
Board of Elders Self-Assessment

The purpose of this assessment is to help you understand areas of board leadership in which you are performing well, to pinpoint areas that need to be improved, and to develop a plan to strengthen priority areas. Please note that this self-assessment is prepared as a board discussion document only.

Your participation is appreciated, and in order for the results of this assessment to be useful, it is important that you take the time to answer each question carefully and honestly. Your individual responses will be kept strictly confidential, and will only be reviewed by the Board Chair and the Lead Pastor.

Please respond to each statement by circling the number that best describes your opinion.

Score Scale

1 – Strongly Disagree | **2** – Disagree | **3** – Neutral | **4** – Agree | **5** – Strongly Agree

Personal Development & Spiritual Growth

We regularly encourage and foster the personal & spiritual growth of individual board members.	1	2	3	4	5
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Individual board members are known & respected both in the church and the local community as persons of integrity.	1	2	3	4	5
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Individual board member's attitudes and comments reflect godly behaviour.	1	2	3	4	5
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Confidentiality & Congregational Communication

The board understands & practices a high level of confidentiality on issues under discussion.	1	2	3	4	5
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The board regularly communicates with the congregation regarding discussions at board meetings.	1	2	3	4	5
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Accountability

The board understands its accountability to God and accepts that spiritual responsibility.	1	2	3	4	5
The board understands its accountability & responsibility to the members of the church, as defined in the Local Church Constitution & Church Bylaws, & by the CRA & BC Societies Act.	1	2	3	4	5
The board has developed policies that address handling conflicts of interest and other ethical behaviour of board members.	1	2	3	4	5
The board follows policies it has developed.	1	2	3	4	5

Board Roles & Function

The board identifies and cultivates prospective members for consideration by the membership in its nomination & election process.	1	2	3	4	5
Orientation for new board members provides a good overview of: a) The church & its strategic plan b) Fiduciary duties, responsibilities, & expectations of board members c) Key trends & issues facing the church	1	2	3	4	5
The board demonstrates a clear understanding of their role & responsibilities.	1	2	3	4	5
The board demonstrates a clear understanding of and ability to fulfill the roles of: a) Chair b) Vice-Chair c) Secretary d) Treasurer	1	2	3	4	5
The chair has a clear role description and leads the board to effectively complete its work.	1	2	3	4	5
The chair creates meeting agendas that focus on the most critical issues facing the church.	1	2	3	4	5

Board Roles & Function (continued)

The chair facilitates a frank and open exchange of ideas among board members.	1	2	3	4	5
The board utilizes the capabilities of its members.	1	2	3	4	5
Individual board members are prepared to participate in board meetings.	1	2	3	4	5
The board operates with a spirit of cooperation & unity.	1	2	3	4	5
The board and staff work well together while respecting boundaries.	1	2	3	4	5
The lead pastor and pastoral staff are encouraged in their work by the board.	1	2	3	4	5
An effective annual review process is in place for the lead pastor and pastoral staff.	1	2	3	4	5
The board has found an effective balance for time given to:					
a) Spiritual matters	1	2	3	4	5
b) Health of the church body					
c) Future direction of the church					
d) Business matters					
Board policies/procedures have been developed to give clear direction for board practices.	1	2	3	4	5
Board policies/procedures have been developed to give clear direction for church functioning.	1	2	3	4	5
The board monitors the church's financial situation.	1	2	3	4	5
The church's annual operating & strategic plans are regularly reviewed.	1	2	3	4	5
The church's annual budget is regularly reviewed.	1	2	3	4	5

Decision Making & Conflict Resolution

The board is knowledgeable regarding issues in the church.	1	2	3	4	5
The board is kept informed of key ministries, opportunities, & challenges facing the church.	1	2	3	4	5
Once board decisions are made, we respect the principle that we speak with 'one voice'.	1	2	3	4	5
The board receives sufficient information from committees and ministry teams to carry out its responsibilities.	1	2	3	4	5
The board seeks to introduce innovative solutions to tough problems.	1	2	3	4	5
The lead pastor utilizes the expertise & experience of the board to guide decisions on important matters.	1	2	3	4	5
Board members are encouraged to raise different points of view.	1	2	3	4	5
Board members participate in board meetings with independence of mind and are not required to obtain approval for their actions or votes from other parties.	1	2	3	4	5
The board has developed effective means of resolving conflict within the board, board-staff relationships, and board-congregation relationships.	1	2	3	4	5

Continuous Improvement

We should stop...

We should start...

We could improve...

Looking to the Future

Consider the questions below. Take time to prayerfully work through them and be prepared to share your responses in future team discussions.

As an Elder...

I would love to learn how to...

My greatest fear is...

I would appreciate a discussion about...

The lead pastor could assist me in my role by...

I could support the lead pastor better by...

I need an answer to this question...

The things I hope for most for our church are...

Lead Pastor Input

These questions are to be answered by the Lead Pastor and shared with the Board of Elders when they review the Self-Assessment.

1. How do you feel about the level of empowerment that the Board of Elders presently gives you? Please explain your response.

2. Comment as to whether you feel the Board and yourself are able to effectively and mutually challenge and help each other grow. How openly and honestly is the Board and yourself able to speak into one another's lives and leadership? Please give at least one or two examples.

3. As I review Board decisions over the past year, I see the following values driving those decisions... (e.g. thriftiness, growth, community, tradition, what "so & so" thinks, efficiency, excellence, unity, conviction, vision, faithfulness, fear, etc.). How can these values be used to encourage or challenge us?

4. On a scale of 1 (low) to 10 (high), I would rate current Board spiritual health as _____, and my reasons for this rating are...

5. Our Board governance model* would best be described as _____.
Comment on how well you believe the Board is functioning within this model.

***Working Board** – focuses on operational tasks & core church functions

Managing Board – acts as ministry managers & liaisons between board & leaders

Policy Governance – delegates means, focuses on ends, oversees through policies