



**ANNUAL BOARD SELF-
ASSESSMENT:
SURVEY RESULTS**

filoli

February 2024 |

HIGHLIGHTS

16 RESPONSES



Overall, extremely high scores and positive results



Some year-over-year variations in self-assessment scoring merit additional research



Belief that the board is becoming more strategic and focused on mission and vision



Desire for board meetings to be more interactive and engaging



Levels of member engagement remain high



Changes in perceived effectiveness of committee meetings merit additional research



New members' first year experience once again exceeded their expectations

STRENGTHS AND EVOLUTION

Current Strengths of the Board

- Diversity of experience and background of members
- Ambassadorship to the wider community
- Supportive partnership with the staff
- Effective committee work
- Focus on mission and vision

How the Board has Changed Over the Last Year

- More strategic conversations
- More diverse board membership
- More focused on mission and vision
- More efficient and professional
- More welcoming and friendly

BOARD SELF ASSESSMENT

Responsibility or Role	2021 Avg Score	2022 Avg Score	2023 Avg Score
Monitoring financial performance against budgets and forecasts	4.73	4.44	4.50
Establishing/clarifying Filoli's mission and vision	4.64	4.63	4.81
Supporting and collaborating with the CEO	4.64	4.75	4.67
Respecting boundaries between board and staff roles	4.64	4.44	4.25
Communication between board and CEO	4.59	4.44	4.63
Designing and leading effective board meetings	4.45	4.25	4.47
Creating/monitoring multi-year strategic plans	4.41	4.63	4.5
Understanding areas of legal/financial/reputational risk	4.32	4.31	3.94
Using values-based language to affirm Filoli's identity, priorities and culture	4.32	4.25	4.44
Recruiting new board members for agreed-upon skills, perspectives and backgrounds	4.23	4.31	4.06
Multi-year succession planning for board officers	4.18	4.0	3.88
Providing thorough orientation, training and mentoring for new board members	4.18	3.88	3.88
Defining/achieving diversity of board membership	4.14	4.25	4.19

BOARD SELF ASSESSMENT

Responsibility or Role	2021 Avg Score	2022 Avg Score	2023 Avg Score
Nurturing collaborative/cooperative board culture	4.05	4.44	4.31
Providing an insightful, constructive annual review for the CEO	4.05	4.13	4.07
Leveraging committees and task forces effectively	4.0	4.44	4.31
Introducing new friends and potential supporters to Filoli	4.0	4.06	4.13
Investing in ongoing board training around equity and inclusion	4.0	4.38	3.63
Coming to meetings prepared and having read materials in advance	3.95	4.06	3.88
Advancing equity through board decision/actions	3.95	4.25	4.19
Achieving 100% board member financial support	3.91	3.81	4.0
Communication among board members	3.77	3.94	3.94
Engaging every board member in ambassadorship and public storytelling for Filoli	3.68	3.94	3.94
Advocating for Filoli within each board member's network	3.68	3.94	3.75
Actively engaging different perspectives and voices in board meetings	3.64	3.81	3.75

MEMBER ENGAGEMENT

Current Level of Engagement as a Board Member	2022 Responses	2023 Responses
Too engaged; would like to be less engaged	0%	0%
Not engaged enough; would like to be more engaged	13%	6%
Engaged at exactly the right level	87%	81%
Not sure	0%	13%

The Board's Overall Level of Engagement	2022 Responses	2023 Responses
Very engaged, on average	67%	63%
Somewhat engaged, on average	20%	25%
Not very engaged, on average	0%	6%
Varies significantly, so difficult to assess	7%	6%
Not sure	6%	0%

MEETING EFFECTIVENESS

Effectiveness of <u>Board</u> Meetings	2022 Responses	2023 Responses
Very effective	33%	31%
Effective	53%	57%
Neutral / no opinion	7%	6%
Somewhat effective	7%	6%
Not at all effective	0%	0%

Effectiveness of <u>Committee</u> Meetings	2022 Responses	2023 Responses
Very effective	80%	57%
Effective	20%	31%
Neutral / no opinion	0%	6%
Somewhat effective	0%	6%
Not at all effective	0%	0%

EFFECTIVENESS AT INTEGRATING GUIDING PRINCIPLES INTO FILOLI'S WORK

Guiding Principle	2021 Board Ranking	2022 Board Ranking	2023 Board Ranking
Diversity and inclusion	2 nd	1 st (tie)	2 nd
Sustainability	3 rd	3 rd	3 rd
Organizational excellence	1 st	1 st (tie)	1 st

NEW MEMBER NOTES

75% of the four new members responding said that their first year exceeded their expectations

25% of the four new members responding were neutral or had no opinion

SUGGESTIONS FOR IMPROVEMENTS

Additional training on fundraising

More breakout groups and discussion (less reporting) in meetings

More strategic conversations in board meetings

More socializing and opportunities for board members to get to know each other and staff

Video updates to board members between meetings (shareable)



DISCUSSION