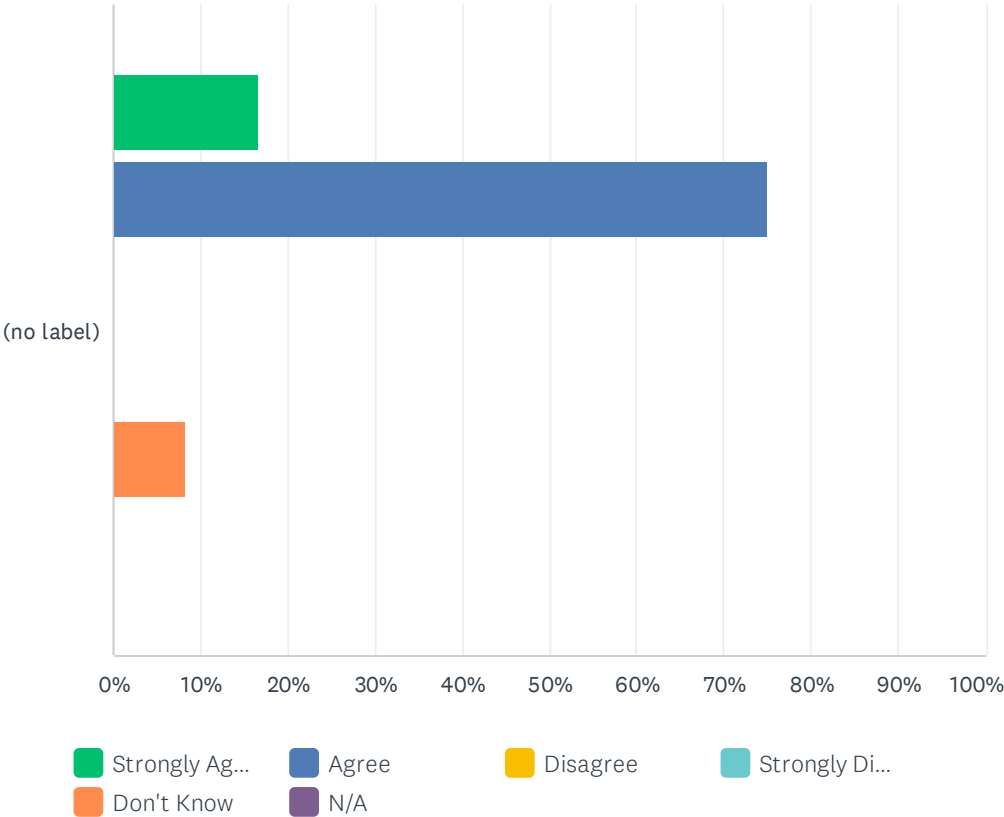
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	33.33%	0.00%	0.00%	16.67%	8.33%	12	3.91
	5	4	0	0	2	1		

Q23 Board members are fully aware of their legal responsibilities for the organization's fiscal management.

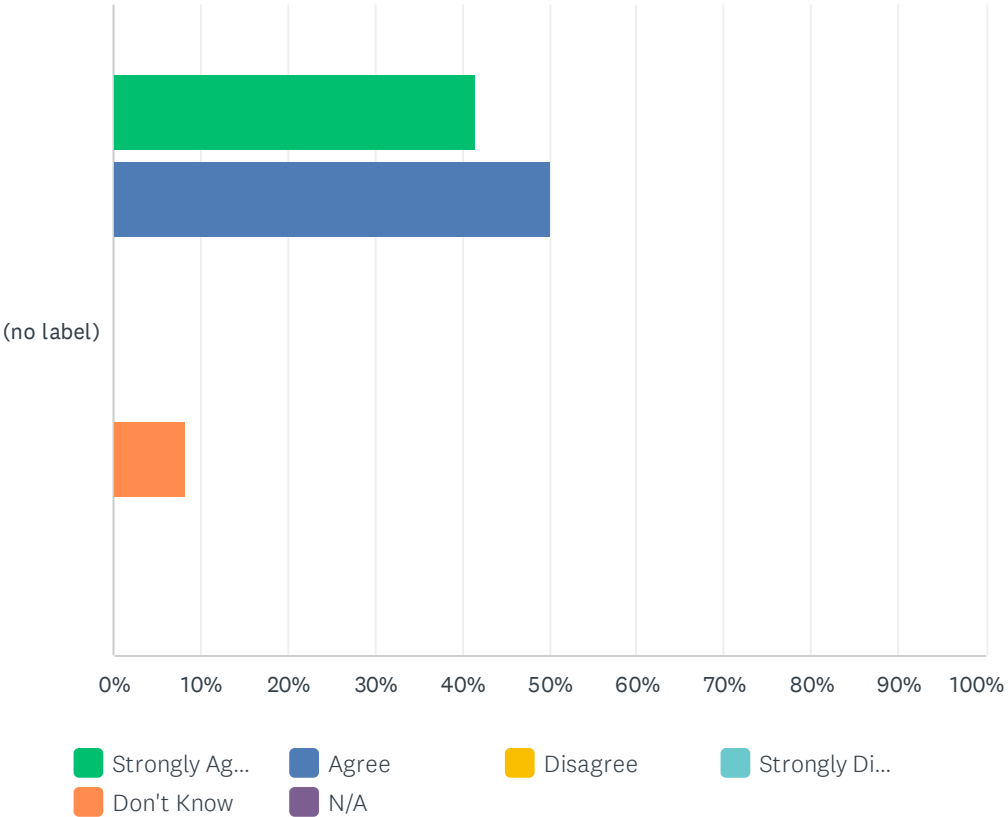
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	75.00%	0.00%	0.00%	8.33%	0.00%	12	3.92
	2	9	0	0	1	0		

Q24 The board regularly reviews the financial investment practices and portfolio performance of the organization.

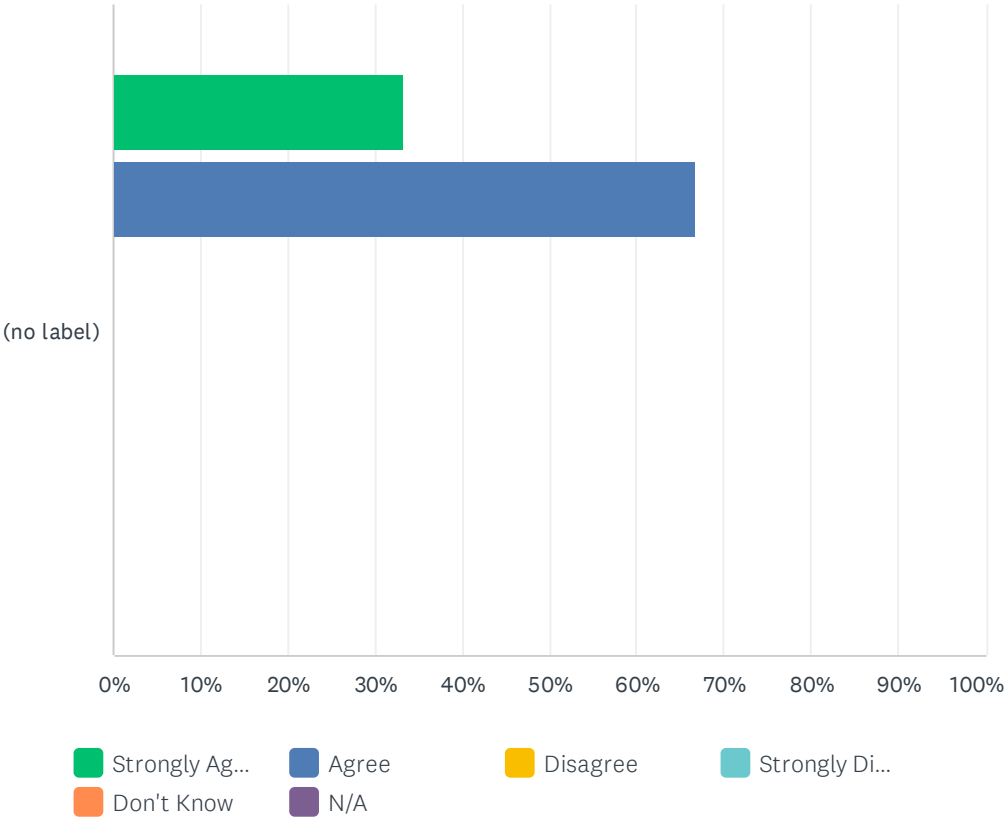
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	50.00%	0.00%	0.00%	8.33%	0.00%	12	4.17
	5	6	0	0	1	0		

Q25 Our board's structure allows us to get our work done in a timely and effective way.

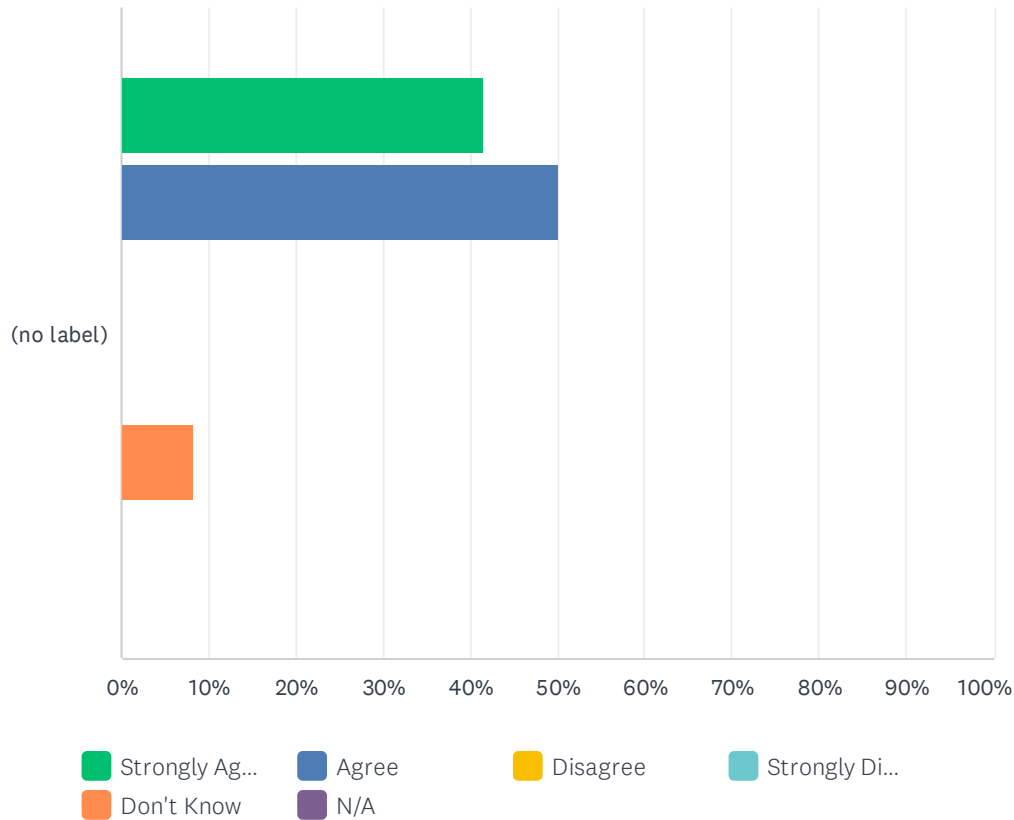
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33% 4	66.67% 8	0.00% 0	0.00% 0	0.00% 0	0.00% 0	12	4.33

Q26 The board's ad hoc and standing committees streamline our work process and increase board effectiveness.

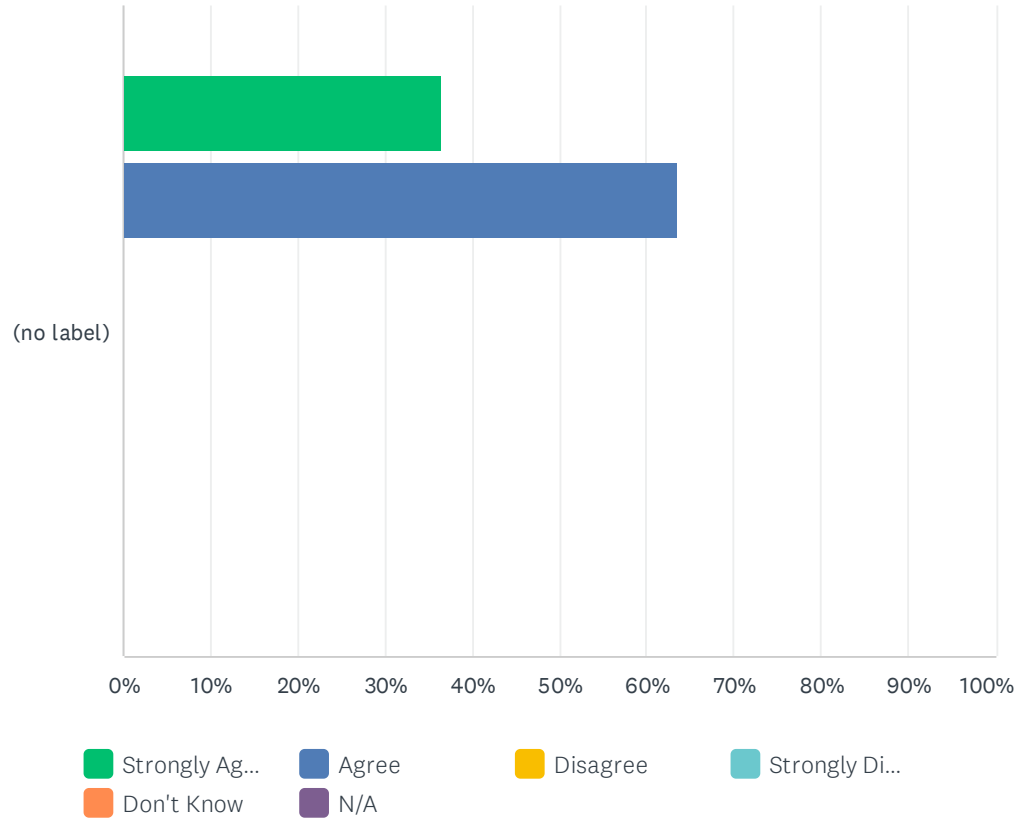
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	50.00%	0.00%	0.00%	8.33%	0.00%	12	4.17
	5	6	0	0	1	0		

Q27 Our board's size is about right.

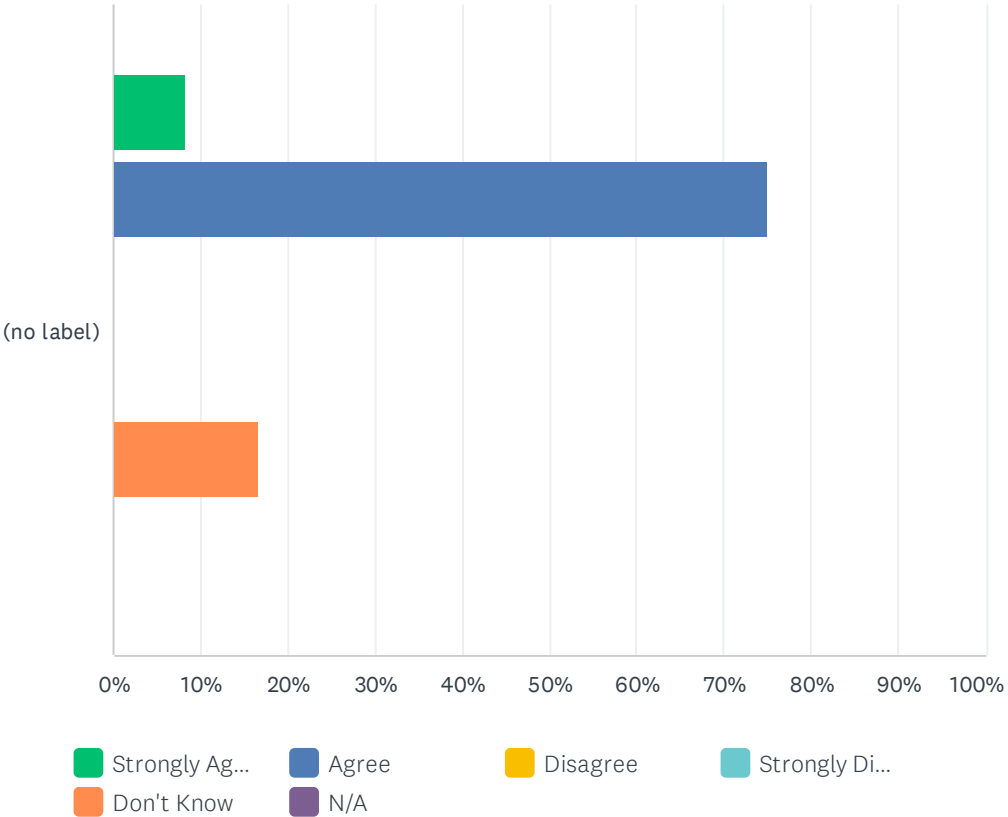
Answered: 11 Skipped: 1



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	36.36%	63.64%	0.00%	0.00%	0.00%	0.00%	11	4.36
	4	7	0	0	0	0		

Q28 Our member's terms on the board are about the right length.

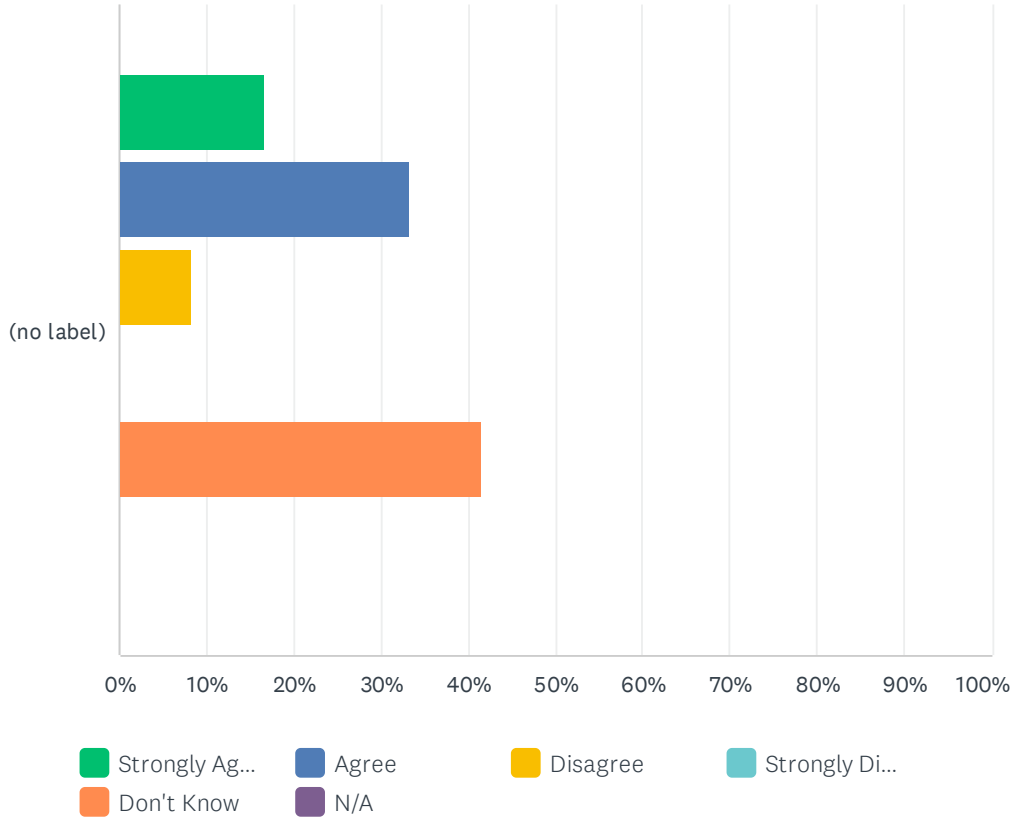
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	75.00%	0.00%	0.00%	16.67%	0.00%	12	3.58
	1	9	0	0	2	0		

Q29 We consciously select and prepare board officers for their leadership responsibilities.

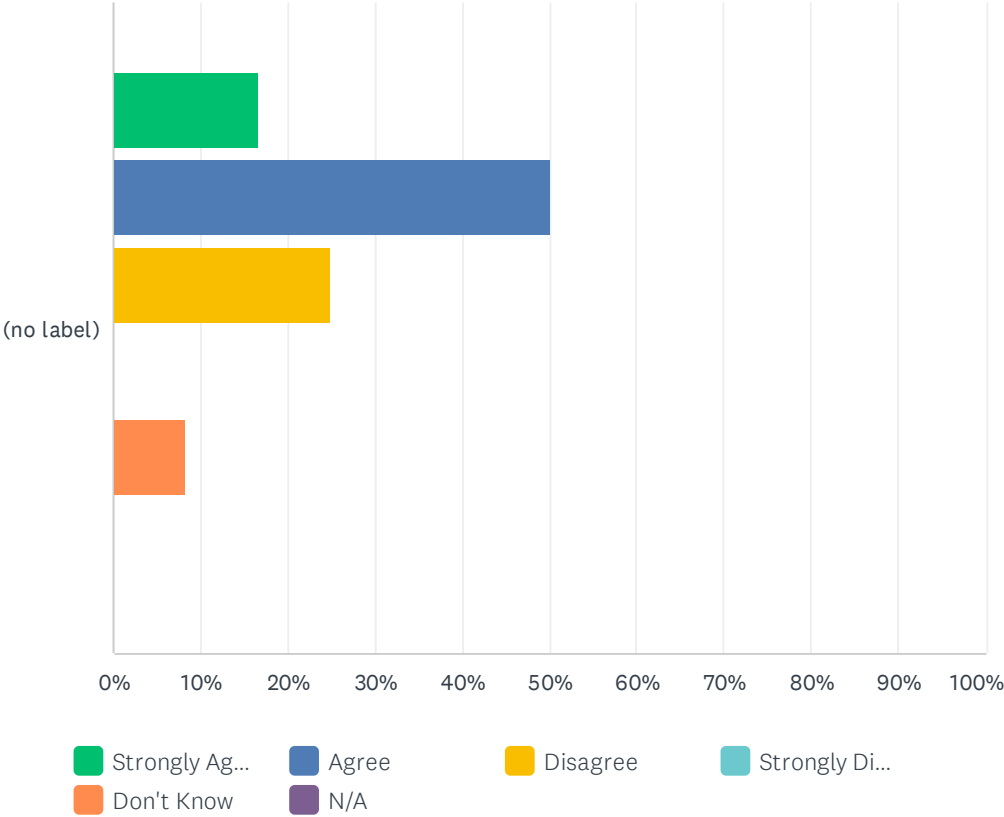
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	33.33%	8.33%	0.00%	41.67%	0.00%	12	2.83
	2	4	1	0	5	0		

Q30 Board members have a working knowledge of the organization's by-laws.

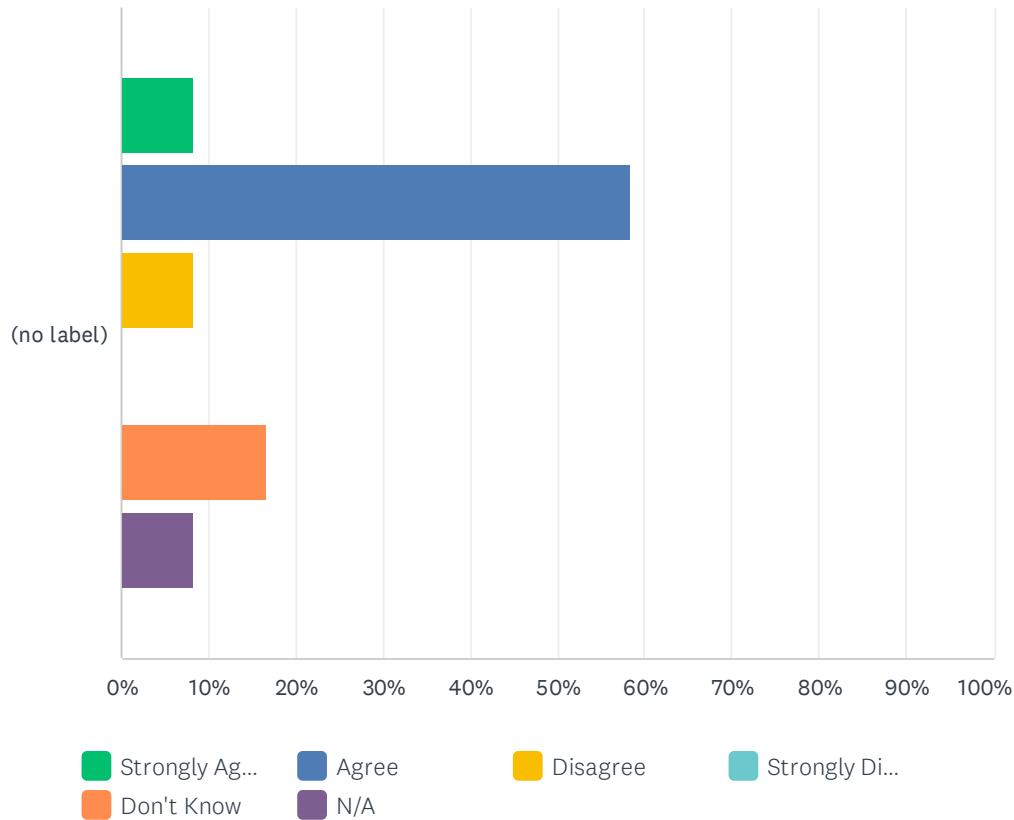
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	50.00%	25.00%	0.00%	8.33%	0.00%	12	3.67
	2	6	3	0	1	0		

Q31 The board updates the needs for ad hoc and standing committees and revises the structure as necessary at the beginning of each fiscal year.

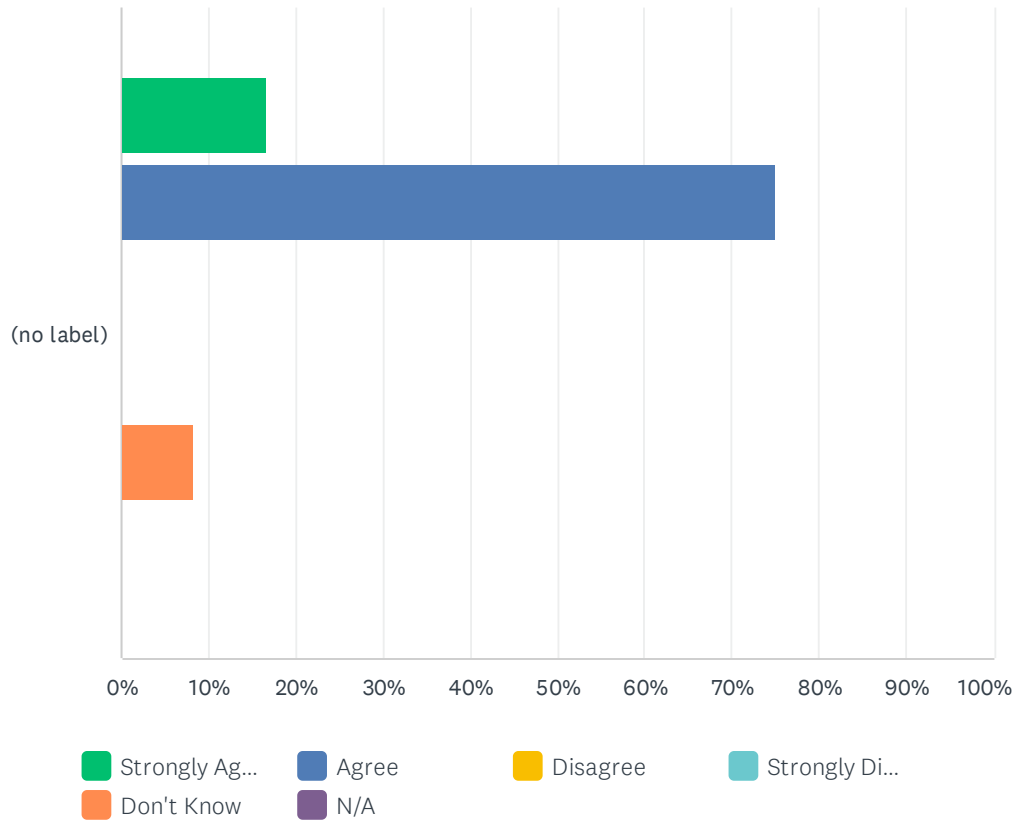
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	58.33%	8.33%	0.00%	16.67%	8.33%	12	3.45
	1	7	1	0	2	1		

Q32 Ad hoc and standing committee assignments generally reflect the interests and expertise of individual board members.

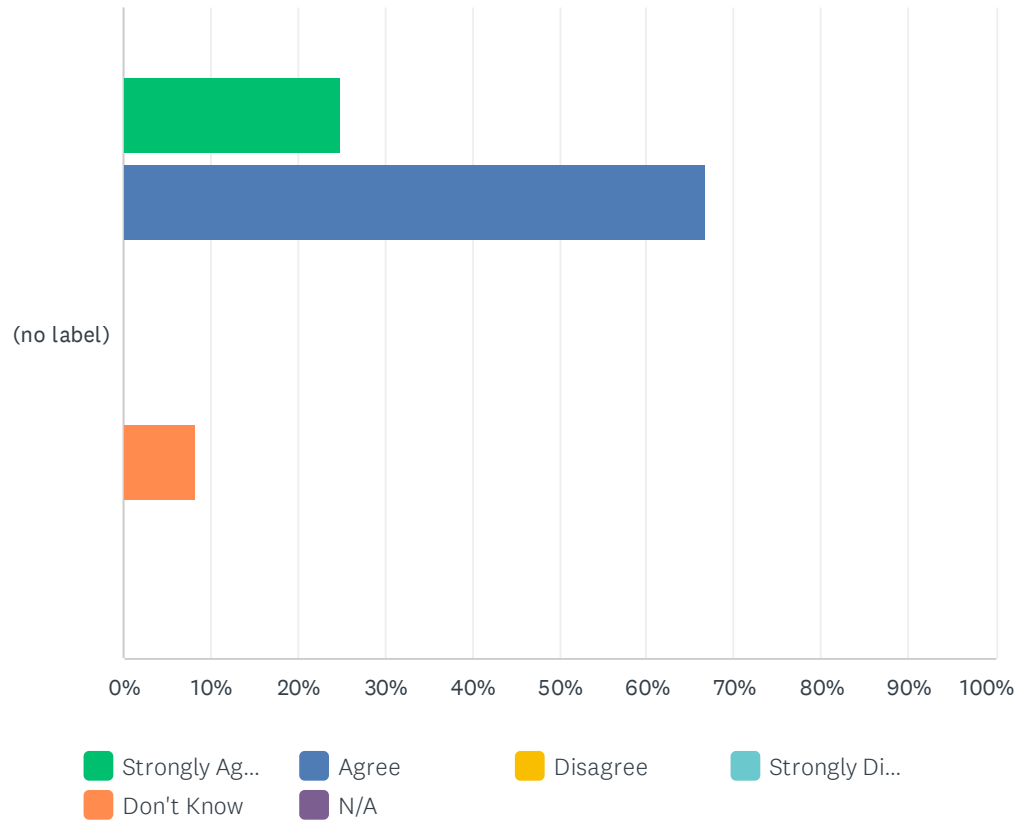
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	75.00%	0.00%	0.00%	8.33%	0.00%	12	3.92
	2	9	0	0	1	0		

Q33 Standing and ad hoc committees complete their tasks in an effective and timely way.

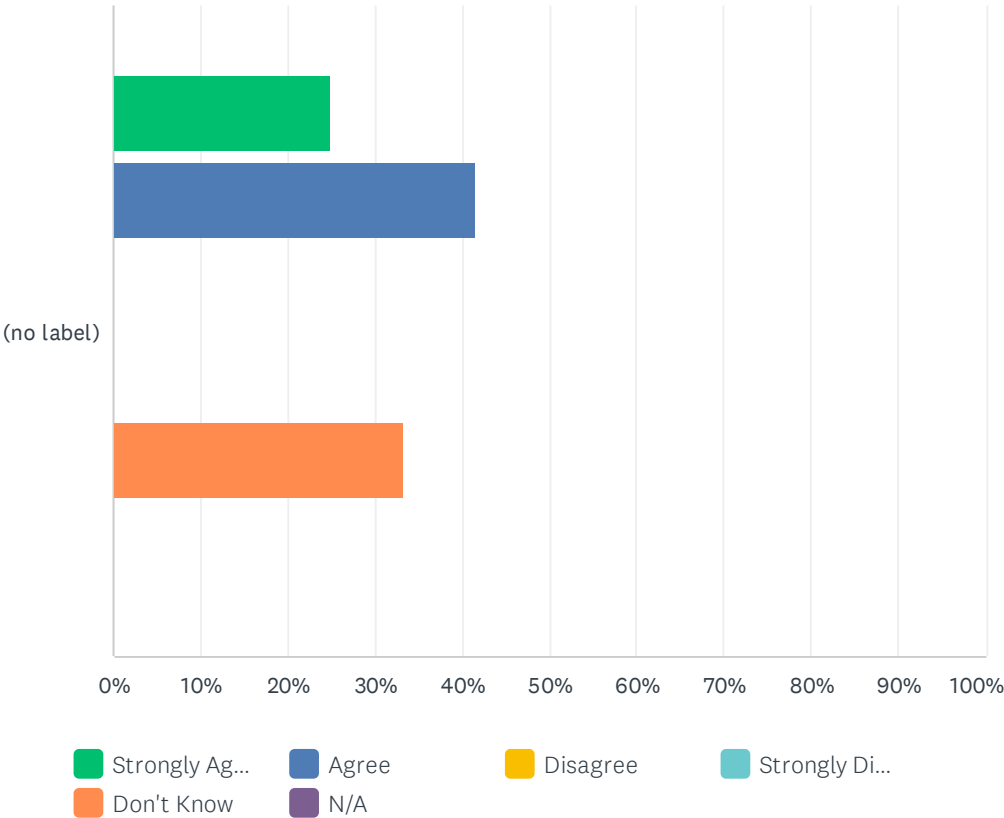
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	0.00%	0.00%	8.33%	0.00%	12	4.00
	3	8	0	0	1	0		

Q34 Most board members actively participate in standing committee activities.

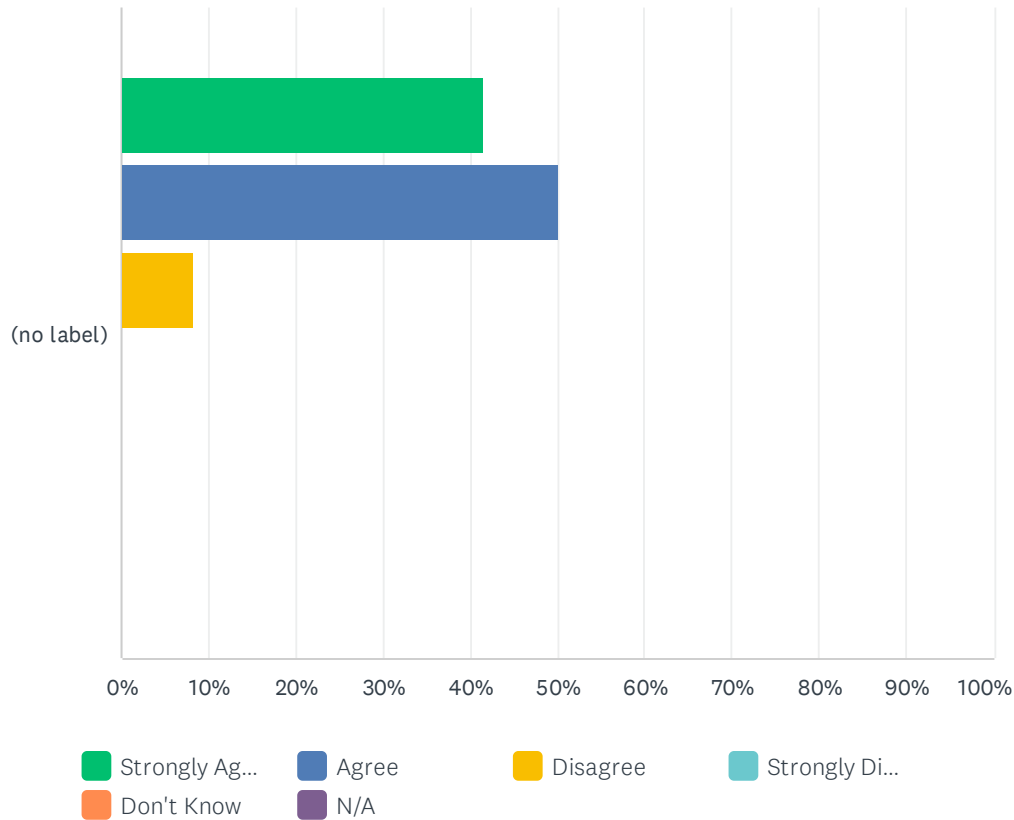
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	41.67%	0.00%	0.00%	33.33%	0.00%	12	3.25
	3	5	0	0	4	0		

Q35 Standing and ad hoc committees report their progress to the full board in timely way, but at least quarterly.

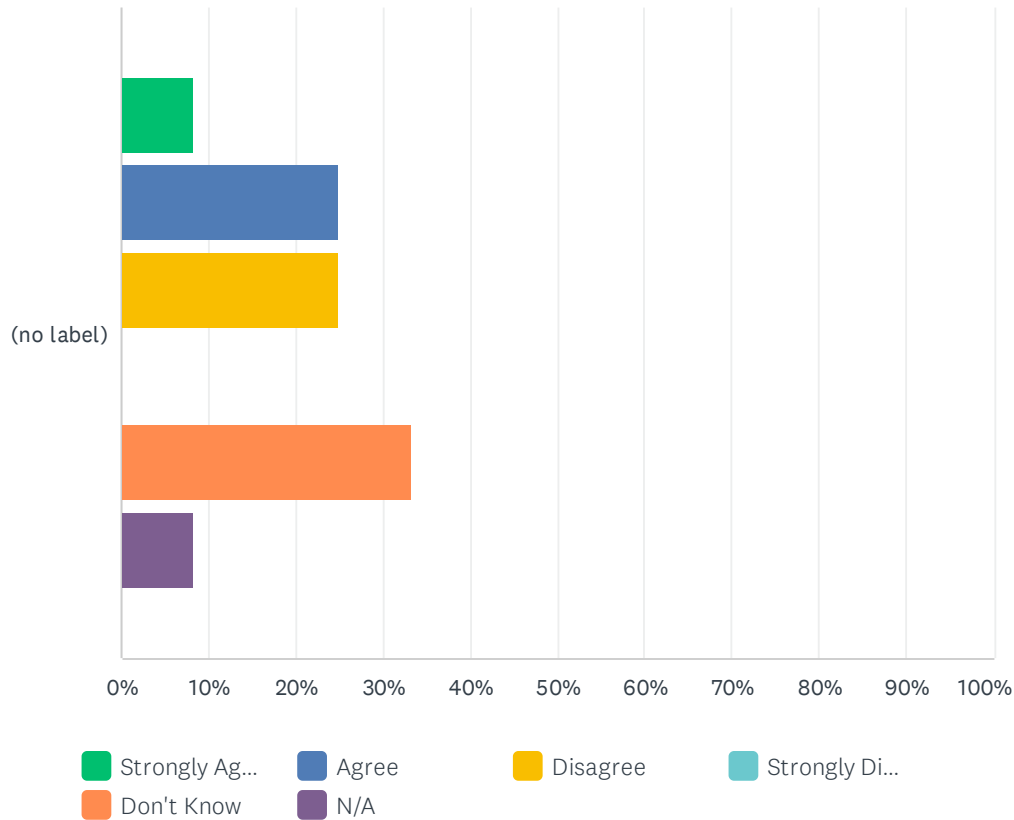
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	50.00%	8.33%	0.00%	0.00%	0.00%	12	4.33
	5	6	1	0	0	0		

Q36 Each standing committee establishes its goals and plans at the beginning of the fiscal year and then modifies them as needed.

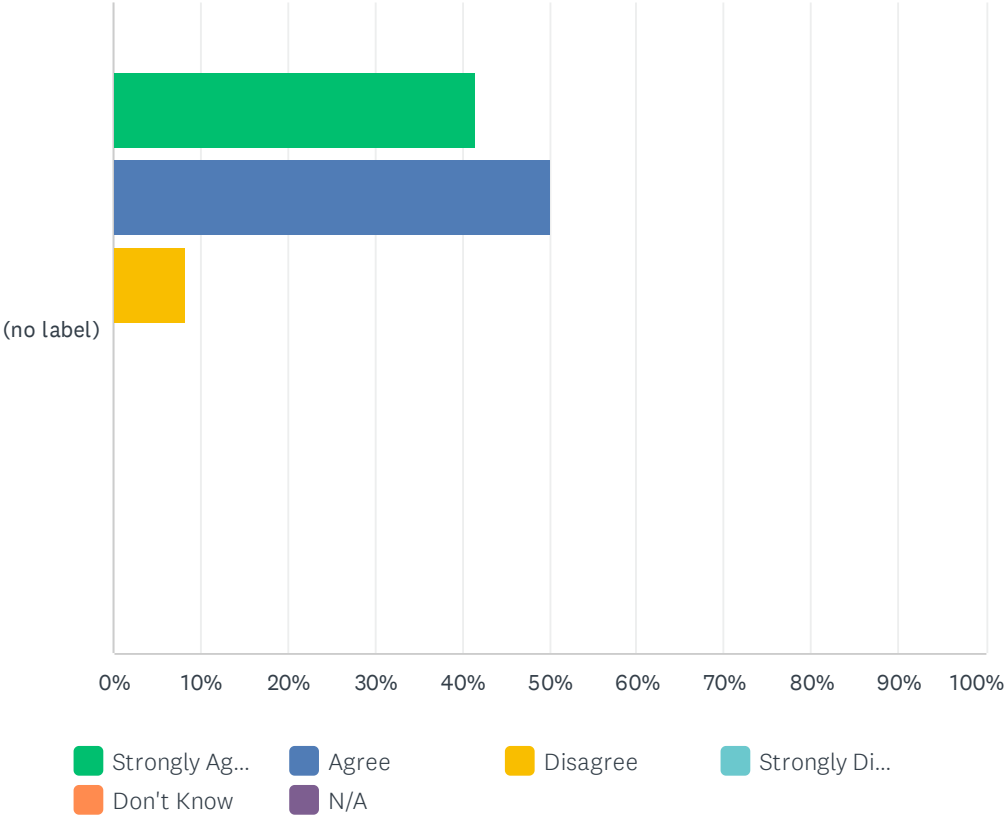
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	25.00%	25.00%	0.00%	33.33%	8.33%	12	2.73
	1	3	3	0	4	1		

Q37 Our board's meeting schedule has the right number and length of meetings.

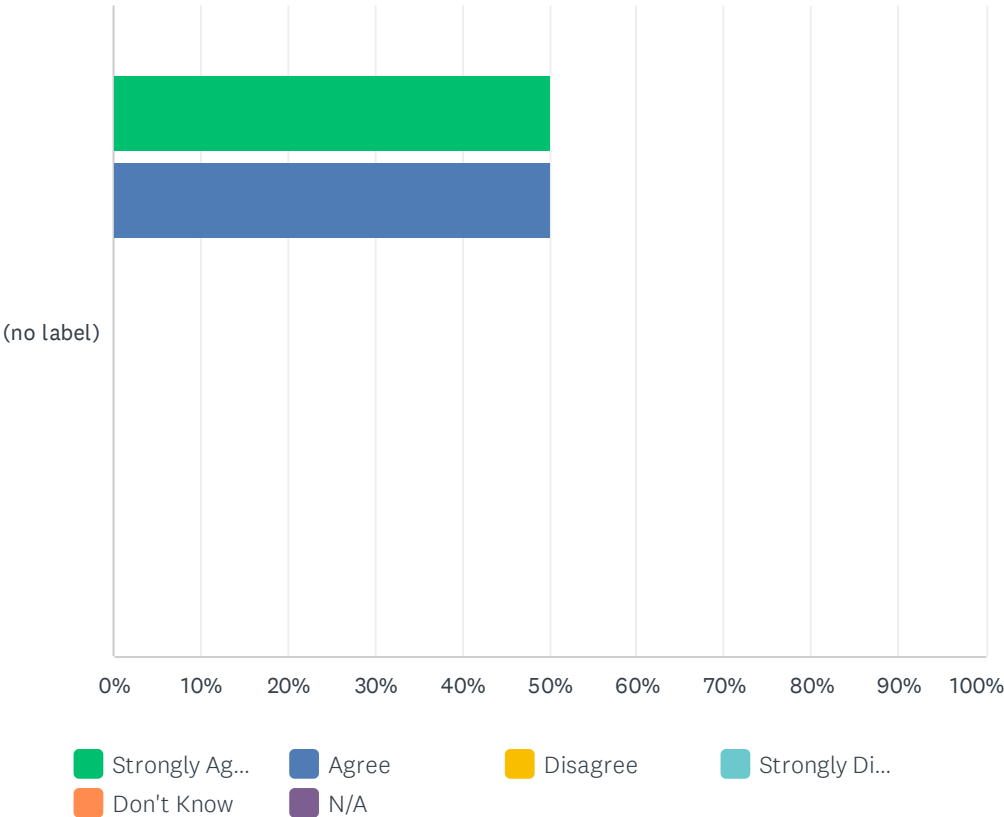
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	50.00%	8.33%	0.00%	0.00%	0.00%	12	4.33
	5	6	1	0	0	0		

Q38 The agendas of our board meetings and supporting written materials are provided in advance of meetings.

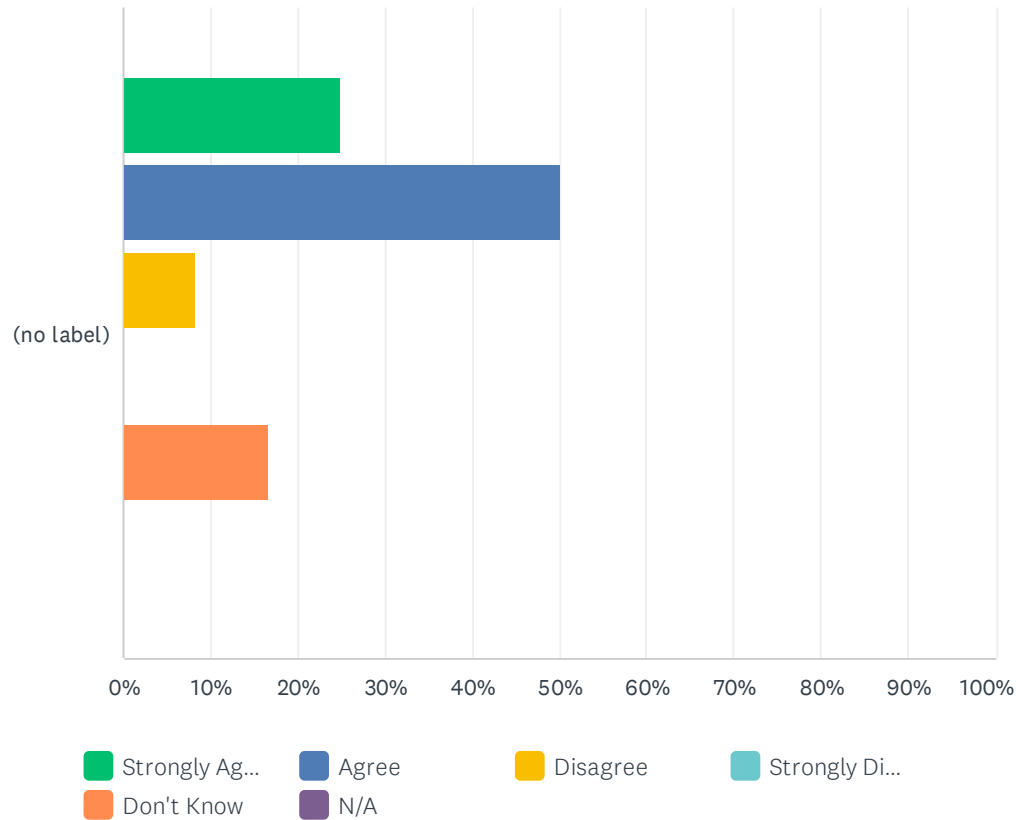
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	12	4.50
	6	6	0	0	0	0		

Q39 Board leaders and standing committee members contribute items to meeting agendas.

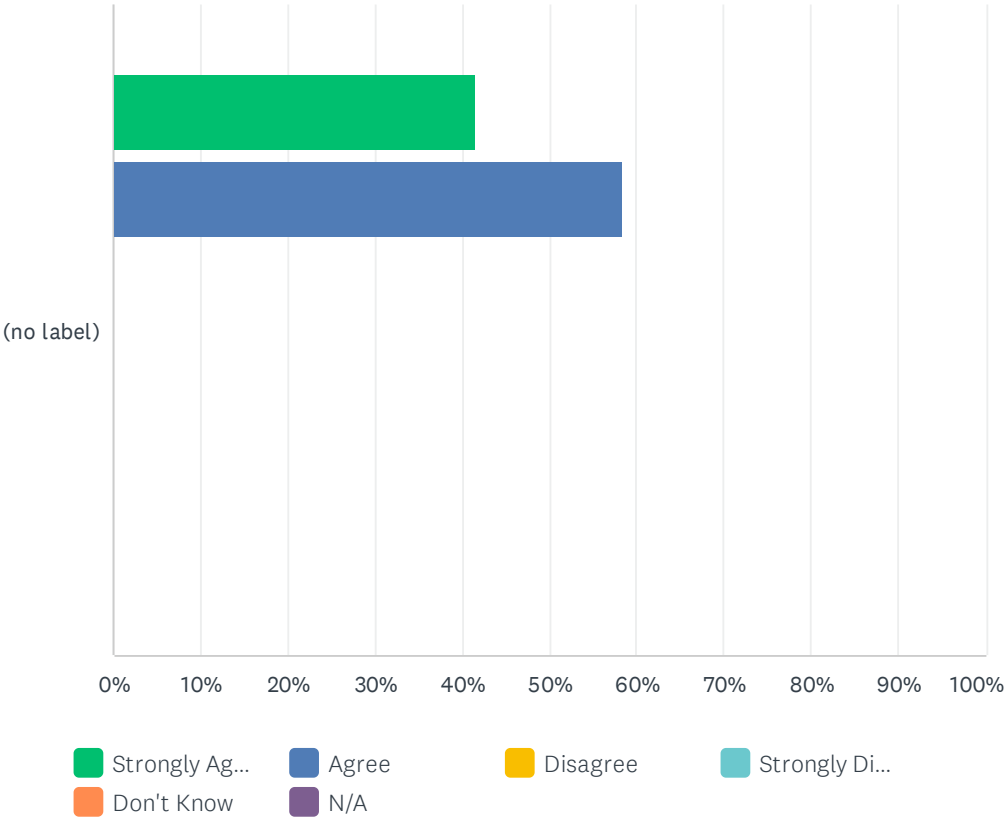
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	50.00%	8.33%	0.00%	16.67%	0.00%	12	3.67
	3	6	1	0	2	0		

Q40 Board meetings are generally well-run and make good use of members' time.

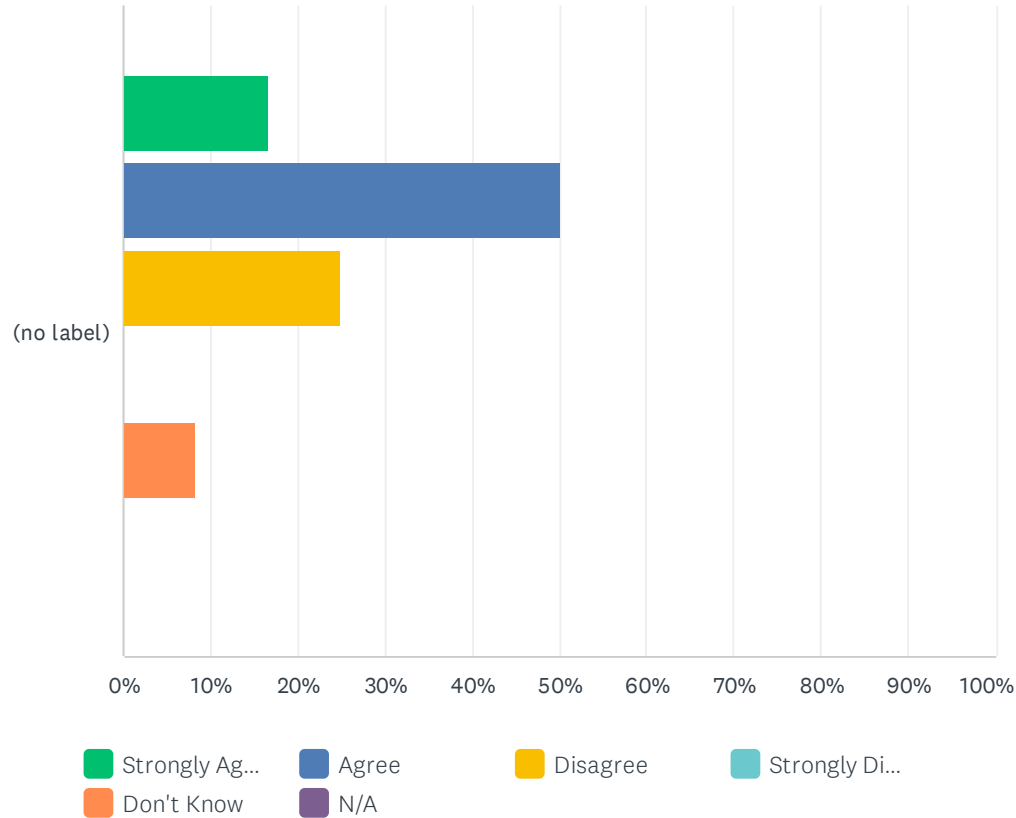
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	58.33%	0.00%	0.00%	0.00%	0.00%	12	4.42
	5	7	0	0	0	0		

Q41 Our board tends to brainstorm and identify creative approaches to problem-solving.

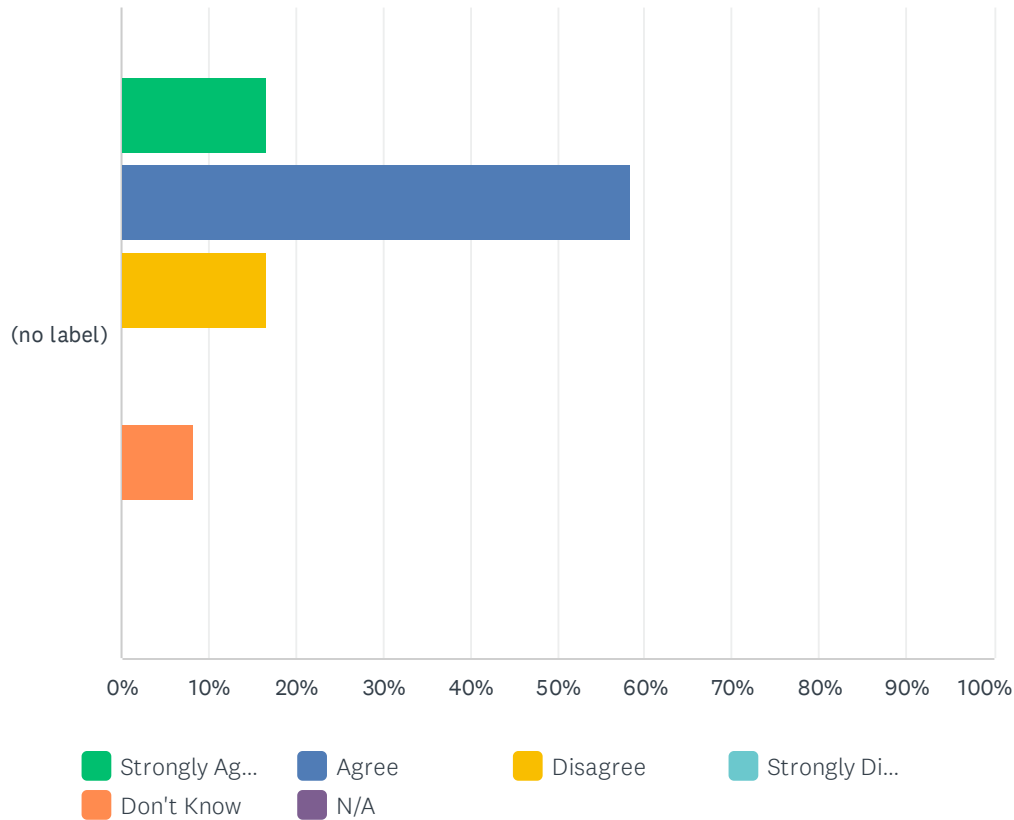
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	50.00%	25.00%	0.00%	8.33%	0.00%	12	3.67
	2	6	3	0	1	0		

Q42 Our board thoroughly examines the pros and cons of all major issues and makes fully informed decisions.

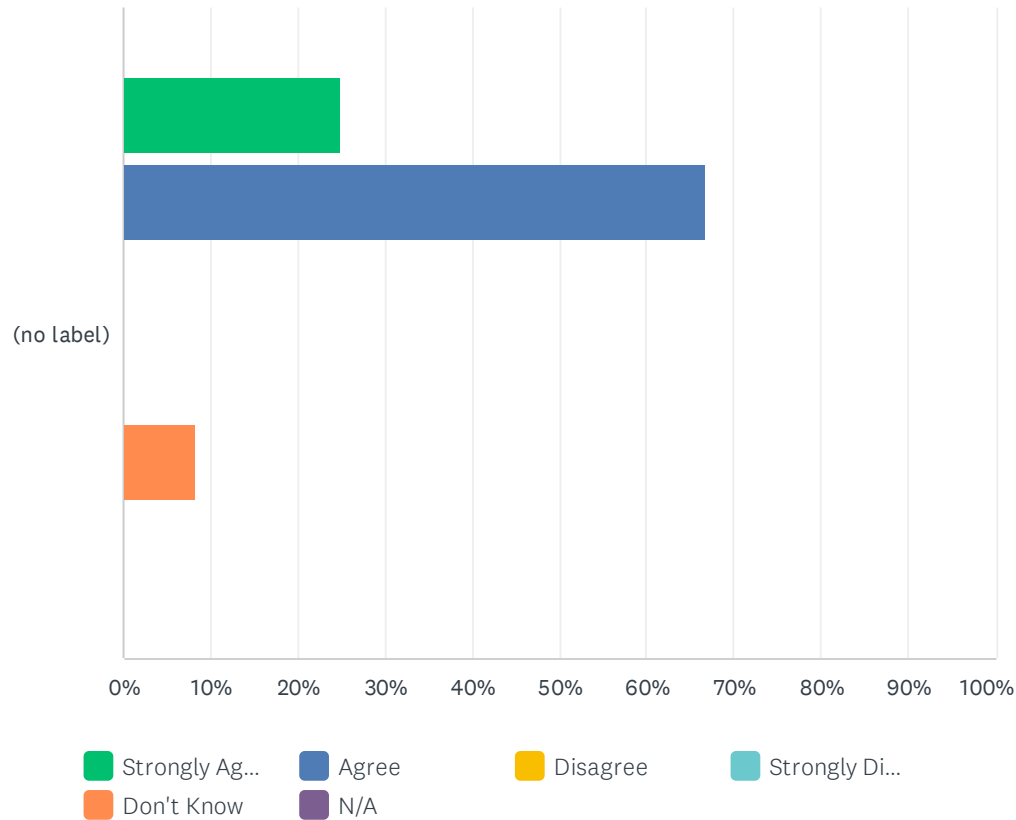
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	58.33%	16.67%	0.00%	8.33%	0.00%	12	3.75
	2	7	2	0	1	0		

Q43 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.

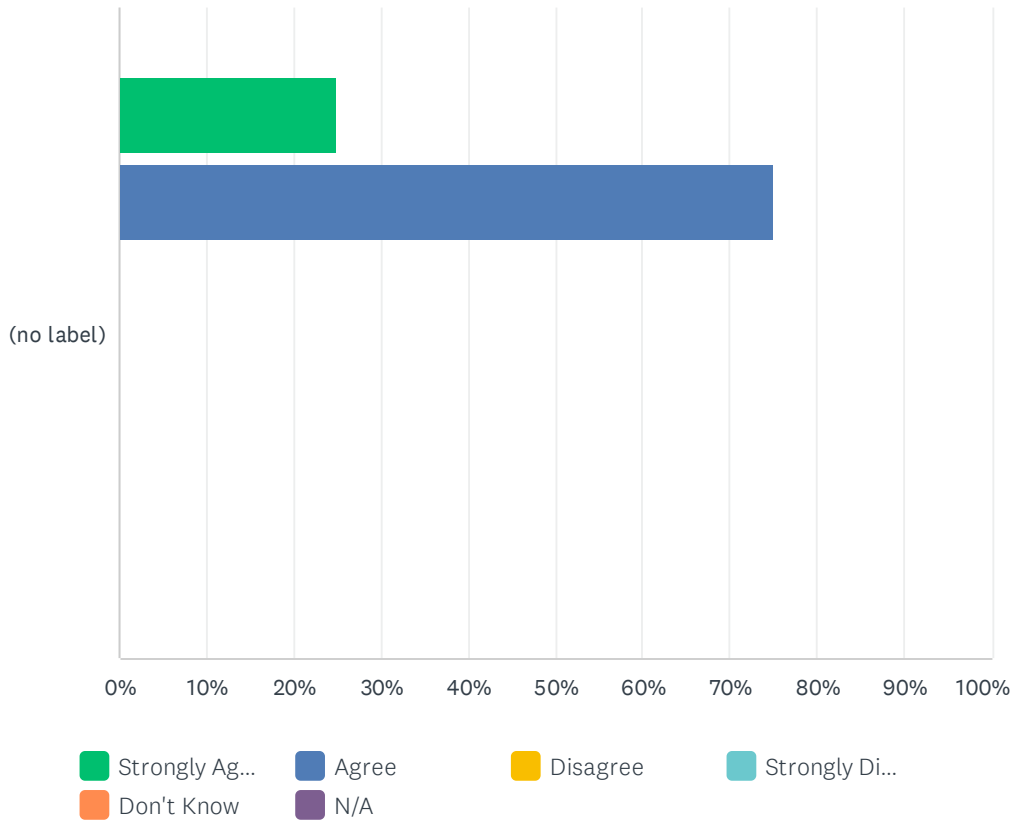
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	0.00%	0.00%	8.33%	0.00%	12	4.00
	3	8	0	0	1	0		

Q44 Our board successfully assess the expertise, skills, and other contributions we need from potential new board members to maintain or increase our effectiveness.

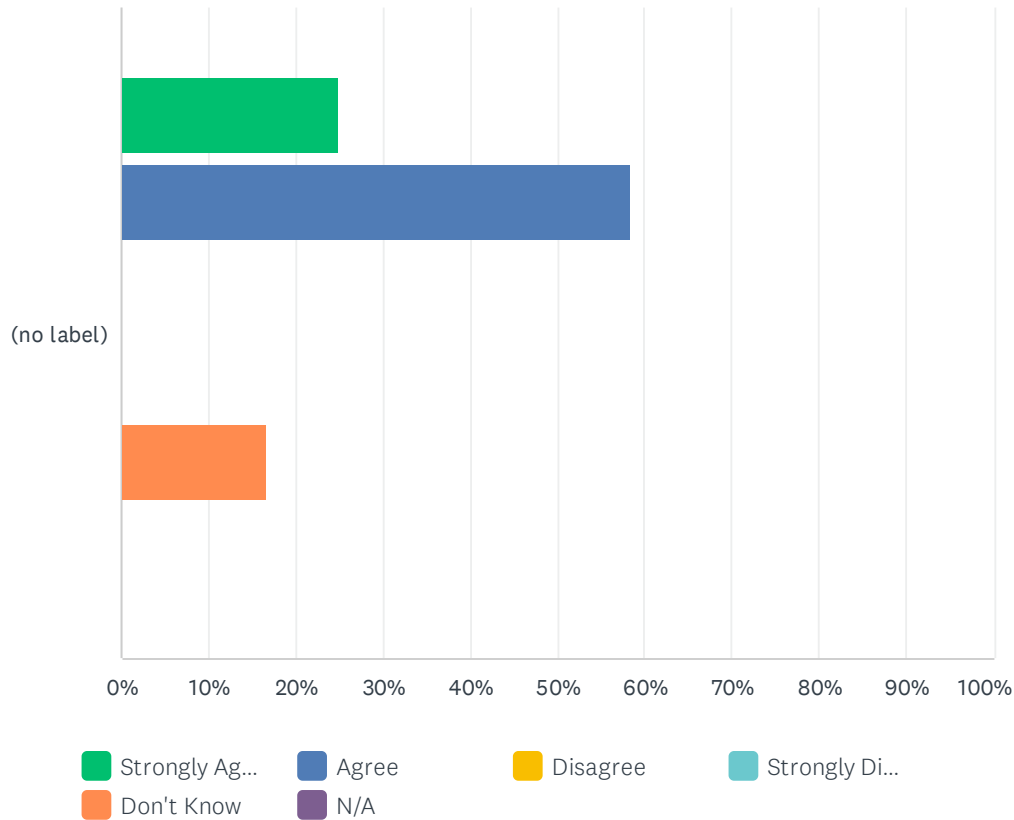
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	12	4.25
	3	9	0	0	0	0		

Q45 We actively recruit new board members based on identified needs and not merely to fill a board vacancy.

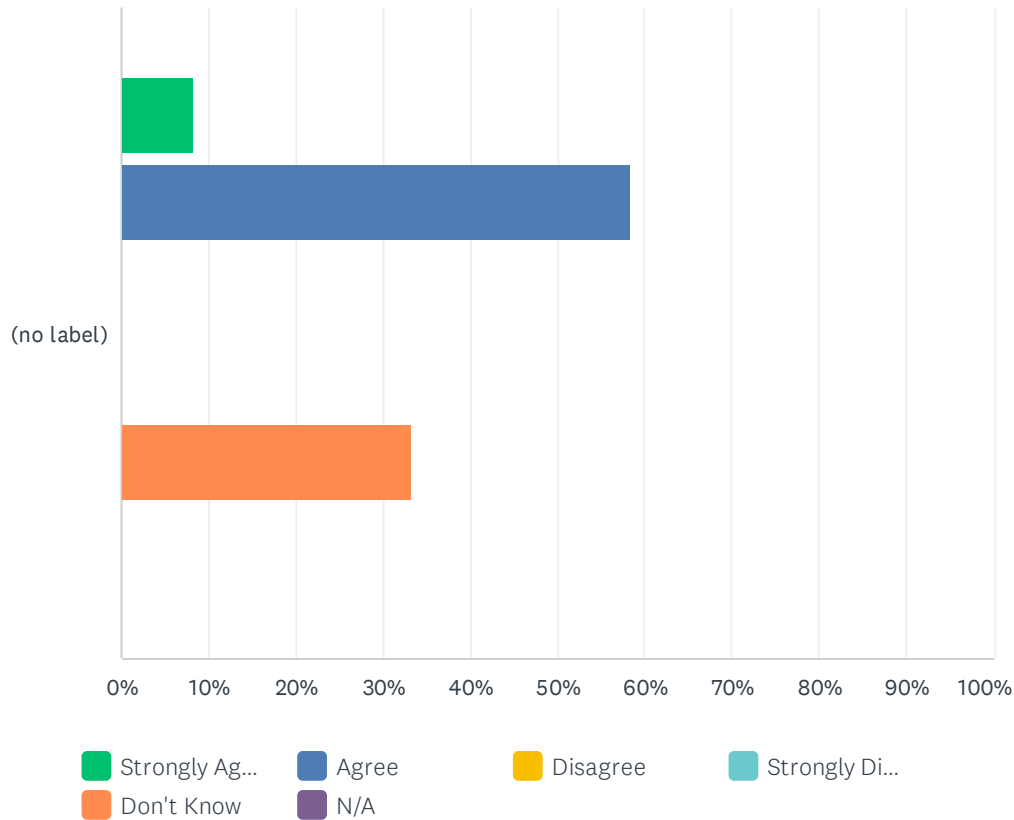
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	58.33%	0.00%	0.00%	16.67%	0.00%	12	3.75
	3	7	0	0	2	0		

Q46 When seeking members for the board, we use a wide variety of referral sources within the communities we serve.

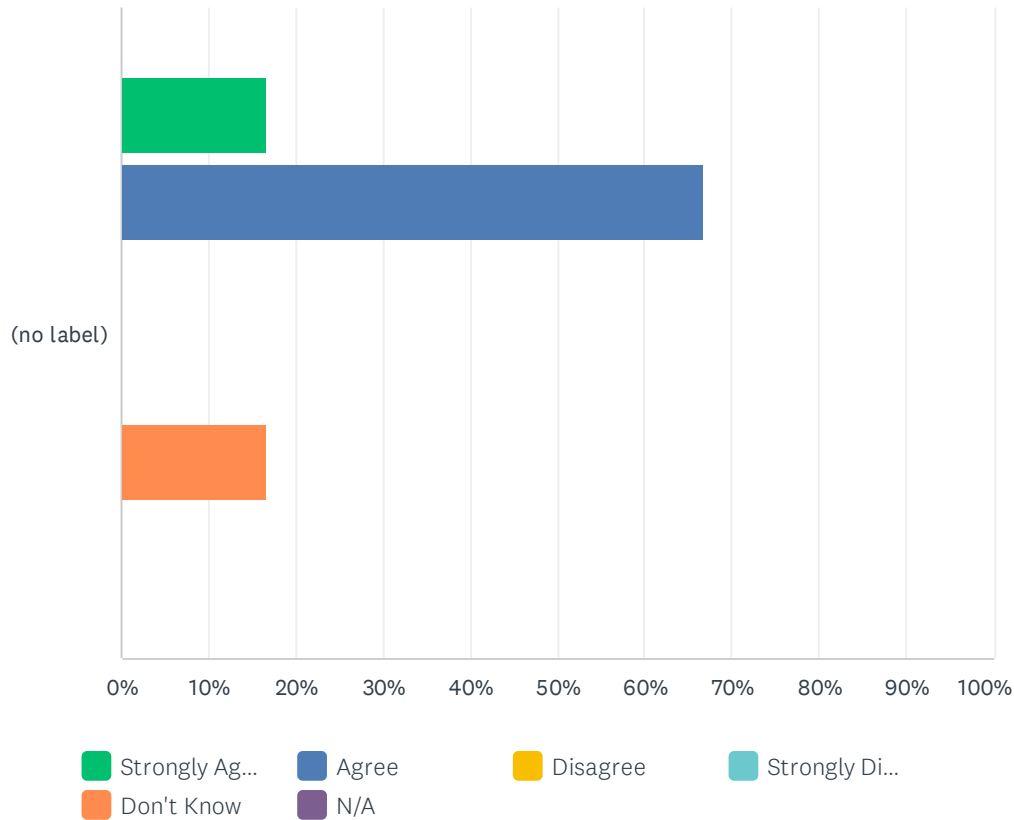
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	58.33%	0.00%	0.00%	33.33%	0.00%	12	3.08
	1	7	0	0	4	0		

Q47 Our board and staff inform new board members about responsibilities and important organizational information through a structured new member orientation program.

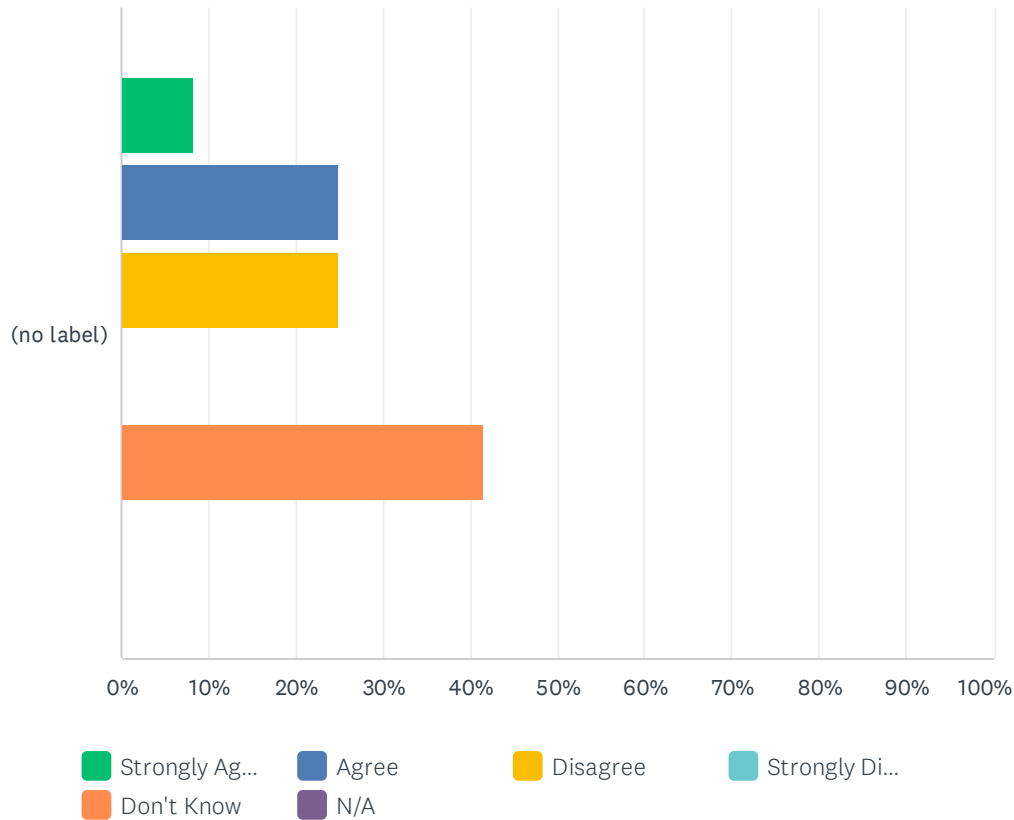
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	66.67%	0.00%	0.00%	16.67%	0.00%	12	3.67
	2	8	0	0	2	0		

Q48 We annually assess the knowledge and skills needed of board members and address any identified gaps in an annual board development plan.

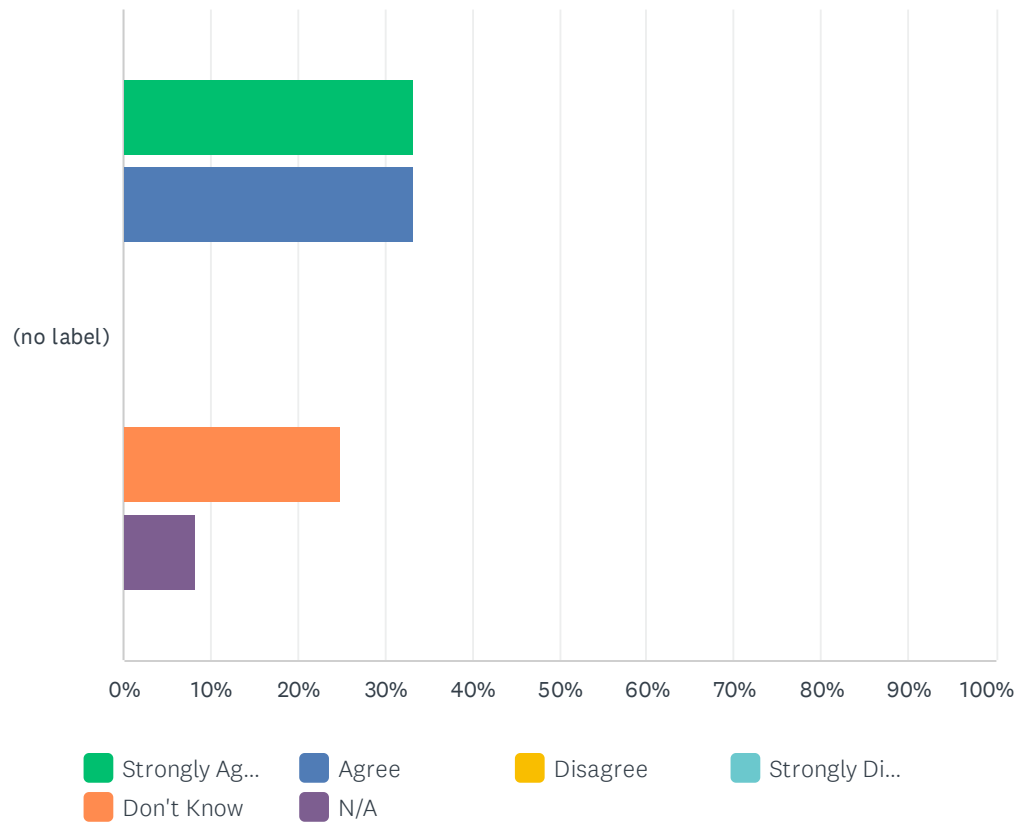
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	25.00%	25.00%	0.00%	41.67%	0.00%	12	2.58
	1	3	3	0	5	0		

Q49 Our board uses a structured and participative process to recruit and hire our organization's chief executive.

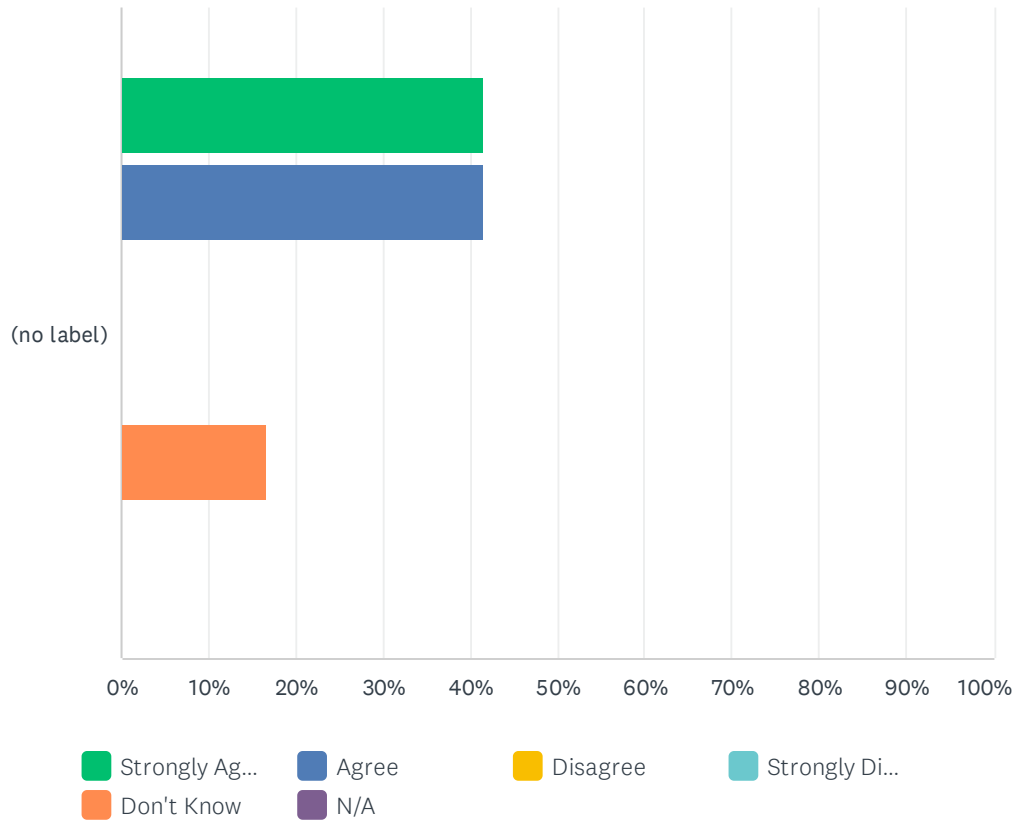
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	33.33%	0.00%	0.00%	25.00%	8.33%	12	3.55
	4	4	0	0	3	1		

Q50 The board has approved a written job description that clearly spells out the chief executive's responsibilities and authority.

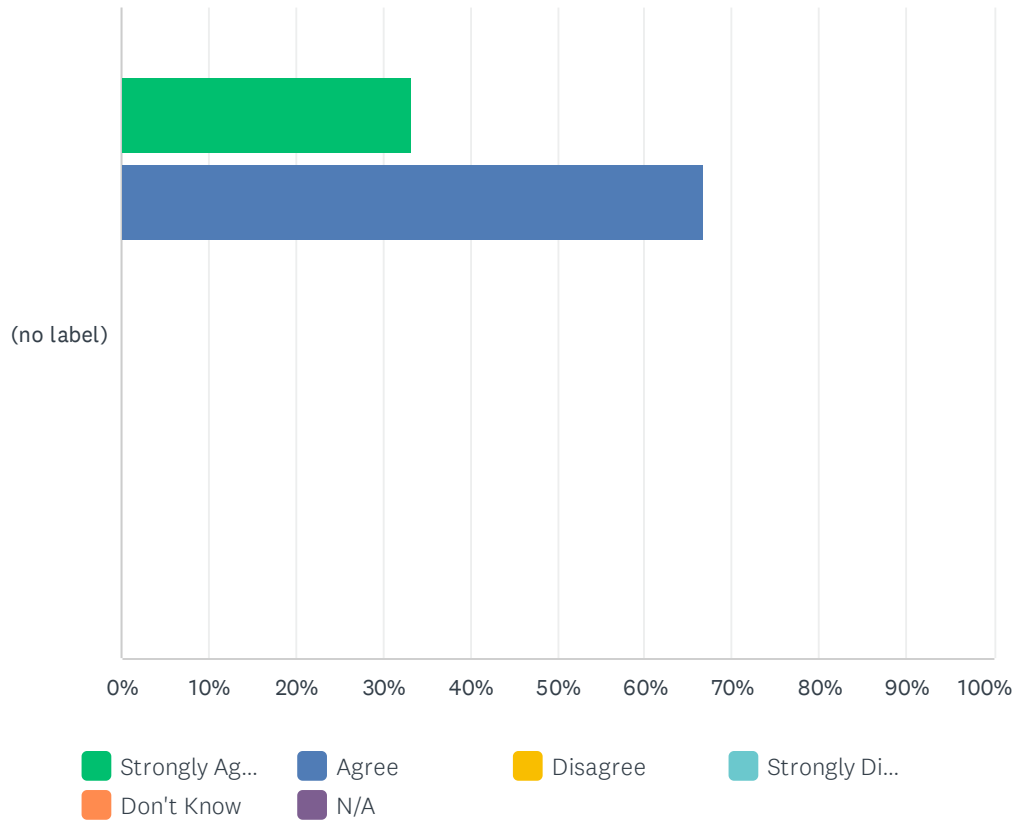
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	41.67%	41.67%	0.00%	0.00%	16.67%	0.00%	12	3.92
	5	5	0	0	2	0		

Q51 The chief executive's performance is formally assessed at least annually based on objectives established at the beginning of the fiscal year.

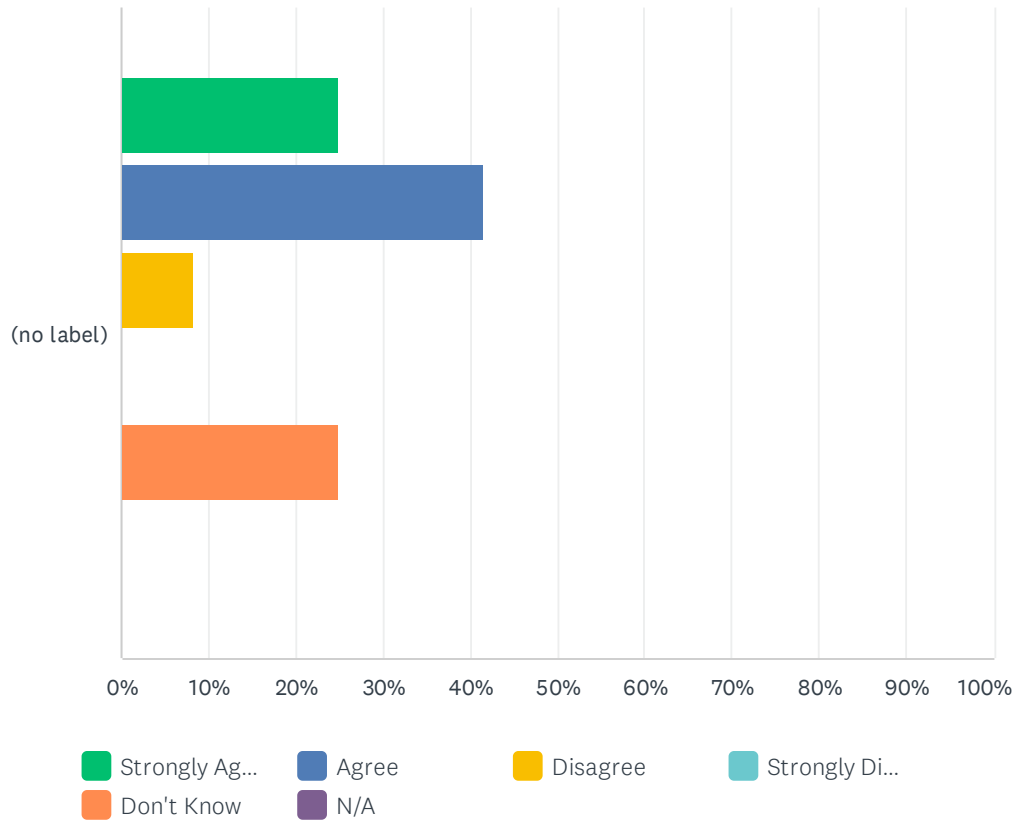
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	66.67%	0.00%	0.00%	0.00%	0.00%	12	4.33
	4	8	0	0	0	0		

Q52 The chief executive receives ongoing feedback regarding job performance in addition to any formal assessments.

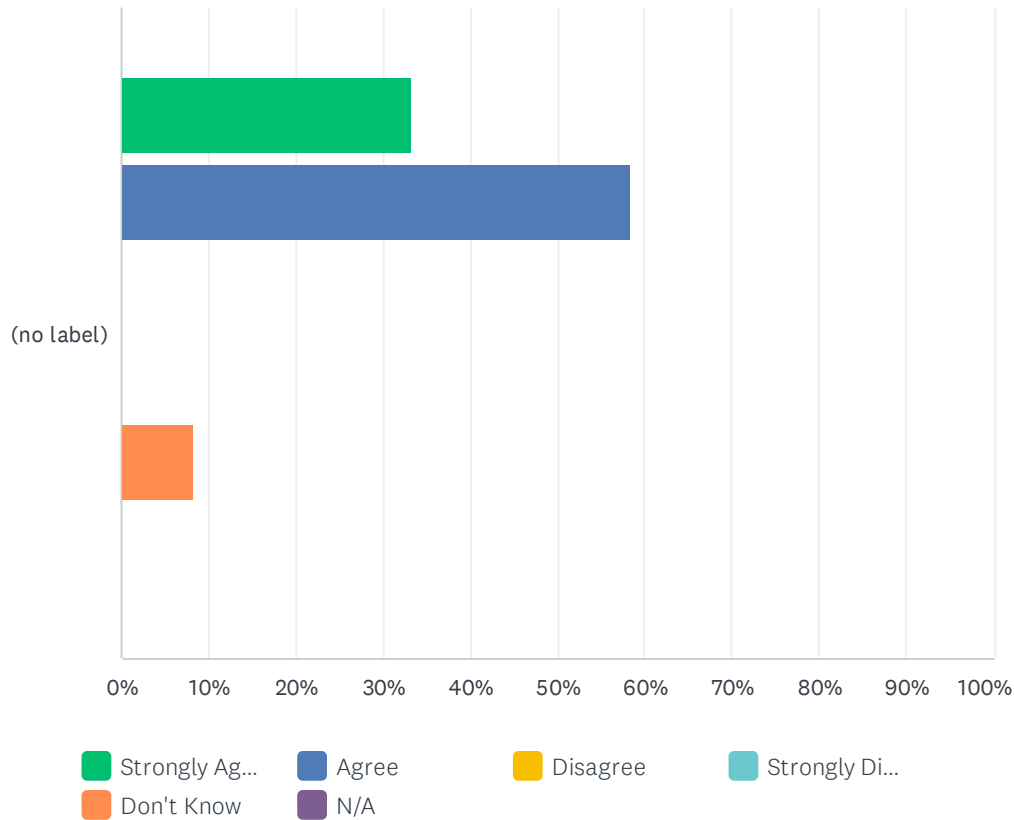
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	41.67%	8.33%	0.00%	25.00%	0.00%	12	3.42
	3	5	1	0	3	0		

Q53 Board members provide the necessary support that allows the chief executive to carry out the role successfully.

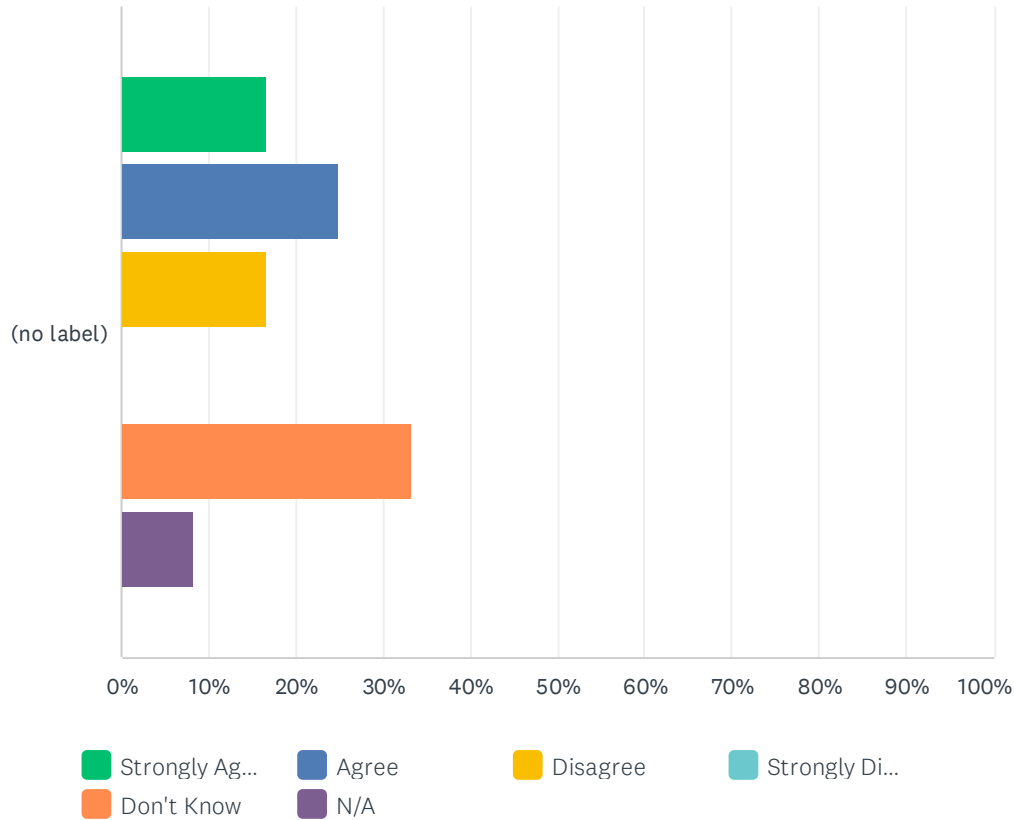
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	58.33%	0.00%	0.00%	8.33%	0.00%	12	4.08
	4	7	0	0	1	0		

Q54 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.

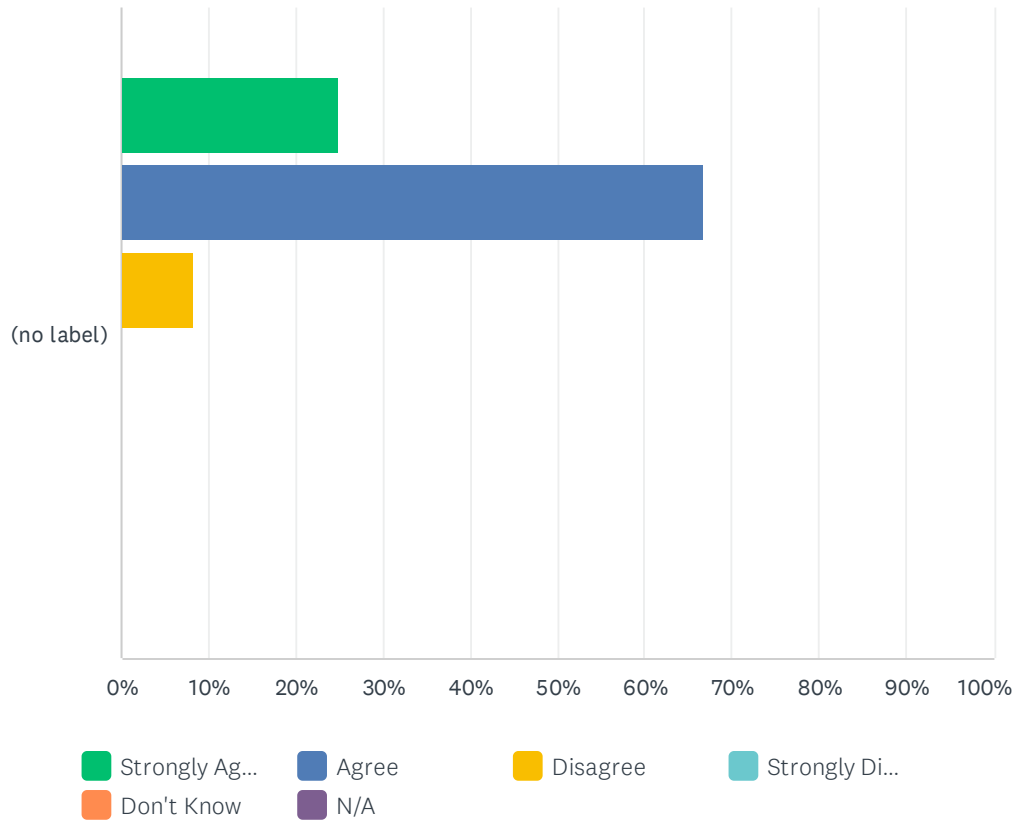
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	25.00%	16.67%	0.00%	33.33%	8.33%	12	2.91
	2	3	2	0	4	1		

Q55 Board members are adequately knowledgeable about the organization's programs and services.

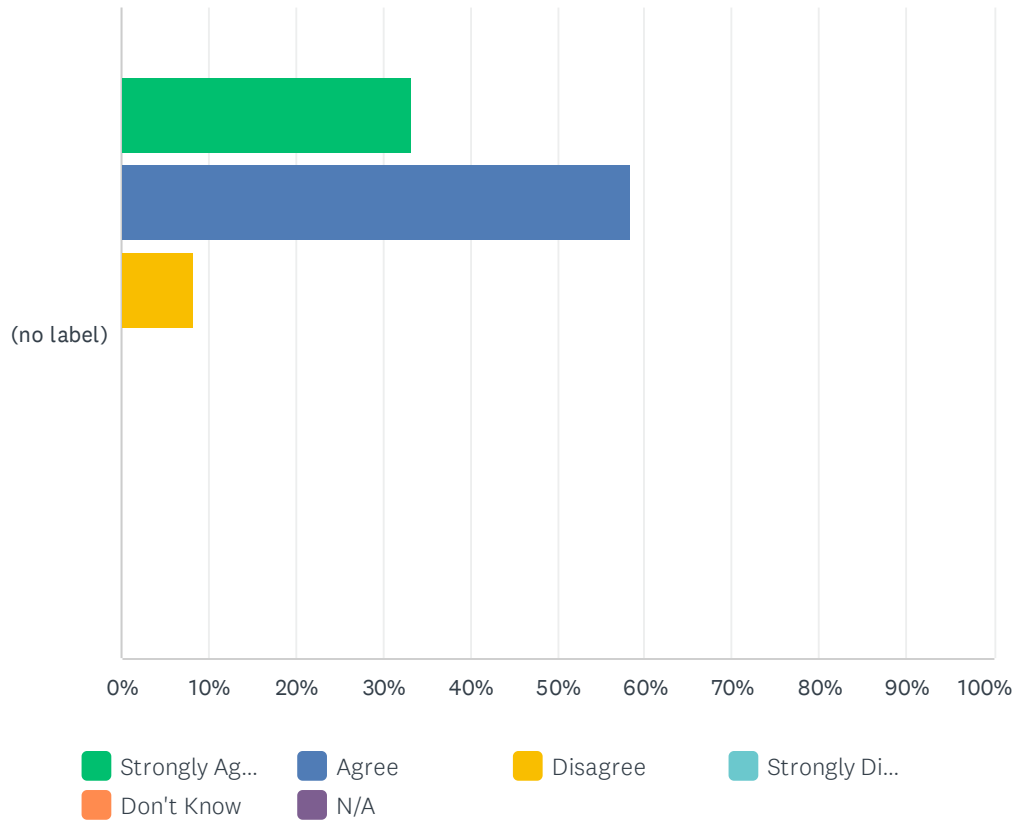
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	66.67%	8.33%	0.00%	0.00%	0.00%	12	4.17
	3	8	1	0	0	0		

Q56 We periodically review with the chief executive the possibilities of adding new programs and services and modifying or discontinuing current programs and services.

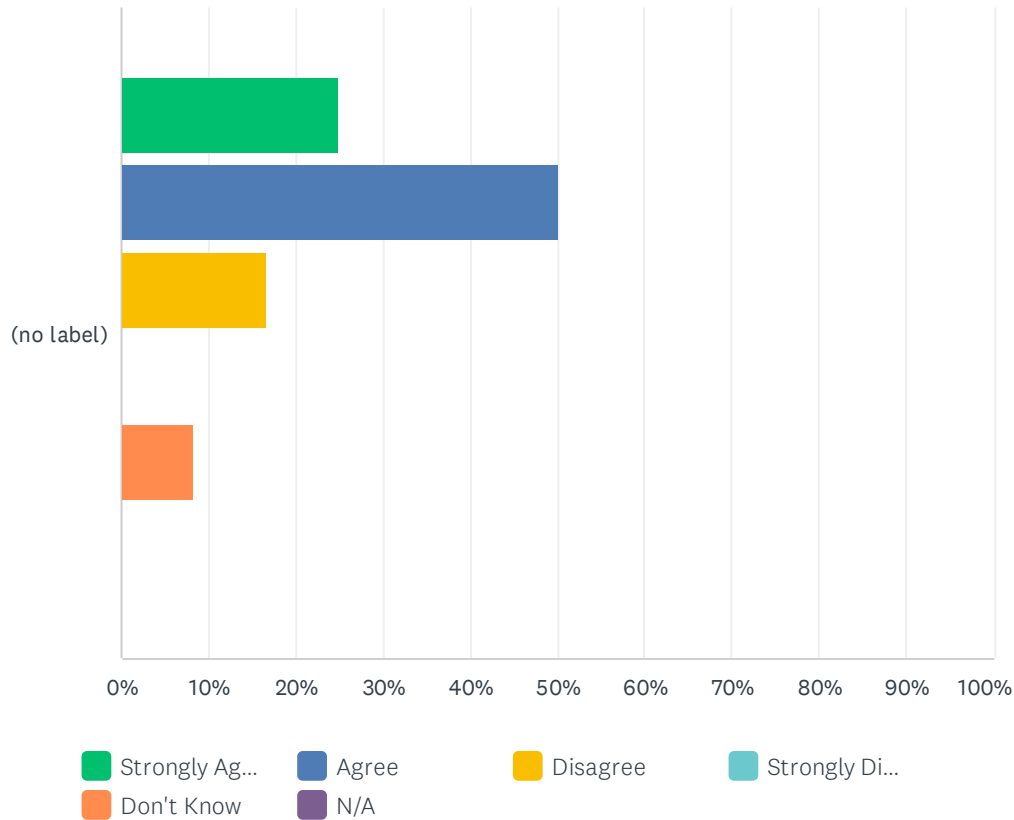
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	58.33%	8.33%	0.00%	0.00%	0.00%	12	4.25
	4	7	1	0	0	0		

Q57 Our board keeps informed of our organization's performance against predetermined plans and goals.

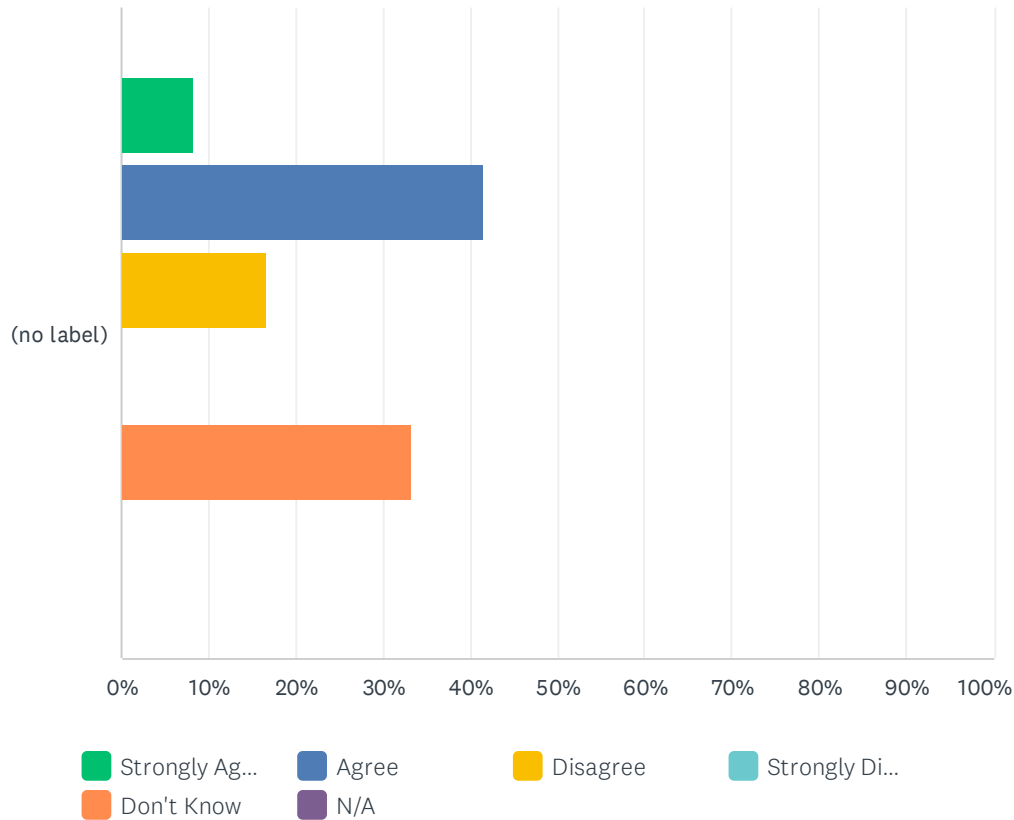
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	50.00%	16.67%	0.00%	8.33%	0.00%	12	3.83
	3	6	2	0	1	0		

Q58 The effectiveness of our board and committee structure is assessed at least every two years.

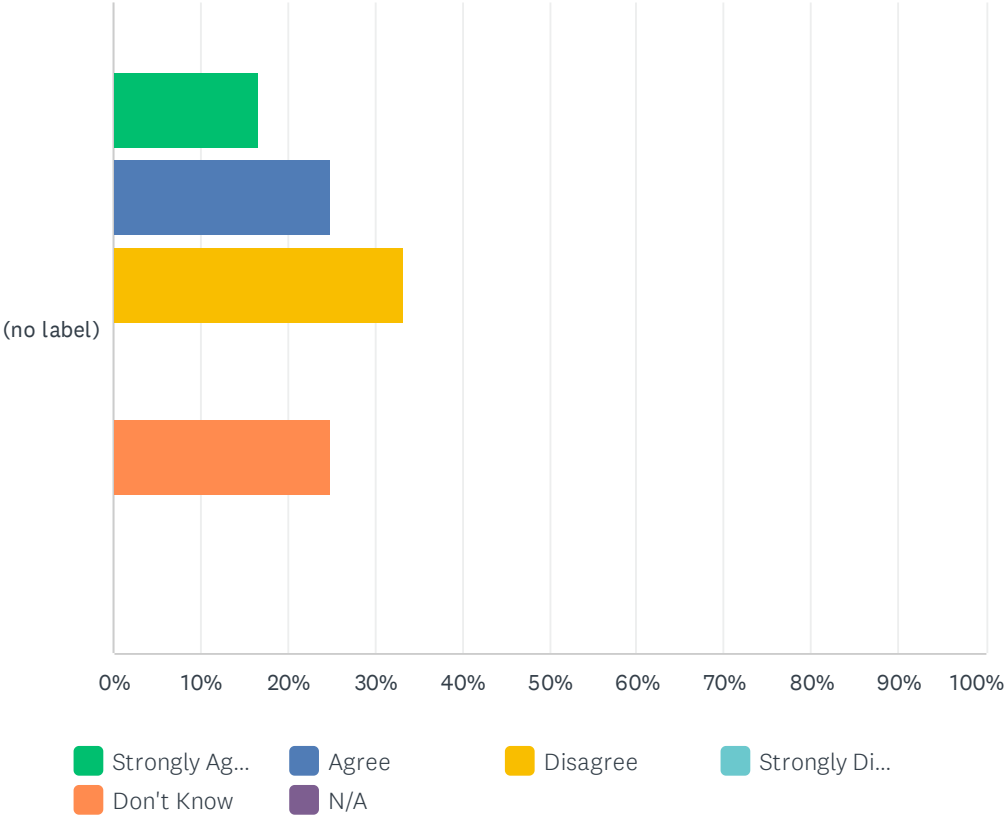
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	41.67%	16.67%	0.00%	33.33%	0.00%	12	2.92
	1	5	2	0	4	0		

Q59 We annually assess our board members' satisfaction with their participation on the board.

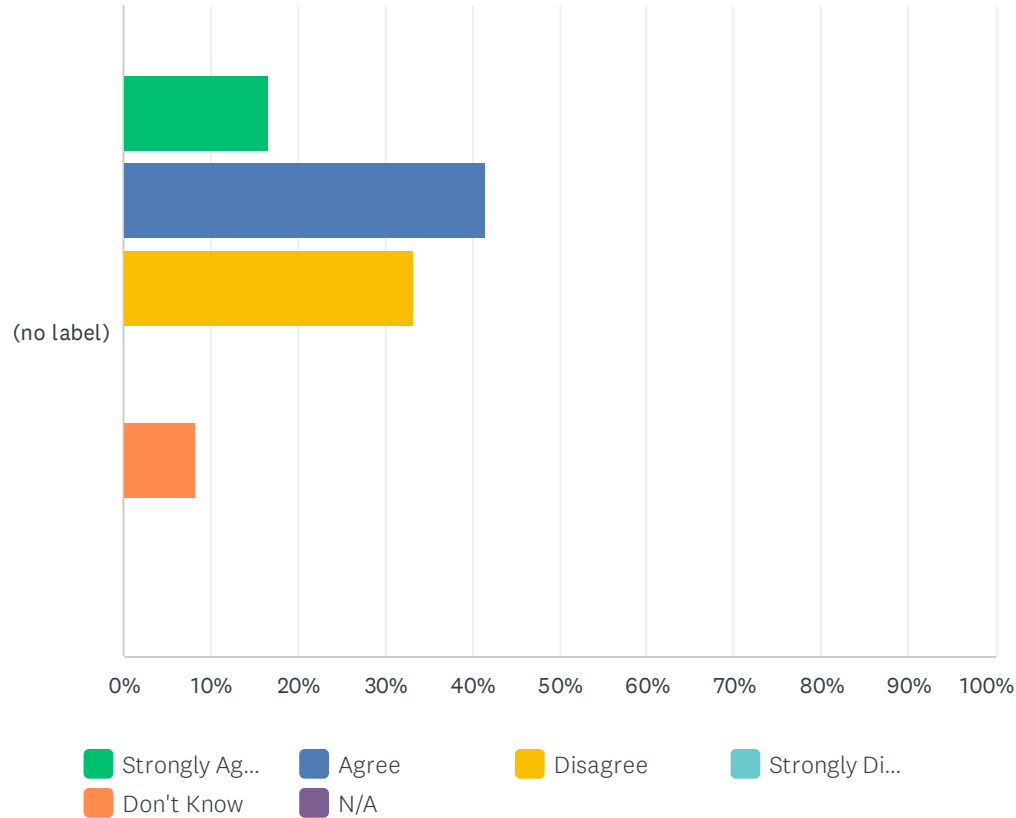
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	25.00%	33.33%	0.00%	25.00%	0.00%	12	3.08
	2	3	4	0	3	0		

Q60 We regularly evaluate the effectiveness of our board meetings.

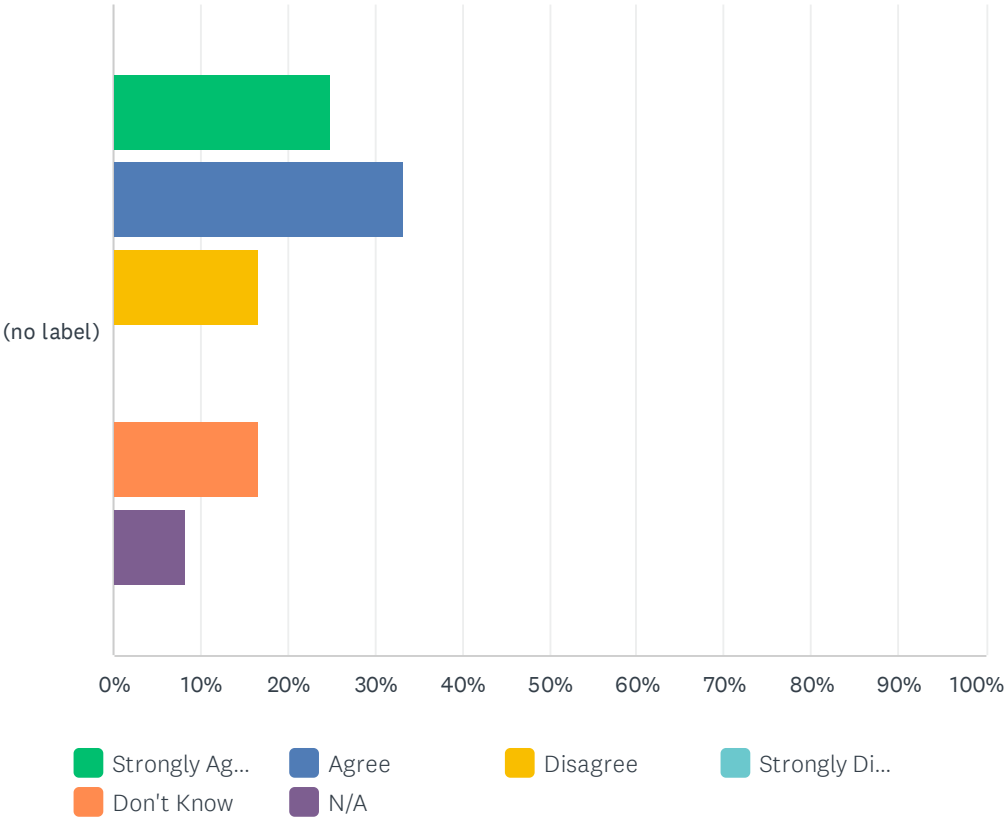
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	41.67%	33.33%	0.00%	8.33%	0.00%	12	3.58
	2	5	4	0	1	0		

Q61 Our board regularly assesses the effectiveness of our relations with our key external constituent groups.

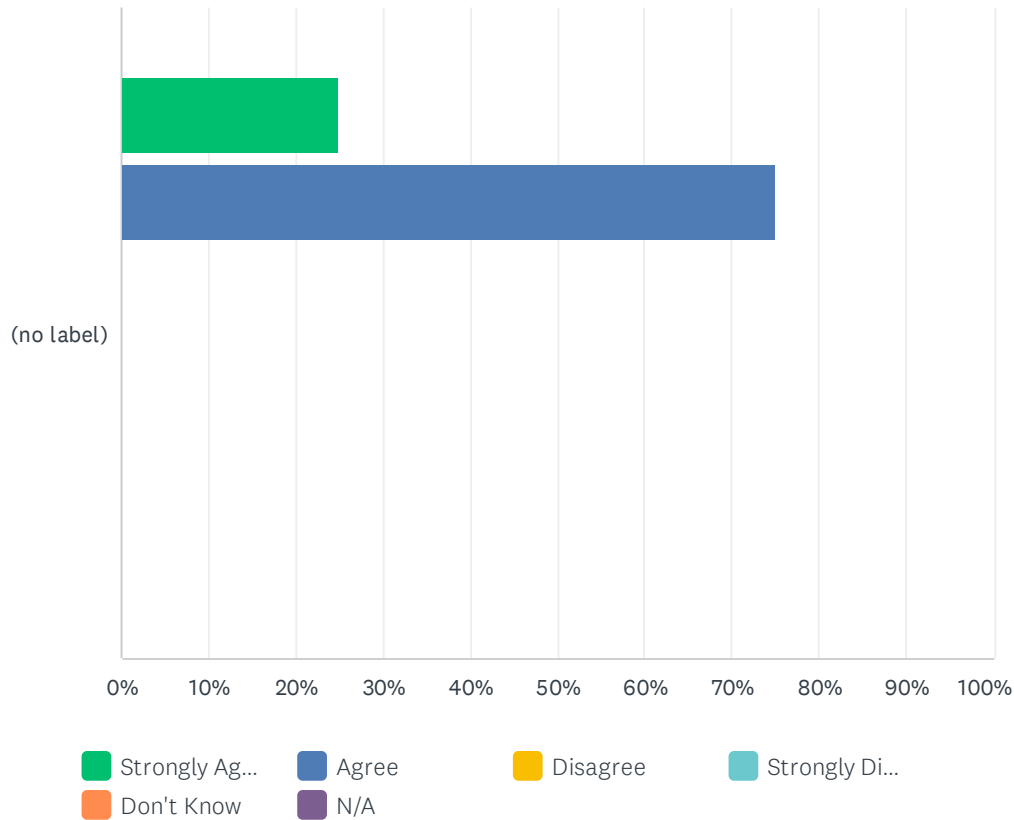
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	33.33%	16.67%	0.00%	16.67%	8.33%	12	3.55
	3	4	2	0	2	1		

Q62 Most of our individual board members are active either professional or personally within the communities served by our organization.

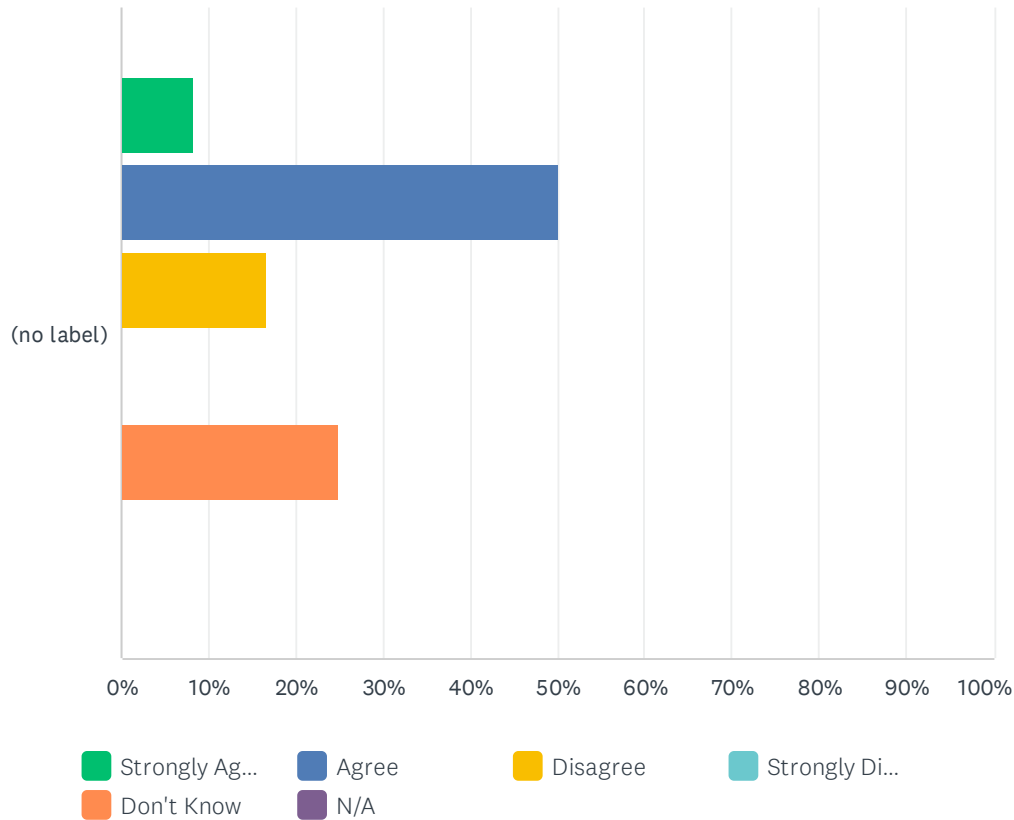
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	75.00%	0.00%	0.00%	0.00%	0.00%	12	4.25
	3	9	0	0	0	0		

Q63 The board has approved effective marketing and public relations strategies for the organization.

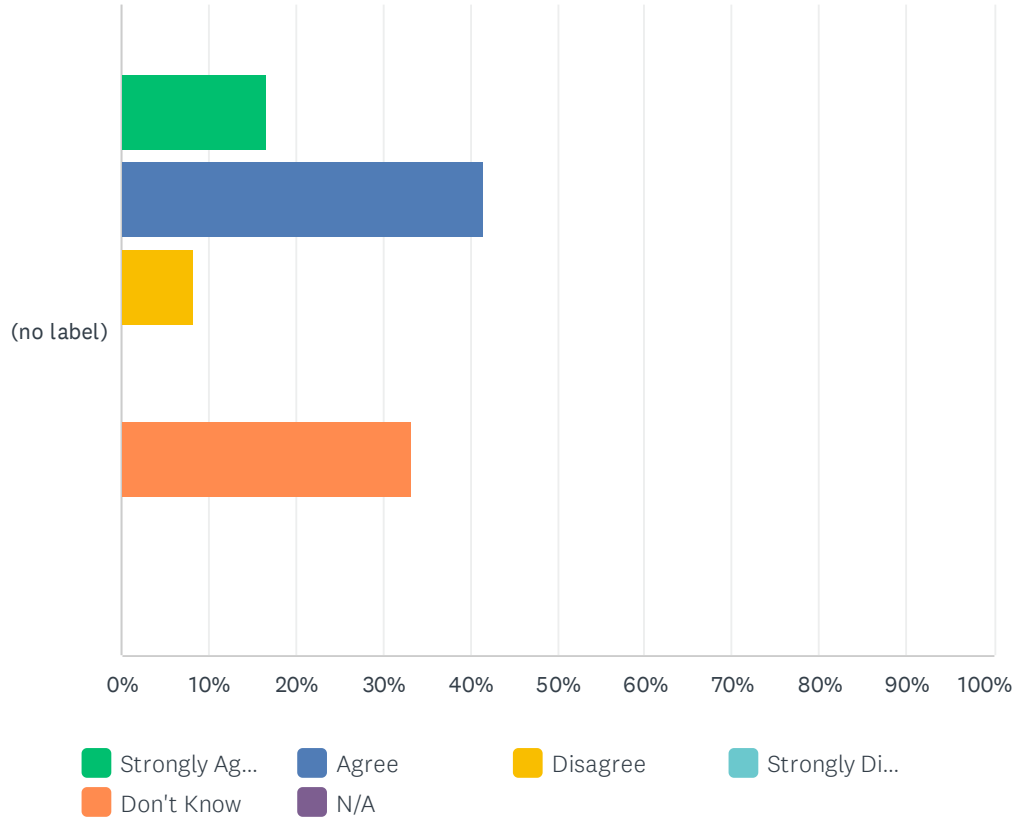
Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	8.33%	50.00%	16.67%	0.00%	25.00%	0.00%	12	3.17
	1	6	2	0	3	0		

Q64 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.)

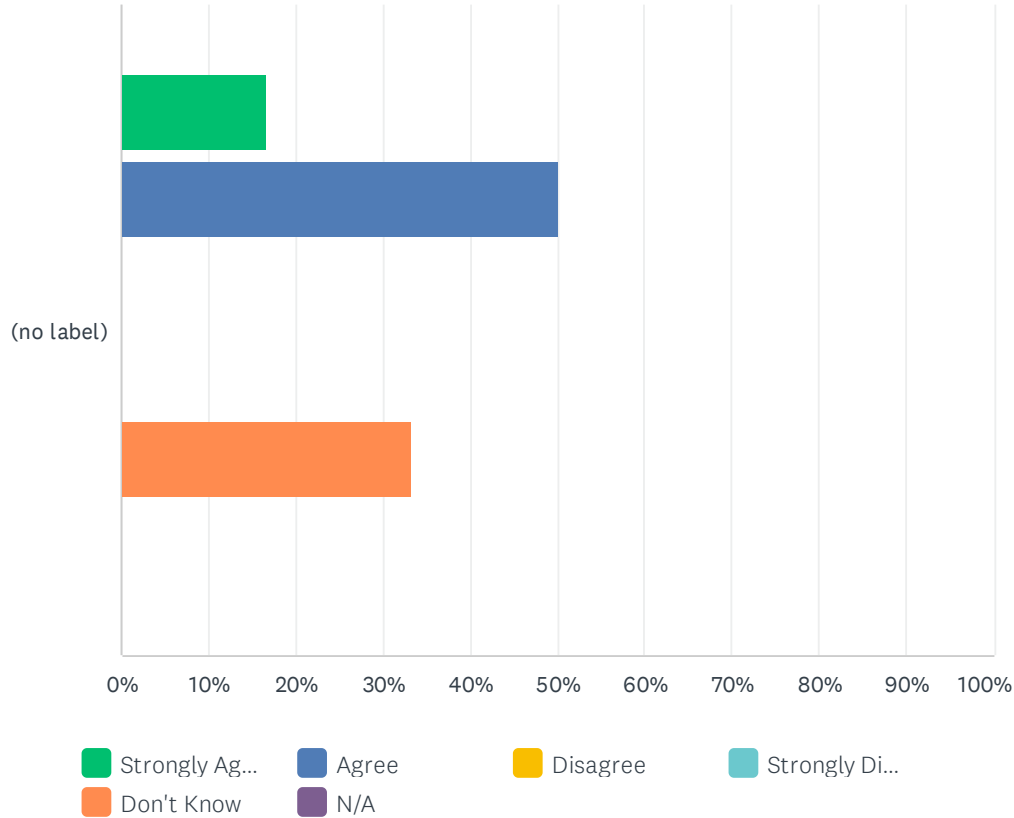
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	41.67%	8.33%	0.00%	33.33%	0.00%	12	3.08
	2	5	1	0	4	0		

Q65 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.)

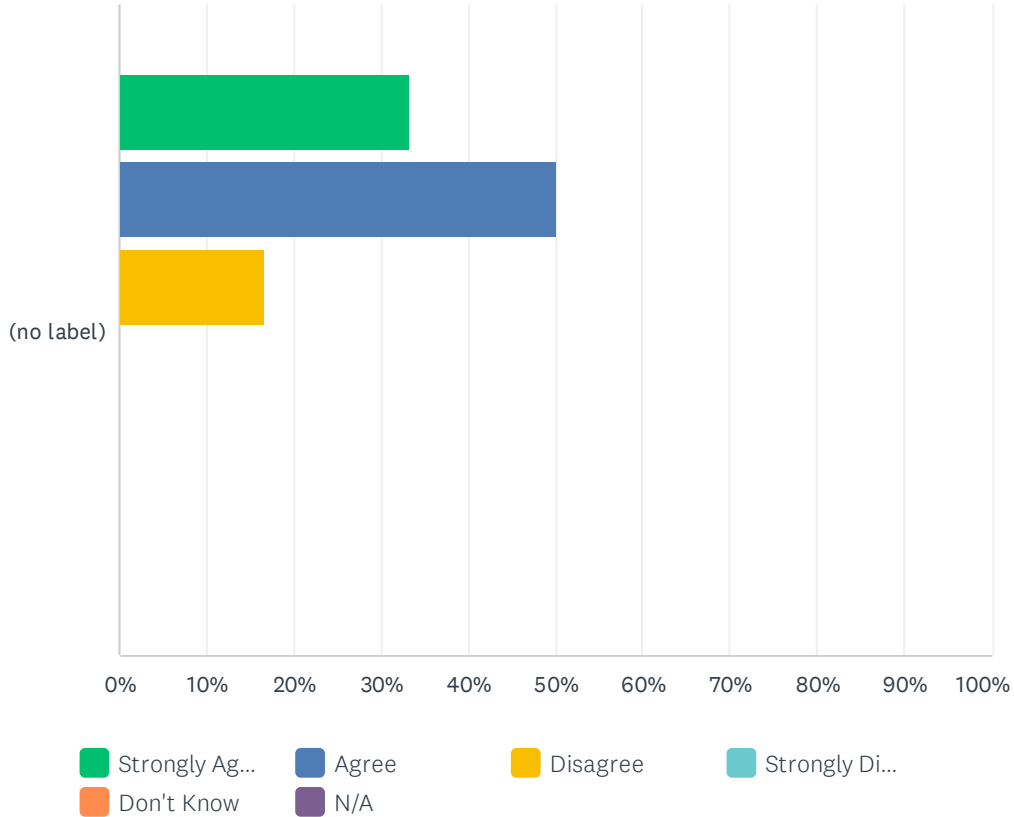
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	50.00%	0.00%	0.00%	33.33%	0.00%	12	3.17
	2	6	0	0	4	0		

Q66 Board members are clear about who serves as official spokesperson for the organization.

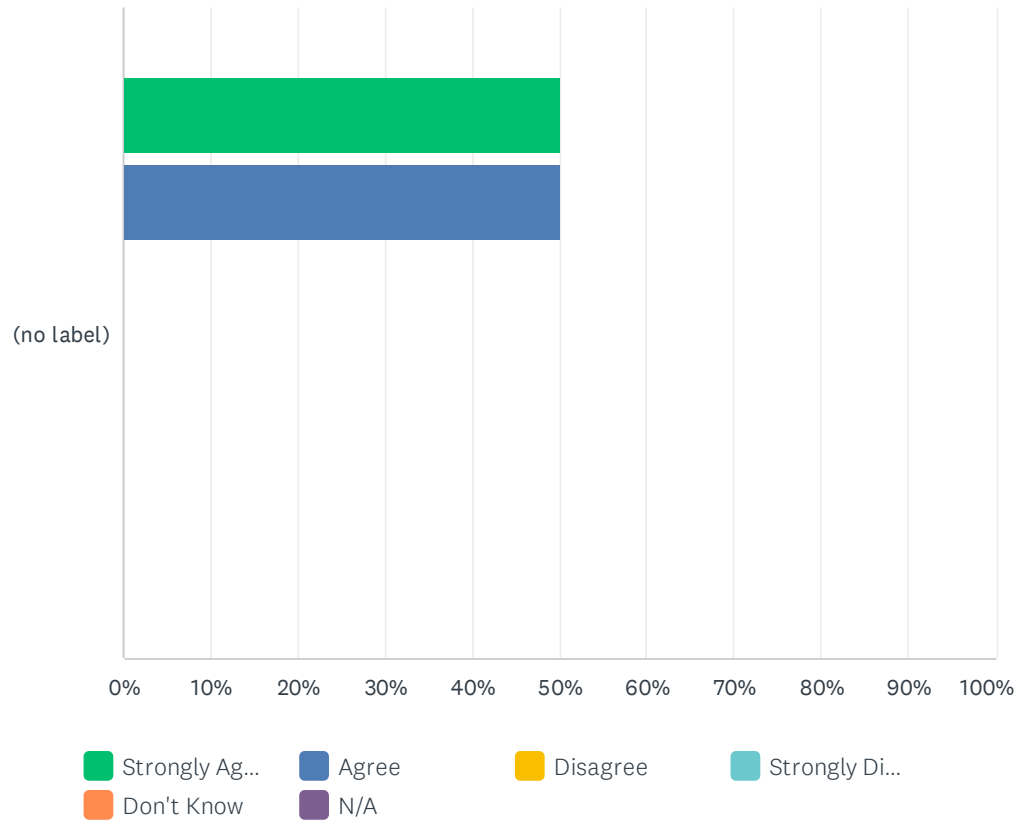
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	33.33%	50.00%	16.67%	0.00%	0.00%	0.00%	12	4.17
	4	6	2	0	0	0		

Q67 The organization's vision, mission statement, and/or strategic plan includes an expressed commitment to diversity, equity, and inclusion.

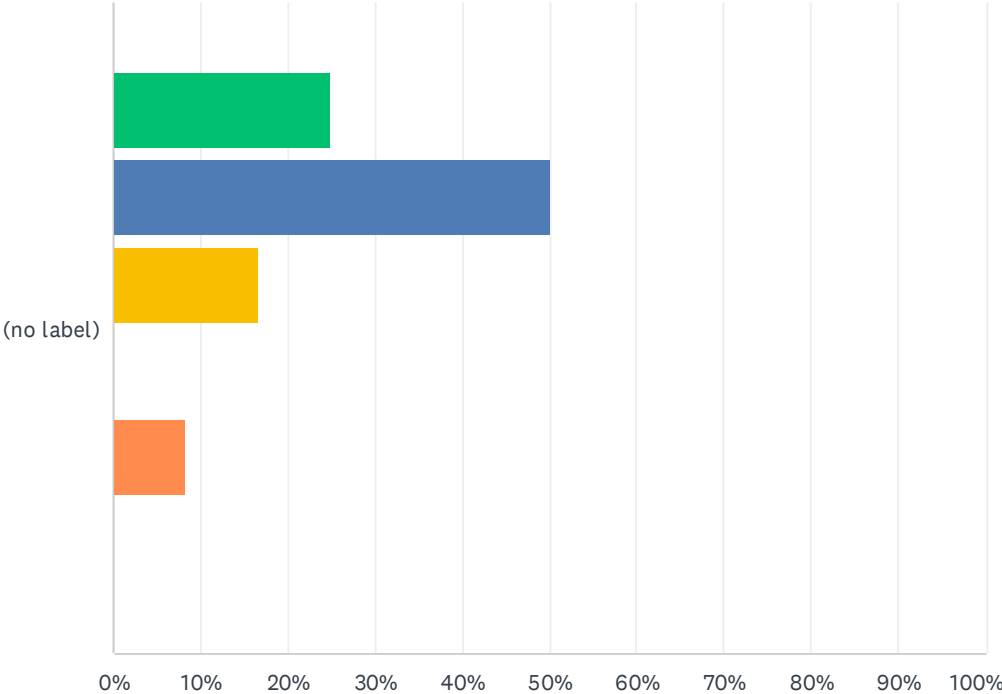
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	12	4.50
	6	6	0	0	0	0		

Q68 The board evaluates its own diversity, equity, and inclusion efforts.

Answered: 12 Skipped: 0

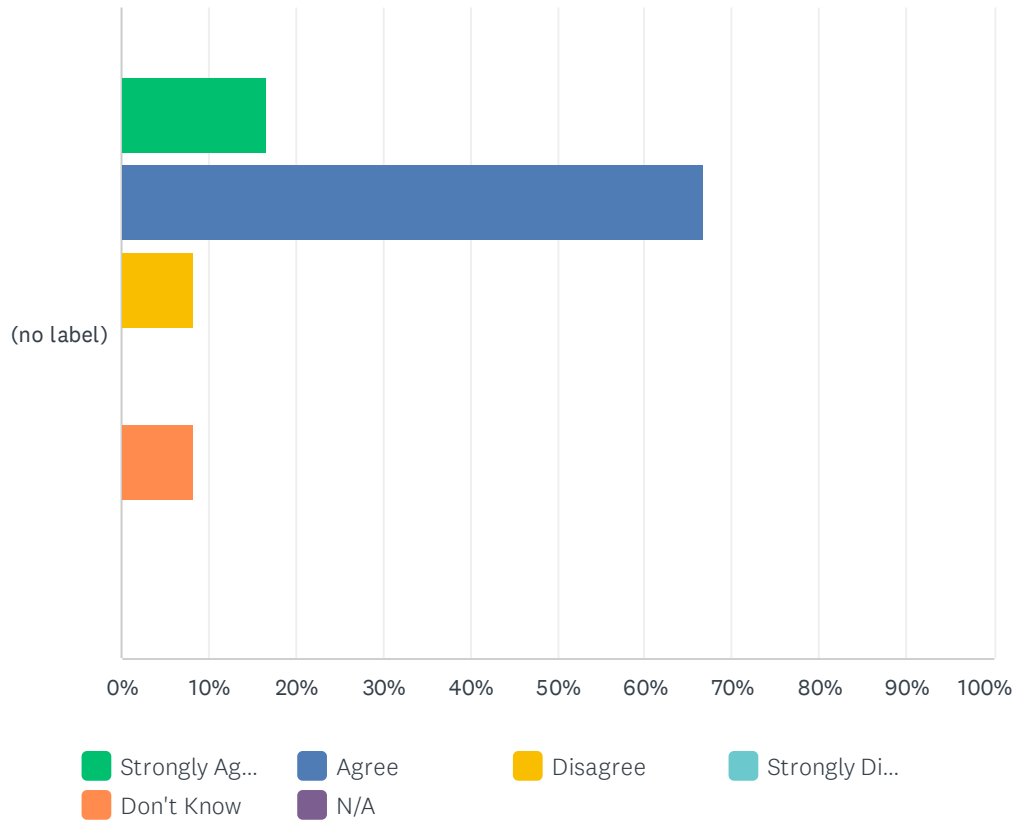


■ Strongly Ag...
 ■ Agree
 ■ Disagree
 ■ Strongly Di...
 ■ Don't Know
 ■ N/A

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	25.00%	50.00%	16.67%	0.00%	8.33%	0.00%	12	3.83
	3	6	2	0	1	0		

Q69 The board has a strategy to reduce barriers and to attract candidates from diverse backgrounds.

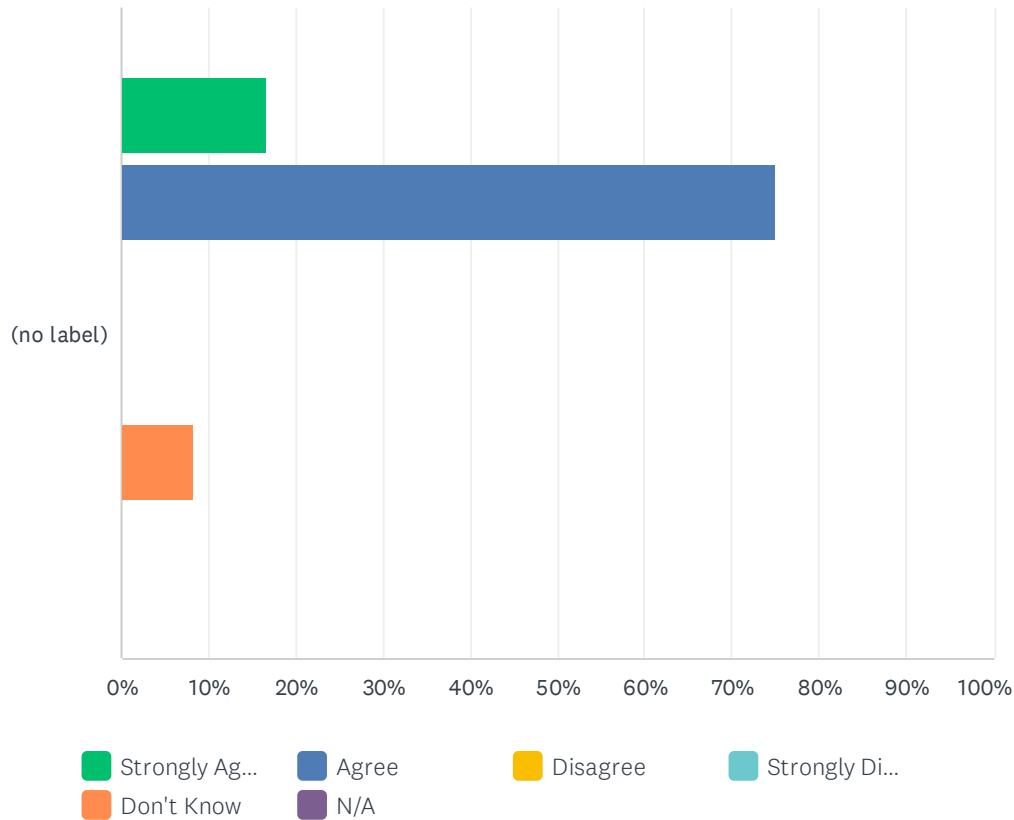
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	66.67%	8.33%	0.00%	8.33%	0.00%	12	3.83
	2	8	1	0	1	0		

Q70 The organization's policies are developed and revised to be more equitable and inclusive for the people and organizations they impact.

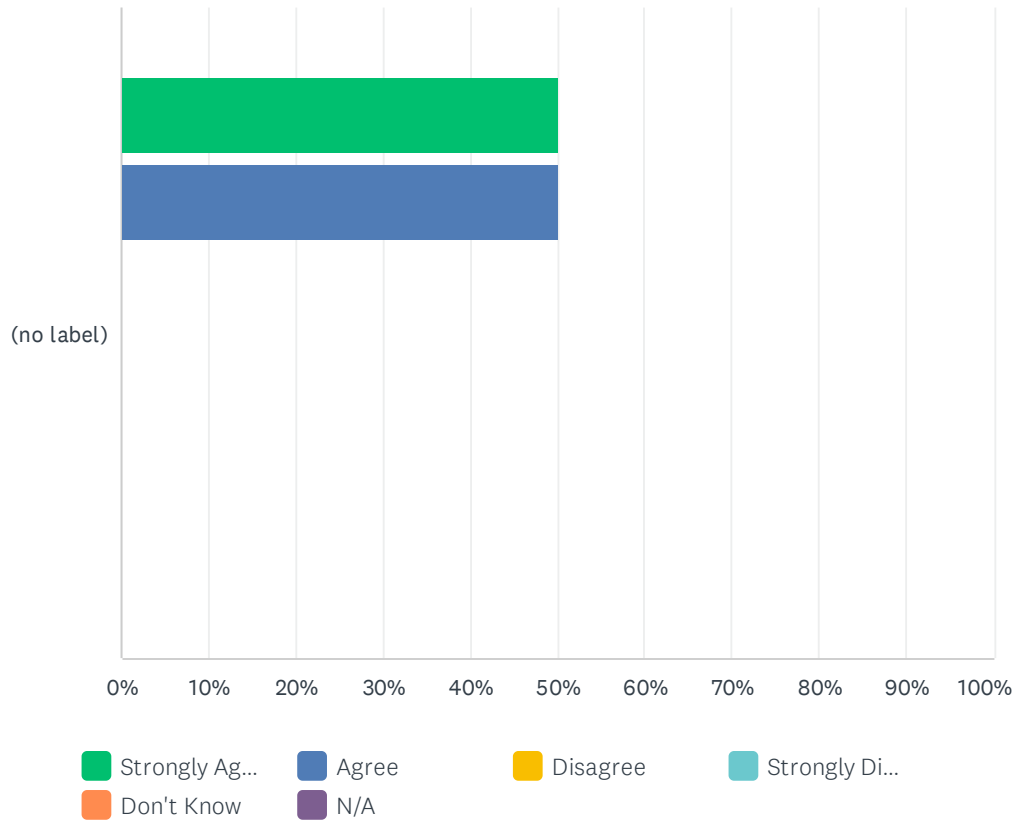
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	75.00%	0.00%	0.00%	8.33%	0.00%	12	3.92
	2	9	0	0	1	0		

Q71 The board has created a culture that actively creates space for all board members to participate robustly in the board conversation.

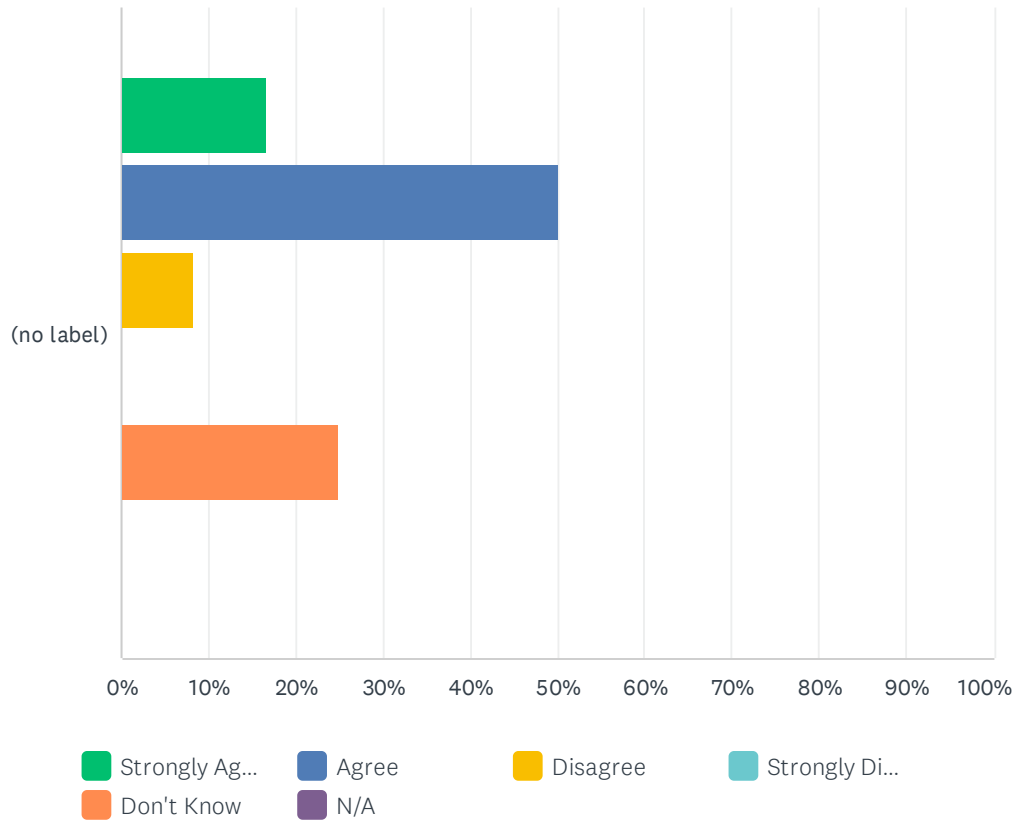
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	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	12	4.50
	6	6	0	0	0	0		

Q72 The board has intentional processes for board members to become DEI-informed and competent.

Answered: 12 Skipped: 0



	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	DON'T KNOW	N/A	TOTAL	WEIGHTED AVERAGE
(no label)	16.67%	50.00%	8.33%	0.00%	25.00%	0.00%	12	3.33
	2	6	1	0	3	0		