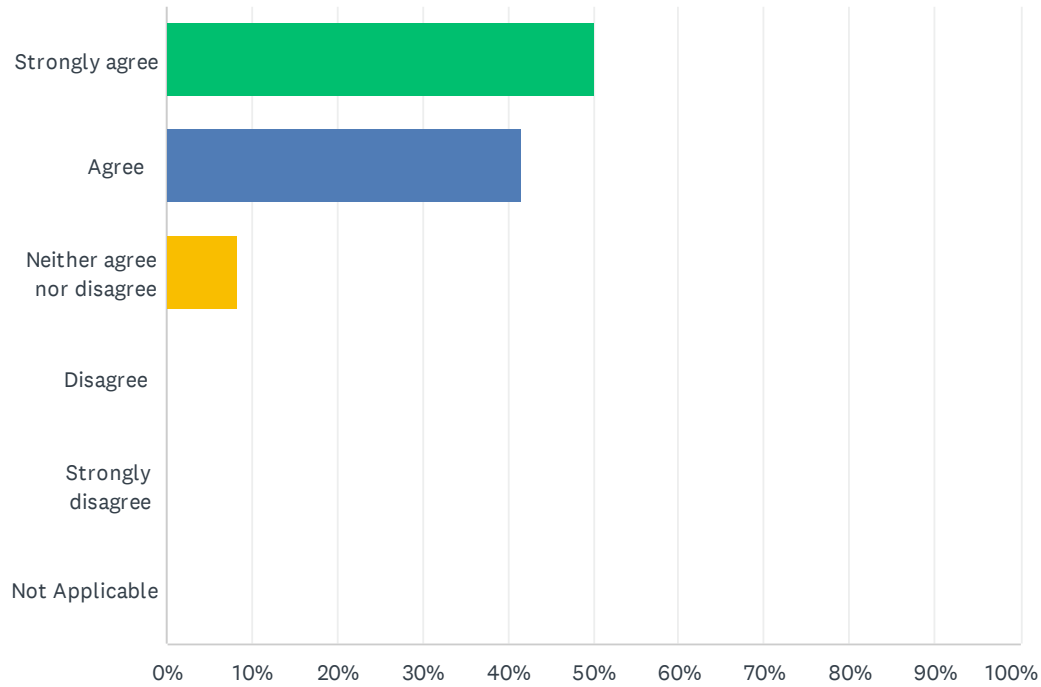


NYCIDA Board Performance Evaluation

NYCEDC staff prepared a self-evaluation survey for the NYCIDA Board of Directors, which the NYCIDA Governance Committee reviewed and approved on June 6, 2023. The survey was subsequently distributed electronically to the NYCIDA Board of Directors. 92% (12 of 13) 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

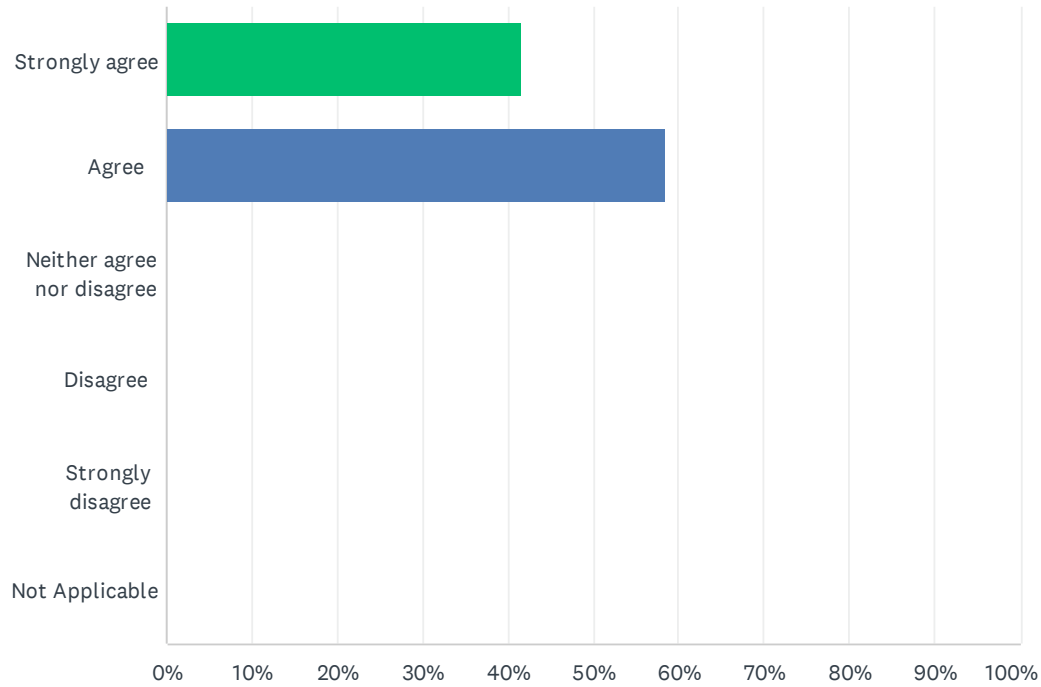
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	6
Agree	41.67%	5
Neither agree nor disagree	8.33%	1
Disagree	0.00%	0
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

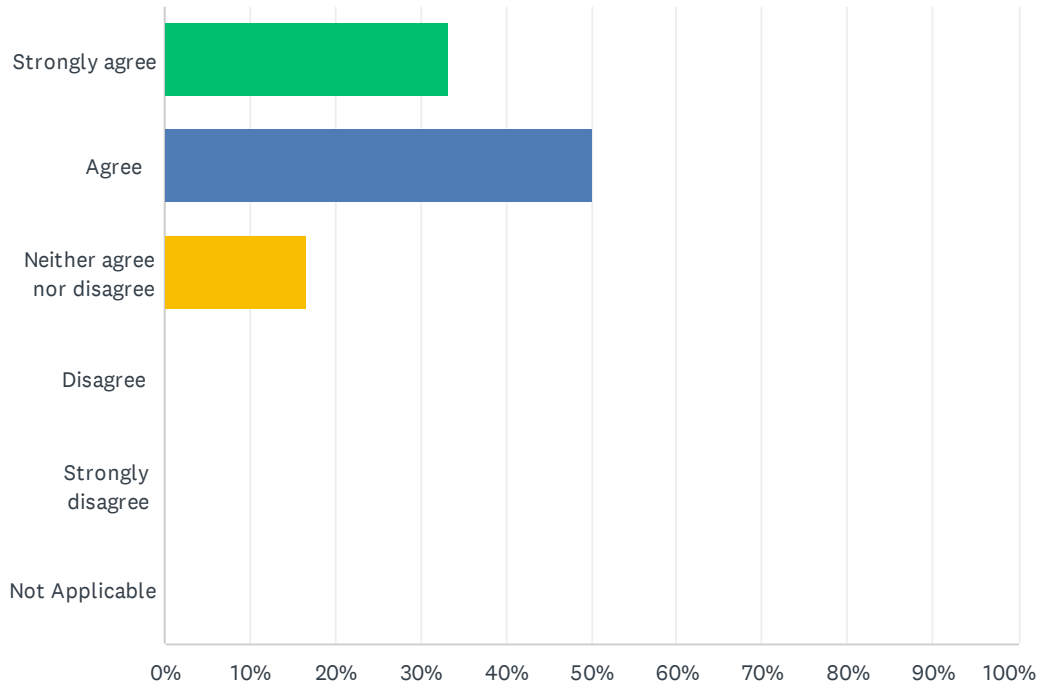
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	41.67%	5
Agree	58.33%	7
Neither agree nor disagree	0.00%	0
Disagree	0.00%	0
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

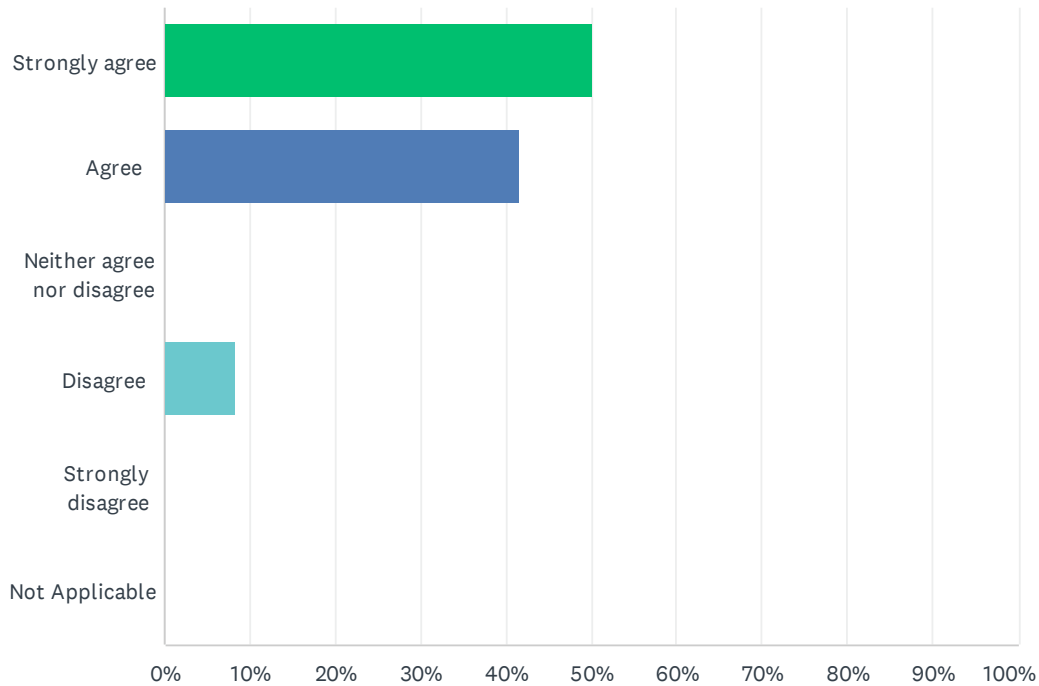
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	4
Agree	50.00%	6
Neither agree nor disagree	16.67%	2
Disagree	0.00%	0
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.

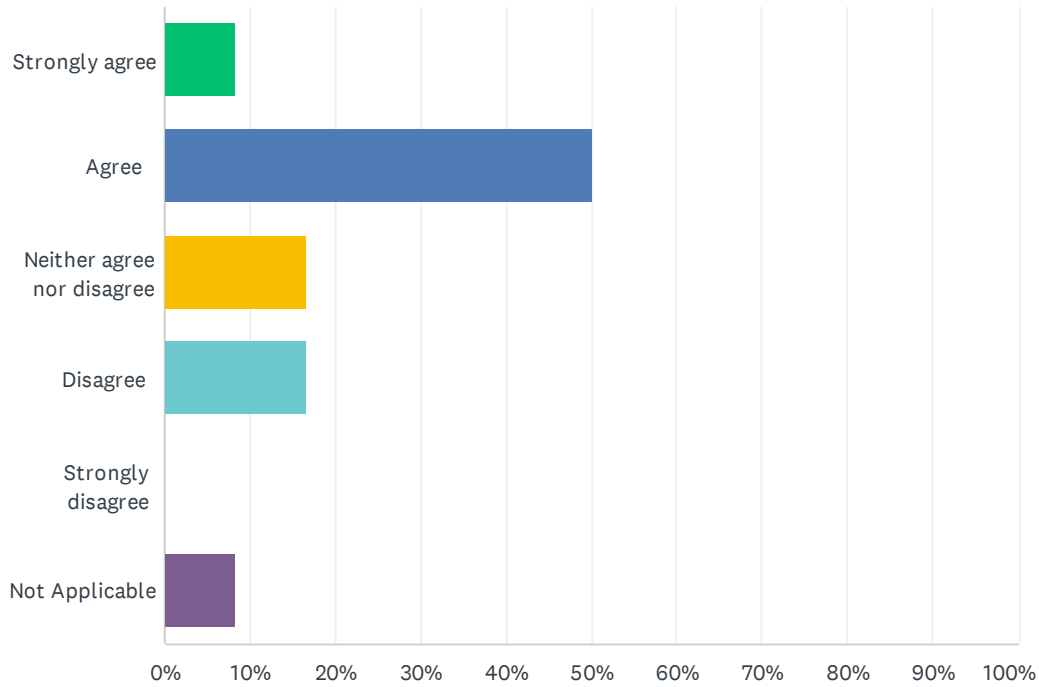
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	6
Agree	41.67%	5
Neither agree nor disagree	0.00%	0
Disagree	8.33%	1
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.

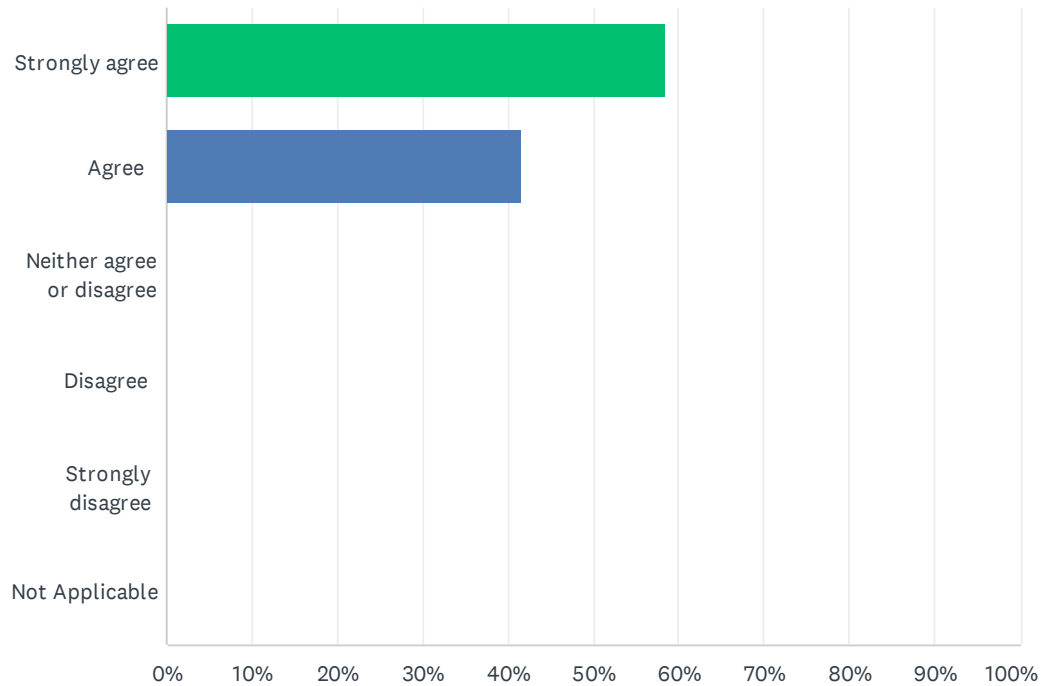
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	8.33%	1
Agree	50.00%	6
Neither agree nor disagree	16.67%	2
Disagree	16.67%	2
Strongly disagree	0.00%	0
Not Applicable	8.33%	1
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.

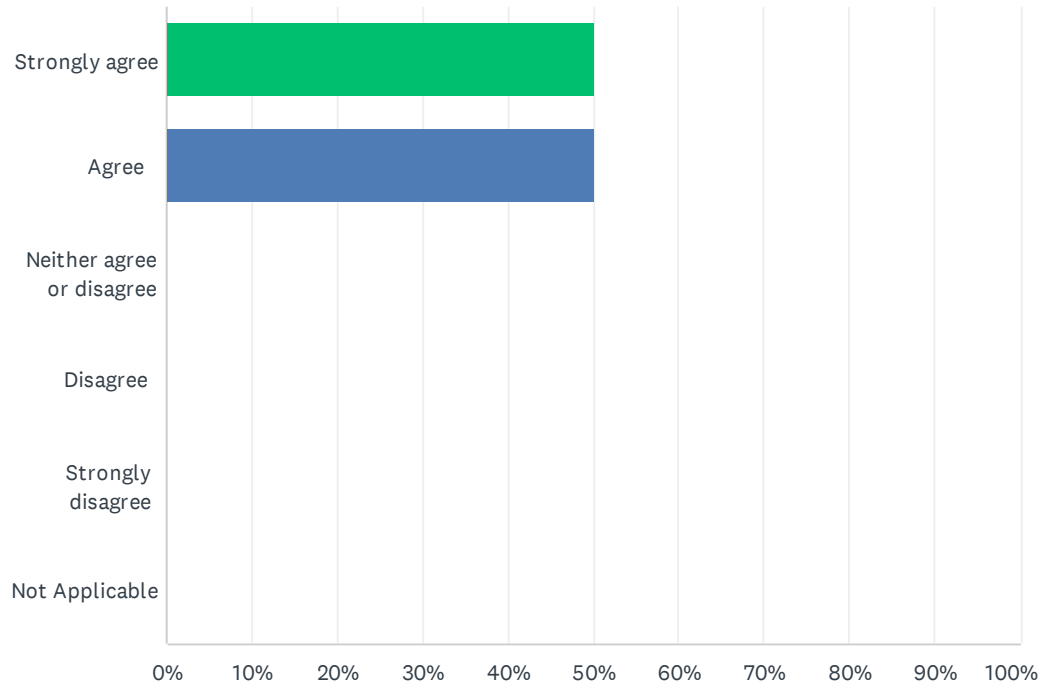
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	58.33%	7
Agree	41.67%	5
Neither agree or disagree	0.00%	0
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

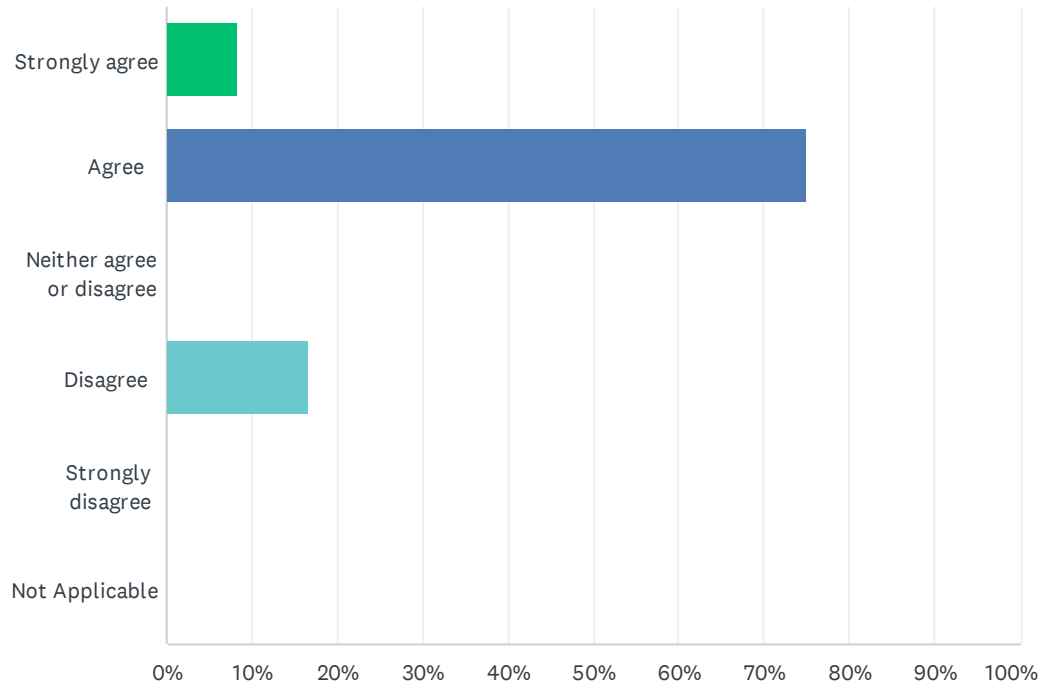
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	6
Agree	50.00%	6
Neither agree or disagree	0.00%	0
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

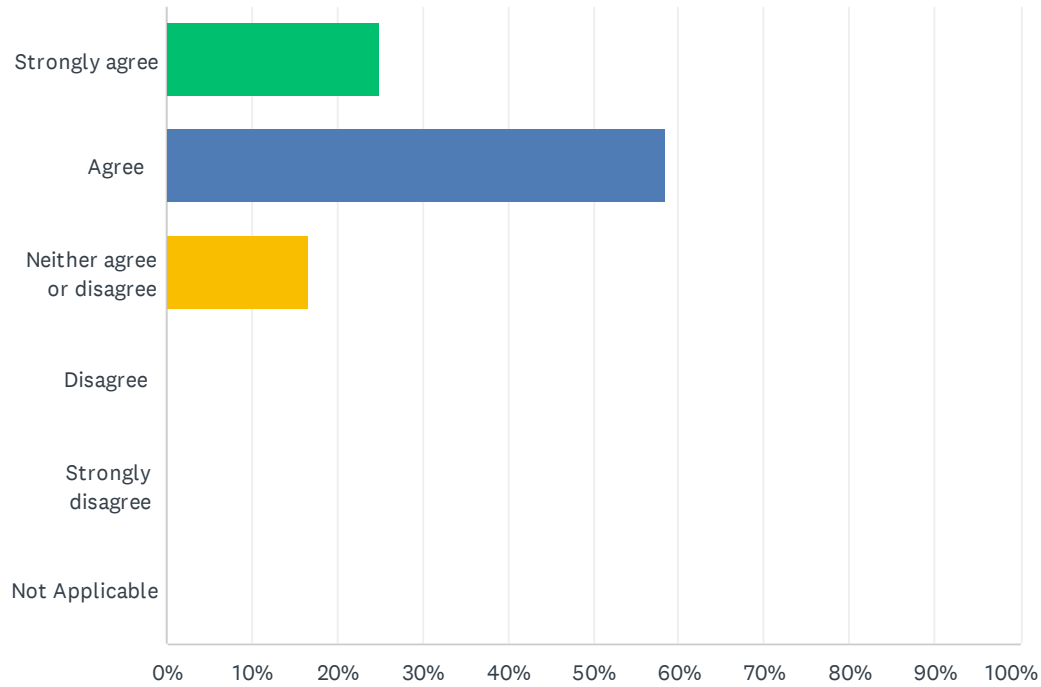
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ANSWER CHOICES	RESPONSES	
Strongly agree	8.33%	1
Agree	75.00%	9
Neither agree or disagree	0.00%	0
Disagree	16.67%	2
Strongly disagree	0.00%	0
Not Applicable	0.00%	0
TOTAL		12

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

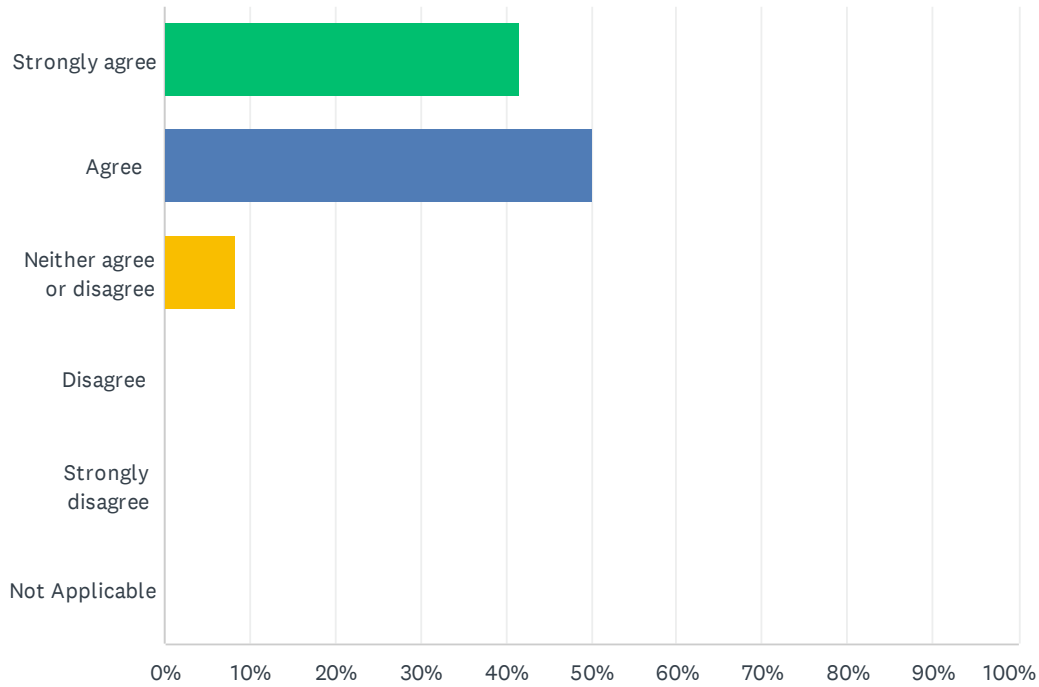
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	25.00%	3
Agree	58.33%	7
Neither agree or disagree	16.67%	2
Disagree	0.00%	0
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.

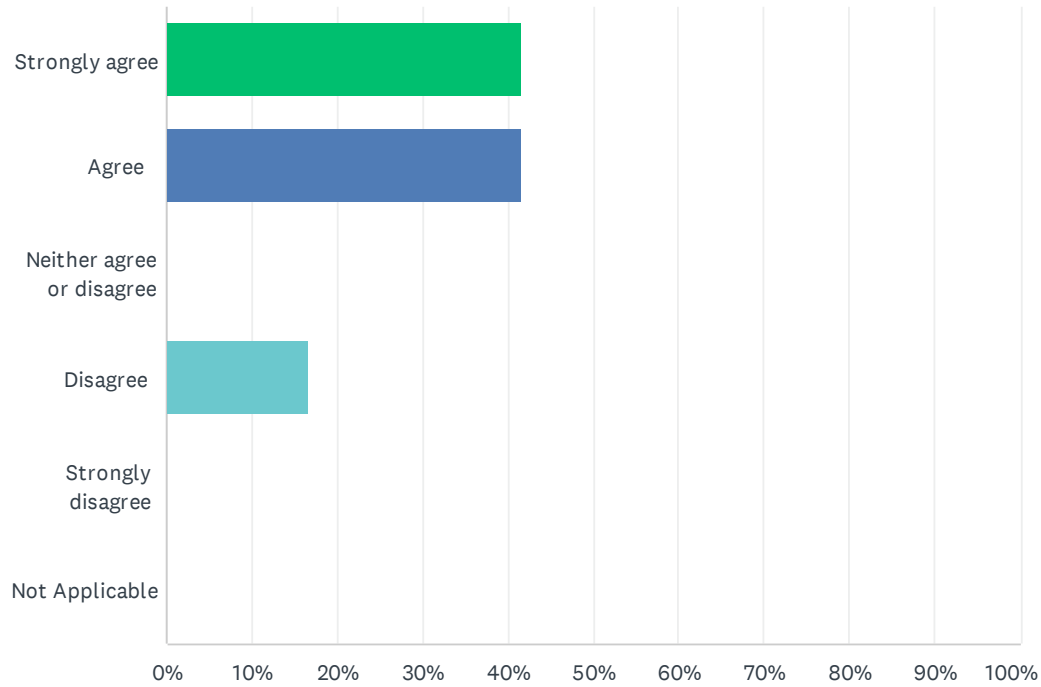
Answered: 12 Skipped: 0



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.

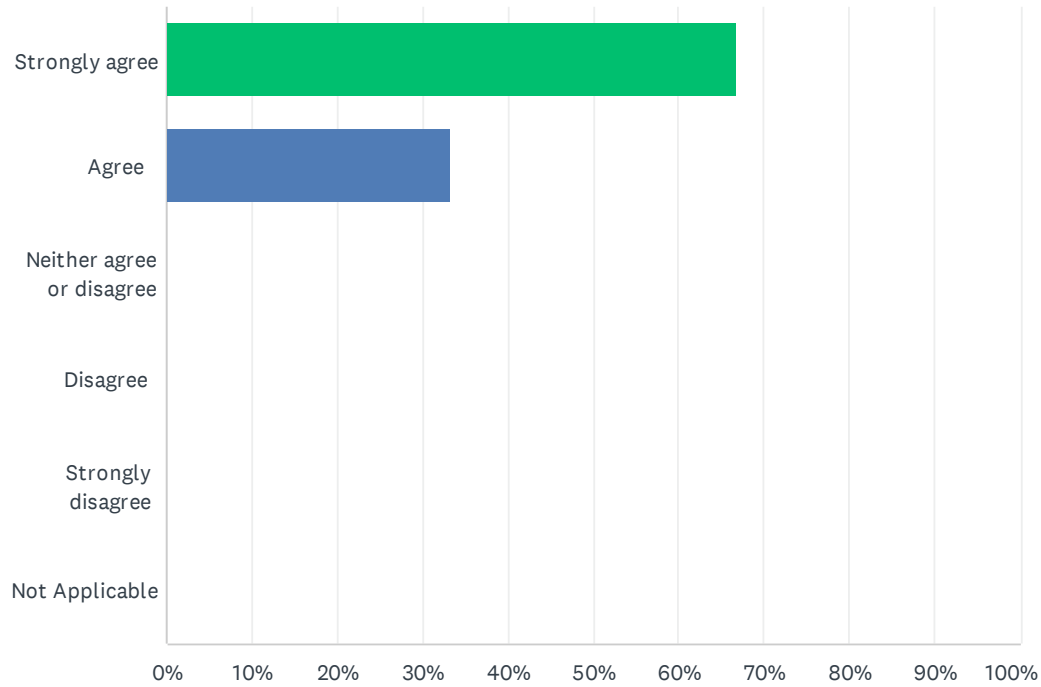
Answered: 12 Skipped: 0



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

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

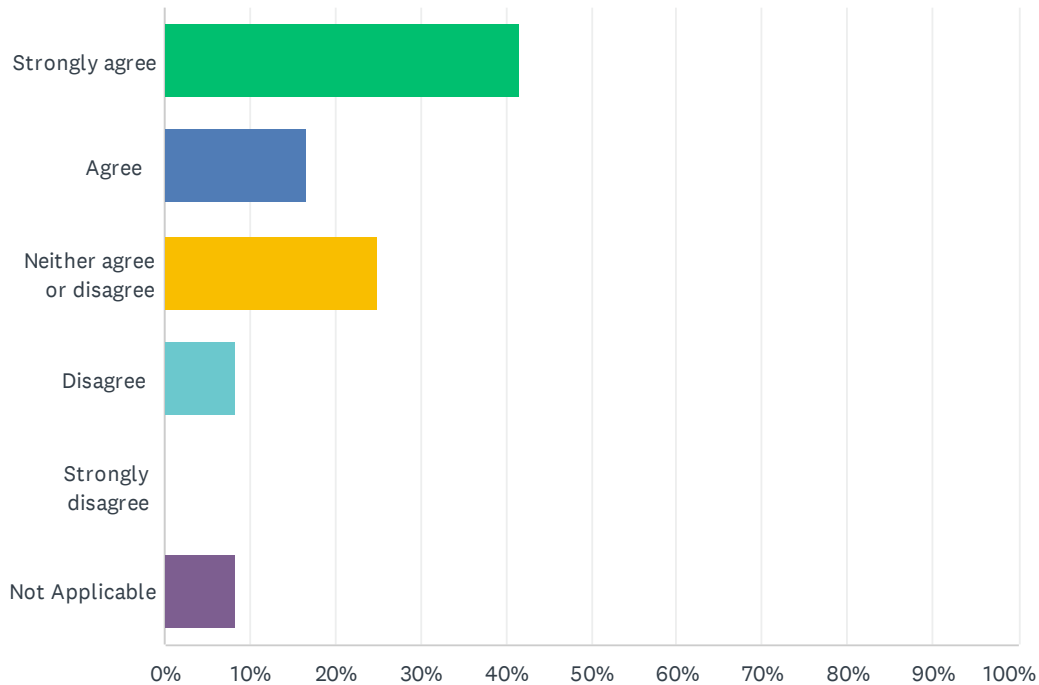
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	66.67%	8
Agree	33.33%	4
Neither agree or disagree	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Not Applicable	0.00%	0
TOTAL		12

Q13 Board members feel empowered to exercise appropriate oversight of the Executive Director and other executive staff, including setting performance expectations and reviewing performance annually, if applicable.

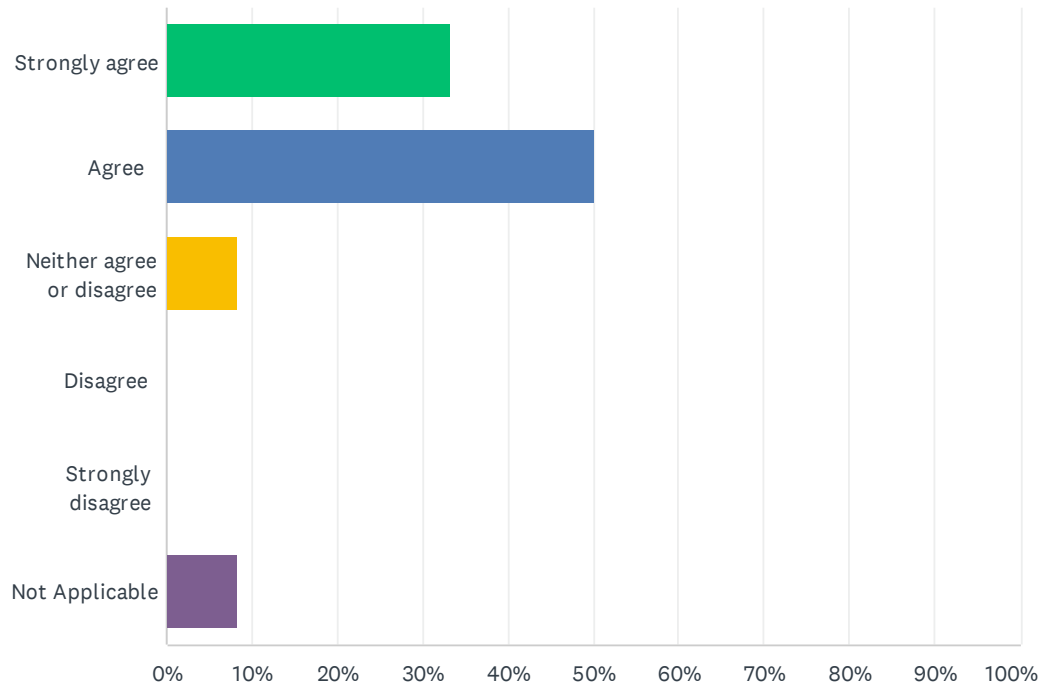
Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	41.67%	5
Agree	16.67%	2
Neither agree or disagree	25.00%	3
Disagree	8.33%	1
Strongly disagree	0.00%	0
Not Applicable	8.33%	1
TOTAL		12

Q14 Board members feel empowered to identify the areas of most risk to NYCIDA and works with management to implement risk mitigation strategies before problems occur, if applicable.

Answered: 12 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	33.33%	4
Agree	50.00%	6
Neither agree or disagree	8.33%	1
Disagree	0.00%	0
Strongly disagree	0.00%	0
Not Applicable	8.33%	1
TOTAL		12

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

Answered: 2 Skipped: 10

5. The Board sets clear and measurable performance goals for NYCIDA that contribute to accomplishing its mission - Not sure if any individual committee sets performance goals but I have never been a part of "goal" setting. Recommend a half day board retreat to better understand and plan short and long term goals

Q.13 - The board has no input on executive staff performance reviews, nor has it been asked to do so.

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

Answered: 2 Skipped: 10

In Q.6 - A picky comment: the word "judgment" is misspelled. It should not have an "e" after the "g."

none

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

Answered: 2 Skipped: 10

I suggest and recommend that the Board have an annual meeting/retreat to discuss how members generally feel about these questions, that we are called upon to answer in somewhat of a vacuum. This could be done after a scheduled meeting

The work performed by Emily Marcus and Noah Schumer and their team is exceptional. They are both great leaders and always focus on thoroughly preparing all projects for review by the board.