

# Board Recruitment Matrix

Adapted from BoardSource's *The Handbook of Nonprofit Governance (2010)*

<p>Tailor the categories and qualities below to the needs and interests of your organization. Given your organization's mission, goals and priorities, what mix of skills and attributes do you need on the board?</p> <p><b>This matrix may be used for different phases of the board recruitment process:</b></p> <ul style="list-style-type: none"> <li>Complete the matrix for each <i>current</i> board member to map the skills and attributes of the existing board, and to identify any gaps/needs.</li> <li>Complete the matrix for a list of <i>prospective</i> board members to prioritize recruitment efforts based on the gaps/needs you've identified.</li> </ul>		(name)													
<b>Age</b>	18-34														
	35-50														
	51-65														
	Over 65														
<b>Race/ Ethnicity</b>	African American / Black														
	Asian / Pacific Islander														
	Caucasian														
	Hispanic / Latino														
	Native American / Alaska Native														
	Other														
<b>Community affiliations</b>	The community we serve														
	Business														
	Media														
	Politics														
	Social Services														
	Education														
	Philanthropy														
<b>Resources / Fundraising involvement</b>	Capacity and inclination to give														
	Access to funders and/or donors														
	Available for active participation (cultivation, stewardship, etc.)														
	Fundraising experience														
	Willing to learn/interested in training														

<b>Board Matrix Worksheet, p. 2</b> <i>(Adapted from <i>The Handbook of Nonprofit Governance</i>)</i>													
<b>Qualities</b>	Passionate about the mission												
	Leadership skills / Motivator												
	Team-oriented / Collaborative												
	Willing and available to commit time and effort to do the job												
	Reliable / Solid follow-through												
	Analytical												
	Ethical / Honest / Trustworthy												
	Independent and Inquisitive												
	Focused on outcomes												
<b>Personal Style</b>	Good communicator												
	Visionary												
	Strategist												
	Bridge builder												
	Enthusiastic / Upbeat												
<b>Expertise</b>	Administration / Management												
	Strong financial literacy												
	Entrepreneurship												
	Communications, Marketing, PR												
	Strategic planning												
	Governance (board leadership/operations)												
	Information Technology												
	Fundraising												
	Government												
	Law												
	Advocacy												
	Mission-related:												