



Community Care

NORTHUMBERLAND

Community Care Northumberland Board Self-Assessment Survey

Executive Summary

Eight board members completed the Board Self-Assessment Survey, providing a strong snapshot of board effectiveness across governance, strategic oversight, financial stewardship, board operations, and board culture. Overall, the results indicate a highly engaged and effective board with strong confidence in governance practices and leadership oversight. Most responses fell within the "Agree" and "Strongly Agree" categories, with no significant areas of dissatisfaction identified.

Key Strengths

The board demonstrated particularly strong performance in the following areas:

- **Board Governance and Operations**
 - Minutes accurately reflect board discussions and decisions (4.88/5).
 - Appropriate use of in-camera sessions (4.86/5).
 - Board members receive timely information about significant risks (4.75/5).
 - Board meetings are well organized and effectively chaired (4.75/5).
 - Board materials arrive with sufficient time for review and preparation (4.75/5).
- **Financial Stewardship**
 - Strong confidence in the board's oversight of budgets and financial planning (4.50/5).
 - Finance Committee effectiveness was highly rated (4.63/5).
- **Board Culture**
 - Directors work collaboratively and respectfully (4.71/5).
 - Board members support decisions once made (4.50/5).
 - Strong understanding of governance responsibilities and the distinction between board and management roles (4.63/5).

Areas for Improvement

While overall results were positive, several areas scored lower than the overall average and may benefit from additional focus:

- **CEO Succession Planning (3.00/5)**

- This was the lowest-rated area, suggesting an opportunity to strengthen formal succession and leadership development planning.
- **Board Education and Development (3.13/5)**
 - Directors expressed less confidence in the availability of ongoing board education and professional development opportunities.
- **Governance Evaluation Processes (3.50/5)**
 - Opportunities exist to enhance board evaluation tools and governance review processes.
- **Stakeholder Engagement and Strategic Oversight**
 - Ratings suggest room to strengthen stakeholder engagement in strategic planning and board discussions on future-focused issues.

Overall Assessment

The CCN Board is viewed as a high-performing governance body that demonstrates strong stewardship, effective oversight, constructive relationships, and sound governance practices. Directors report a clear understanding of their responsibilities and confidence in board operations. Future board development efforts should focus on CEO succession planning, board education, governance evaluation processes, and creating additional opportunities for strategic discussion and long-term planning. These improvements would build upon an already strong governance foundation and further enhance board effectiveness.

Conclusion: The survey results reflect a board that is functioning effectively and collaboratively, with a strong commitment to governance excellence. The identified opportunities represent areas for continuous improvement rather than significant concerns.