

## Local Leadership Board Effectiveness Scale

Highly Effective	Effective	Emerging
<p>Strong board chair with 4-5 committee chairs in place (or 5 highly effective committee chairs/structure)</p> <ul style="list-style-type: none"> <li>• Chairs connected and engaged</li> <li>• Succession plan in place one year in advance</li> </ul> <p>Functioning committees (with minimum of 3-6 committee members) that uphold all of the job descriptions</p> <ul style="list-style-type: none"> <li>• Committee chairs are board members</li> <li>• Committee members may be non-board members</li> </ul> <p>Financial Impact (exceeds personal give/get requirements and opening doors to donors/sponsors)</p>	<p>Has a board chair (or strong staff leader) with 2-3 committee chairs in place</p> <ul style="list-style-type: none"> <li>• Chairs connected and engaged</li> <li>• Having discussions about succession plan</li> <li>• Staff guides chair to be autonomous and a stronger leader</li> </ul> <p>Committee chairs identified</p> <ul style="list-style-type: none"> <li>• Forming working committees with at least two members who uphold the requirement of the job descriptions</li> <li>• Committee members may be predominately non-board members</li> </ul> <p>Financial Impact (meeting personal give/get requirements and opening doors to donors/sponsors)</p>	<p>Staff begins board chair identification process with 0-1 committee chairs</p> <ul style="list-style-type: none"> <li>• Chair may be connected and engaged</li> <li>• Staff provides support for chair to learn about his/her position and to become connected and engaged</li> </ul> <p>Committees may or may not be established</p> <ul style="list-style-type: none"> <li>• Staff engages established committee as possible board members</li> </ul> <p>Financial impact (is not meeting personal give/get requirements, but is willing to work toward give/get and is willing to open doors to donors/sponsors)</p>

<p>Meets or exceeds fundraising goals for all events</p> <p>Mission impact tied to Annual Plan (with clearly defined goals and measurements to track)</p> <p>Board members and their activity are entered into and monitored through Affinity</p> <p>Board reviews progress toward mission and fundraising goals quarterly</p> <p>Board holds annual planning meeting and/or retreat with staff support</p> <p>Completion of annual board member self-assessment; board trains to strengths and weaknesses</p>	<p>Meets fundraising goals for all events</p> <p>Mission impact tied to Annual Plan (with clearly defined goals and measurements to track)</p> <p>Board members and their activity are entered into and monitored through Affinity; staff/board chair coaches board member on ways to increase activities</p> <p>Board reviews progress toward mission and fundraising goals quarterly</p> <p>Board holds annual planning meeting and/or retreat with staff support</p> <p>Completion of annual board member self-assessment</p>	<p>Working with staff to have a plan in place to make events financially successful</p> <p>Mission impact tied to Annual Plan (with clearly defined goals and measurements to track)</p> <p>Board members and their activity are entered into and monitored through Affinity; staff coaches board members on ways to increase activities</p> <p>Staff and board review progress toward mission and fundraising goals quarterly (might need to be more frequent)</p> <p>Staff and board members have annual planning meeting and/or retreat</p> <p>New board members are mentored by strong board members (if not from the same board, another in the region can serve in that role)</p>
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- To be considered highly effective, board must meet all categories under highly effective.
- To be considered effective, board may have some areas in highly effective as well as emerging, but must meet most of the effective and/or highly effective. To be effective, board must be meeting the financial impact requirement.
- Emerging boards may meet some effective requirements, but are not meeting the financial requirement. Emerging boards have a year to move from the emerging category to the effective category.