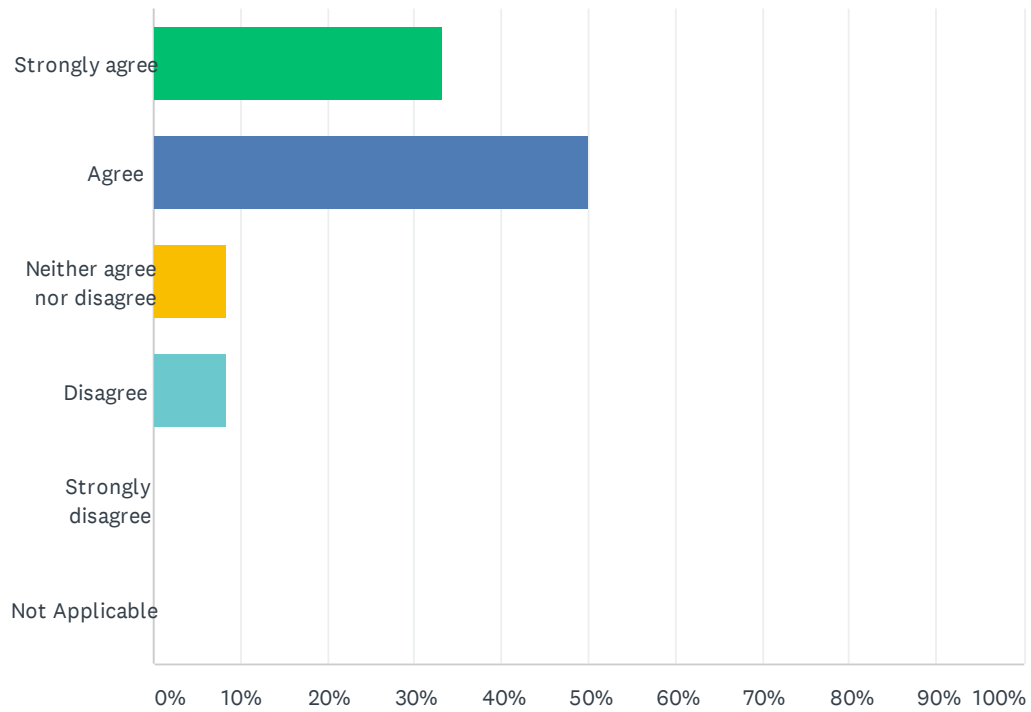


NYCIDA Board Performance Evaluation

NYCEDC staff prepared a self-evaluation survey for the NYCIDA Board of Directors, which the NYCIDA Governance Committee reviewed and approved on June 2, 2021. The survey was subsequently distributed electronically to the NYCIDA Board of Directors. 80% (12 of 15) of the Directors responded to the survey. Following this page are the results of the survey.

Q1 Board members have a shared understanding of the mission and purpose of NYCIDA

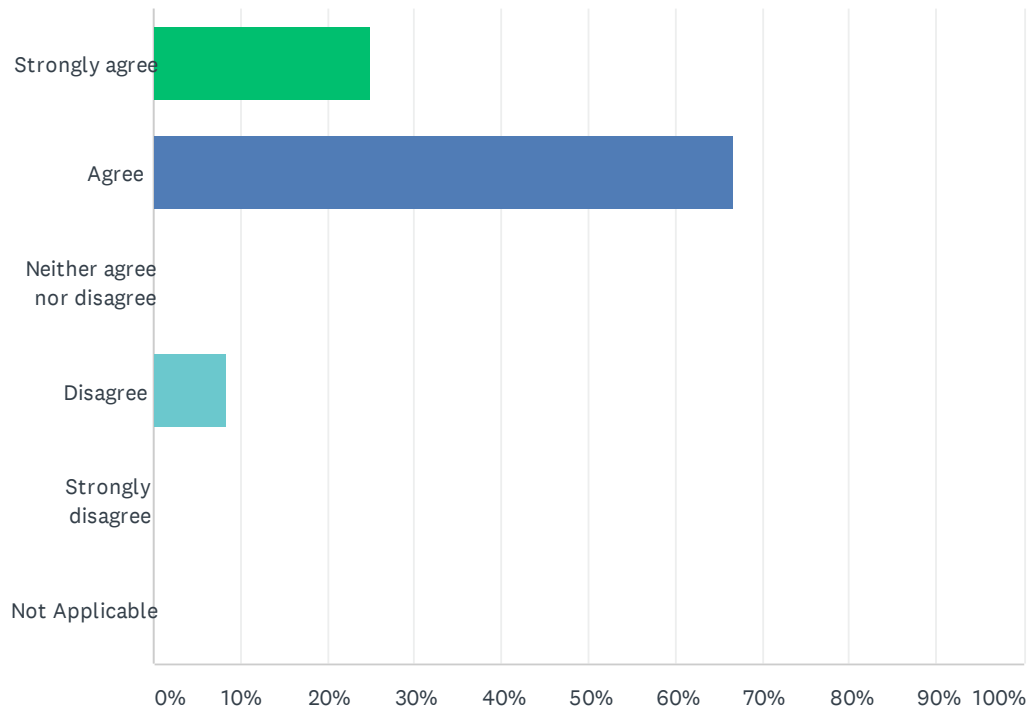
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----------|
| Strongly agree | 33.33% | 4 |
| Agree | 50.00% | 6 |
| Neither agree nor disagree | 8.33% | 1 |
| Disagree | 8.33% | 1 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q2 The policies, practices and decisions of the Board are always consistent with this mission

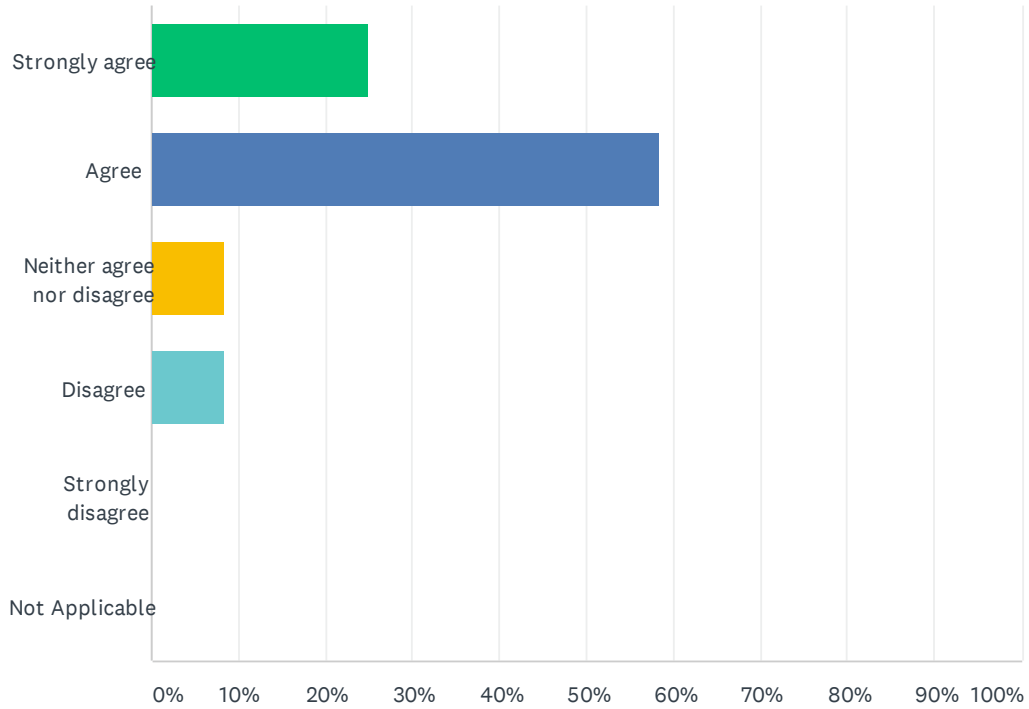
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----------|
| Strongly agree | 25.00% | 3 |
| Agree | 66.67% | 8 |
| Neither agree nor disagree | 0.00% | 0 |
| Disagree | 8.33% | 1 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q3 Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles

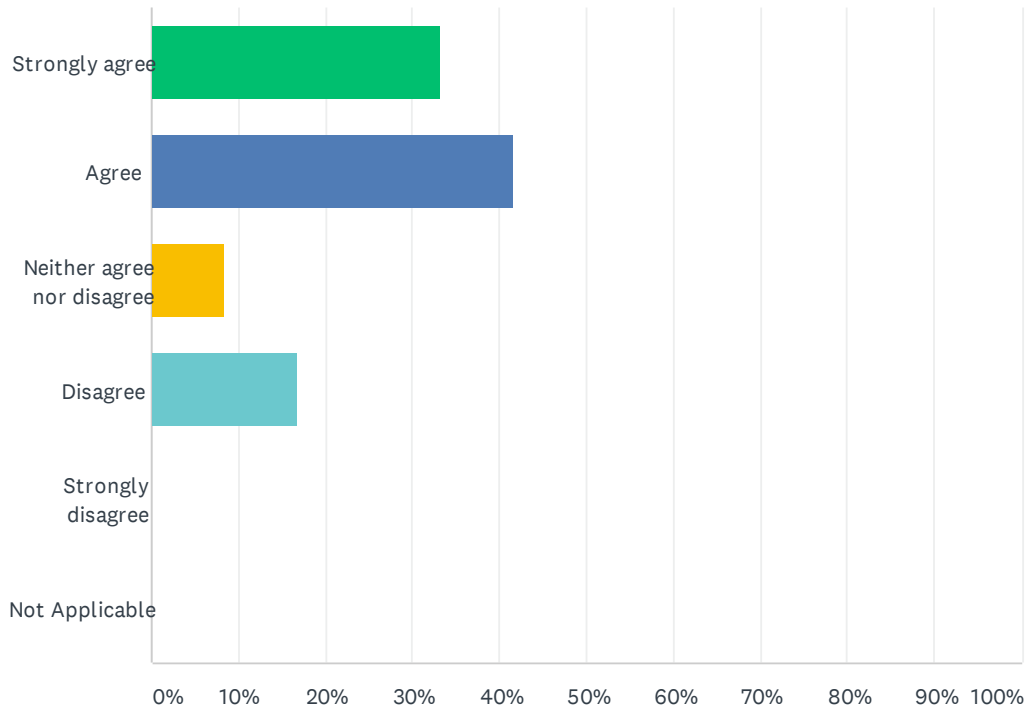
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----------|
| Strongly agree | 25.00% | 3 |
| Agree | 58.33% | 7 |
| Neither agree nor disagree | 8.33% | 1 |
| Disagree | 8.33% | 1 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q4 The Board has adopted policies, by-laws and practices for the effective governance, management and operations of NYCIDA and reviews these annually.

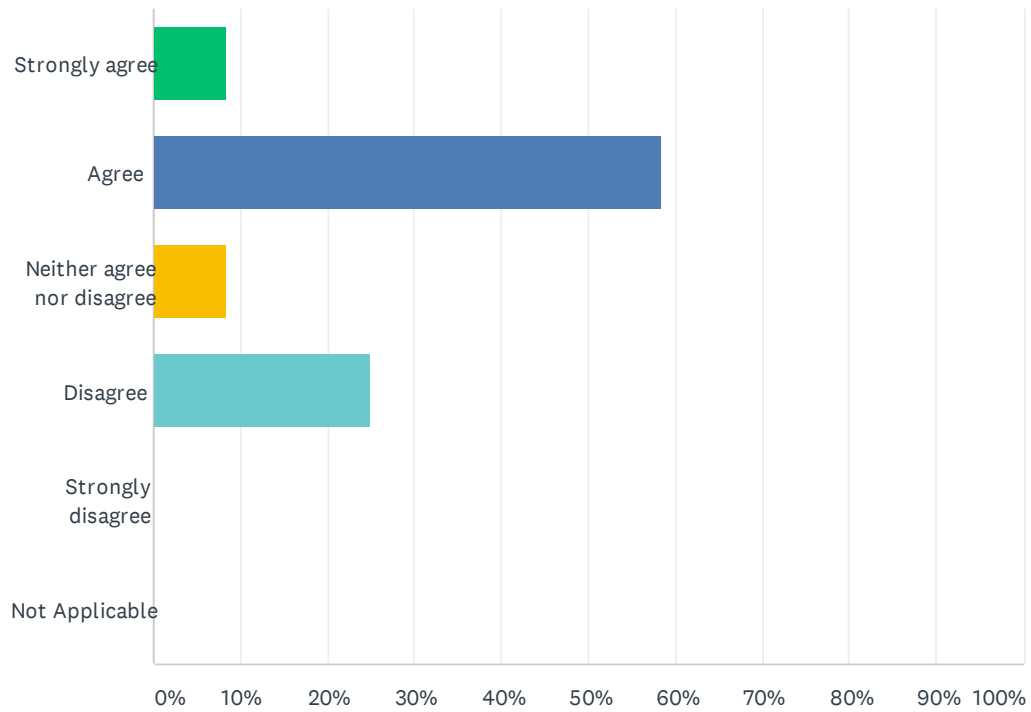
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----------|
| Strongly agree | 33.33% | 4 |
| Agree | 41.67% | 5 |
| Neither agree nor disagree | 8.33% | 1 |
| Disagree | 16.67% | 2 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q5 The Board sets clear and measurable performance goals for NYCIDA that contribute to accomplishing its mission.

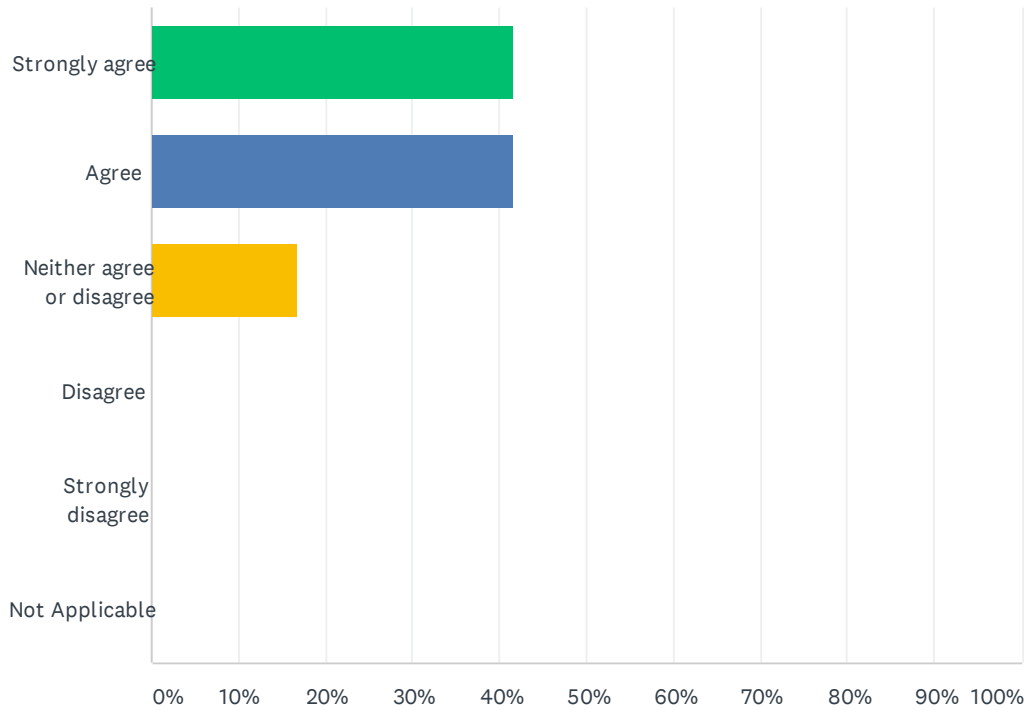
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|----------------------------|-----------|-----------|
| Strongly agree | 8.33% | 1 |
| Agree | 58.33% | 7 |
| Neither agree nor disagree | 8.33% | 1 |
| Disagree | 25.00% | 3 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q6 The decisions made by Board members are arrived at through independent judgement and deliberation, free of political influence, pressure or self-interest.

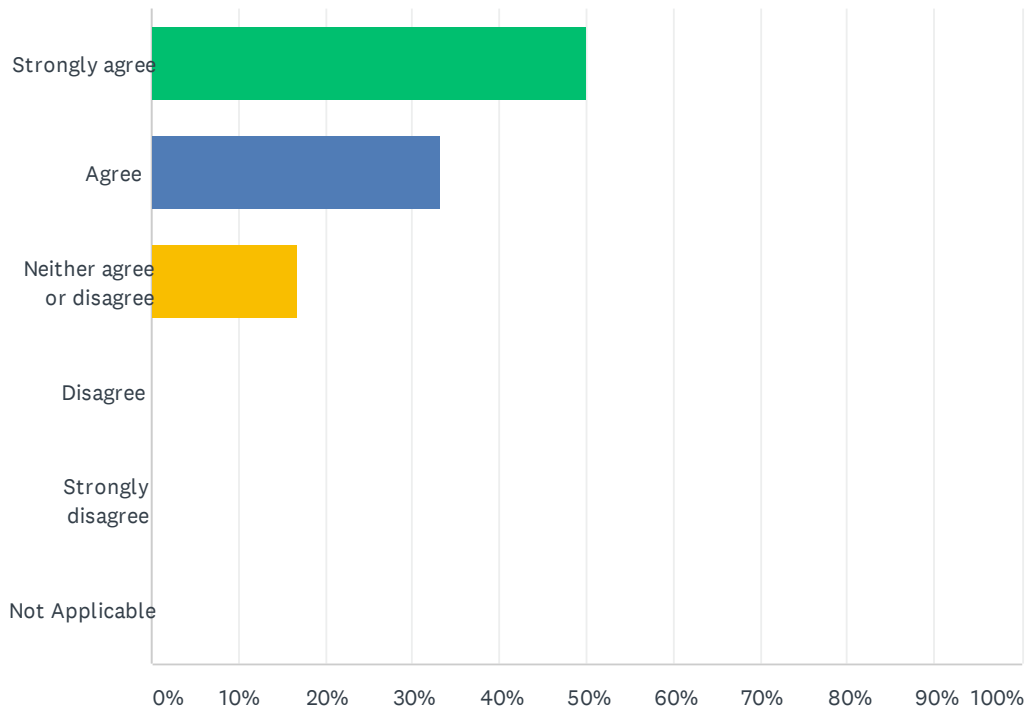
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---------------------------|-----------|
| Strongly agree | 41.67% 5 |
| Agree | 41.67% 5 |
| Neither agree or disagree | 16.67% 2 |
| Disagree | 0.00% 0 |
| Strongly disagree | 0.00% 0 |
| Not Applicable | 0.00% 0 |
| TOTAL | 12 |

Q7 Individual Board members communicate effectively with executive staff so as to be well informed on the status of all important issues

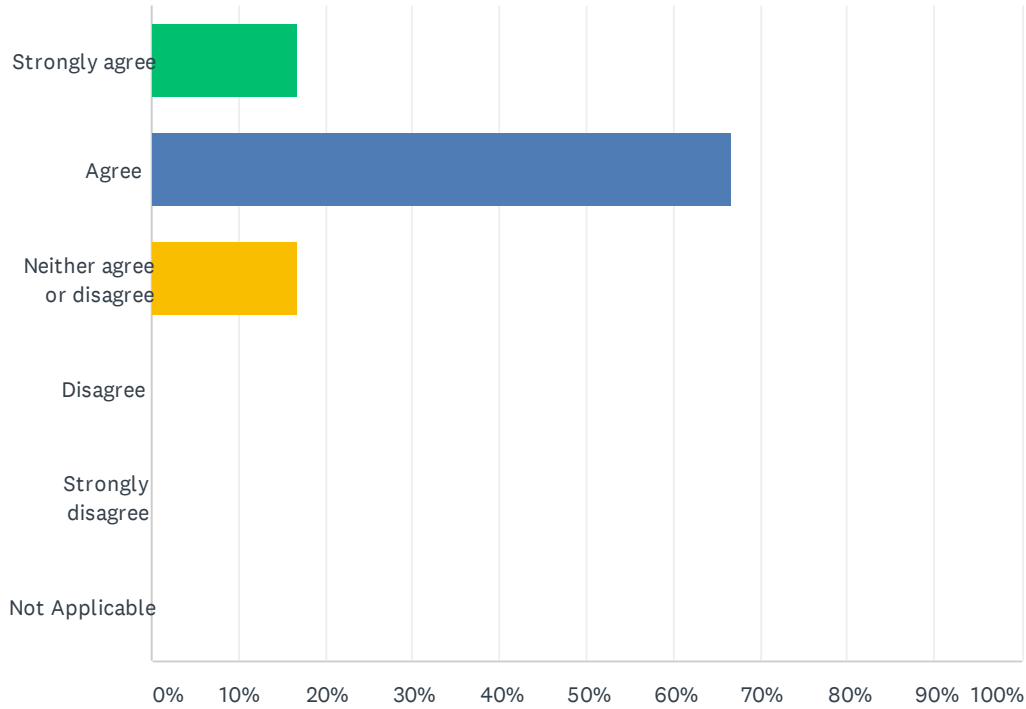
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 50.00% | 6 |
| Agree | 33.33% | 4 |
| Neither agree or disagree | 16.67% | 2 |
| Disagree | 0.00% | 0 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q8 Board members are knowledgeable about NYCIDA's programs, financial statements, reporting requirements, and other transactions

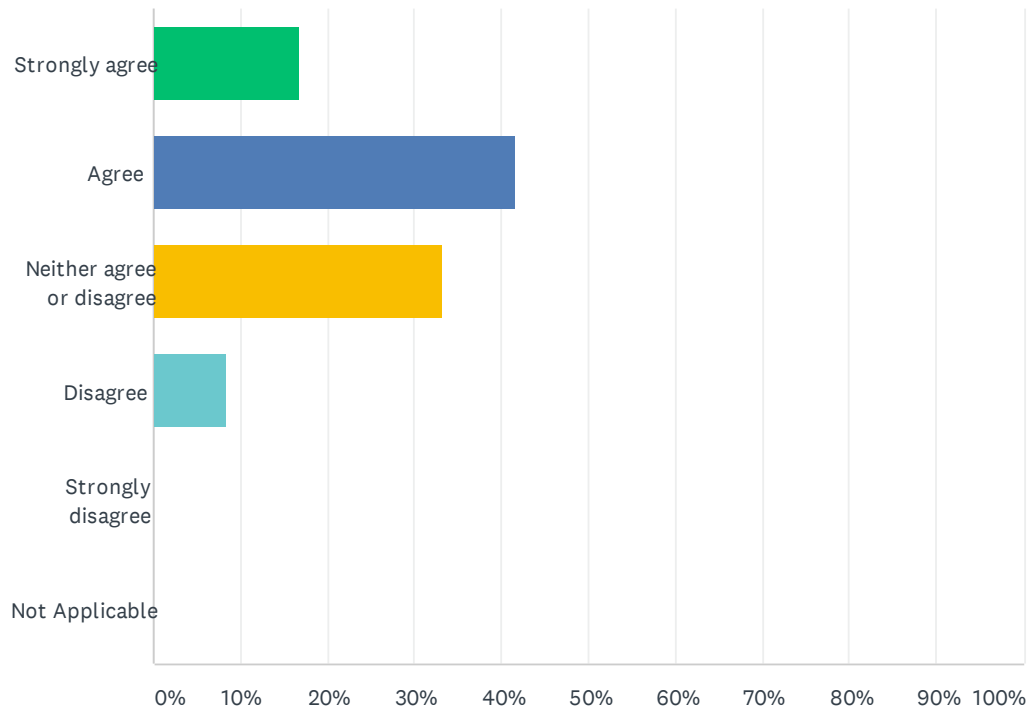
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 16.67% | 2 |
| Agree | 66.67% | 8 |
| Neither agree or disagree | 16.67% | 2 |
| Disagree | 0.00% | 0 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q9 The Board knows statutory obligations of NYCIDA and if NYCIDA is in compliance with state law.

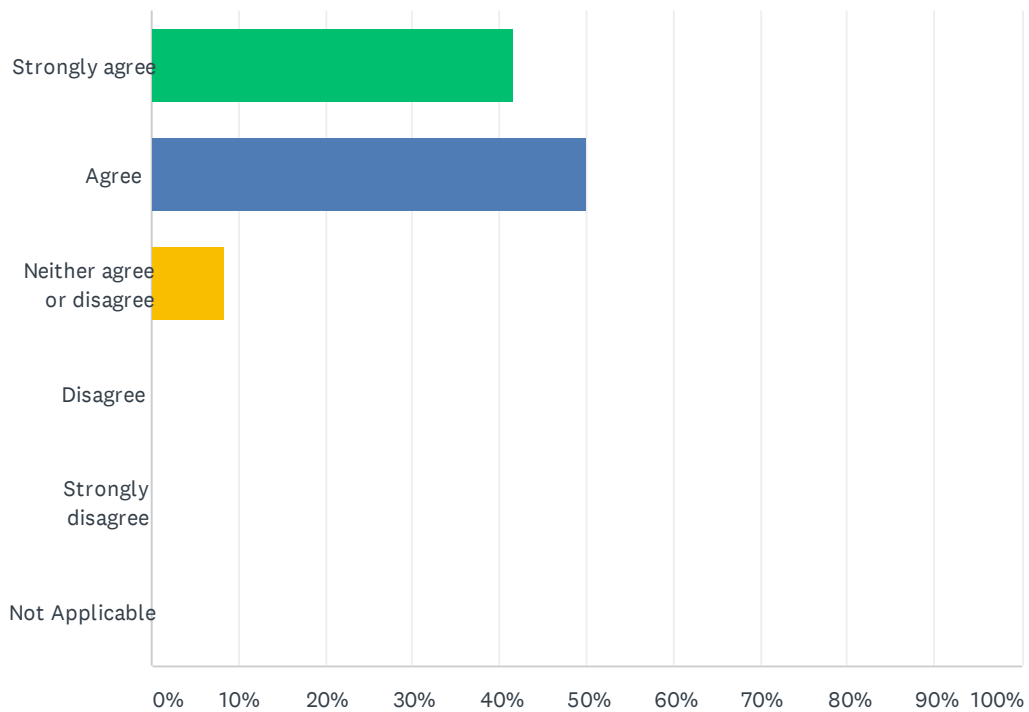
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 16.67% | 2 |
| Agree | 41.67% | 5 |
| Neither agree or disagree | 33.33% | 4 |
| Disagree | 8.33% | 1 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q10 Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.

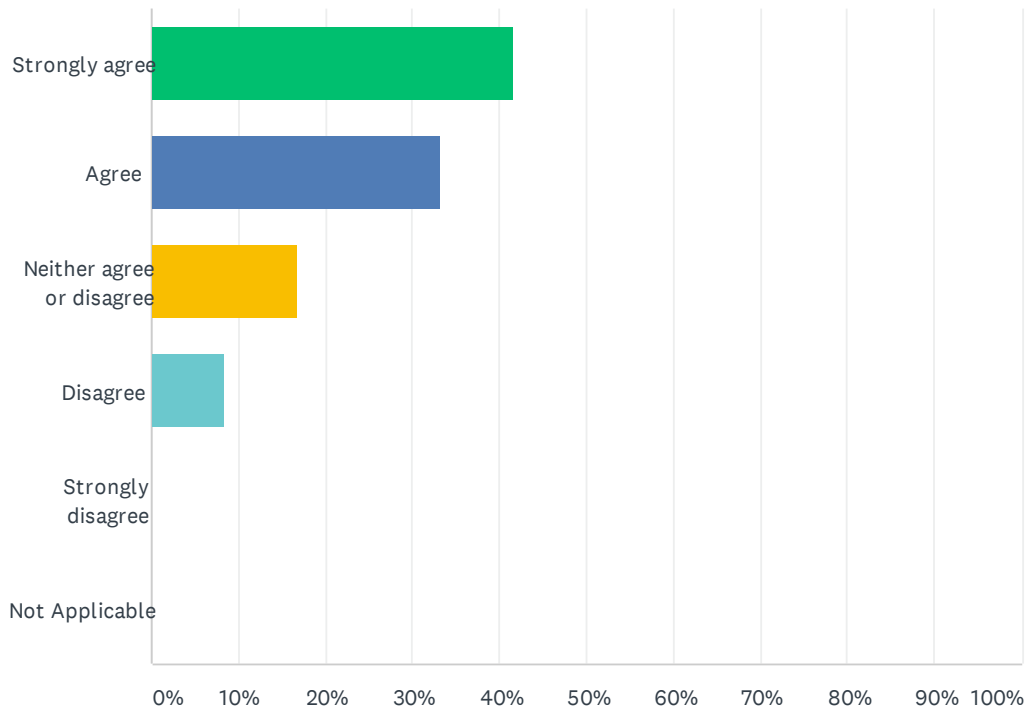
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 41.67% | 5 |
| Agree | 50.00% | 6 |
| Neither agree or disagree | 8.33% | 1 |
| Disagree | 0.00% | 0 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q11 Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.

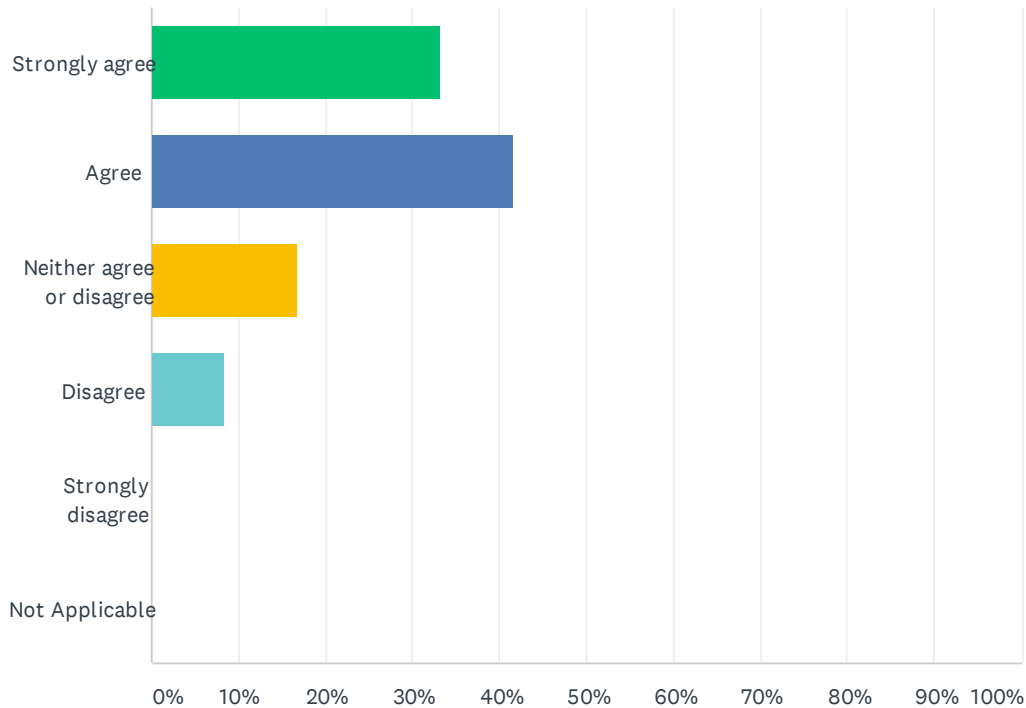
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 41.67% | 5 |
| Agree | 33.33% | 4 |
| Neither agree or disagree | 16.67% | 2 |
| Disagree | 8.33% | 1 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q12 Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.

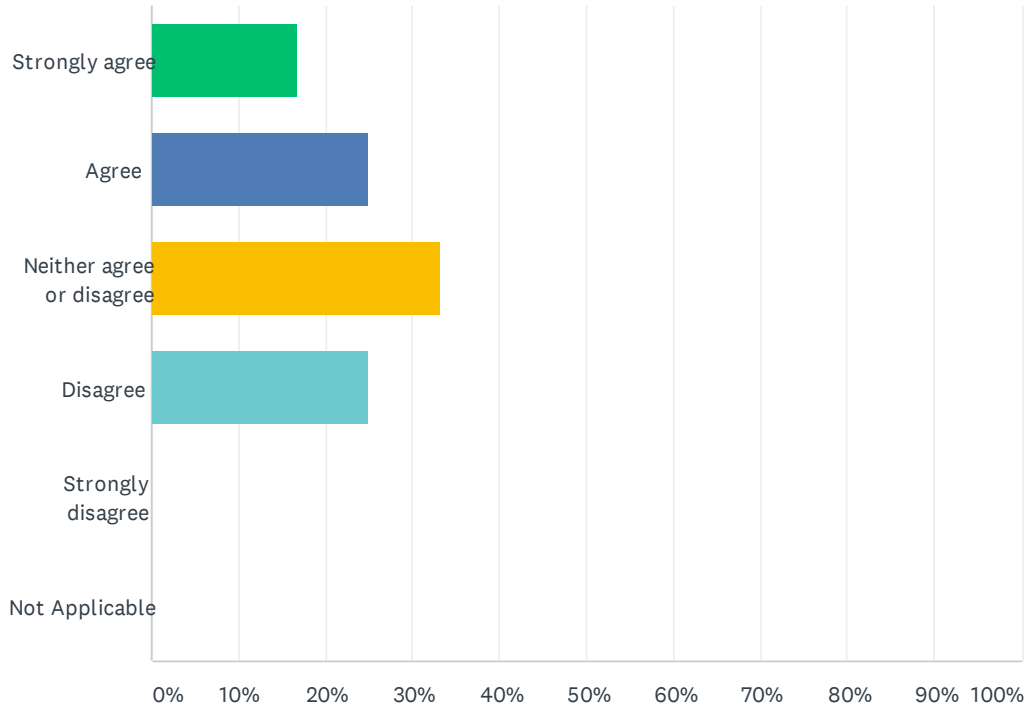
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 33.33% | 4 |
| Agree | 41.67% | 5 |
| Neither agree or disagree | 16.67% | 2 |
| Disagree | 8.33% | 1 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q13 The Board exercises appropriate oversight of the Executive Director and other executive staff, including setting performance expectations and reviewing performance annually.

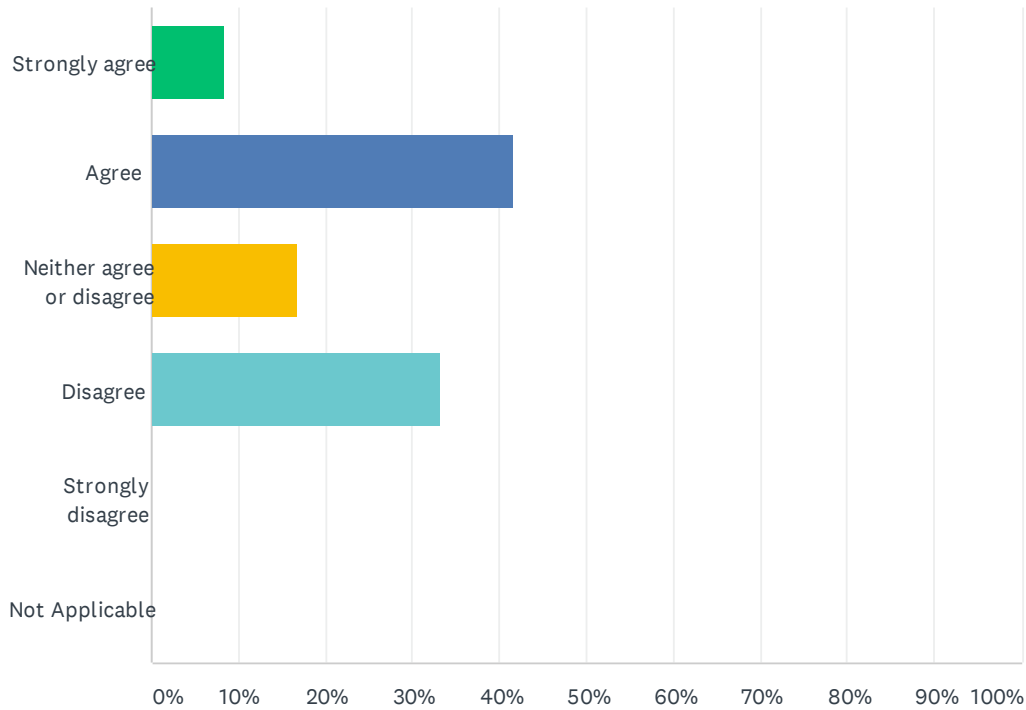
Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 16.67% | 2 |
| Agree | 25.00% | 3 |
| Neither agree or disagree | 33.33% | 4 |
| Disagree | 25.00% | 3 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q14 The Board has identified the areas of most risk to NYCIDA and works with management to implement risk mitigation strategies before problems occur.

Answered: 12 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----------|
| Strongly agree | 8.33% | 1 |
| Agree | 41.67% | 5 |
| Neither agree or disagree | 16.67% | 2 |
| Disagree | 33.33% | 4 |
| Strongly disagree | 0.00% | 0 |
| Not Applicable | 0.00% | 0 |
| TOTAL | | 12 |

Q15 If you answered "Disagree" or "Strongly disagree" to any of the questions, please explain why.

Answered: 2 Skipped: 10

Q16 Please list any additional questions that should be added to the survey next year.

Answered: 0 Skipped: 12

Q17 Please share any feedback or suggestions for the annual survey.

Answered: 1 Skipped: 11

NYCIDA FY2021 Board Self-Evaluation Comments

1. "Mission, purpose, policies of the NYCIDA should annually provided as a packet to Board members for informational purposes."
2. "I think a fiduciary / governance training session is overdue. My reason for "neither agree or disagree" solely reflects my sense that we should spend some time reviewing these fundamentals at least once every 18 months."
3. "We do not identify risks, but tend to rely on staff. We also do not do performance evaluations or even review performance expectations."