Land Trust Board Self-Evaluation

*Instructions: Check the number that reflects your agreement with each statement, with 4 indicating “strongly agree” and 1 indicating “strongly disagree.”*

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|  | 4 | 3 | 2 | 1 |
| 1. Board members have a good understanding of the land trust’s mission and the programs and/or activities it undertakes to achieve that mission.
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| 1. Board members understand the roles and responsibilities of a board of directors.
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| 1. The board periodically engages in strategic planning through which it develops clear goals and it develops and/or discusses a workplan for the land trust that is focused on achieving those goals.
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| 4. The board periodically reviews the land trust’s progress in achieving its strategic goals. |  |  |  |  |
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| 1. The board develops and implements policies which effectively guide the operations of the land trust.
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| 1. The board has adopted the following specific policies:
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| * + Conflict of interest policy
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| * + Policy for investment and management of financial assets
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| * + Recordkeeping policy
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| * + Policy for enforcement of conservation easements
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| * + Policy for amendment of conservation easements
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| * + Whistleblower policy
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| 1. Board and committee meetings are well-attended.
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| 1. Committees generally have good leadership and are effective in carrying out the tasks assigned to them.
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| 1. The board has a clear and effective process for making decisions.
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| 1. Board members receive, in advance of each meeting, the agenda and the information they need to make sound decisions.
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| 1. Board members actively engage in fundraising for the land trust.
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| 1. Board/staff lines of authority and boundaries are clear and respected.
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|  | 4 | 3 | 2 | 1 |
| 12. The board periodically evaluates the performance of the executive director. |  |  |  |  |
|  |  |  |  |  |
| 13. All board members contribute financially to the land trust. |  |  |  |  |
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| 14. Board members receive sufficient information to fulfill their fiduciary responsibilities and are capable of spotting problems. |  |  |  |  |
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| 15. The board effectively manages conflicts of interest. |  |  |  |  |
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| 16. New board members and officers are carefully recruited and selected. |  |  |  |  |
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| 17. Board members receive orientation and the ongoing training they need to be effective. |  |  |  |  |
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| 18. Board members are “ambassadors” to the community, effectively communicating its mission, goals, and activities to potential supporters, partners, and landowners. |  |  |  |  |
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| 19. Board meetings are run efficiently and effectively deal with the items on the agenda. |  |  |  |  |
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| 20. Conflicts or tensions between individual board members are resolved and/or not allowed to affect the board’s ability to function effectively. |  |  |  |  |
|  |  |  |  |  |
| 21. The board has reason to be optimistic about the organization’s ability to deal with whatever the future brings during the next 5 years. |  |  |  |  |

**Discussion**

The board should discuss and develop a workplan to deal with items that received an average score of 2.5 or less or that otherwise appear to be problematic for the organization.