



## Promising Practices in Governance

### Board Member Reappointments

Prior to reappointment of a board member, you can use the occasion to strengthen your practice of governance. Here are some things you might consider doing:

1. Have the Board Chair or Board Development Committee Chair meet with individuals to discuss their experience and willingness to continue serving.
2. Have board members complete a confidential Peer Assessment, an online instrument available from MHS Alliance. The individual completes the same instrument as a self-assessment. The Board Chair or Board Development Committee Chair discusses the assessment report with the board member. In most cases, this will be an occasion to reflect together and thank the individual for serving. In some situations, it provides an opportunity for conversation if a board member is not meeting expectations.
3. The Board Chair or Board Development Committee Chair, along with the Executive, reflect together on board members' contributions prior to inviting them to serve another term.
  - Demonstrated support for the mission and vision of the organization
  - Meeting attendance
  - Preparation for meetings
  - Any concerns about continuing service on the board