



# Southern Tier Extension Railroad Authority

Center for Regional Excellence, 4039 Route 219, Suite 200, Salamanca, New York 14779

TEL (716) 945-5301

FAX (716) 945-5550

TDD (716) 945-5301

“This institution is an equal opportunity organization”

Frank “Jay” Gould, Chairman  
Richard Zink, Chief Executive Officer

## STERA Annual Board Performance Self Evaluation Report

Prepared for the Year Ending December 31, 2021

Reviewed/Approved March 21, 2022

Criteria	Somewhat		Somewhat	
	Agree	Agree	Disagree	Disagree
1. Board members have a shared understanding of the mission and purpose of the Authority.	12	0	0	0
2. The policies, practices and decisions of the Board are always consistent with this mission.	12	0	0	0
3. Board members comprehend their role and fiduciary responsibilities and hold themselves and each other to these principles.	12	0	0	0
4. The Board has adopted policies, by-laws, and practices for the effective governance, management and operations of the Authority and reviews these annually.	12	0	0	0
5. The Board sets clear and measurable performance goals for the Authority that contribute to accomplishing its mission.	12	0	0	0
6. The decisions made by Board members are arrived at through independent judgment and deliberation, free of political influence, pressure or self-interest.	12	0	0	0
7. Individual Board members communicate effectively with executive staff so as to be well informed on the status of all important issues.	12	0	0	0
8. Board members are knowledgeable about the Authority’s programs, financial statements, reporting requirements, and other transactions.	12	0	0	0

<b>Criteria</b>	<b>Agree</b>	<b>Somewhat Agree</b>	<b>Somewhat Disagree</b>	<b>Disagree</b>
9. 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.	12	0	0	0
10. The Board knows the statutory obligations of the Authority and if the Authority is in compliance with state law.	12	0	0	0
11. Board and committee meetings facilitate open, deliberate and thorough discussion, and the active participation of members.	12	0	0	0
12. Board members have sufficient opportunity to research, discuss, question and prepare before decisions are made and votes taken.	12	0	0	0
13. Individual Board members feel empowered to delay votes, defer agenda items, or table actions if they feel additional information or discussion is required.	12	0	0	0
14. The Board exercises appropriate oversight of the CEO and other executive staff, including setting performance expectations and reviewing performance annually.	12	0	0	0
15. The Board has identified the areas of most risk to the Authority and works with management to implement risk mitigation strategies before problems occur.	12	0	0	0
16. Board members demonstrate leadership and vision and work respectfully with each other.	12	0	0	0
<b>Total</b>	192	0	0	0

**Note: This report contains responses for only 12 STERA Board members, because of the transitioning of members at the end of the reporting year.**