



Board Diagnostic Tool – Does your board need help?

Put an “X” in the bubble for any statement your answer is “No” to:

- We have a process for board selection.
- We have board terms for our members.
- Board terms are staggered so that no more than 1/3 turns over in any given year.
- We normally have an executive session at our meetings.
- Our members know their role as board members.
- Our members hold one another accountable to our principles.
- Tough conversations take place at the meeting; not after it.
- We speak with One Voice.
- We understand the relationship between bylaws, board policy, and staff policy.
- We go slow enough during decision-making to hear all opinions.
- Most of our meeting is spent on mission principles and/or accountability.
- Our pastor does all the hiring and firing.
- Our members regularly reflect on the idea that Jesus is the Owner and the One that they represent.
- Board members regularly complete their term.
- We avoid trivial pursuit in our meetings.
- We evaluate the pastor with a formal annual review.
- We do informal review of the pastor at board meetings during executive sessions.
- One board member meets with the pastor to review relevant items raised in the informal review.
- Conflict and difficult conversations are handled well at our meetings.
- We have a Conflict of Interest (COI) policy that is reaffirmed annually.
- We annually review, read, and understand our relevant governing documents.
- Our bylaws reflect how we are governed.
- We speak to the pastor through policy.
- Our board governs, the pastor leads, and the staff manages.
- We understand that the budget is one of our key policy documents.

Evaluation:

- If you had 0, then you are good to go!
- If you had 1-5, then you need a tune up.
- If you had 6-10, then you need some serious help.
- If you had more than 10, then you need a restart!