



Community Care

NORTHUMBERLAND

2025 Board Self Evaluation Survey – High Level Results

Survey sent out to 10 members and 7 members participated.

Average score was 86%.

Options to respond to questions were:

- Strongly Agree
- Agree
- Neither agree nor disagree
- Disagree
- Strongly Disagree

Areas where all who answered scored Agree or Strongly Agree:

- Our organization operates with a strategic plan or set of measurable goals and priorities. **Comments received:** *“I feel the organization takes its strategic planning seriously and actions its appropriately.”*
- The Board’s regular meeting agenda items reflect our strategic priorities. **No comments.**
- As Board members, we are aware of what is expected of us. **No comments.**
- We do a good job encouraging and dealing with different points of view. **Comments received:** *“Usually diplomatically; this is not a Board which has conflicts which cause discomfort.”*
- Our Board meetings are meaningful and productive. **No comments.**
- There is a clear understanding on most matters where the board’s role ends, and the CEO’s role begins. **Comments received:** *“At times the board strays too much into the CEO areas of responsibility.”*
- There is good two-way communication between the Board and the CEO. **Comments received:** *“CEO is very skilled and scores highly on this”.*
- I am aware of what is expected of me as a Board member. **No comments.**
- I read the minutes, reports and other materials ahead of the meetings. **Comments received:** *“I believe it is my responsibility to come to the meeting prepared”.*
- I am familiar with Agency By-laws and governing policies. **No comments.**
- I follow through on things I have said I would do. **No comments.**
- I maintain the confidentiality of all Board decisions. **No comments.**
- When I have a different opinion that the majority, I raise it. **No comments.**
- I promote the work of our agency in the community whenever I have the chance. **No comments.**

Areas where most members scored Agree or Strongly Agree but there are members who also scored Neither Agree nor Disagree:

- The agenda of Board meetings are well planned so that we can get through all necessary board business. **Comments received:** *“At times we focus on items that are best left to the Administration”. “Most of the time”.*
- We receive written reports to the Board in advance of our meetings. **Comments received:** *“Good communication protocol, documents, follow-ups and queries are always prompt”. “This is well managed enabling Board members to be properly prepared.”*
- The Board assesses its composition and strengths in advance of recruiting new Board members. **No comments.**
- I stay informed about issues relevant to our mission and bring information to the attention of the board. **No comments.**
- I have a good record of meeting attendance. **Comments received:** *“Miss a few due to travel”.*
- I support board decisions once they are made even if I don’t agree. **Comments received:** *“Most issues are agreed upon by consensus”.*

Answers that included disagree or strongly disagree (potential area of improvement?)

- Board members come to meetings prepared. **Comments received.** *“It is hard to know if everyone has read the material as there are board members who don’t speak up in board meetings”.*
- All Board members participate in important discussions. **Comments received:** *“There are some who do not contribute to discussion routinely”. “Participation is based on experience”.*

Board Education Section:

“Insights into marketing (our resources) through social media – from an expert in it?”