

## **Leadership Support Analysis Tool**

The Boards that lead ministries strive to provide strong *leadership support*. This support is recognized as one of the key roles of Good Board Governance.

How does a board evaluate its *leadership support*? One way is to conduct a self-analysis utilizing the tool below. The board members should independently complete the tool and then compile and tabulate the results. Those results should be discussed in an open meeting and then utilized to create action steps for growth in this key board role of leadership support.

Rate the following on a scale of 1 (none or never) to 4 (well established or always)

1. \_\_\_\_ We purposely foster spiritual maturity in our leaders.
2. \_\_\_\_ We evaluate what skills we need in a leader.
3. \_\_\_\_ We empower our leaders to lead.
4. \_\_\_\_ We support our leader's decisions.
5. \_\_\_\_ Clear expectations are established in documented job descriptions.
6. \_\_\_\_ Resources and expectations are in place for professional growth.
7. \_\_\_\_ There is a documented process for annual professional evaluation.
8. \_\_\_\_ Plans for appropriate leader compensation (salary and benefits) are documented and regularly reviewed.
9. \_\_\_\_ Our board has a leader succession and contingency plan process.

Please feel free to schedule a free 30-minute conversation with a Grace in Action ministry partner to discuss how GIA could support you and your Board with *Good Board Governance*, our newest leadership training module.