Annual Qualitative Board Assessment Questions

ANNUAL QUALITATIVE BOARD ASSESSMENT:

1. BOARD/COMMITTEE MEETINGS. Are the meetings appropriate in number and length? Are pre-meeting materials appropriate and provided sufficiently in advance of meetings? Is there adequate communication between meetings? How could meetings and communications be improved? How might we best leverage our time together (and staff time spent preparing/staffing the board).

2. BOARD/COMMITTEE MEETING CONTENT. Are the right topics covered at meetings? Is the depth and amount of detail appropriate? Is there adequate time for discussion and opportunity for open debate? Are there any changes you would suggest in meeting content or presentations?

3. BOARD/COMMITTEE ORGANIZATION. Does the board have the appropriate number of members, composition (in terms of skills, diversity and experience) and committee structure? Is there adequate new and ongoing board member orientation and ongoing education about the company’s business and corporate governance responsibilities? Does the board have the right leadership structure?

4. BOARD/COMMITTEE PRACTICES. Does the board have appropriate processes for CEO/executive compensation review, succession planning, director nominations, committee membership selection, conduct of meetings, compensation of directors, dealing with conflicts of interest, protection of confidentiality, independent director meetings and carrying out other board responsibilities? New member on-boarding and orientation process?

5. BOARD/COMMITTEE PARTICIPATION. Does the board have an appropriate level of participation in reviewing strategic plans, setting financial goals and budgets, monitoring results against budgets, capital structure planning, considering growth opportunities, assessing risks and other major topics?

6. BOARD MEMBER EXPECTATIONS. Do you have any concerns about Board member development (fundraising) expectations? What information or assistance do you need to help with development?

7. OVERALL PERFORMANCE OF BOARD MEMBERS. Do board members have an adequate understanding of the organization’s mission and programs? Do board members adequately prepare for meetings and have an appropriate level of participation in discussions? Do they ask good questions, share important insights, communicate with and assist management outside board meeting appropriately? What more should board members be thinking about or doing? In what ways could individual directors add more value, contribute more to the organization, more effectively further FLY’s mission? Which of the Board members goes above and beyond in her/his contributions? Are there Board members who would benefit from some constructive coaching?

8. STAFF/PEER SUPPORT: Do you feel supported adequately by FLY staff and by your board peers? Is the board holding itself/each other accountable, etc.

9. PERSONAL. What have you gained from your experience on the FLY Board? What more would you like to learn about FLY? How would you rate your performance as a Board member? How do you feel about how well FLY staff support, appreciate, and help you?

10. REFLECTION. Last year, what worked well? Coming year, what would you like to see changed?

11. OTHER THOUGHTS? Do you have any other comments on the Board and its effectiveness?