

Board Health Check

A self-assessment for executive directors and board chairs.

How to use this tool

Rate your board honestly on each dimension using the scale below. There are no right answers here, only useful ones. Total your score at the end.

1 Not in place / significant concern	2 Partially in place / inconsistent	3 Mostly in place / some gaps	4 Fully in place / working well
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DIMENSIONS

01	Role Clarity Board and staff understand the distinction between governance and management. The board sets direction; staff executes.	1	2	3	4
02	Meeting Effectiveness Board meetings are well-prepared, focused on governance rather than operations, and make good use of members' time.	1	2	3	4
03	Financial Oversight The board reviews financial statements regularly, understands what they're looking at, and asks substantive questions.	1	2	3	4
04	Fundraising Participation Board members understand their role in resource development and actively participate — through giving, connecting, or asking.	1	2	3	4
05	Board Chair Leadership The board chair manages the board effectively, supports the ED, and models engaged governance.	1	2	3	4
06	Strategic Alignment The board is connected to the organization's strategy and uses it to guide decisions, prioritization, and resource allocation.	1	2	3	4
07	Board Composition The board has the right mix of skills, perspectives, lived experience, and community connection to govern well.	1	2	3	4
08	Recruitment & Succession The board has a consistent, intentional process for identifying and onboarding new members. Departures don't create a crisis.	1	2	3	4
09	Ethics & Accountability Conflict of interest policies exist and are used. Board members hold themselves and each other to clear standards.	1	2	3	4
10	ED/Board Relationship The relationship between the executive director and board chair is built on trust, honesty, and mutual accountability.	1	2	3	4

10-13: CRITICAL Governance is a significant organizational risk right now. Let's talk.	14-23: AT RISK Several foundational areas need attention before they compound into bigger problems.	24-33: DEVELOPING Real strengths but meaningful gaps. A targeted governance engagement could make a significant difference.	34-40: STRONG Your board is functioning well. Consider a focused retreat to strengthen specific areas.
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Want to talk through what you found? Let's have a conversation. noah@spiegelconsulting.com