

## 2024 MHB Self-Assessment

1. Per my perspective, the MHB mission is clearly defined and reflective of the MHB's duties and activities. **4.88** ↑
2. I periodically review the MHB's statutory duties and mandates. **4.13** ↑
3. I am active and informed in the Board planning process and activities during and after funding allocation evaluations and meetings. **4.63** ↑
4. I am confident in existing service network evaluation, performance measurement, and compliance processes. **4.00** ↓
5. As a Board Member, I feel respected and valued by all stakeholders. **4.13** ↓
6. Comments:
  - But board members sometimes don't listen to agencies and staff they put blocks in the way...we need to trust them in their jobs
7. More often than not, the Board represents the MHB and its decisions respectfully and in a manner that promotes Board cohesiveness. **3.63** ↓ **(.70 drop)**
8. The Board acknowledges and embraces its responsibility for the results of the MHB operations and organizational decisions. **4.13** ↓
9. The Board is accountable to the public & weighs its mission as well as public impact in its decisions. **3.88** **(.68 drop)** ↓
10. The Board recognizes & appreciates the individuality and unique experiences of its members. **4.5** ↑
11. More often than not, the Board is able to place the MHB's larger statutory priorities and mission over individual member feelings and wants. **3.38** ↓ **(1.06 drop)**
12. Comments:
  - I feel as though these goals are very clearly embodied within some members, but not necessarily all. I personally try to be attentive to these broader goals.
  - The board would benefit from some periodic meeting effectiveness self-evaluation at the end of each 2nd or 3rd meeting. There are standard tools available, and immediate feedback of a self-evaluation on an ongoing basis could improve outcome.
13. The Bylaws have been reviewed within the past year. **4.88** ↑
14. The Board has adequate standing committees to implement the continuing business of the Board. **4.75** ↑
15. Committee responsibilities are clearly defined and help inform Board action. **4.63** ↓
16. Present Board organization and meeting structure allow for sufficient attention and time to conduct Board business. **4.75** ↑ **(.86 higher)**
17. There is sufficient opportunity for rotation of officers and committee chairpersons. **4.5** ↑ **(.50 higher)**
18. Comments:
  - Sometimes people don't want to step up as it is very time-consuming
19. Meetings begin on time and allow for time to conduct Board business. **4.88** ↑
20. Agendas, study documents and previous Board and Committee meeting minutes are sent out in advance with adequate background materials to prepare for meetings. **4.38** ↓

21. Board meetings are characterized by free discussion, general participation, active thinking, and respect. **4.13 ↓**
22. Routine matters, that is, items requiring official action but little discussion, are handled with dispatch. **4.00 ↓**  
**(.56 drop from last year)**
23. Meetings are achievement-oriented. **4.00 ↓ (.56 drop from last year)**
24. Comments:
- I do believe our board can get lost in the details sometimes, and that makes certain tasks more onerous than they need to be.
  - Agenda packets could provide more information. Any information that will be presented for use to weigh in on a decision should be included in the packet. Meetings are well run and respectful.
  - We are getting caught in the weeds. We tax the professional staff by requesting information that is not necessary. This puts an extra load on a short staff. It seems like new board members are myopic and mistrusting of the process. We over-rate our own value.
  - I think sometimes we get away from being achievement oriented, and wish that more was done by all of us to prepare for upcoming meetings.
  - Content of the study documents are very complete but quite voluminous. Can we receive them by Wednesday before (a week in advance) and then EXPECT that all budget and decision memo questions will be asked and addressed PRIOR to the meeting.
25. The Board receives regular communication items (i.e., emails, minutes, newsletters, memos, etc.) consistently. **4.88 ↑**
26. Executive Director communications provide adequate information concerning the activities of the Board and the Network. **4.63 ↑ (.41 higher)**
27. The Board is accessible to members of the community. **4.13 ↓**
28. There is adequate communication between the Board President & the other Board members. **4.38 ↓**
29. There is adequate communication between the Executive Director and the Board. **4.5 ↑**
30. Comments:
- I know our Board Members are accessible to the community via email. However, I have heard that many people do not feel comfortable in approaching us. I think we can do more to help with that by reaching out, but that takes a lot of our time.
  - The video meetings will provide a fully met score for the third question above.
  - We invite agencies to do new programs and than we deny funding based on paranoia. New staff misunderstand our job. we get so focused on small aspects that we are hurting our relationships with our agencies.
  - Do we promote accessibility of the board to the community?
31. Decision-making is a broad-based process and is not dominated by any one member. **3.25 ↓ (1.08 drop)**
32. Board members participate actively, ask questions, make suggestions. **4.25 ↓**
33. Staff provide adequate background materials for issues presented to the Board. **4.5 ↑**
34. Board members are aware of the impact of their decisions upon the staff. **3.5 ↓ (.72 drop)**
35. Staff is conscientious in carrying out the decisions of the Board. **4.75 ↑**
36. The Board monitors the implementation of their decisions. **4.25 ↑ (.47 higher)**

37. Board members exercise leadership by a decision-making process that motivate those who much implement its decisions. **3.75 ↓**

38. New and creati1e ideas are received with openness and are properly vetted. **4.13 ↓**

39. There is continuity in the decision-making process. **3.63 ↓ (.70 drop)**

40. When decisions are made, target dates are set, responsibilities are assigned, and evaluations performed. **4.00 ↓**

41. Comments:

- There are a few board members who do not speak up much. I find it confusing when someone chooses not to speak, but then votes in a way that shows they had a differing opinion. I would prefer to hear it and understand their point of view.
- The roles of key decision-makers are not solidified. A great deal of progress is being made to 1nsure consistency and transparency.
- Quality of free and open discussions have diminished in the past year.

42. There is a trustful and harmonious working relationship between the Board and Leadership Staff. **3.75 ↓**

43. There is a trustful and harmonious relationship between the Committee Chairpersons and the Leadership Staff. **4.25 ↑**

44. Although the Executive Director is the principal liaison between the Board and the staff, there is perceived to be a trustful and comfortable relationship between the Board and the staff. **4.25 ↑**

45. The Board confines itself to issues of managerial responsibilities and allows the Executive Director to carry out delegated day to day managerial functions. **3.5 ↓ (.80 drop)**

46. The Board annually sets specific goals for and with the Executive Director to meet and they are considered in his or her annual evaluation. **4.25 ↑**

47. Comments:

- I have had great relations with the staff. I have found my relationship with Leo to be rocky at times.
- May want to consider more specific goals to be used in the annual evaluation. Possibly incorporating milestones of the strategic plan.
- we used to be a trusting board with staff. we are loading the PRO staff with busy work that they don't need and resent. I think most of this problem comes from 1 or 2 board members that are in general mistrusting of everything.
- Boundaries between board and ED responsibilities should be reviewed and discussed. The personality of the board seems to have drifted outside historical norms, getting into the ED sandbox.

48. What do you consider to be the Board's greatest accomplishment during the last year?

- Moving to the Sales Tax. Also, I appreciate the board wanting to make systems that allow equal access to people asking for additional funding.
- The Board is well run, respectful, and value the experience and perspective that each Board member brings. Navigating through the allocation process with less than the original ask was very transparent and collaborative.
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- Successfully assigning budget to providers.
- The Board has been successful in establishing itself as a newly-comprised Board and establishing norms and patterns of working effectively together. The Board made many (many) challenging funding decisions from two, separate funding streams to effectively support social services in our county. The staff have been extremely

diligent and successful at ensuring the funds are used appropriately to support social service needs in the community.

- the sales tax funding. it takes a lot of pressure off the county board allowing us to work together better.
- Shift of funding from levy to sales tax.

49. Additional comments:

- I find our microphone system to be a real distraction. I think it is too much for Connee to manage, because it often works poorly. Issues with board member's hearing is always coming up, it is an issue for anyone calling into the phones, and challenging for our audience to hear.
- there is a group of members trying in a negative way to question every little detail that has no bearing on our task as a board. we are way out in the weeds. a lot of negativity. we are not following common respect or civility. other agendas are at play. we need to let the best pro staff I have ever seen do their job. We have the best executive director we have ever had but she is not respected by some board members trying to sabotage her. I get that some of this comes from wanting to contribute