

**UNITED WAY OF YELLOWSTONE COUNTY
BOARD POLICY ON EFFECTIVENESS**

I. Introduction

Boards of nonprofit organizations are required to exert due diligence in ensuring that the organizations they govern are achieving their missions effectively and efficiently. This document outlines the goals and expectations of the Board Effectiveness Policy for United Way of Yellowstone County. From leadership and culture to teamwork and decision-making, annual Board evaluations provide multiple benefits to an organization, and a board evaluation policy helps to make them happen in a consistent and effective manner.

II. Guiding Principles

United Way of Yellowstone County (UWYC) shall annually assess its effectiveness in achieving its mission. This ensures that we have defined, measurable goals and objectives in place and a defined process in place to evaluate the success and impact of our programs in fulfilling the goals and objectives of UWYC. Objectives include:

- Assessing leadership effectiveness and efficiency
- Refreshing the Board to better prepare it for the future
- Understanding Board member governance and fiduciary expectations

III. Performance Evaluation

Annually, the Board of Directors will assess the organization's performance and effectiveness and determine future actions required to achieve its mission and strategic goals. This will include reviewing current documents relating to:

- United Way Worldwide assessments (i.e.: Modern United Way, Thriving United Way) and Database 2 Report
- UWYC Strategic Plan
- Board of Directors Self-Assessment Tool
- Community Survey
- President/CEO Performance Evaluation

IV. Process

In June, a matrix/scorecard outlining UWYC's annual goals, strategies, objectives, tactics and timelines is reviewed for performance and adjustments.

Each spring, the Governance & Nominating Committee of the Board of Directors conducts a Board Assessment. There are two parts: Board Responsibilities by Function and Board Member Self-Assessment. In order for the Board of Directors to fulfill its duties and responsibilities, both collectively and individually, the members of the board must meet certain standards of conduct and attention in carrying out their responsibilities including the legal duties of care, loyalty, and obedience. Data and reflections are shared at the annual meeting in June.