# Board Sustainability Survey Questions

The following questions are intended to assist us in guiding the sustainability process. Please answer from your individual perspective. All responses are completely confidential. Only Raffa, P.C. will have access to the raw data, an only aggregate data and non-attributed comments will be reported.

**Demographic Info - About You**

1. How long have you been on the Board?

**About the Organization**

1. When you think about the organization, what adjectives come to mind?
2. Who is the primary customer (individual, group, or entity directly affected by the work on an ongoing basis)?
3. Is the organization still relevant?
4. Is there something that the organization provides that no other similar organization provides?

**Organizational Health**

1. Describe the organizational health in the following areas (In Crisis, Struggling, Just OK, Performing well, Thriving):
   1. The organization as a whole
   2. Relationships with key external stakeholders
   3. The programs
   4. Financial Health
   5. The Board
   6. The Senior Management Staff
   7. Current Staffing
   8. Methods of producing revenue and raising funds
   9. Human Resources and Personnel Systems (Evaluations, hiring practices, etc.)
   10. Financial systems and level of accountability
   11. The office, facilities and physical plant
   12. Technology Infrastructure (Telecommunications and computers)

**Sustainability Questions**

1. What are the top three internal strengths?
2. What are the top three internal weaknesses?
3. What are the three greatest external opportunities that will support the future success and sustainability of the organization?
4. What are the three biggest external threats to the ongoing success and sustainability of the organization?
5. What is highly valued about the organization and must be sustained?
6. What changes or improvements (if any) should be made to increase the sustainability of the organization is the following areas:
   1. Strategy/Business Model
   2. Leadership (Staff and Board)
   3. Resources and Resource Development
   4. Culture (How you work together)
7. What do you consider to be the top three priorities that the organization will need to address during the next 1-3 years?

**The Board’s Role**

1. Considering the work that lies ahead for your board, what priority is each area (Low, Medium, High)?
   1. Better representing member’s/constituent’s interests
   2. Clarifying the organization’s mission and vision
   3. Improving the board’s focus
   4. Supporting and developing the executive
   5. Developing the financial resources needed to support the organization’s priorities
   6. Providing expertise that supports organizational priorities
   7. Building/enhancing the reputation of the organization with key stakeholders/committees
   8. Overseeing financial performance and ensuring adequate risk management
   9. Assessing performance of the organization against its mission and key program priorities

**Comments**

1. Are there any other comments that you would like to make?