



CFLR Board of Director's Assessment

QUESTIONS

RESPONSES 11

11 responses



- SUMMARY
- INDIVIDUAL

Not accepting responses

Message for respondents

This form is no longer accepting responses

Please state your profession and list any credentials you may have. Also please list any community activities you are involved with.

(9 responses)

Retired broadcaster. Ten of Kirkland Democratic committeeperson. Friends of Recovery.

Business Manager, 28 year active member of AA, Bringing AA meetings inside state correctional facilities

Certified Public Accountant. No current community activities other than CFLR. Past community activities have included board membership with the ARC Oneida-Lewis, Central NY Chapter of CPA's, YMCA, MAMI Interpretors and Westmoreland LL Baseball.

Accounting, CPA - involved with the Greater Utica Chamber of Commerce, United Way and Leadership Mohawk Valley

Employee Relations Manager, M.S. Employment Law. I am involved in supporting CFLR through Board involvement and the Compeer program

Employee Benefit's Consultant. Licensed for Life, Accident, and Health Insurance. Sit on Board Development Committee for Kids Oneida.

Talent Acquisition Consultant with Excellus BCBS. I volunteer with the United Way Safety Net Board and am currently the Chair for the 2017 year

Commercial banking

Executive Director, various non profit board

As a CFLR Board Member, where do you see yourself being the most effective in assisting CFLR to be successful in this strategic priority? What past or present community involvement listed in the previous question can be helpful in moving this strategic priority forward?

(8 responses)

Speaking out as a person in long-term recovery

I'm missing and unclear what the specific "strategic priority" is that is being referred to here. I think my 45 years of business management experience will help me to assist expediting CFLR projects progress and my life as an adult child of an alcoholic as well as an individual with long term sobriety from drugs and alcohol will serve me well to maintain my passion to assist CFLR on its journey forward.

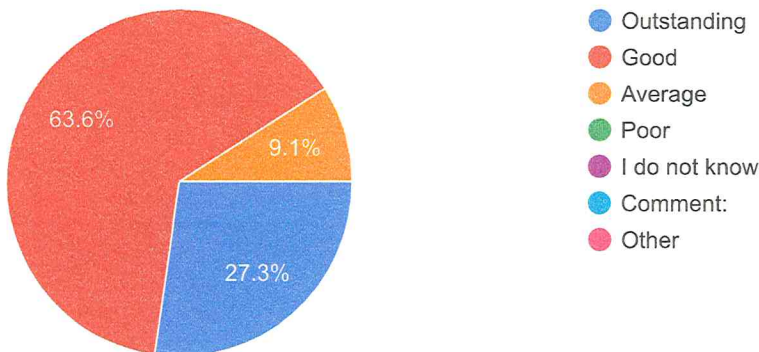
I believe that I can assist the organization mostly on the financial end of matters. However, I do have contacts at MAMI which could help the Organization with respect to assisting individuals that have limited English speaking proficiency.

I would be most effective analyzing the finances of the agency to see how we where we are strong and where we can cut the fat

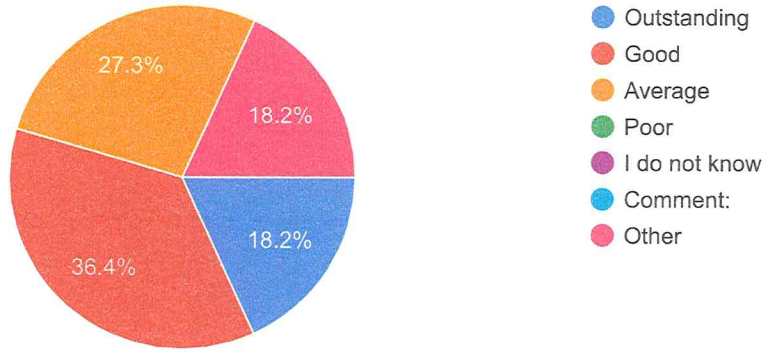
Due to my educational and professional background, I can of most value with employee related initiatives and policy reviews. Because of my job responsibilities, I have done for several years now (I am in a corporate function), I have not been involved much in the local community beyond my work with CFLR. In years past I was involved in running successful United Way campaigns and raising awareness in the workplace in support of the Alzheimers Association and other non for profit agencies.

Since I have been involved in the community for the past 28 years, I have numerous Business Contacts. In addition, I work closely with the VP of the Medical Societies whom is responsible for seven counties. Having relationships as these can be very effective in creating partnerships or obtaining supporters (Advocates) of CFLR.

What is your understanding of the Agency's mission? (11 responses)

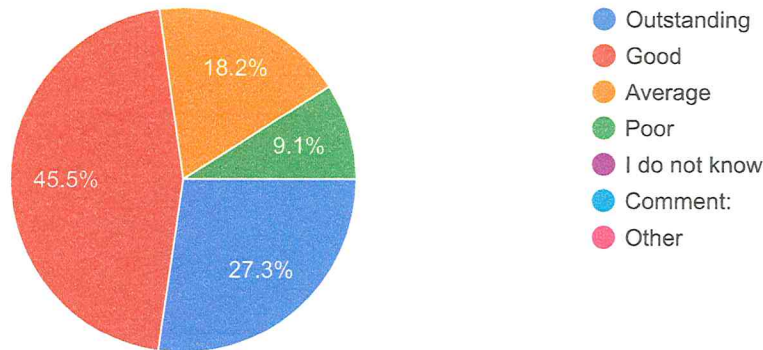


Do you know the process for raising mission and vision issues? (11 responses)



What is your understanding of needed access and influence from the Board to support organizational objectives, (e.g., legislative access, community access)?

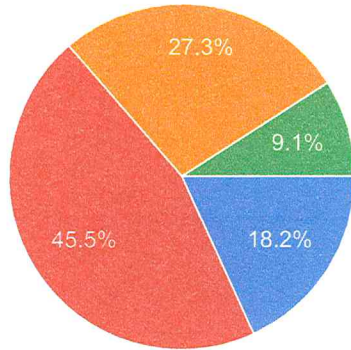
(11 responses)



What is your understanding of expertise needed for organizational objectives, e.g., financial, strategic, subject matter expertise?

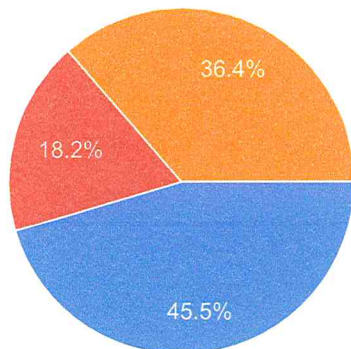
(11 responses)

How well do you know the Board's role in risk management? (11 responses)



- Board annually reviews potential sources of risk and mitigation plans;...
- Board annually reviews potential sources of risk and mitigation plans;...
- Some discussion of key risks effort is in response to an event and does n...
- No clear understanding or discussion of risks/ exposures facing organizati...
- I don't know
- Comment:

How well do you know the Executive committee's role? (11 responses)



- Executive committee has clear role, serves as a valuable resource to the board chair and CEO
- Executive committee has clear role, well understood and supported by all board members
- Executive committee exists although role is not clearly understood by all...
- Executive committee acts as de-facto board, which tends to demoralize ot...

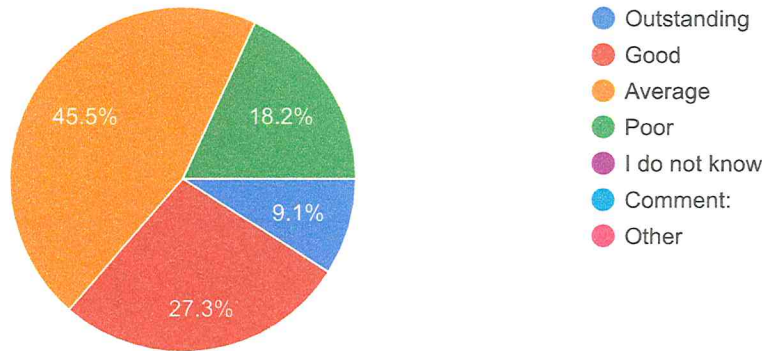
How well do you know the process for strategic planning and quality of board participation?

(11 responses)



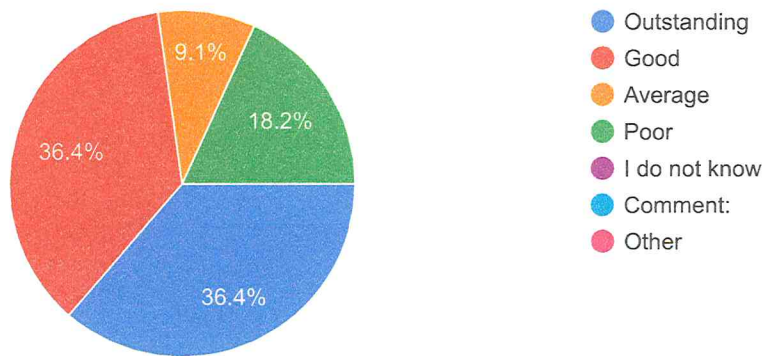
What is the Board's effectiveness in enhancing reputation of organization in the relevant communities?

(11 responses)



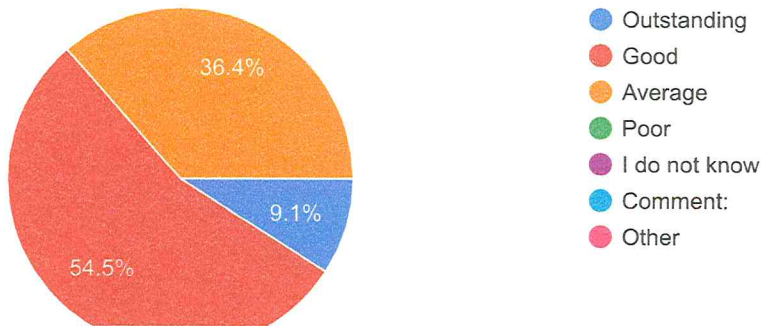
Is there Board agreement on distinction between board-level and management-level decisions.

(11 responses)



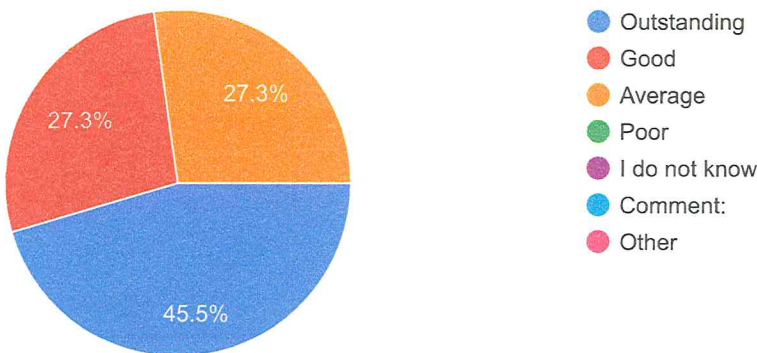
Do you feel the Board is composed of the members with the range of expertise that is necessary to successfully oversee the organization and support strategic direction?

(11 responses)



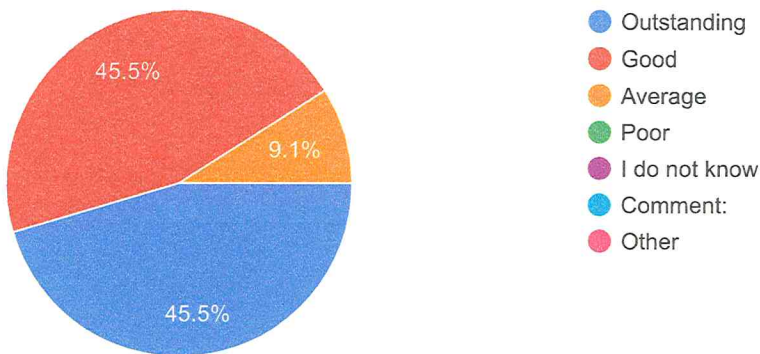
Do you feel the Board packets are complete and allow members adequate time to review background material prior to the Board meetings and there is clarity of action to be discussed and approved?

(11 responses)



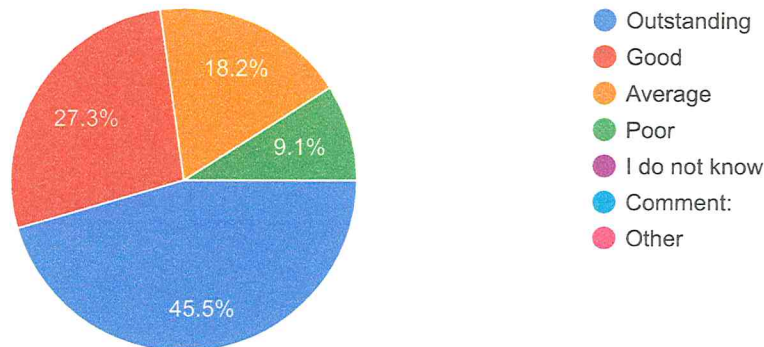
Is the frequency and duration of board and committee meeting provide for the best utilization of Board members time and energy?

(11 responses)



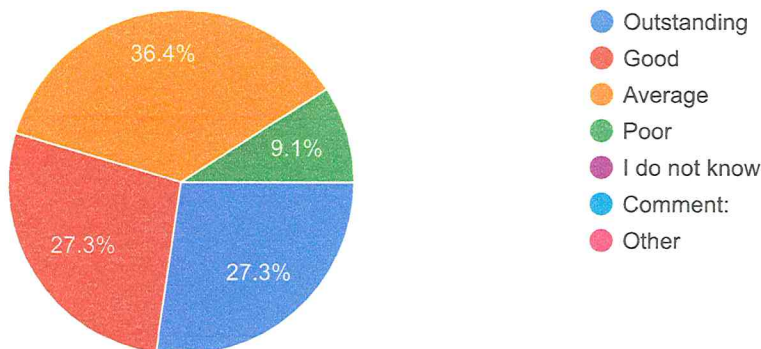
Do you feel Board meetings are focused on issues related to strategic direction, policy formation, and high level oversight rather than minutia or day to day management of CFLR?

(11 responses)



Do you feel the number and composition of the standing Board Committees are adequate and function in a way for details and background work to occur prior to Board meeting?

(11 responses)



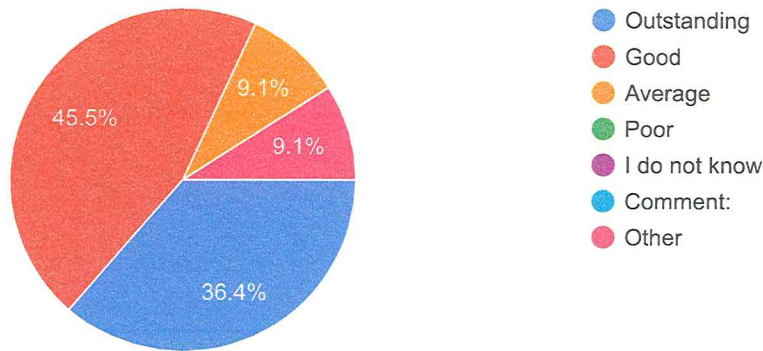
Do you feel the Board is involved in philanthropy (fundraising) for the mission of the organization and function as ambassadors to the community-at-large?

(11 responses)



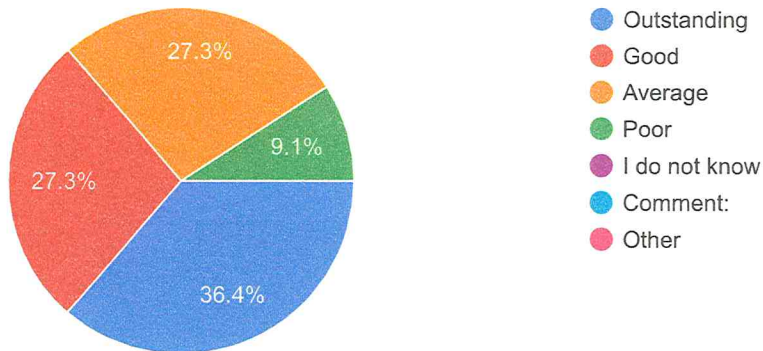
Do you feel the Board consistently demonstrates confidence and trust in the Chief Executive Officer and Management Team but does not approve or endorse their recommendations without proper debate?

(11 responses)



Does the Board conducts an annual evaluation of the CEO based on goals that are agreed upon in advance with the CEO?

(11 responses)



Comments (2 responses)

CEO should provide her goals annually at the first or second board meeting of the year so the board can help facilitate the goals and also be able to evaluate the progress of them. The board could also tweak or add to the goals for the agency set by the CEO (with agreement from/with the CEO)

The wording of the questions do not all match how you would answer the question.
