

**2025  
Confidential Evaluation of Board Performance  
Herkimer County IDA and Herkimer LDC**

Criteria	Agree	Somewhat Agree	Somewhat Disagree	Disagree	New to the Board – too soon to evaluate
Board members have a shared understanding of the mission and purpose of the Authority.	7				
The policies, practices and decisions of the Board are always consistent with this mission.	6	1			
Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	5	1			1
The Board has adopted policies, by-laws, and practices for the effective governance, management and operations of the Authority and reviews these annually.	7				
The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission.	4		1		2
The decisions made by Board members are arrived at through independent judgment and deliberation, free of political influence, pressure or self-interest.	6	1			
Individual Board members communicate effectively with executive staff so as to be well informed on the status of all important issues.	5	1			1
Board members are knowledgeable about the Authority's programs, financial statements, reporting requirements, and other transactions.	6	1			
The Board meets to review and approve all documents and reports prior to public release and is confident that the information being presented is accurate and complete.	7				
The Board knows the statutory obligations of the Authority and if the Authority is in compliance with state law.	5				2
Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.	6	1			
Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.	6	1			
Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.	5	1			1
The Board exercises appropriate oversight of the CEO and other executive staff, including setting performance expectations and reviewing performance annually.	5		1		1
The Board has identified the areas of most risk to the Authority and works with management to implement risk mitigation strategies before problems occur.	5	1			1
Board members demonstrate leadership and vision and work respectfully with each other.	7				

Date Completed: January 28, 2026

