



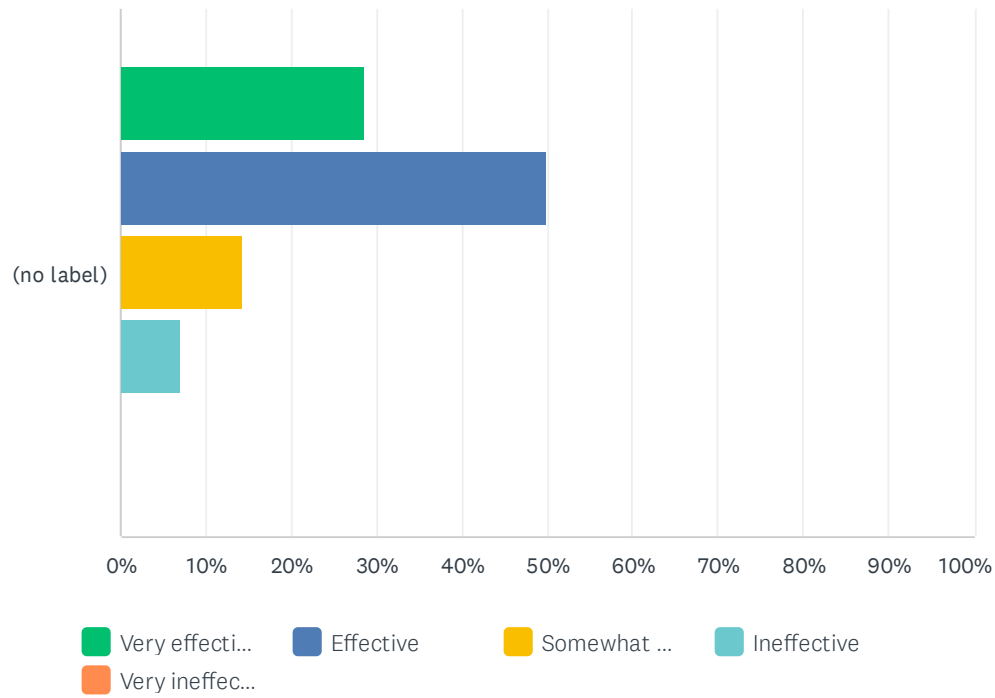
FY2025 Board Survey Results

IHLS staff is focused on continuing to improve board engagement and board support. The survey gives us a collective view on how board members view the performance of the board and how IHLS staff can continue to support the board in their responsibilities. These surveys can help identify board strengths and areas in need of improvement, in addition to the effectiveness of IHLS staff support. Considering the impact the board has on IHLS members, improving engagement, performance and support is worth exploring. Fourteen board members responded to the survey and we thank them for taking the time to provide feedback. As promised here are the results.

- Rate the board's overall effectiveness: Approximately a third of board members feel the board is highly effective with the majority responding it's effective or somewhat effective.
- How often members visit the Board Intranet: The majority visit it a few times per month. Some indicated they would like to see changes or improvements. Please contact Karen Bounds with specific improvements or suggestions.
- Attendance & punctuality: The majority indicated meetings begin on time and about half agreed they would like the meetings to take less than 2 hours.
- Efficiency: The majority indicated satisfaction with members coming prepared, meetings sticking to the agenda, a feeling of accomplishment and producing results.
- Collegiality and Collaboration: Members expressed a desire to improve participation in discussions. The majority feel others are cordial and respectful, work toward a consensus and a feeling of accomplishment.
- Leadership and inclusion: An overwhelming majority feel the president is effective in leading meetings, are free to express themselves and the executive director is encouraged to participate. The majority leave meetings feeling like a team.
- Meeting resources: An overwhelming majority feel the meeting room is comfortable, that the agenda focuses on policy items and there is enough information provided to make decisions.

Q1 How would you rate the Board's overall effectiveness?

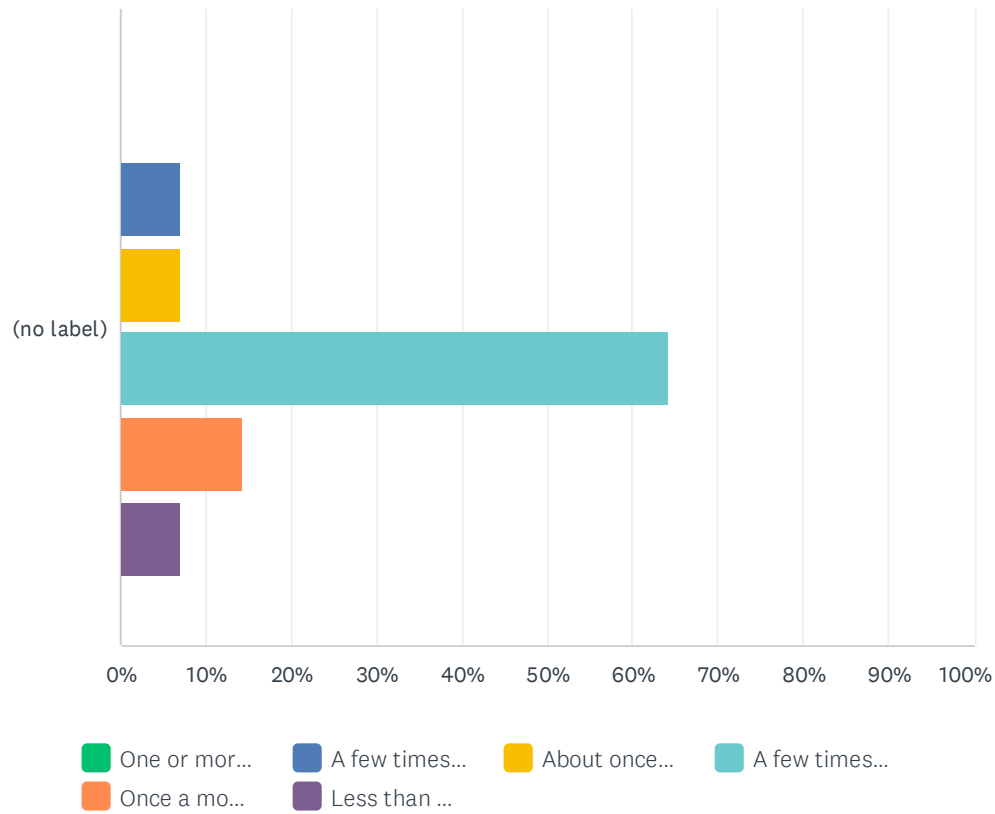
Answered: 14 Skipped: 0



	VERY EFFECTIVE	EFFECTIVE	SOMEWHAT EFFECTIVE	INEFFECTIVE	VERY INEFFECTIVE	TOTAL	WEIGHTED AVERAGE
(no label)	28.57% 4	50.00% 7	14.29% 2	7.14% 1	0.00% 0	14	4.00

Q2 How often do you visit the IHLS Board Intranet?

Answered: 14 Skipped: 0



	ONE OR MORE TIMES A DAY	A FEW TIMES A WEEK	ABOUT ONCE A WEEK	A FEW TIMES A MONTH	ONCE A MONTH (THE DAY OF A BOARD MEETING)	LESS THAN MONTHLY	TOTAL	WEIGHTED AVERAGE
(no label)	0.00% 0	7.14% 1	7.14% 1	64.29% 9	14.29% 2	7.14% 1	14	1.93

Q3 What can we do to improve IHLS Board engagement?

Answered: 9 Skipped: 5

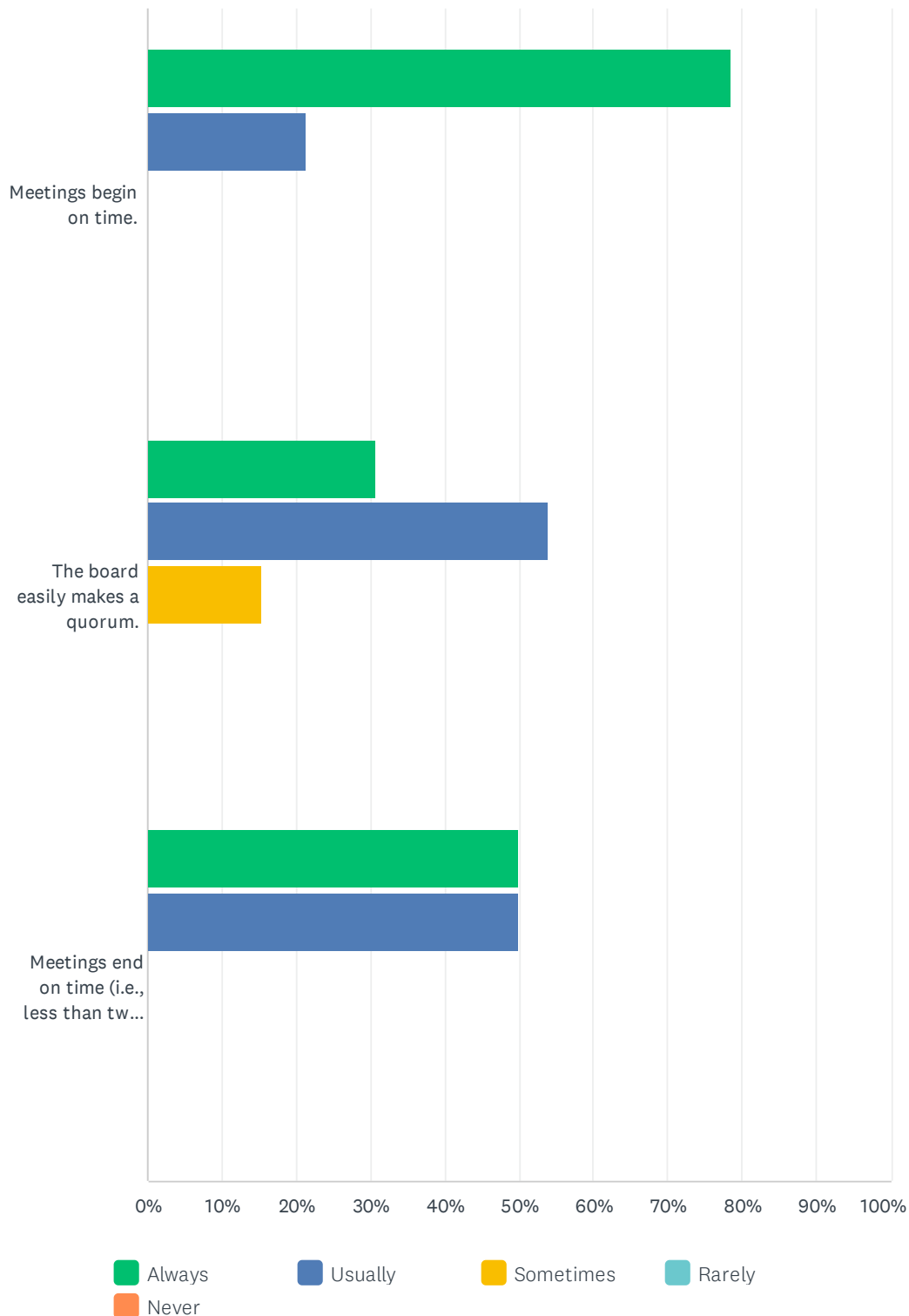
- I like the texts and the emails which are quick and convenient reminders.
- I understand this may only affect myself, but I would like to be surveyed on the best day of the month for board meetings. I like the time at 5pm.
- Overall, the meetings are ran very efficiently. I appreciate the communication we receive.
- There have been improvements with the current executive board committee on more efficiency in the agenda.
- Maybe have no more than two presentations under communication. Sometimes more is not efficient in getting to the heart of the meeting content.
- It would be nice if meetings could end in no more than an hour and a half except for critical topics.
- I would like to see more board members involved and speak up on their true opinion and not just go along because! Boards become better when opinions are offered within proper protocol and when concerns are addressed.
- You all are doing a great job. I have never felt like a didn't have the information that I needed as a board member.
- Questions and discussion may go on longer than necessary, but they stay on topic.
- I am quietly processing so I can make informed decisions. I will ask clarifying questions if I need to. I can't speak to anyone else. We all participate in discussion in our own ways.
- I feel that there is board overstep with regards to frequently questioning staffing decisions and salaries as well as the rates of lawyers repeatedly regardless of information provided.
- This is hard. We are in a variety of locations connected by technology. It doesn't always facilitate a feeling of teamwork.
- Sound can sometimes be an issue (particularly the last meeting).
- The executive director and staff have been very responsive and patient with technical issues!!!
- Leslie and her staff respond to all of my questions asap.
- IHLS Board meetings are very punctual.
- It would be nice if we could meet personally and get to know each other.
- We are there for IHLS business. Leslie and staff take care of management and then inform the board.
- I think that IHLS has an excellent staff that supports our board. We function very well even though we have the obstacle of distance.
- The hybrid nature of the meetings is rough. I feel we waste a lot of time information sharing in committees, then repeating the same info on the Board level.
- I love the idea of the intranet, but I think it needs overhauled.
- I think we'd see better engagement with fewer committees and by limiting board meeting updates to those tied directly to decisions we need to make. Let's give staff like Leslie the space to present meaningful ideas so we can dig in, ask good questions, and make informed choices. Most of the updates feel like fluff and could easily be shared in the written report. Even if the meetings stay the same length, shifting toward more substantive conversations would make a big difference.
- I'll be honest—I don't look forward to these meetings, and I doubt I'm alone. I think this situation contributes to turnover in some board seats and makes recruitment harder. The structure and tone of our meetings could be more focused, purposeful, and energizing. That said, I fully believe these challenges are fixable, and I'm committed to helping improve the experience for everyone involved.
- Need more training about executive session and how it's run.
- Financial report needs to be simplified. No need to read the entire number.
- I feel like it's just the right amount. Any lack of engagement is my fault for not checking emails as often as I should.
- I feel only a few speak up. I wish everyone would.
- Keep providing opportunities for us to meet in person. It's hard because we are spread out but it's really hard to get to know people over zoom.
- When I attend via Zoom, I rarely contribute because inevitably as soon as I start to talk, someone else talks over me. This is especially true of motions and seconds so I just wait for others to do it.
- Board intranet is confusing and hard to navigate.
- Relieved when meeting is over.
- Generally, only four or so speak.

Q4 If you would like to provide your name, please do so here.

Answered: 7 Skipped: 7

Q5 ATTENDANCE & PUNCTUALITY In your experience, how often does the following happen at board and committee meetings? Please provide any needed comments or explanations in the comment boxes.

Answered: 14 Skipped: 0

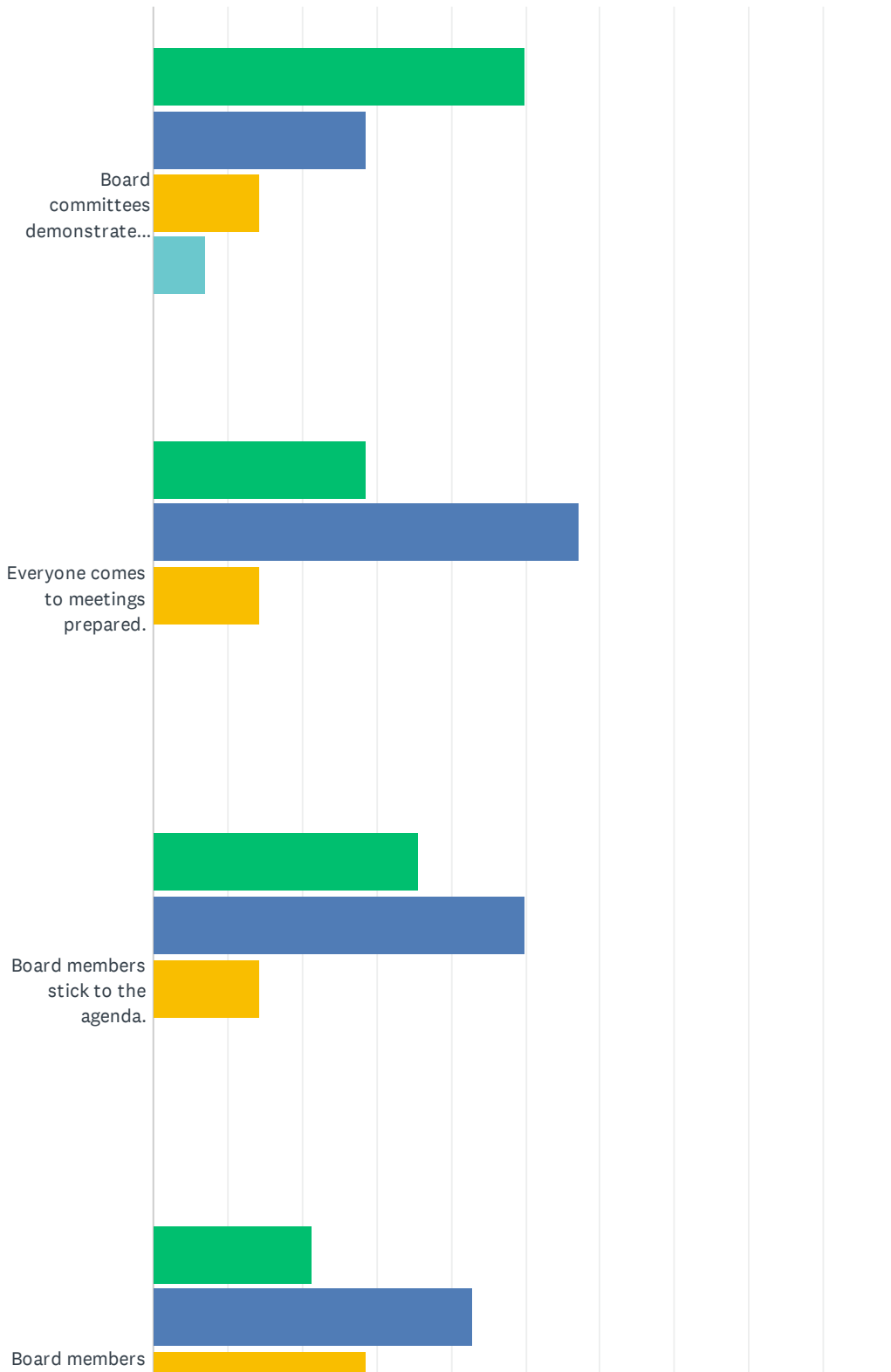


IHLS Board of Directors Survey FY2025 Q4

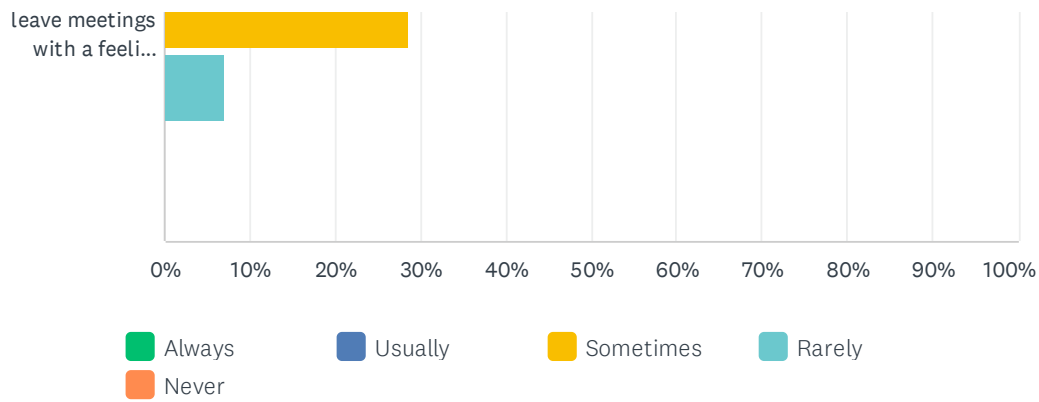
	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
Meetings begin on time.	78.57% 11	21.43% 3	0.00% 0	0.00% 0	0.00% 0	14	3.79
The board easily makes a quorum.	30.77% 4	53.85% 7	15.38% 2	0.00% 0	0.00% 0	13	3.15
Meetings end on time (i.e., less than two hours after starting).	50.00% 6	50.00% 6	0.00% 0	0.00% 0	0.00% 0	12	3.50

Q6 EFFICIENCY In your experience, how often does the following happen at board and committee meetings? Please provide any needed comments or explanations in the comment boxes.

Answered: 14 Skipped: 0



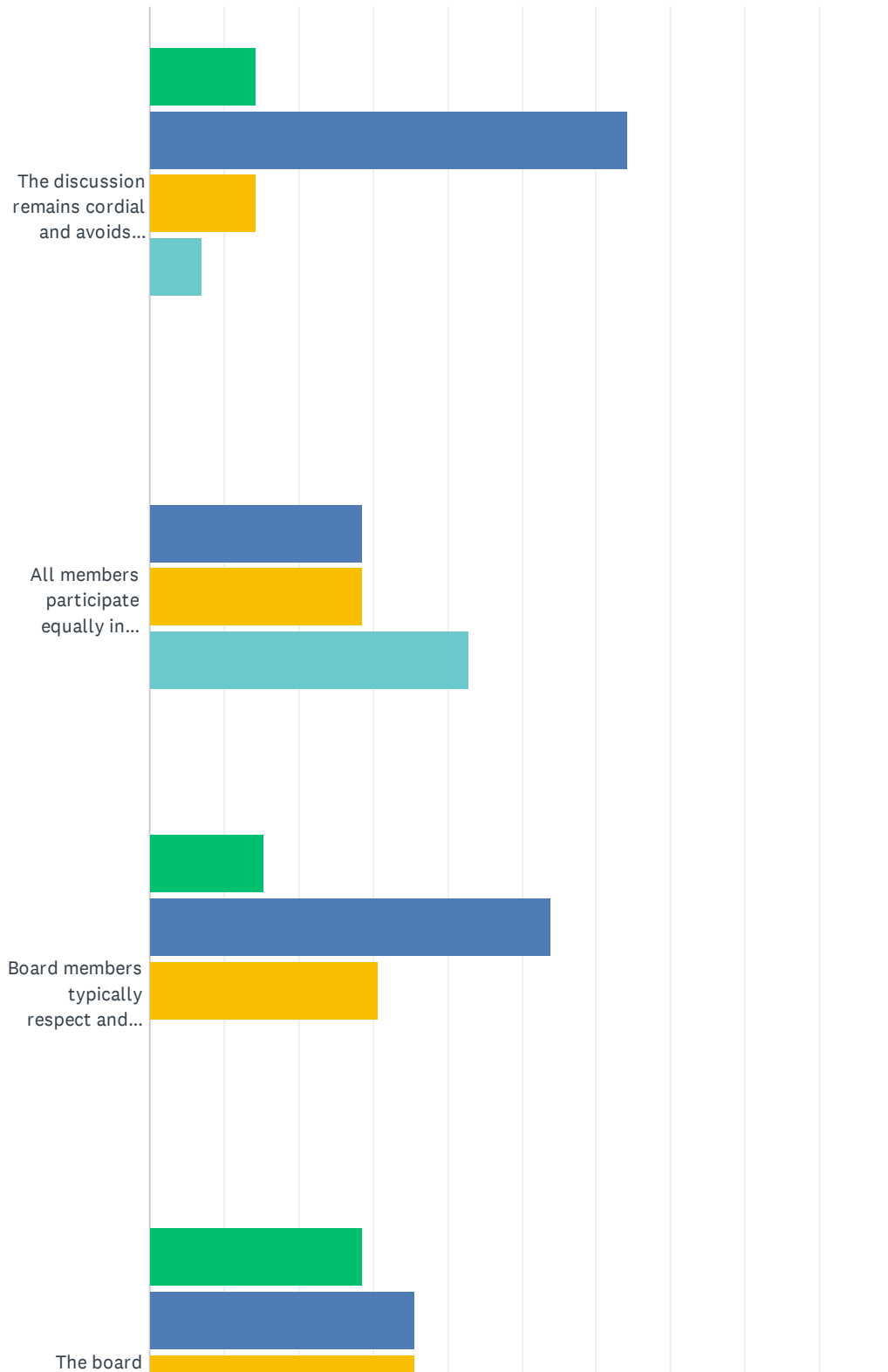
IHLS Board of Directors Survey FY2025 Q4



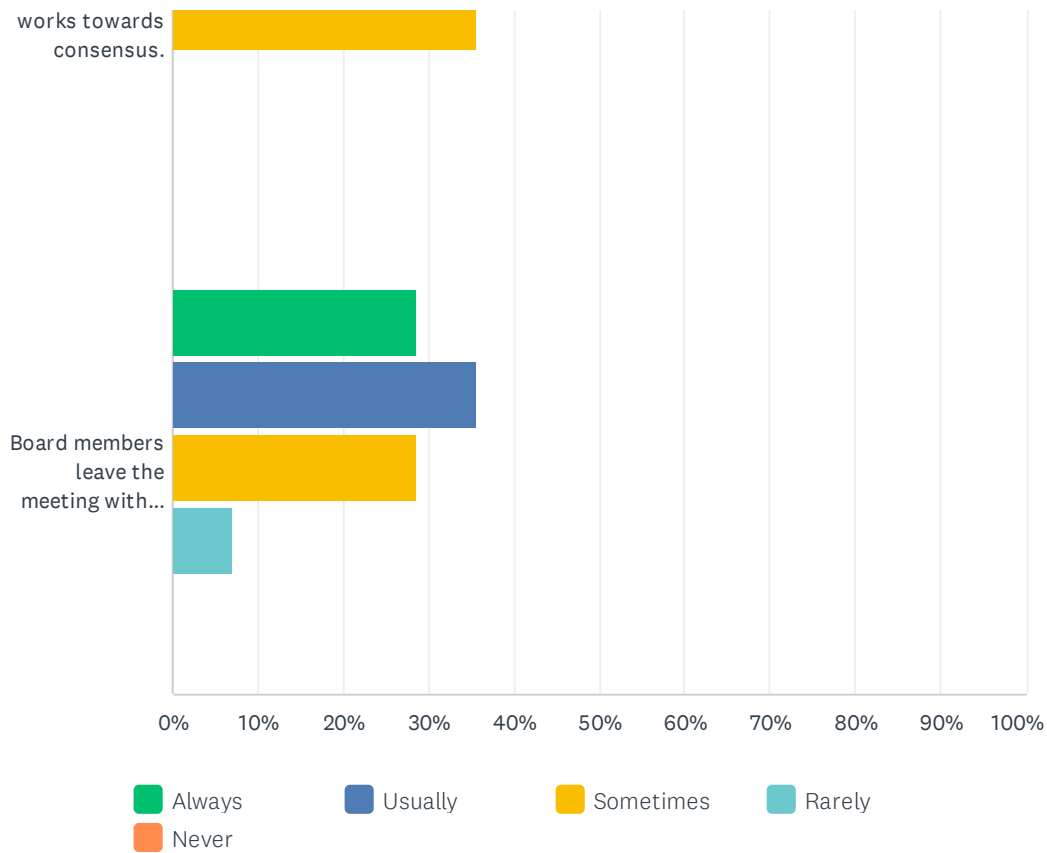
	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
Board committees demonstrate that they are working and producing results.	50.00% 7	28.57% 4	14.29% 2	7.14% 1	0.00% 0	14	3.21
Everyone comes to meetings prepared.	28.57% 4	57.14% 8	14.29% 2	0.00% 0	0.00% 0	14	3.14
Board members stick to the agenda.	35.71% 5	50.00% 7	14.29% 2	0.00% 0	0.00% 0	14	3.21
Board members leave meetings with a feeling of accomplishment.	21.43% 3	42.86% 6	28.57% 4	7.14% 1	0.00% 0	14	2.79

Q7 COLLEGIALLY & COLLABORATION In your experience, how often does the following happen at board and committee meetings? Please provide any needed comments or explanations in the comment boxes.

Answered: 14 Skipped: 0



IHLS Board of Directors Survey FY2025 Q4

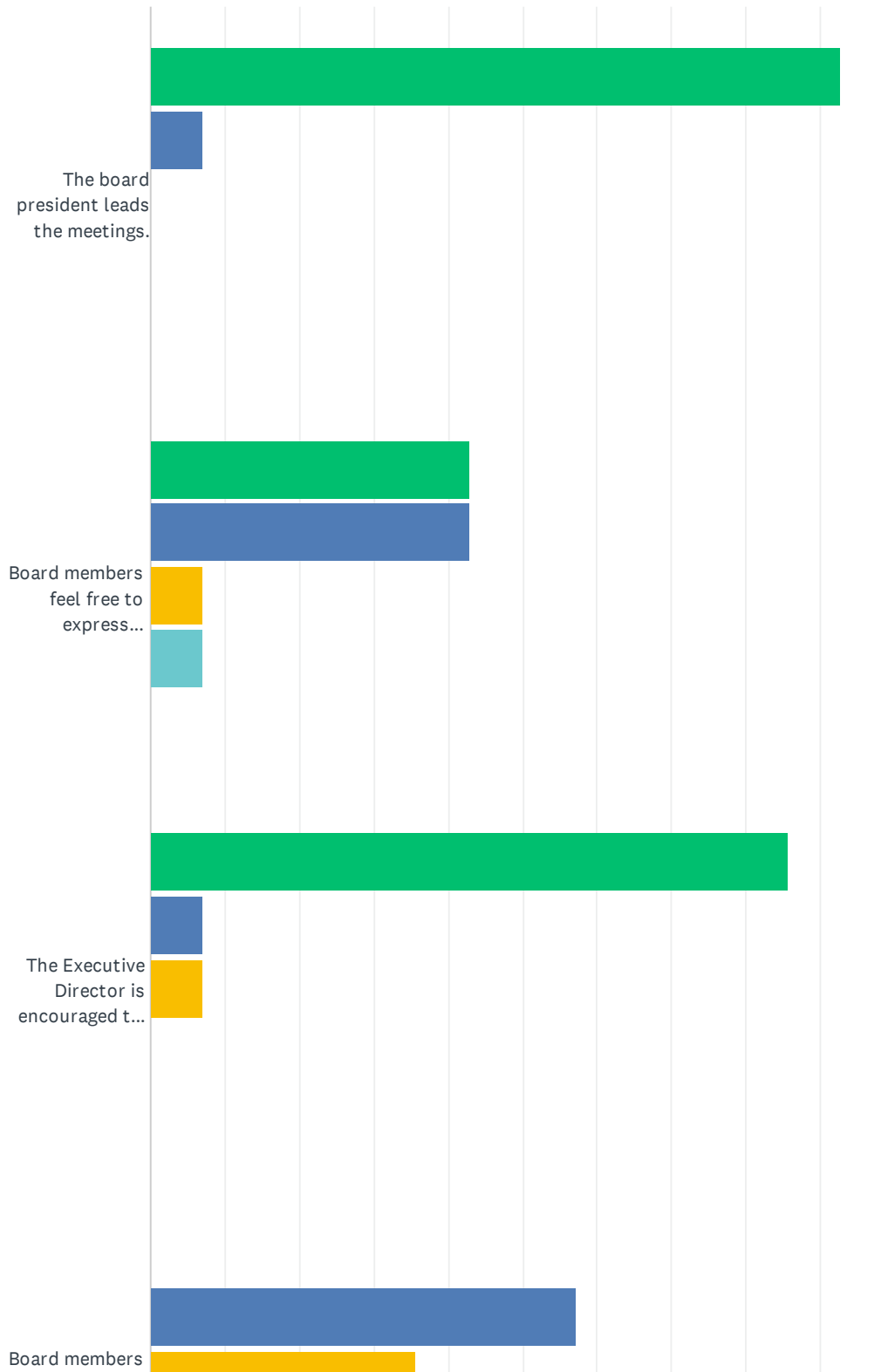


	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
The discussion remains cordial and avoids personal attacks.	14.29% 2	64.29% 9	14.29% 2	7.14% 1	0.00% 0	14	2.86
All members participate equally in discussions.	0.00% 0	28.57% 4	28.57% 4	42.86% 6	0.00% 0	14	1.86
Board members typically respect and support majority decisions.	15.38% 2	53.85% 7	30.77% 4	0.00% 0	0.00% 0	13	2.85
The board works towards consensus.	28.57% 4	35.71% 5	35.71% 5	0.00% 0	0.00% 0	14	2.93
Board members leave the meeting with a feeling of accomplishment.	28.57% 4	35.71% 5	28.57% 4	7.14% 1	0.00% 0	14	2.86

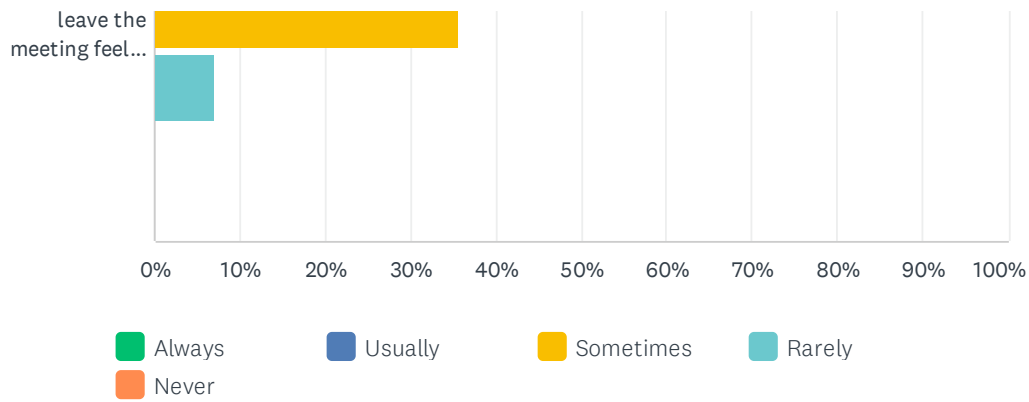
Q8 LEADERSHIP & INCLUSION

In your experience, how often does the following happen at board and committee meetings? Please provide any needed comments or explanations in the comment boxes.

Answered: 14 Skipped: 0



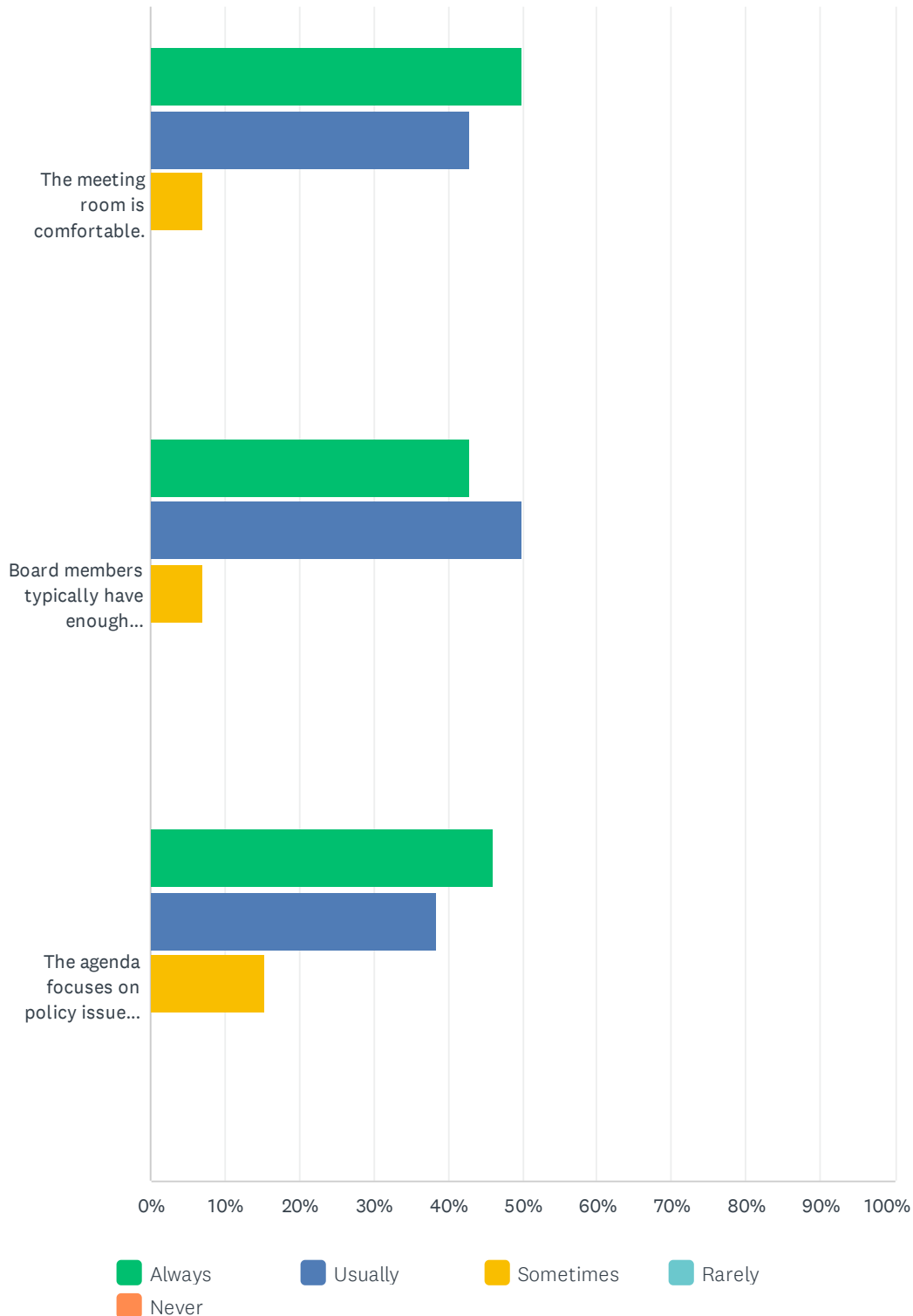
IHLS Board of Directors Survey FY2025 Q4



	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
The board president leads the meetings.	92.86% 13	7.14% 1	0.00% 0	0.00% 0	0.00% 0	14	3.93
Board members feel free to express themselves even when they are dissenting.	42.86% 6	42.86% 6	7.14% 1	7.14% 1	0.00% 0	14	3.21
The Executive Director is encouraged to participate.	85.71% 12	7.14% 1	7.14% 1	0.00% 0	0.00% 0	14	3.79
Board members leave the meeting feeling like a team.	0.00% 0	57.14% 8	35.71% 5	7.14% 1	0.00% 0	14	2.50

Q9 MEETING RESOURCES In your experience, how often does the following happen at board and committee meetings? Please provide any needed comments or explanations in the comment boxes.

Answered: 14 Skipped: 0



IHLS Board of Directors Survey FY2025 Q4

	ALWAYS	USUALLY	SOMETIMES	RARELY	NEVER	TOTAL	WEIGHTED AVERAGE
The meeting room is comfortable.	50.00% 7	42.86% 6	7.14% 1	0.00% 0	0.00% 0	14	3.43
Board members typically have enough information to make decisions about agenda items.	42.86% 6	50.00% 7	7.14% 1	0.00% 0	0.00% 0	14	3.36
The agenda focuses on policy issues rather than management issues.	46.15% 6	38.46% 5	15.38% 2	0.00% 0	0.00% 0	13	3.31

Q10 General comments or suggestions.

Answered: 5 Skipped: 9