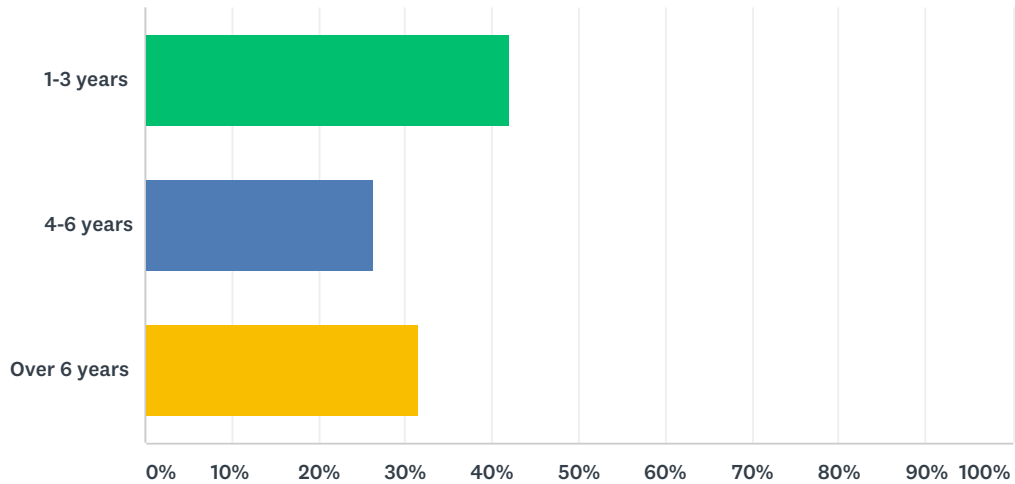


## Q1 How long have you served on the board of Easterseals?

Answered: 19 Skipped: 0

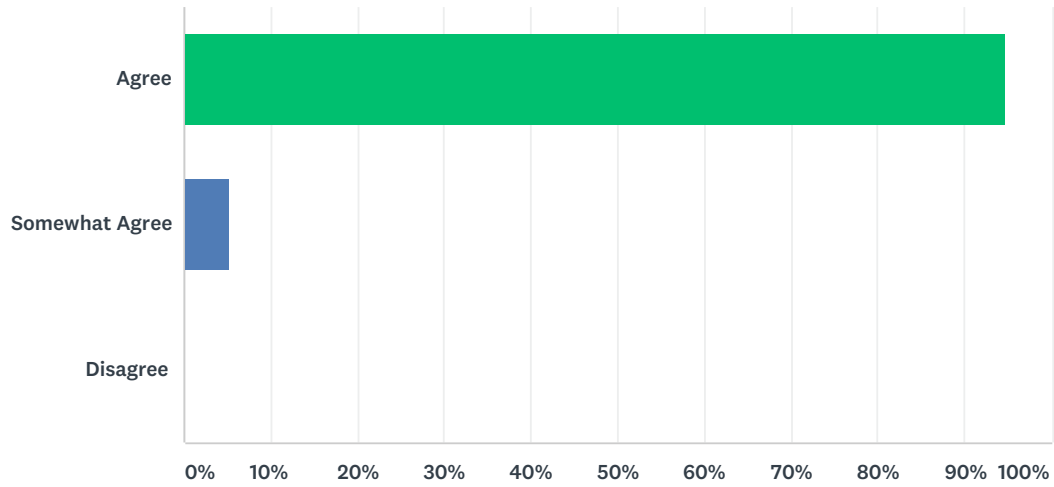


ANSWER CHOICES	RESPONSES
1-3 years	42.11% 8
4-6 years	26.32% 5
Over 6 years	31.58% 6
Total Respondents: 19	

#	COMMENTS:	DATE
1	I also spent 12 years on the National Easter Seals Board of Directors, over 25 years on the Board of Easter Seals Missouri, and for various terms on the Boards of Easter Seals Alaska, Easter Seals Hawaii, Easter Seals Utah, and Easter Seals Nebraska	5/11/2019 3:10 PM

## Q2 Board members receive a written description of the duties and responsibilities of the board.

Answered: 19 Skipped: 0

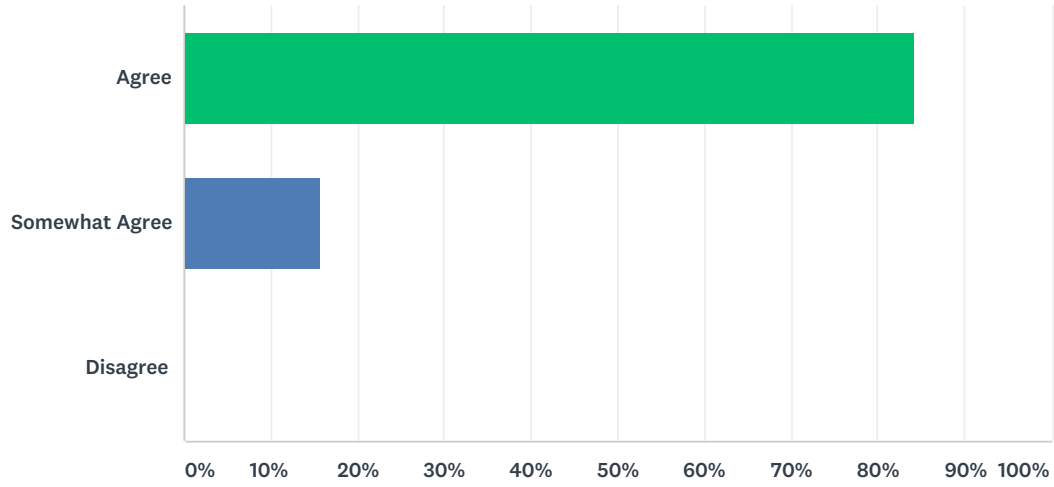


ANSWER CHOICES	RESPONSES
Agree	94.74% 18
Somewhat Agree	5.26% 1
Disagree	0.00% 0
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

### Q3 Board members understand their role and responsibility as a director.

Answered: 19 Skipped: 0

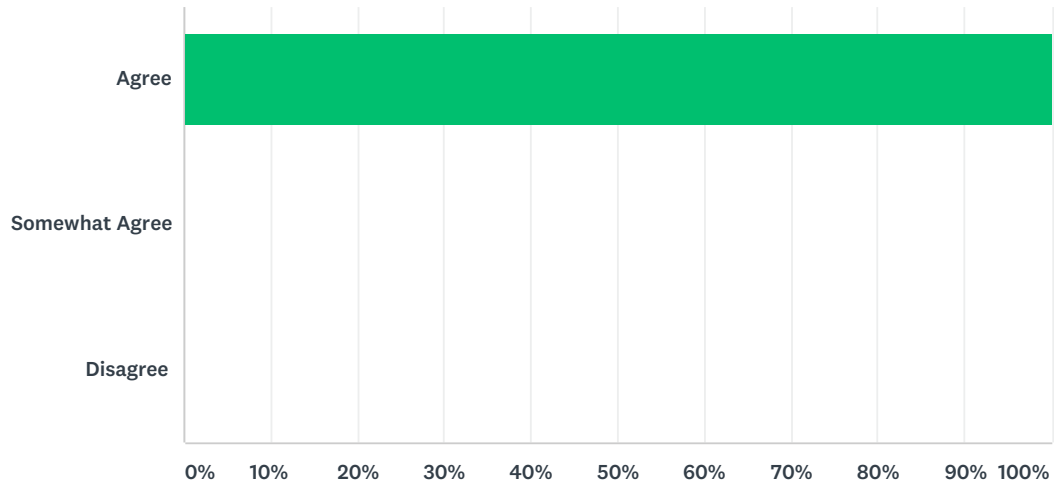


ANSWER CHOICES	RESPONSES
Agree	84.21% 16
Somewhat Agree	15.79% 3
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	Some more than others	7/11/2019 2:09 PM

## Q4 Board members recognize the difference between the board’s role and the staff’s leadership role.

Answered: 19 Skipped: 0

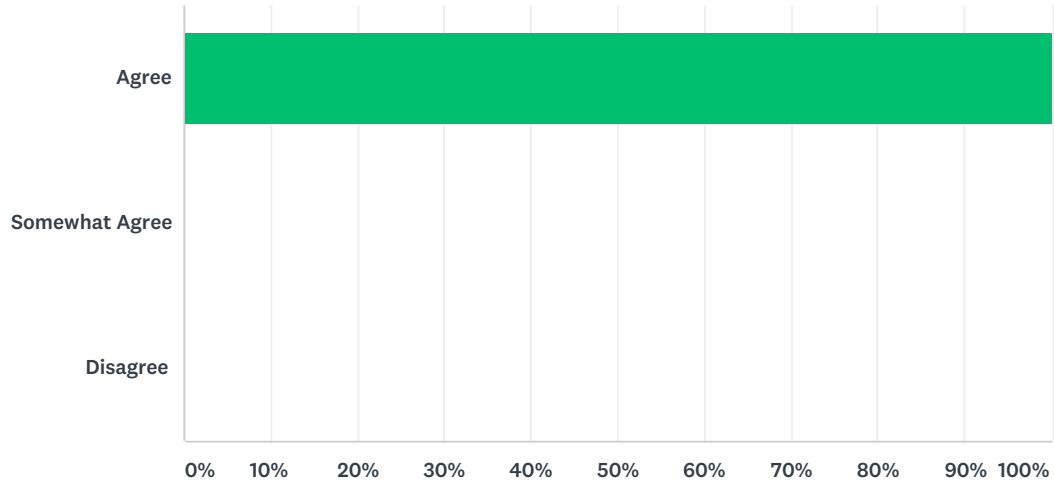


ANSWER CHOICES	RESPONSES
Agree	100.00% 19
Somewhat Agree	0.00% 0
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	I think the communication between CEO and Board Chair is solid. Really helps define roles.	5/15/2019 3:39 PM

## Q5 The board communicates effectively with the CEO.

Answered: 19 Skipped: 0

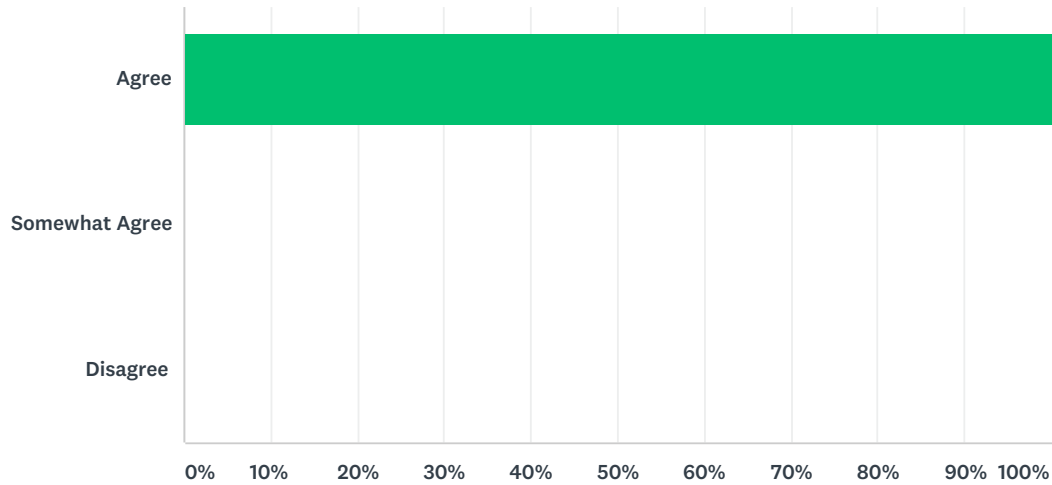


ANSWER CHOICES	RESPONSES	
Agree	100.00%	19
Somewhat Agree	0.00%	0
Disagree	0.00%	0
<b>TOTAL</b>		<b>19</b>

#	COMMENTS:	DATE
1	Wendy does a good job communicating with the board!	5/15/2019 4:15 PM

## Q6 Board members receive important background materials in advance of meetings.

Answered: 19 Skipped: 0

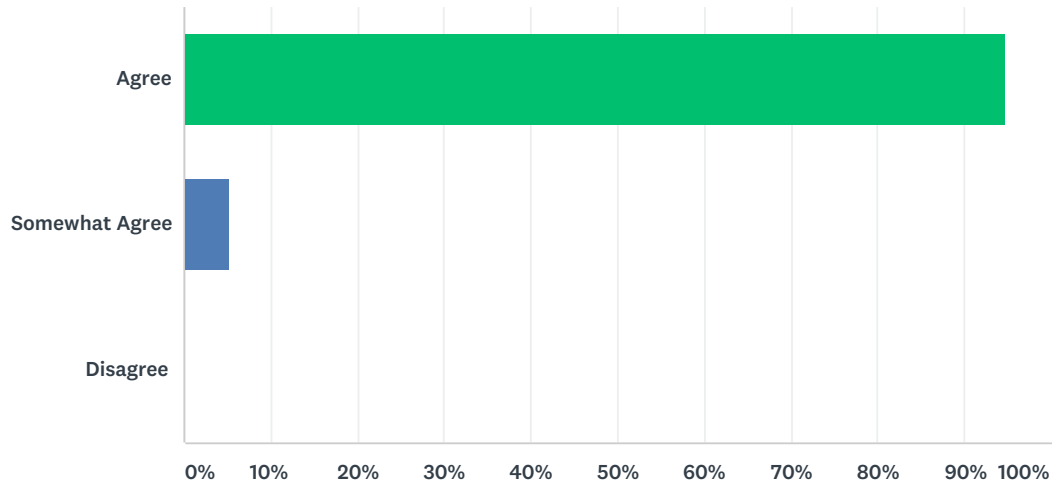


ANSWER CHOICES	RESPONSES
Agree	100.00% 19
Somewhat Agree	0.00% 0
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	ESMW does an outstanding job with this.	6/20/2019 4:58 PM
2	a Board Portal would be more effective than email.	5/15/2019 3:39 PM

## Q7 The CEO and senior leadership provide the board with accurate and complete information it needs to address its agenda.

Answered: 19 Skipped: 0

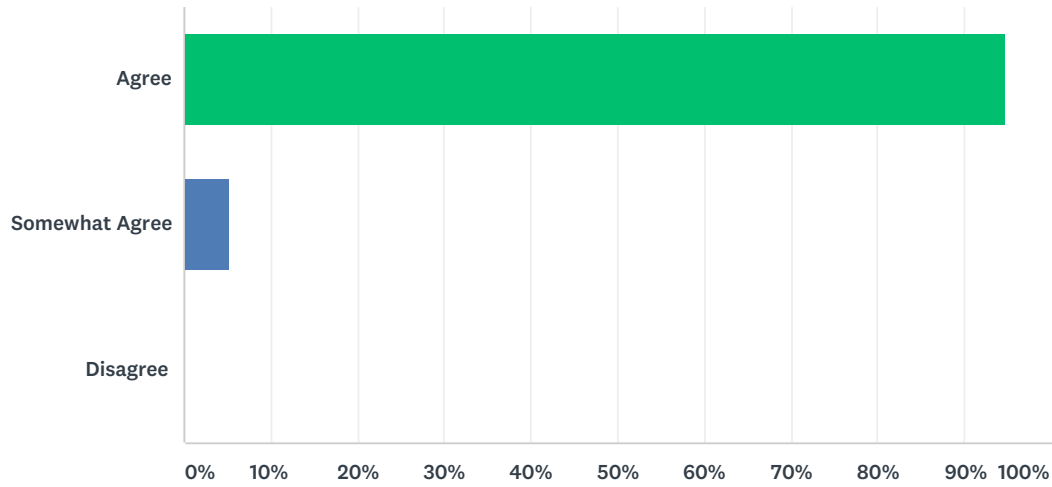


ANSWER CHOICES	RESPONSES
Agree	94.74% 18
Somewhat Agree	5.26% 1
Disagree	0.00% 0
TOTAL	19

#	COMMENTS:	DATE
1	The only thing I believe which could have used more initial information was around the staffing/pay initiative. We received additional information upon our request.	5/15/2019 4:15 PM

### Q8 The board understands the Easterseals' mission and uses it to guide important governance decisions.

Answered: 19 Skipped: 0



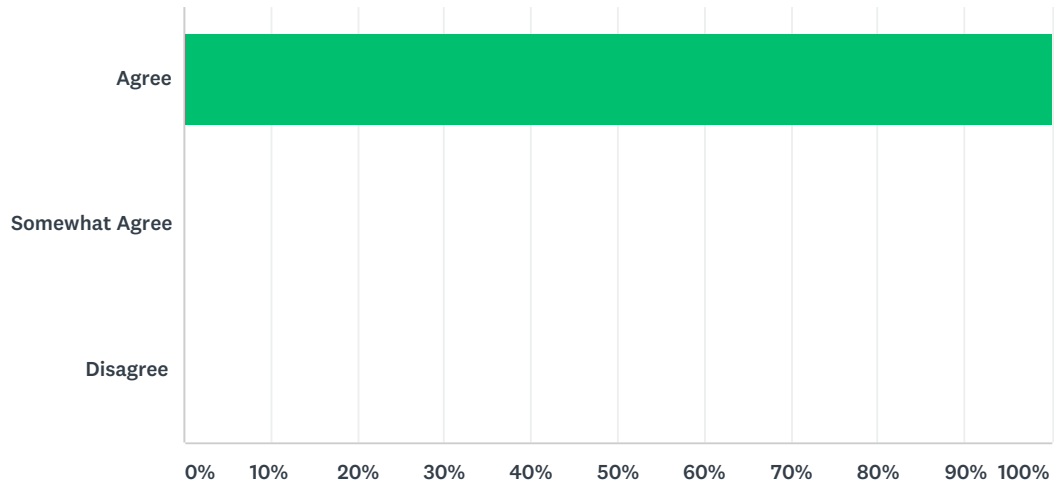
ANSWER CHOICES	RESPONSES
Agree	94.74% 18
Somewhat Agree	5.26% 1
Disagree	0.00% 0
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	



### Q9 The board is actively involved in establishing the organization's strategic direction.

Answered: 19 Skipped: 0

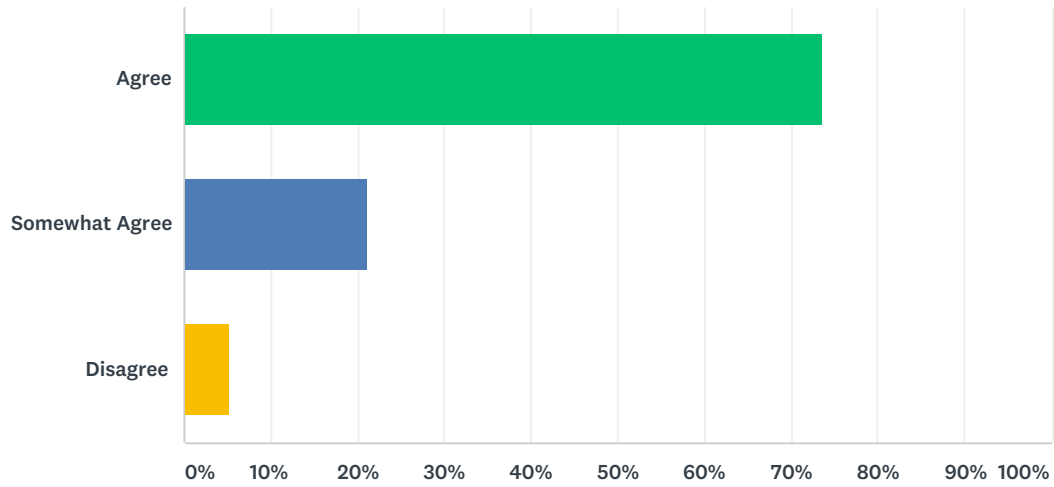


ANSWER CHOICES	RESPONSES
Agree	100.00% 19
Somewhat Agree	0.00% 0
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	Detail committee work, supported by Board oversight is very effective.	5/15/2019 3:39 PM

### Q10 The board spends a significant portion of the board meeting discussing strategic issues.

Answered: 19 Skipped: 0

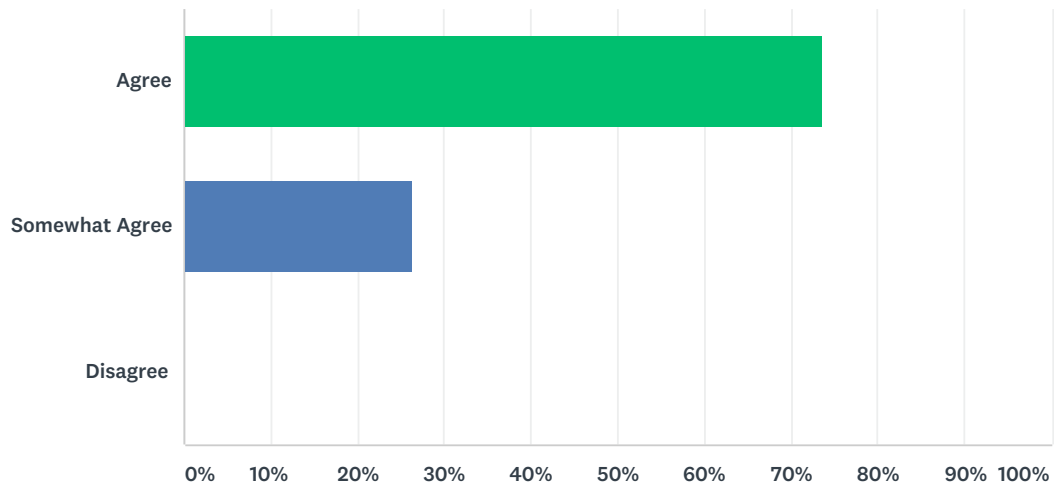


ANSWER CHOICES	RESPONSES
Agree	73.68% 14
Somewhat Agree	21.05% 4
Disagree	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

### Q11 The board monitors the organization’s progress related to the strategic plan.

Answered: 19 Skipped: 0

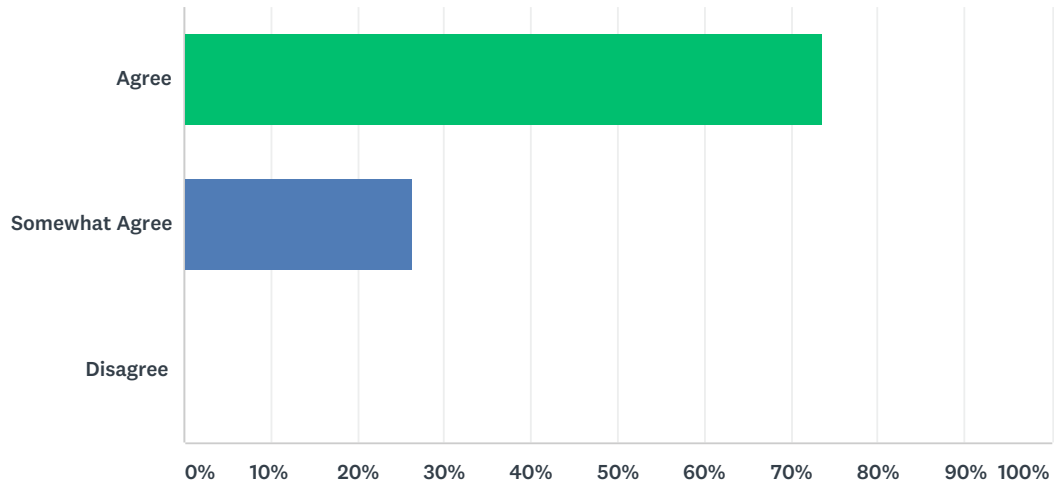


ANSWER CHOICES	RESPONSES	
Agree	73.68%	14
Somewhat Agree	26.32%	5
Disagree	0.00%	0
<b>TOTAL</b>		<b>19</b>

#	COMMENTS:	DATE
1	I'm not sure if this happens.	7/11/2019 2:09 PM
2	We do monitor the progress, but I wonder if we hold the staff accountable when goals are not being met?	5/15/2019 4:15 PM
3	reviewed monthly	5/15/2019 3:39 PM

**Q12 The current strategic plan provides clear directions with measurable results to determine its effectiveness in achieving our mission.**

Answered: 19 Skipped: 0

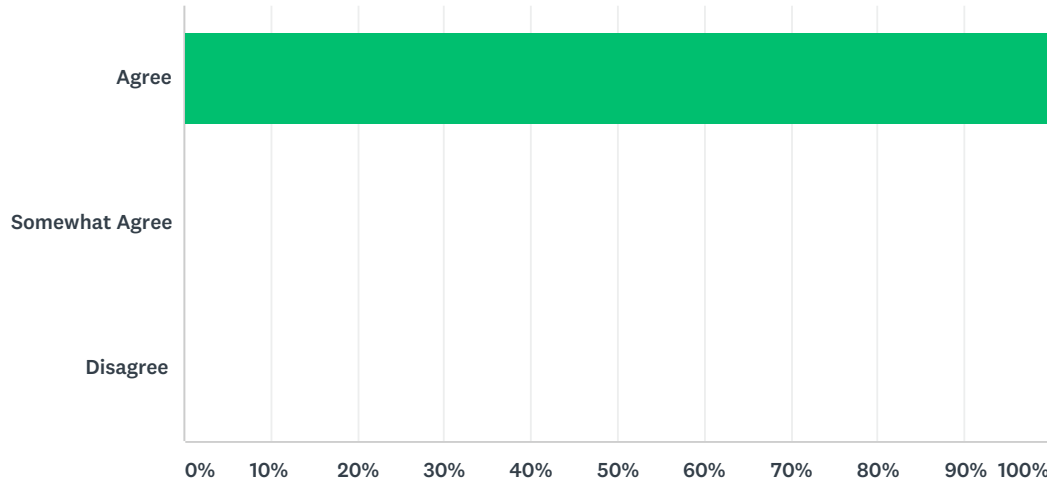


ANSWER CHOICES	RESPONSES
Agree	73.68% 14
Somewhat Agree	26.32% 5
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	

**Q13 The board fulfills its responsibility to monitor the allocation of resources, in particular, the review and approval of a financial plan and the annual operating budget.**

Answered: 19 Skipped: 0

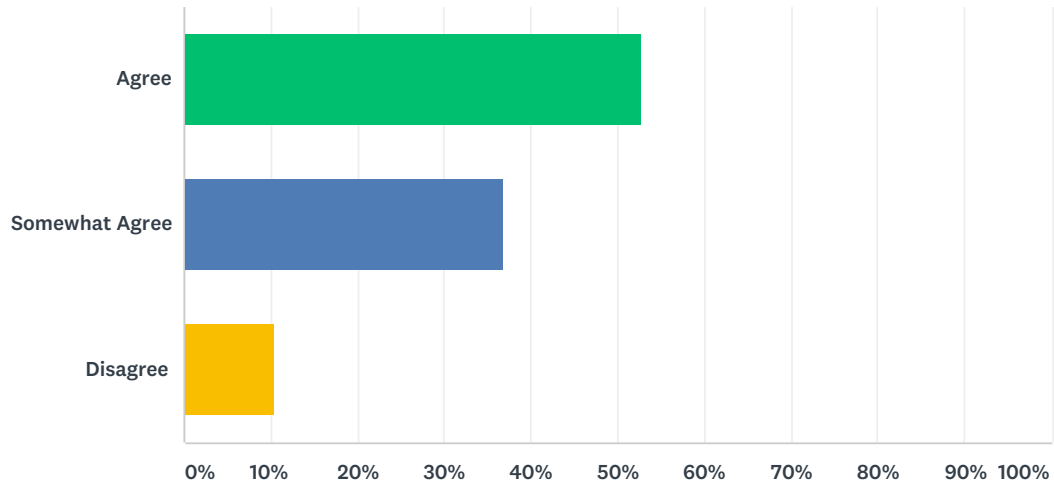


ANSWER CHOICES	RESPONSES	
Agree	100.00%	19
Somewhat Agree	0.00%	0
Disagree	0.00%	0
<b>TOTAL</b>		<b>19</b>

#	COMMENTS:	DATE
1	Very active finance committee with full Board oversight.	5/15/2019 3:39 PM

### Q14 Board members are conversant with disability trends, issues, and developments at a national, regional, and local level.

Answered: 19 Skipped: 0

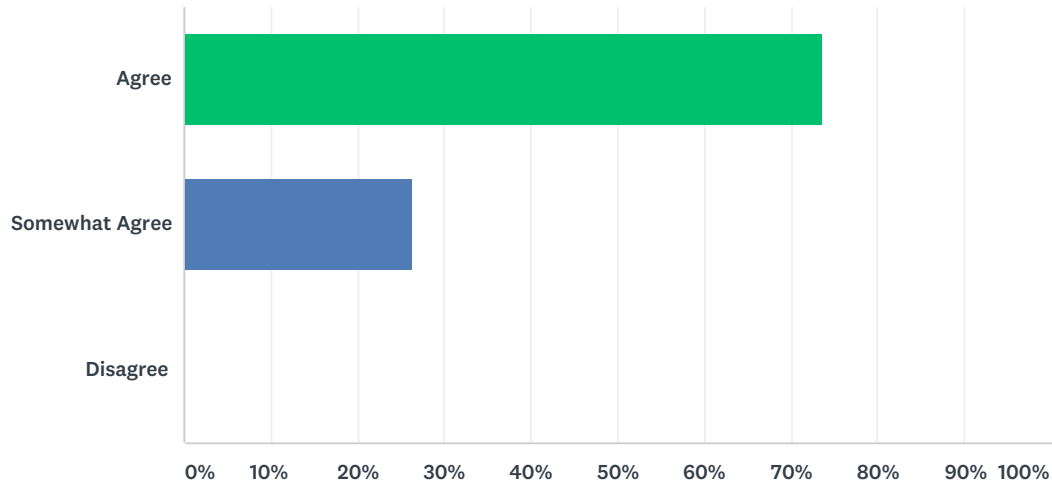


ANSWER CHOICES	RESPONSES
Agree	52.63% 10
Somewhat Agree	36.84% 7
Disagree	10.53% 2
TOTAL	19

#	COMMENTS:	DATE
1	I'm not certain we are kept up to date at the national level, but we are regional and local.	5/15/2019 4:15 PM

### Q15 Board members help identify individuals whose knowledge may be useful to the organization as potential board members.

Answered: 19 Skipped: 0

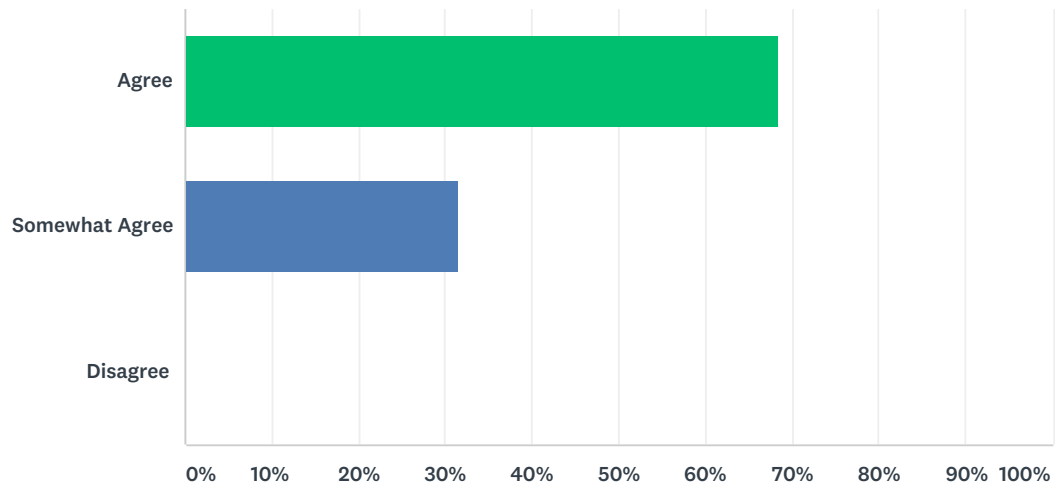


ANSWER CHOICES	RESPONSES
Agree	73.68% 14
Somewhat Agree	26.32% 5
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	This an area we could probably be more active to engage with Board Members to investigate their networks to recruit new Board Members	5/20/2019 9:10 AM

### Q16 The board has effective procedures for selecting and orienting new members.

Answered: 19 Skipped: 0



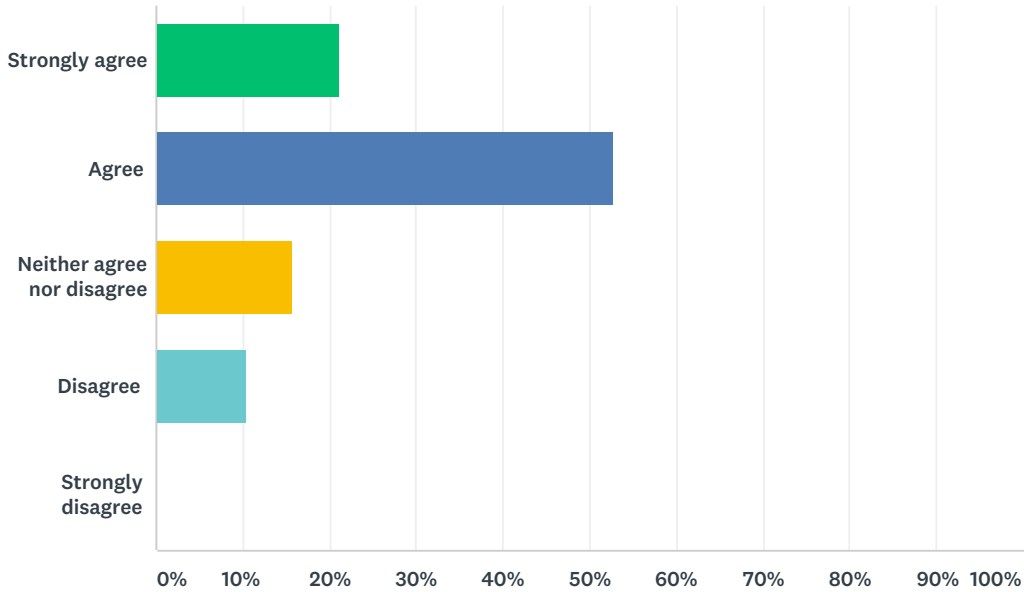
ANSWER CHOICES	RESPONSES
Agree	68.42% 13
Somewhat Agree	31.58% 6
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	I don't have visability to this process.	5/15/2019 4:15 PM



**Q17 The board composition reflects the diversity of background, expertise, gender, ethnicity, demography, and other experiences of value to the institution.**

Answered: 19 Skipped: 0

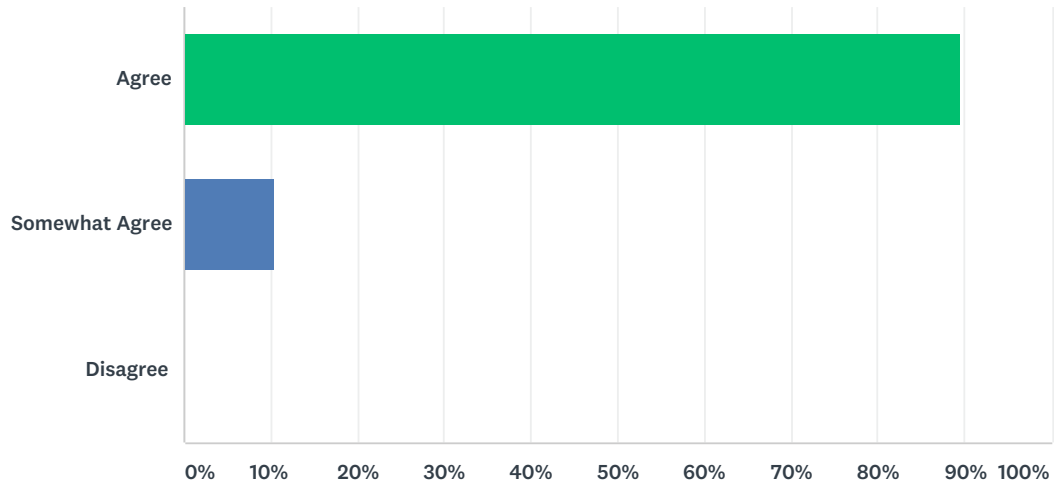


ANSWER CHOICES	RESPONSES	
Strongly agree	21.05%	4
Agree	52.63%	10
Neither agree nor disagree	15.79%	3
Disagree	10.53%	2
Strongly disagree	0.00%	0
<b>TOTAL</b>		<b>19</b>

#	COMMENTS:	DATE
1	Always a topic of discussion when recruiting new members	5/15/2019 3:39 PM

### Q18 The Easterseals Board and Committees recognize the individual members' gifts and talents.

Answered: 19 Skipped: 0

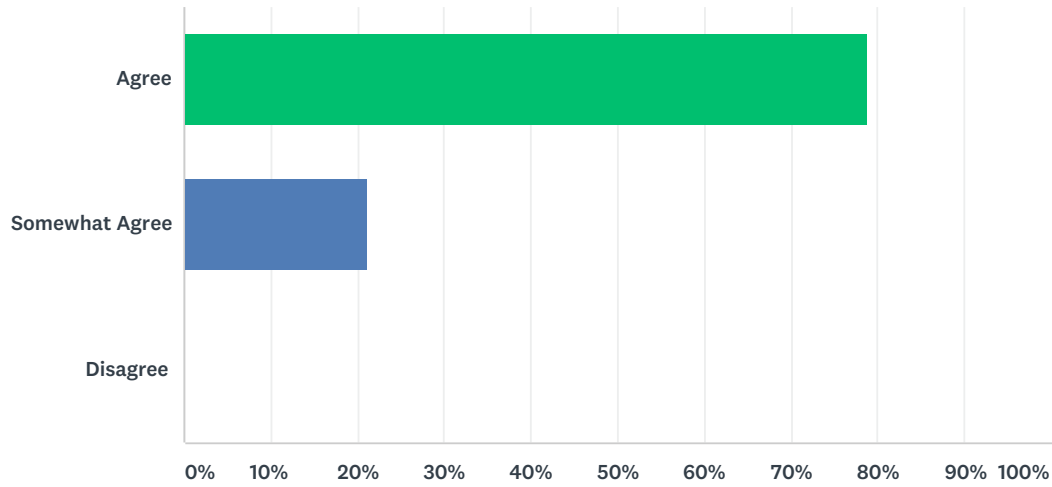


ANSWER CHOICES	RESPONSES
Agree	89.47% 17
Somewhat Agree	10.53% 2
Disagree	0.00% 0
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

**Q19 The board has an appropriate committee structure, and the committees function efficiently and effectively.**

Answered: 19 Skipped: 0

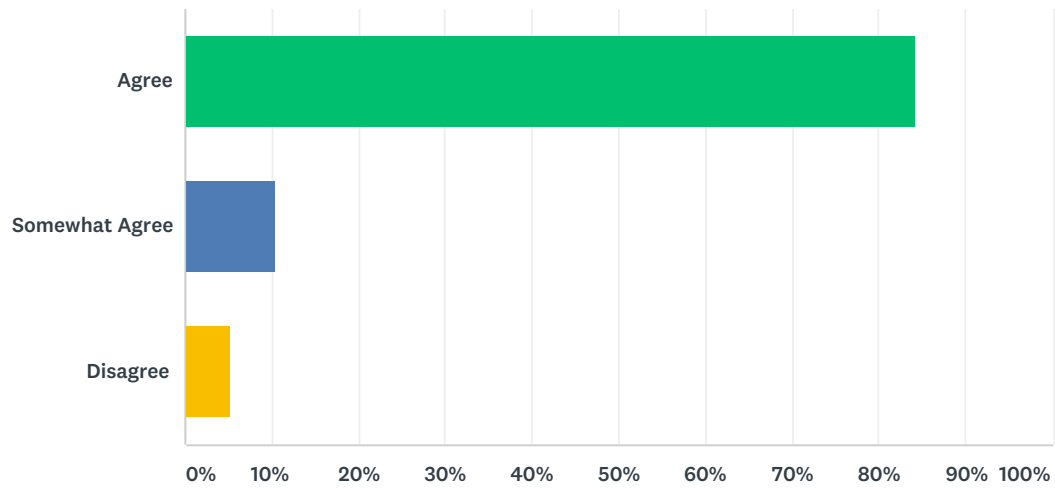


ANSWER CHOICES	RESPONSES
Agree	78.95% 15
Somewhat Agree	21.05% 4
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	very strong	5/15/2019 3:39 PM

## Q20 Board members exhibit a willingness to challenge traditional thinking.

Answered: 19 Skipped: 0

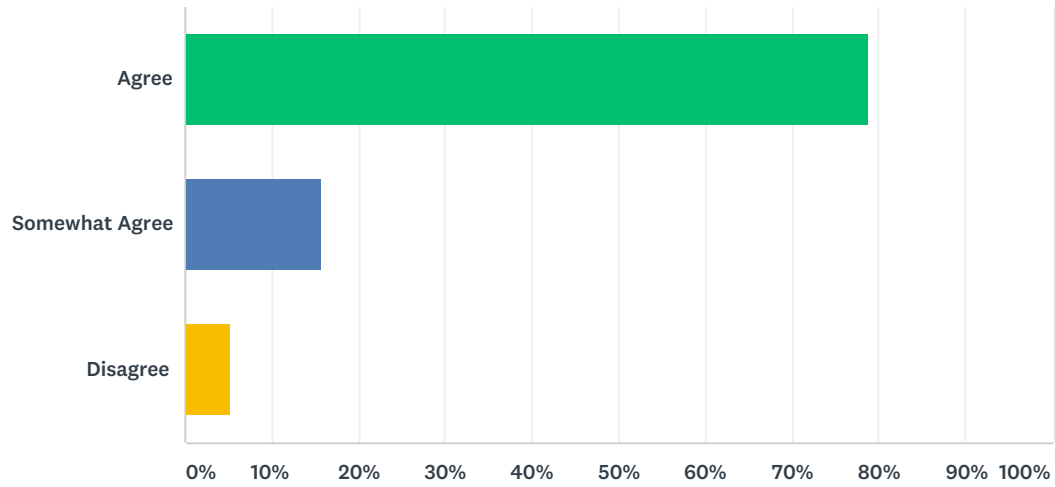


ANSWER CHOICES	RESPONSES
Agree	84.21% 16
Somewhat Agree	10.53% 2
Disagree	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

## Q21 Board members voice opinions of concern regardless of how sensitive the matter may be.

Answered: 19 Skipped: 0

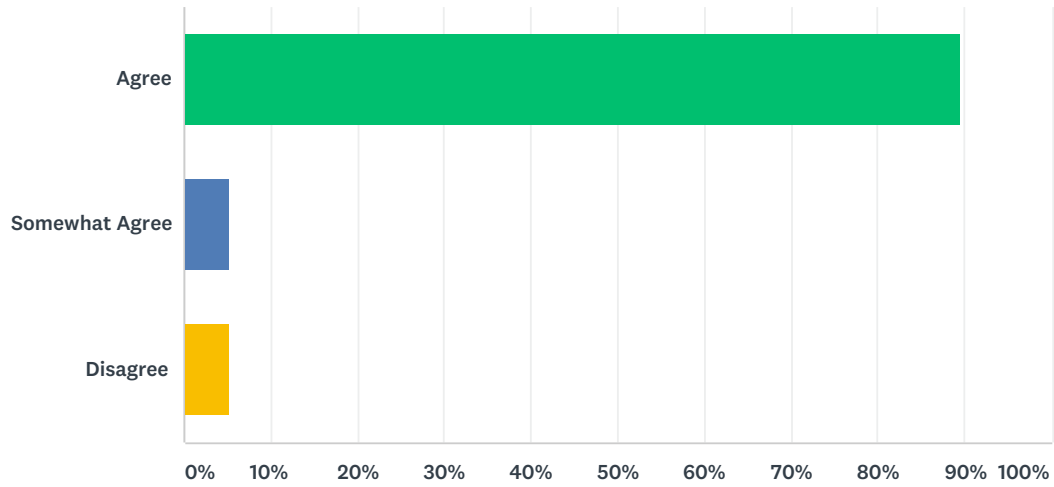


ANSWER CHOICES	RESPONSES
Agree	78.95% 15
Somewhat Agree	15.79% 3
Disagree	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
1	I am impressed at how this board does speak up.	5/15/2019 4:15 PM

## Q22 Board members exhibit a willingness to consider differing opinions from others.

Answered: 19 Skipped: 0

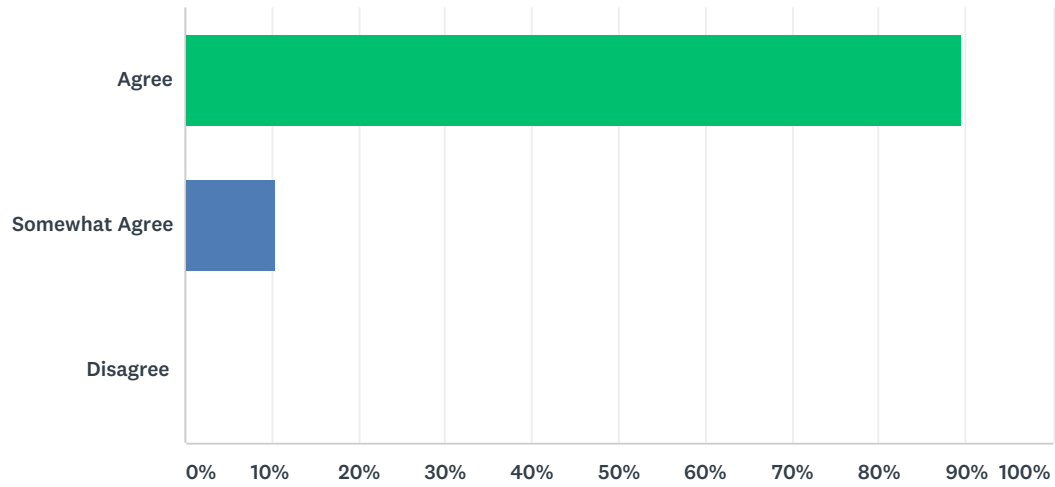


ANSWER CHOICES	RESPONSES
Agree	89.47% 17
Somewhat Agree	5.26% 1
Disagree	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

## Q23 Board members work as part of a team.

Answered: 19 Skipped: 0

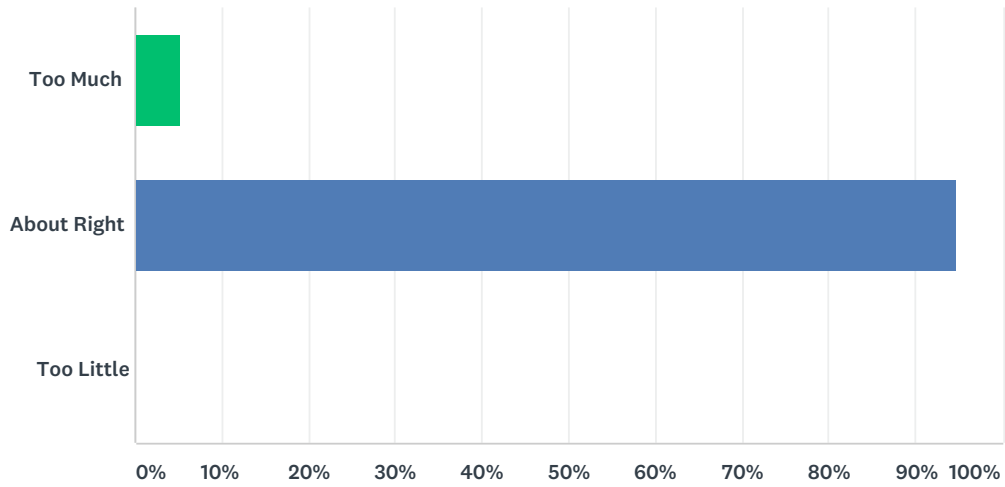


ANSWER CHOICES	RESPONSES
Agree	89.47% 17
Somewhat Agree	10.53% 2
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	

## Q24 The workload of a committee is: Too Much, About Right or Too Little.

Answered: 19 Skipped: 0



ANSWER CHOICES	RESPONSES
Too Much	5.26% 1
About Right	94.74% 18
Too Little	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	I am sure the work load various from committee to committee	5/15/2019 7:17 PM



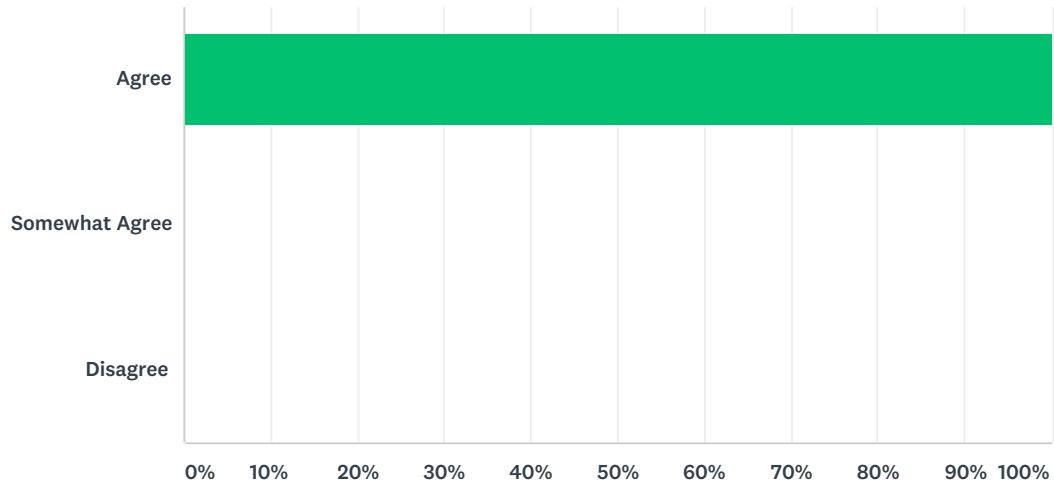
Q25 Please add any comments regarding the board's performance.

Answered: 4 Skipped: 15

#	RESPONSES	DATE
1	I have only been on the Board a short-time so am not in a good position to comment on Board performance.	5/30/2019 12:18 PM
2	This is a very active and participative board. I'm proud to be part of it.	5/15/2019 4:15 PM
3	We need to strengthen other markets involvement, specifically KC and Springfield.	5/15/2019 3:39 PM
4	This seems to be a solid board.	5/11/2019 3:10 PM

## Q26 I am familiar with and seek to promote the Easterseals Mission; Vision; and Core Beliefs and Values.

Answered: 19 Skipped: 0

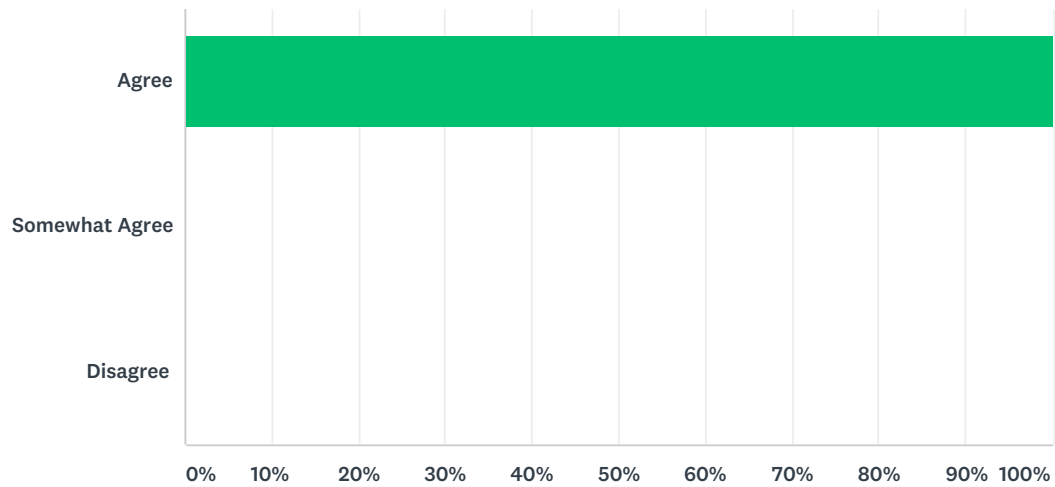


ANSWER CHOICES	RESPONSES
Agree	100.00% 19
Somewhat Agree	0.00% 0
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	

**Q27 I seek to learn from and relate to Easterseals staff, the individuals we serve and their families.**

Answered: 19 Skipped: 0

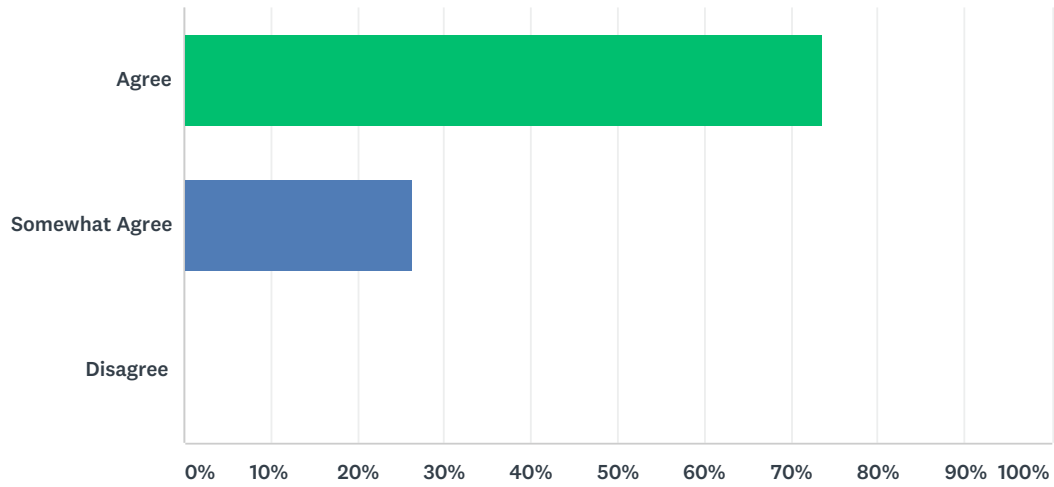


ANSWER CHOICES	RESPONSES
Agree	100.00% 19
Somewhat Agree	0.00% 0
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	I love hearing testimonials and education.	7/11/2019 2:09 PM

## Q28 I make attendance at board meetings a high priority.

Answered: 19 Skipped: 0

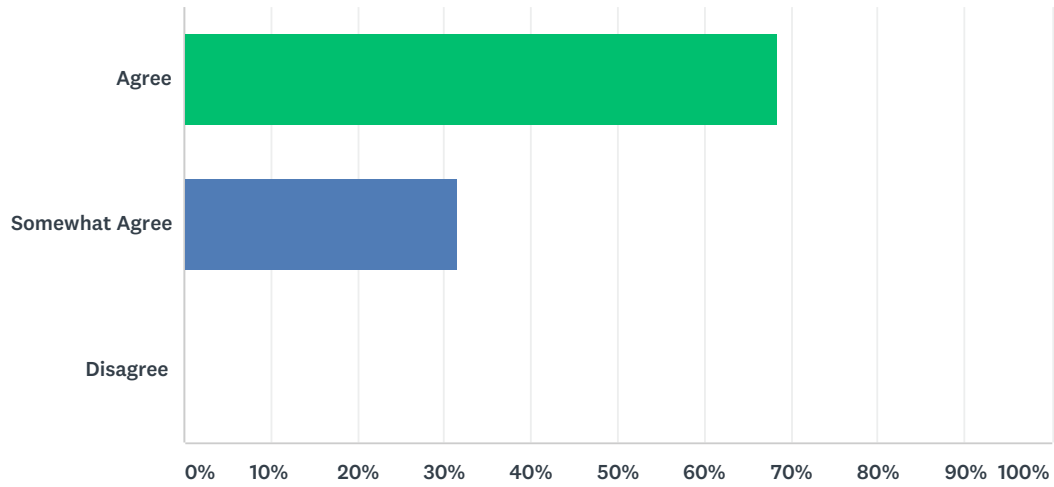


ANSWER CHOICES	RESPONSES
Agree	73.68% 14
Somewhat Agree	26.32% 5
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	I try to.	7/11/2019 2:09 PM

## Q29 I come well prepared to address agenda items at board and committee meetings.

Answered: 19 Skipped: 0

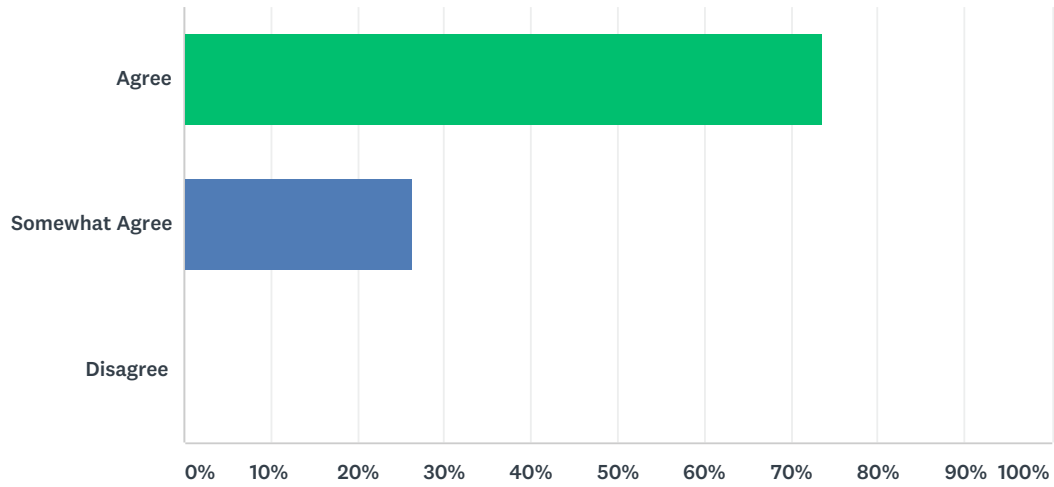


ANSWER CHOICES	RESPONSES
Agree	68.42% 13
Somewhat Agree	31.58% 6
Disagree	0.00% 0
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

### Q30 I have special knowledge or skills that contribute to Easterseals' future growth and development.

Answered: 19 Skipped: 0

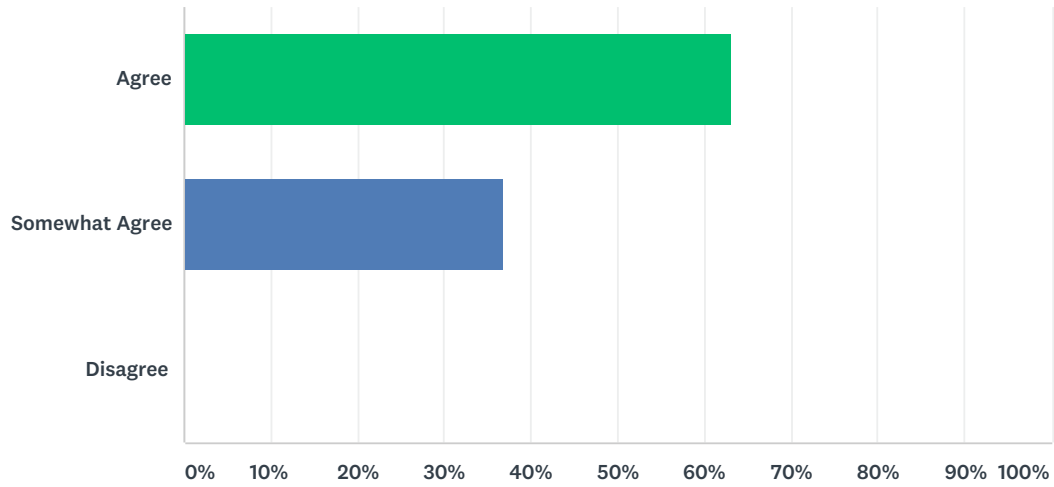


ANSWER CHOICES	RESPONSES
Agree	73.68% 14
Somewhat Agree	26.32% 5
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	

### Q31 I can connect Easterseals with people who can contribute to the organization's mission and needs.

Answered: 19 Skipped: 0

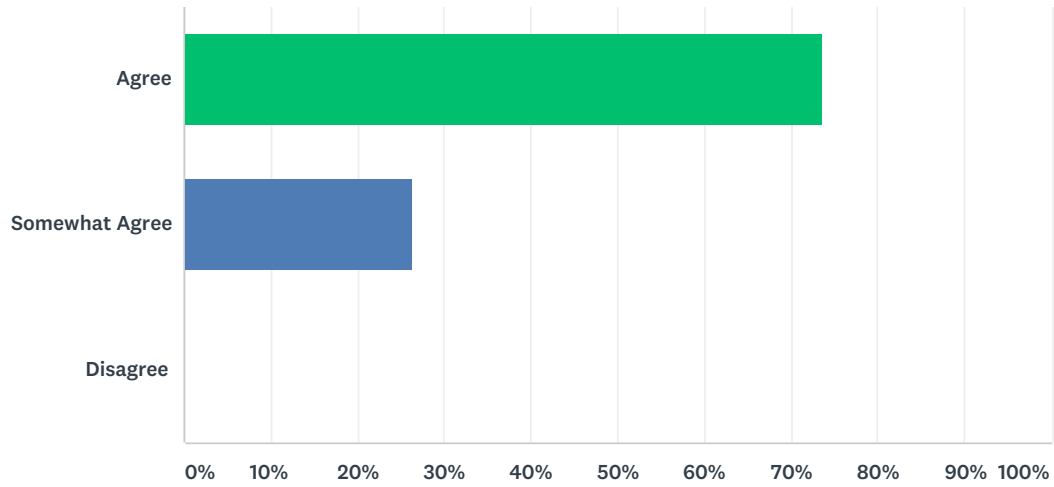


ANSWER CHOICES	RESPONSES
Agree	63.16% 12
Somewhat Agree	36.84% 7
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	

### Q32 My financial contribution to Easterseals is appropriate for my income level.

Answered: 19 Skipped: 0



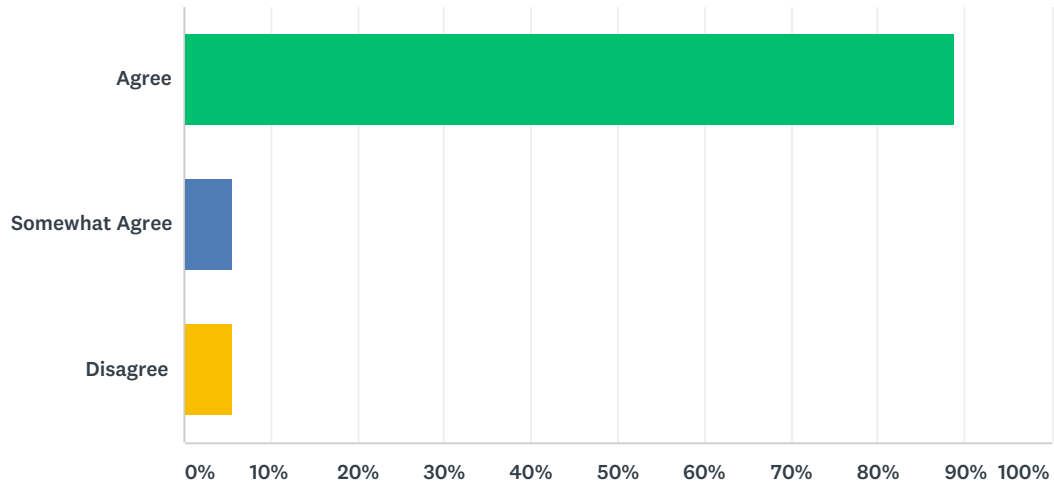
ANSWER CHOICES	RESPONSES
Agree	73.68% 14
Somewhat Agree	26.32% 5
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	



### Q33 Easterseals is one of the top three organizations that I support financially.

Answered: 18 Skipped: 1

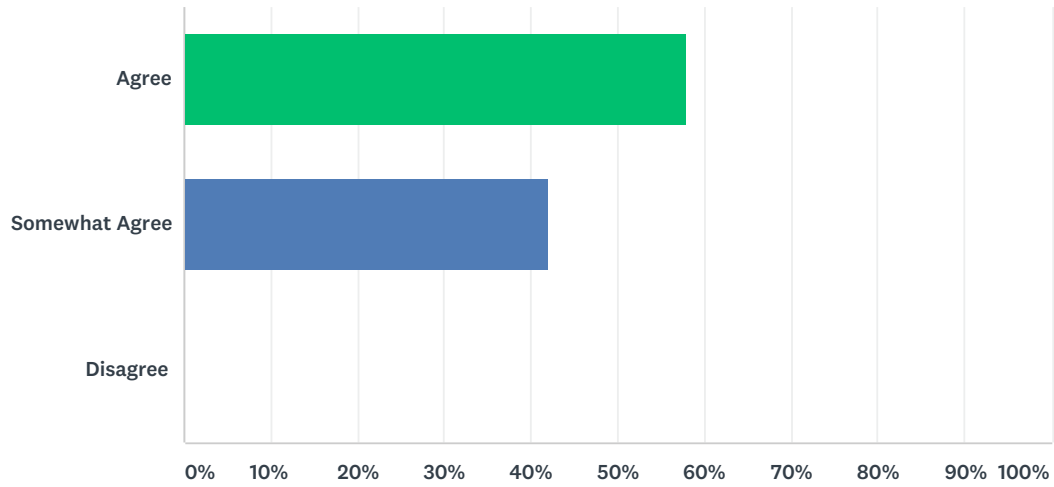


ANSWER CHOICES	RESPONSES
Agree	88.89% 16
Somewhat Agree	5.56% 1
Disagree	5.56% 1
TOTAL	18

#	COMMENTS:	DATE
1	TMI	6/26/2019 6:00 PM

### Q34 This year I contributed in-kind materials and services to Easterseals to a degree commensurate with my ability.

Answered: 19 Skipped: 0

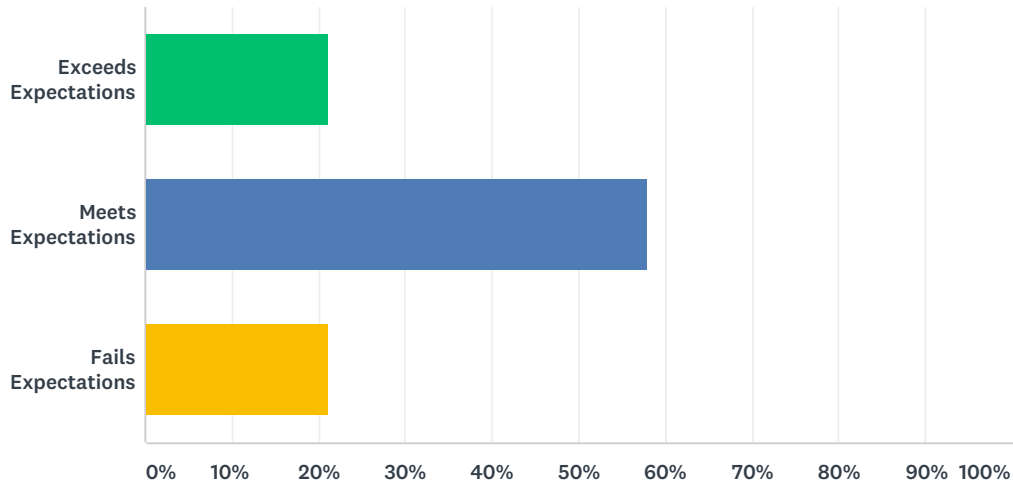


ANSWER CHOICES	RESPONSES
Agree	57.89% 11
Somewhat Agree	42.11% 8
Disagree	0.00% 0
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
	There are no responses.	

### Q35 My assistance with Easterseals fundraising efforts: Exceeds, Meets or Fails Expectation.

Answered: 19 Skipped: 0

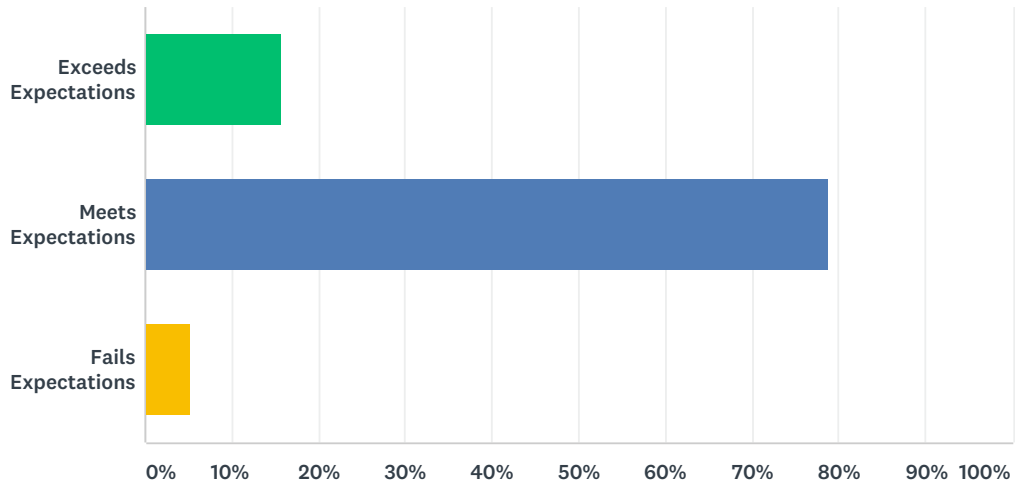


ANSWER CHOICES	RESPONSES
Exceeds Expectations	21.05% 4
Meets Expectations	57.89% 11
Fails Expectations	21.05% 4
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	Before coming on the board, I indicated that bringing in other individuals to support Easterseals fundraising was not something that I was particularly comfortable with and, if that was a key aspect to participating on the board then I would not be a good choice for the board. With this disclosure I was still accepted to be on the board. Recent, repeated requests have been to push all board members to significantly participate in bringing a number of other individuals to participate in the President's Circle. While I understand the desire for this to be the situation, I feel it is a change in expectation since I joined the board and it creates, at a minimum, internal tension for me and a demand that I didn't expect when I joined the board.	5/15/2019 4:15 PM

### Q36 My attendance at Easterseals events: Exceeds, Meets or Fails Expectation.

Answered: 19 Skipped: 0

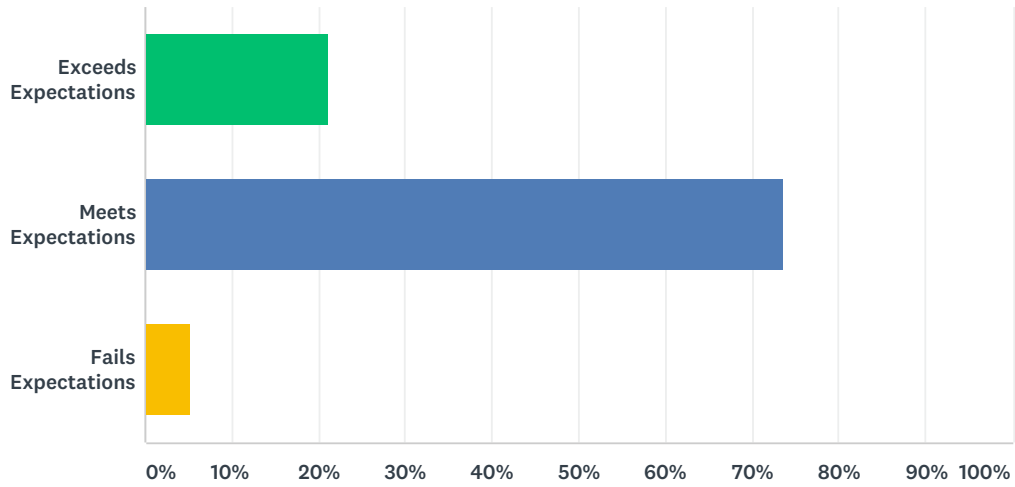


ANSWER CHOICES	RESPONSES
Exceeds Expectations	15.79% 3
Meets Expectations	78.95% 15
Fails Expectations	5.26% 1
TOTAL	19

#	COMMENTS:	DATE
	There are no responses.	

### Q37 My attendance at committee meetings: Exceeds, Meets or Fails Expectation.

Answered: 19 Skipped: 0

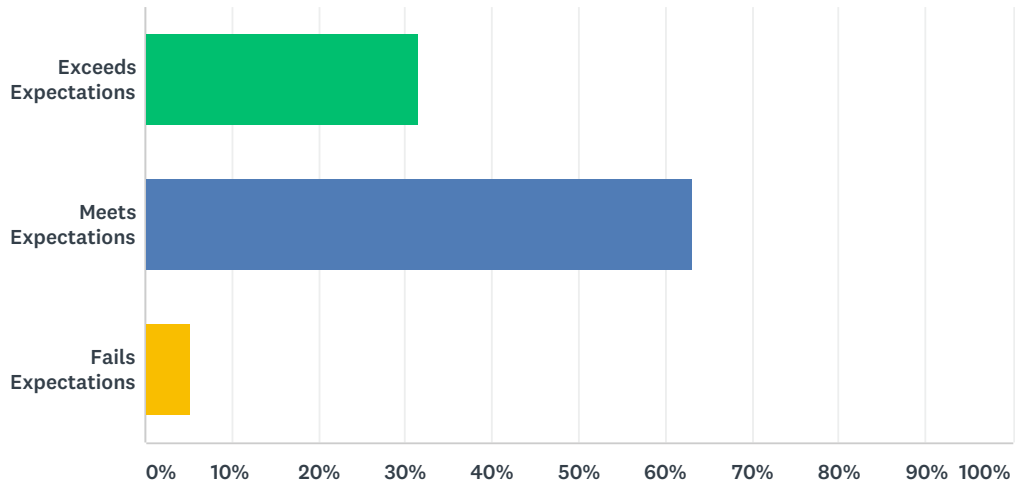


ANSWER CHOICES	RESPONSES
Exceeds Expectations	21.05% 4
Meets Expectations	73.68% 14
Fails Expectations	5.26% 1
<b>TOTAL</b>	<b>19</b>

#	COMMENTS:	DATE
1	I'm not sure how you "exceed expectations" on this.	5/15/2019 4:15 PM

### Q38 My advocacy for Easterseals in the community: Exceeds, Meets or Fails Expectation.

Answered: 19 Skipped: 0

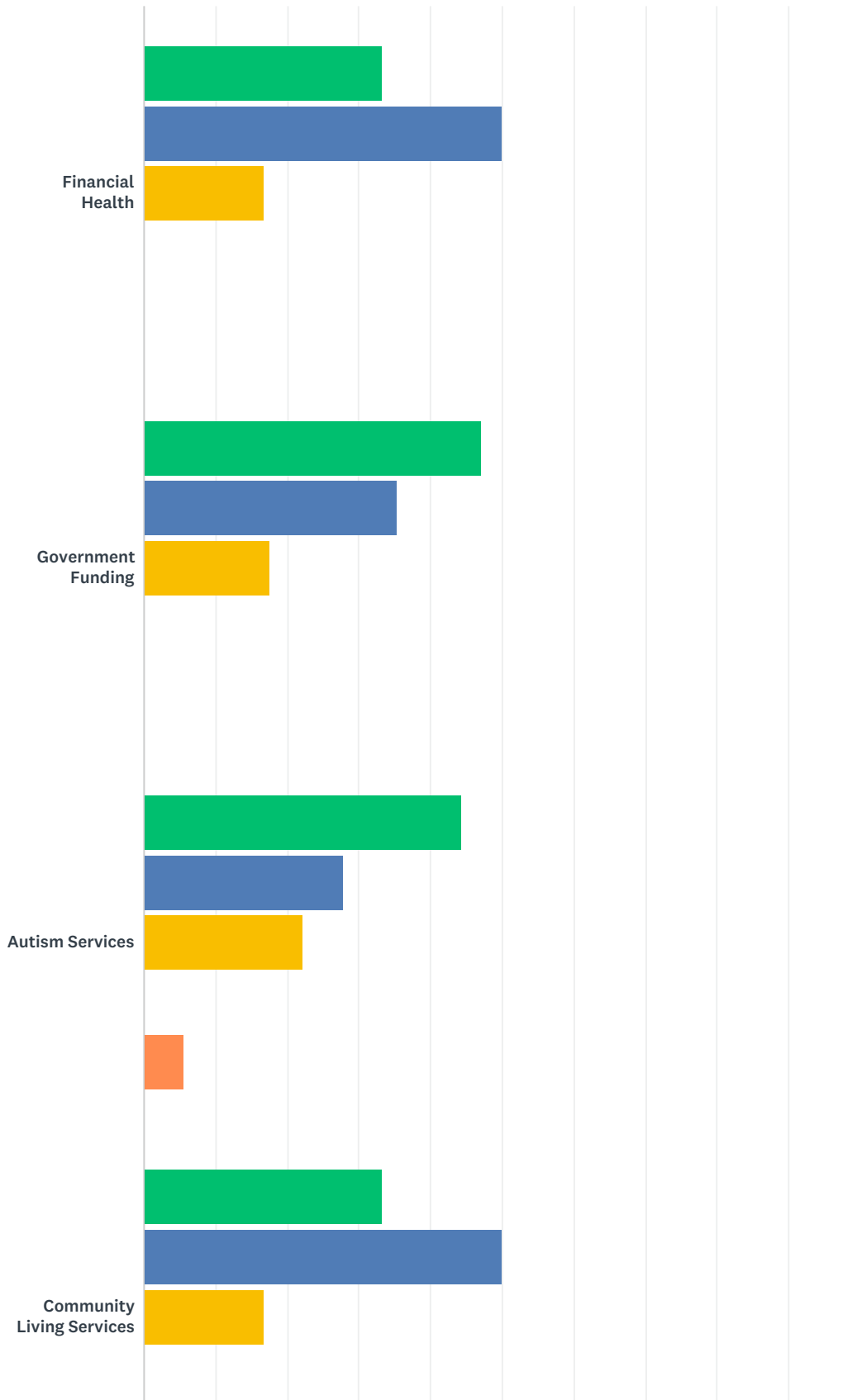


ANSWER CHOICES	RESPONSES
Exceeds Expectations	31.58% 6
Meets Expectations	63.16% 12
Fails Expectations	5.26% 1
<b>TOTAL</b>	<b>19</b>

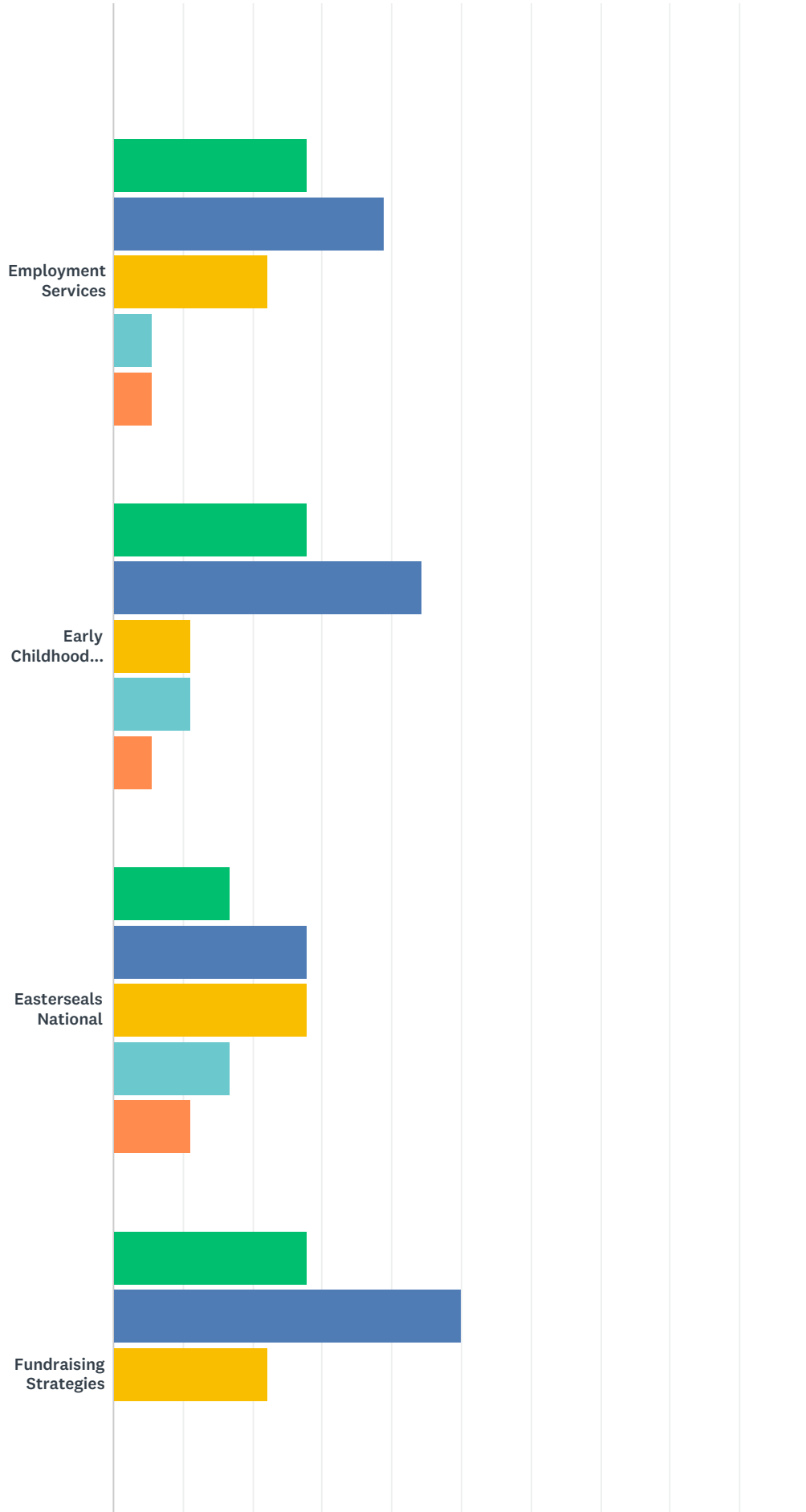
#	COMMENTS:	DATE
	There are no responses.	

### Q39 Please rate your knowledge about the following Easterseals' issues:

Answered: 18 Skipped: 1

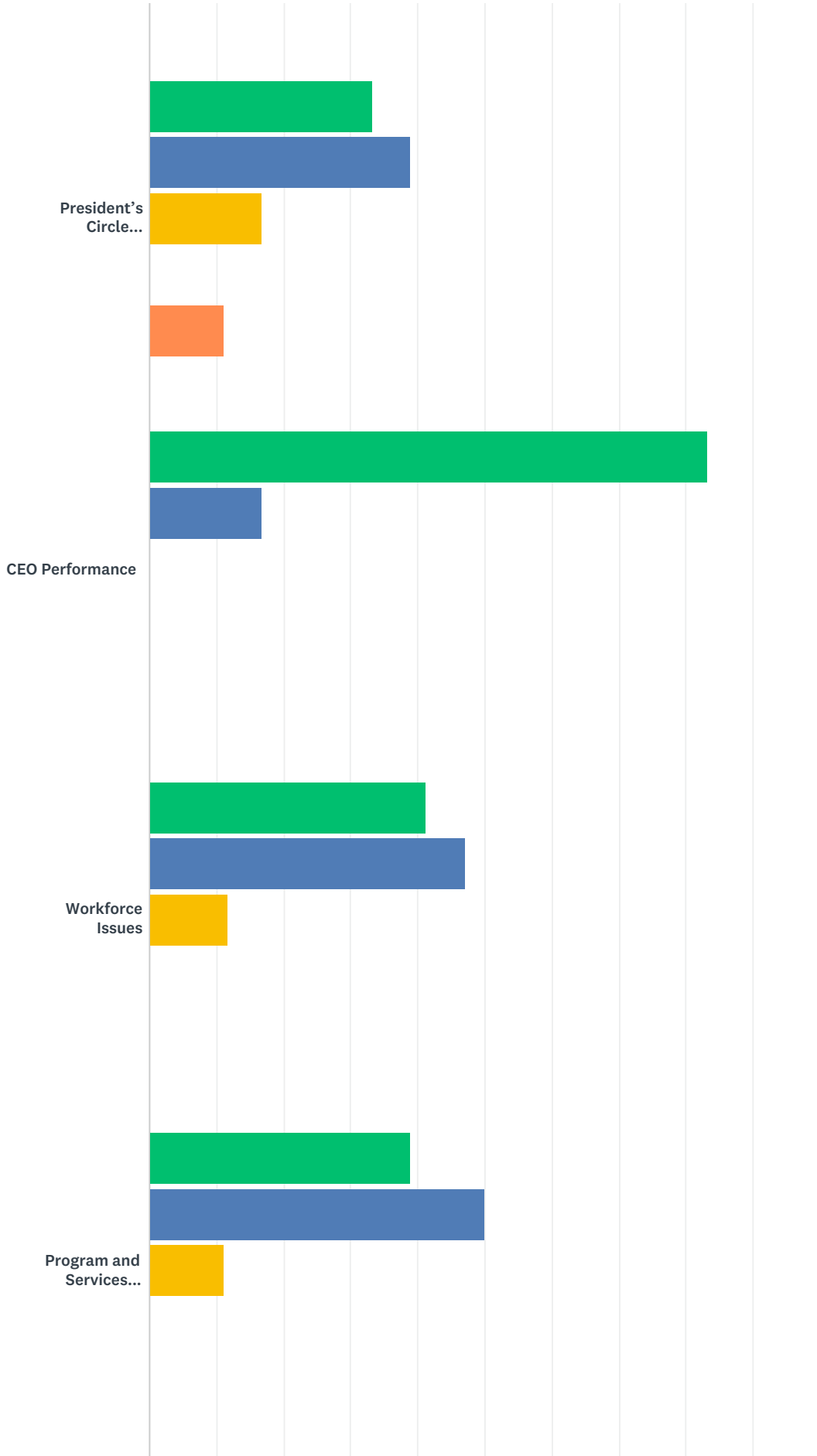


2019 Easterseals Midwest Board Assessment

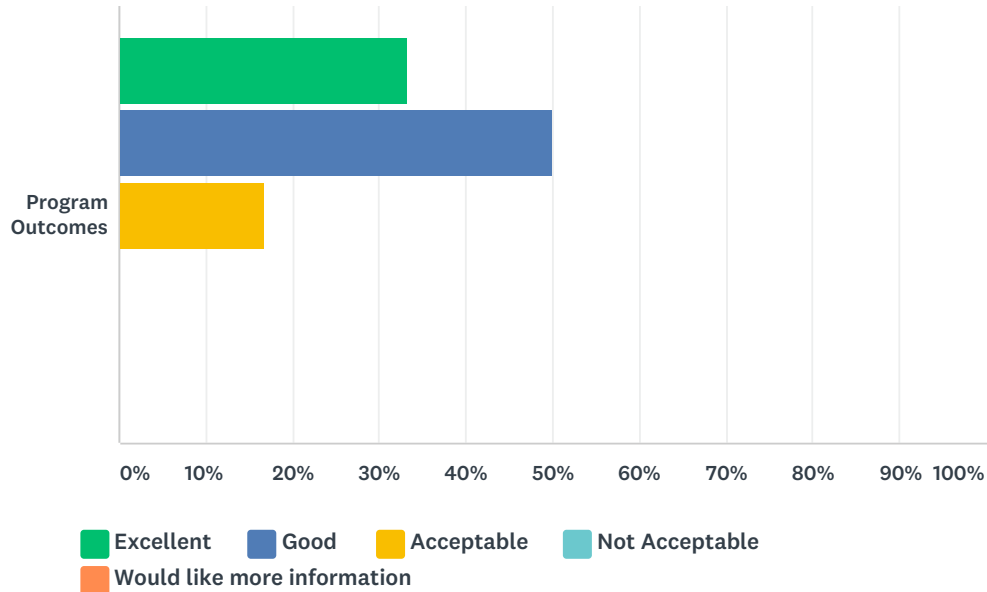




# 2019 Easterseals Midwest Board Assessment



## 2019 Easterseals Midwest Board Assessment



	EXCELLENT	GOOD	ACCEPTABLE	NOT ACCEPTABLE	WOULD LIKE MORE INFORMATION	TOTAL	WEIGHTED AVERAGE
Financial Health	33.33% 6	50.00% 9	16.67% 3	0.00% 0	0.00% 0	18	1.83
Government Funding	47.06% 8	35.29% 6	17.65% 3	0.00% 0	0.00% 0	17	1.71
Autism Services	44.44% 8	27.78% 5	22.22% 4	0.00% 0	5.56% 1	18	1.94
Community Living Services	33.33% 6	50.00% 9	16.67% 3	0.00% 0	0.00% 0	18	1.83
Employment Services	27.78% 5	38.89% 7	22.22% 4	5.56% 1	5.56% 1	18	2.22
Early Childhood Services	27.78% 5	44.44% 8	11.11% 2	11.11% 2	5.56% 1	18	2.22
Easterseals National	16.67% 3	27.78% 5	27.78% 5	16.67% 3	11.11% 2	18	2.78
Fundraising Strategies	27.78% 5	50.00% 9	22.22% 4	0.00% 0	0.00% 0	18	1.94
President's Circle Recruitment	33.33% 6	38.89% 7	16.67% 3	0.00% 0	11.11% 2	18	2.17
CEO Performance	83.33% 15	16.67% 3	0.00% 0	0.00% 0	0.00% 0	18	1.17
Workforce Issues	41.18% 7	47.06% 8	11.76% 2	0.00% 0	0.00% 0	17	1.71
Program and Services Quality	38.89% 7	50.00% 9	11.11% 2	0.00% 0	0.00% 0	18	1.72
Program Outcomes	33.33% 6	50.00% 9	16.67% 3	0.00% 0	0.00% 0	18	1.83

## Q40 Please add any comments regarding the board.

Answered: 2 Skipped: 17

#	RESPONSES	DATE
1	I'm proud to be a member of this Board, supporting the mission and services of Easterseals Midwest.	5/15/2019 4:15 PM
2	Honored to serve. Very mission oriented.	5/15/2019 3:39 PM