**Board Members’ Self-Evaluation October 2015**

Lanark County Community Justice Program

1. **How do you think we are doing in relation to our responsibility for Organizational Identity and Planning?**

> Our tasks here are to:

* Set the organization’s mission, vision and values.
* Set high-level, multi-year goals, in collaboration with the Executive Director, staff, volunteers and others.
* Ensure the organization has policies to guide its operations.
* Track organizational progress in relation to the above.

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014  | 0 | 0 | 0 | 5 | 2 | 86% |
| **2015** |  | **1** |  | **4** | **2** | **80%** |

Comments:* Very good progress - retreat last spring was very productive
* We have worked with our Strategic Plan and are now getting a new one. We are steadily updating our policies.
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1. **How do you think we are doing in relation to our responsibility to Select, Support and Provide Oversight to the Executive Director?**

This task requires us to:

> Define the role of the Executive Director, recruit the best candidate for this position and if necessary terminate this person’s employment.

> Provide the moral and professional support needed by the Executive Director to further the goals of the organization.

> Delegate to the Executive Director authority to manage the operations of the organization.

> Periodically evaluate the Executive Director’s performance.

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014 (only 6) | 0 | 1 | 1 | 3 | 1 | **72%** |
| **2015** |  | **1** | **1** | **3** | **2** | **77%** |

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| Comments:* Since our last survey we went through a hiring process and I think we did it well ... and got a great Executive Director in Beth! We have not done any evaluation of Beth ... this would be good to discuss
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1. **How are we are doing in relation to our responsibility to Ensure Adequate Resources?**

This role requires us to:

> Ensure the organization has adequate resources to carry out its mission.

> Work in partnership with the staff to raise funds.

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014 | 0 | 3 | 3 | 1 | 0 | **54%** |
| **2015** |  | **1** | **2** | **4** |  | **69%** |

Comments:

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| * Good support for fundraising but our energy could be directed to better priorities if we were funded more adequately
* Good enough because we are surviving and because we have good potential having a fundraiser as our new ED. We still have a ways to go, but have a Trillium grant in and lots of ideas for moving forward, so I feel optimistic. We are really developing good relationships with service clubs. And for one of these big applications to land us some cash would move us to "Really Well" in my assessment!

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1. **How do you think we are doing in providing Oversight and Accountability?**

This requires us to ...

> Ensure the organization complies with its commitments to funders and others
> Ensure the organization has an annual budget and that it operates within it
> Ensure compliance with legal and other requirements.

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014 |  |  |  | 3 | 4 | **92%** |
| **2015** |  | **1** |  | **3** | **3** | **83%** |

Comment:

* We are well administered between Beth and the finance Committee so I feel confident we meet funder, legal and other requirements.
1. **How do you think we are doing in carrying out our responsibility for Advocacy?**

This responsibility is to speak for the organization, for restorative justice, and for the community as needed.

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014 | 0 | 1 | 2 | 4 | 0 | **68%** |
| **2015** |  |  |  | **3** | **4** | **91.4%** |

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| Comments: |

* Great leadership by ED and Chairperson
* Our media presence has really taken off in the last year, our speaking engagements continue, we are now working with community partners (e.g. The Table) and we are reaching out in so many ways. Hurrah!
1. **How do you think we are doing in our service as LCCJP highest decision maker?**

> This involves serving as final decision-maker in human resource matters within the complaints process

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014(5 Resp) |  |  |  | 4 | 1 | **84%** |
| **2015****(6 resp.)** |  | **1** |  | **3** | **2** | **80%** |

**Comments:**

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| * We have an excellent consensus-based decision-making process
* Not enough occasions to evaluate.
* We have a policy recently reviewed in the last year. We have not had a formal complaint, but we did have a disgruntled person and we dealt with her in accordance with our policy using a restorative approach of setting up a meeting, encouraging her to invite someone she wanted to attend, and exploring the harm and what it would take to heal the harm. I think we did this well.
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1. **How do you think we are doing re our responsibility for Governance and Board Health?**

This requires us to ...

> Hold board and members’ meetings in accordance with the by-law.

> Support board recruitment, continuity, performance, learning and anything else required for the board to carry out its duties.

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|  | **Not well****(1)** | **Should be better (2)** | **Good Enough (3)** | **Well****(4)** | **Really well****(5)** | **Average:** |
| 2014 |  |  |  | 5 | 2 | **86%** |
| **2015** |  | **2** |  | **4** | **1** | **71%** |

 **Comments:**

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| --- |
| * need to broaden Board representation - recruit youth and people outside Perth area
* We have an excellent board, our meetings are effective, our AGM goes well and in recent years we've always had a full slate or an election to fill vacancies on the board. I love the new focus on having a Restorative Moment at the beginning of board meetings.
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1. **What are you most pleased about in your work on this board?**
* Contributing to an important community resource
* It is a great Board, full of very committed and talented individuals with excellent insights (in the case of some Board members) into the need and role of restorative justice programs.
* Opportunity to help expand role of LCCJP
* Policies are being reviewed and updated
* It warms my heart to be involved in the promotion of restorative practices. I like that aspect of our public speaking and interaction with partners as well as our forums.

Top of Form

1. **If you could improve one thing about the board and/or your experience as a board member, what would it be?**
* Bottom of Form
* I feel I have not committed appropriate time and effort over the last year
* More diversity
* To get funding to pay for our terrific employees
* The board needs to have a longer vision for the potential of LCCJP
* More ability to attend restorative justice conferences or in other ways link with other restorative justice programs.
1. **Is there anything else you'd like to share about the board experience or performance?**
* Wonderful colleagues, committed staff, strong, dedicated volunteers - all in all a community of high integrity people serving some of our most vulnerable citizens
* We’re moving forward the wonderful restorative message and vision
* I have deep respect for the other members on this board and am proud to be on a board with them.