



A Program by Waco Foundation

BOARD ONLINE SELF-ASSESSMENT OVERVIEW

Introduction

The state of McLennan County's nonprofit sector is changing. The ever increasing need for services coupled with a decrease in the amount of resources available to help address those needs require nonprofits to constantly adapt in order to serve their populations well.

The new "normal" is upon us and those who serve the sector will be challenged to move beyond current practices in order to ensure not only the survival of their agencies, but its future development and sustainability. Only nonprofits with the most capable and effective leadership can expect to survive and meet the challenges of the future. To address this challenge, the local foundation community is partnering with a number of local businesses and civic groups to offer the Building Better Boards Initiative – a community-wide initiative designed to increase the board skills of existing and future nonprofit boards in Waco.

To help assess where our community excels and where there is room for improvement, we are providing a board online self-assessment instrument. Upon completion, your results will provide information for you to use in building your board and your organization.

The stronger our nonprofits, the stronger our community.

Thank you again for your continuing commitment to your organization. We hope that this board assessment successfully helps you to build a better board.

Special thanks to the Gulf Coast Community Foundation for making their board self-assessment tool available to the Greater Waco Community.

What is Waco Foundation's board online self-assessment?

The assessment is a critical component of the Waco Foundation's Building Better Boards Initiative, which was designed to promote an understanding of good board governance and provide the resources necessary for continuing board development amongst nonprofit organizations. This assessment was originally created by the Gulf Coast Community Foundation as a way to help local nonprofit boards in the Gulf Coast region. The assessment has since been used in three states by more than 3,200 board members from 245 organizations. We have adapted it for our local use. The assessment was highlighted in the publication, *Advancing Good Governance: How Grantmakers Invest in the Governance of Nonprofit Organizations*, distributed nationally by FSG Social Impact Advisors and BoardSource.

Why a Board Self-Assessment?

The assessment provides information for nonprofit organizations to use in building their board and their organization. A board self-assessment is the best tool to effect change towards improving board performance. The organization report shows summary board responses so that boards can identify potential areas for improvement. For example, is the board very strong on financial oversight but needs improvement in promoting the organization? Do board members report that they are familiar with the policy on board attendance?

Why this Board Self-Assessment?

Periodic assessment of a board is a governance best practice and helps organizations to continue their board-building work in a positive and informed way. Like many other Foundations, we wanted to make a *confidential* assessment tool available to a large number of nonprofits that was not cost prohibitive yet could provide each organization with substantial feedback. This assessment was created using recent and relevant research on organizational leadership, team leadership, nonprofit organizations, and governance and provides substantial quantitative and qualitative information.

How does the assessment work?

Organizations should complete the commitment form (on the final page of this document) and then submit it to Nicole Wynter at nwynter@wacofoundation.org, along with a check in the amount of \$50, made payable to Waco Foundation, for processing. Nonprofits are then provided with a link to the online survey about their work. The survey responses remain confidential at all times. The nonprofit's findings are only compiled once respondent participation has reached at least 75%. *A full refund is provided to nonprofits that attain 100% participation from board members and the executive director in the assessment.* Participants then receive a report on their organization's results that includes strengths and weaknesses and aggregate question-by-question results.

What are the results?

Evaluation of participating boards has documented increased awareness about good governance practices. Responses from previous survey takers included:

“The self-evaluation provides a method for valuable reflection on one's involvement and contribution to the organization.”

“The questions are humbling to see what we should be focusing on as opposed to what's really happening.”

“The scope of the survey in itself should provide all board members with insight into what being a board member entails – for the various organizations with which I am associated, this should serve as an important wake-up call.”

Please contact Nicole Wynter at the Waco Foundation for more information at 254.753.3404 or nwynter@wacofoundation.org.

***Waco Foundation will not have access to your assessment report unless you personally forward one to our office. All responses are confidential and will be reviewed by you, your board and the consultant should you choose to engage or hire one.**

Capacity Building Program Board Online Self Assessment Overview - Commitment Form

Terms and conditions

The board of the nonprofit organization will fully and completely participate in the online board self assessment. Members of the board will individually complete the confidential assessment by _____. Please note as the survey is anonymous, we have no way of knowing which individual board members have/have not completed the assessment.

Instructions for accessing the survey and an organization password will be provided upon receipt of this form and a fee of \$50 payable to the Waco Foundation. Your fee of \$50 will be returned to you if 100% of your board participates in the assessment. Your board will receive an individual report for your organization.

Please submit this form to Nicole Wynter at the Waco Foundation in person at 1227 North Valley Mills, Suite 23, Waco, TX 76710, via email at nwynter@wacofoundation.org, or fax: 254-753-2887.

Organization _____

Date _____

Chief Executive

Board Chair

Name _____ Name _____

Formal title _____ Formal title _____

Phone _____ Phone _____

Email _____ Email _____

Signature _____ Signature _____