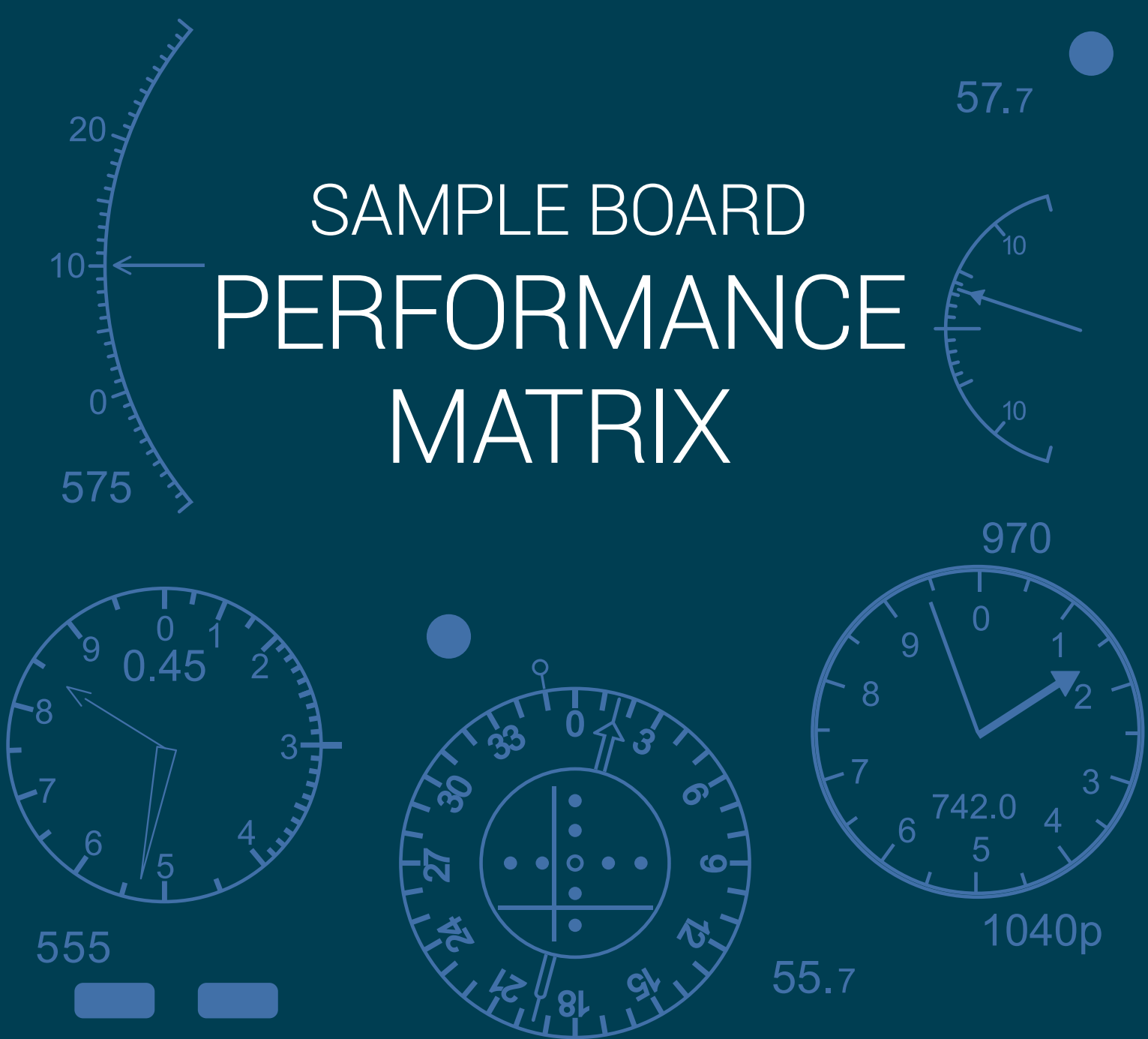


SAMPLE BOARD PERFORMANCE MATRIX



Each member of the board of directors plays a key role in the success of an organization, both in terms of governance and support. Recognizing that each member has a unique and valued set of attributes in terms of time, talent, and treasure to assist in achieving our mission and vision is important. To serve on a board is both a responsibility and a privilege. This sample matrix is intended to provide a benchmarking tool for board members to evaluate their level of contribution in the various aspects of their board responsibilities.

SAMPLE BOARD PERFORMANCE MATRIX

For the sample organization used for this matrix, four key board responsibilities have been identified and behavioral statements help clarify the different levels of participation. For many board members who have a competitive spirit to “be the best,” this spurs enhanced outcomes.

| BOARD MEMBER FUNCTION | THRESHOLD PARTICIPATION | FULL PARTICIPATION | EXCEPTIONAL PARTICIPATION |
|--|---|--|---|
| Board/Committee Meetings | <p>Attend at least 70% of meetings and actively participate/provide input</p> <p>Read/understand all material provided for meetings</p> <p>Participate on a board committee</p> | <p>Meet Threshold expectations</p> <p>Attend 85% of meetings</p> | <p>Meet Full expectations</p> <p>Serve as a committee chair or an officer of the board</p> |
| Stewardship of talent and Treasure (Includes In-kind) | <p>Personally make annual contributions</p> <p>Leverage gifts/in-kind contributions</p> | <p>Meet Threshold expectations</p> <p>Contribute to and attend at least one fundraising event</p> | <p>Meet Full expectations</p> <p>Contribute to and attend more than one fundraising event</p> <p>Help identify new sources of revenue</p> <p>Provide professional expertise for the organization operations</p> |
| Board Development | <p>Attend board orientation sessions</p> <p>Understand and articulate mission, vision, and key service offerings</p> <p>Provide names of potential board candidates</p> | <p>Meet Threshold expectations</p> <p>Nominate candidate(s) who can contribute to the organization</p> | <p>Meet Full expectations</p> <p>Actively recruit candidate(s)</p> <p>Mentor new board members</p> |
| Enhance Organization’s Public Speaking | <p>Become familiar with programs and services offered</p> <p>Clearly articulate the mission, vision, programs/services, accomplishments, and goals within one’s own sphere of influence</p> | <p>Meet Threshold expectations</p> <p>Speak with others outside organization about mission, goals</p> | <p>Meet Full expectations</p> <p>Actively garner support from the community</p> <p>Attend community events/meetings on behalf of the organization and promote organization to others</p> |