

The Glenville Local Development Corporation

2018 Board Performance Evaluation

The Governance Committee recently asked each GLDC Board members to complete a confidential evaluation for 2018. The evaluation consisted of twelve questions designed to determine the Boards knowledge and performance as it relates to the management and policies of the GLDC. There was a Board resignation in early 2018 and a new Board member added late in 2018. These two individuals were not asked to participate due to their limited involvement as a Board member in 2018. There was a total of four completed evaluations for this report.

Each criteria question required one of the following answers: "Agree", "Somewhat Agree", "Somewhat Disagree" and "Disagree". Almost all criteria questions for 2018 were answered "Agree". "Somewhat Agree" was answered on a couple of the criteria questions. There were no "Disagree" or "Somewhat Disagree" responses. Here is an overview of the "Somewhat Agree" answers.

The questions that earned "Somewhat Agree" answers were: The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission. The GLDC mission is to stimulate economic development within the Town of Glenville, and to serve as a resource to retain and increase employment opportunities, and encourage the expansion and growth of existing businesses. It is also tasked with attracting new business to the town. As an all volunteer organization with no paid executive level leadership, I believe the GLDC does a good job as it relates to the organizations mission. With a full time paid staff, some of the GLDC's mission would be easier to measure like attracting new business to the town. This function is usually done by a paid economic development staff. In my opinion, our current loans are fulfilling the rest of the GLDC's mission.

The other question that received a "Somewhat Agree" answer was: Individual Board members communicate effectively with executive staff so as to be well informed on the status of all important issues. This question is somewhat confusing since the GLDC has no staff. I believe the Board is well informed on all issues. I would delete or edit this question until such time as the GLDC can afford paid staff. There is another question related to staff oversight that I would delete or edit.

"Somewhat Agree" answer was also given once to questions concerning Board members having enough time to do research and discuss decisions before votes are taken, external influence or pressure for a decision and the Board policies, practices, and decisions being in step with the mission. I do not see this as a concern but what to bring it to the Boards attention. I would like to point out that for the question: Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required, was answered "Agree" in all criteria evaluation forms.

Conclusion and Recommendations

I do not see any issues or concerns with the Board's evaluation of itself, as it relates to the mission, policies, or governance of the GLDC. All answers for the criteria questions were positive. The one recommendation I would make is that I would task the Governance Committee with researching and developing a new Board Evaluation Form. This form has been used with minor edits since the beginning

of the GLDC. As pointed out above, some of the criteria questions are not designed for an all-volunteer organization without paid staff. It is time for an update.

Submitted by Scott Osswald, 2018 Governance Committee Chair on January 29th, 2019