

Ensure the board operates efficiently and effectively through ongoing board development and recruitment

Board development is an ongoing process that ensures the board has the knowledge, skills, and experience necessary to effectively meet the governance, functional, and expert needs of the organization. Board development is an investment in money, time, and talent. The right mix of people with a passion for the purpose can move the organization to greater success.

Tactics for recruiting board members:

- Employ a nominating committee that includes current board members, current committee members, and community supporters.
- Examine board composition and determine the gaps in expertise and knowledge. Take into account the need for board officers; ensure succession is solid.
- Determine the time commitment expected of a board member. Take into account board meetings, special meetings, functions, and committee meetings.
- Create and rank a list of prospects.
- Schedule a meeting with prospective board members before creating the slate of nominees.
- Plan to spend 45 minutes to an hour discussing the organization's mission, finances, current board make up and your expectations of board members, including time and financial commitment, with each prospect.
- Take a current board member or nominating committee member with you.
- Visits occur in the order of the ranking of the nominating committee. When the slate is filled, the visits stop.
- Nominating committee members should not give prospects an informal "heads up."

Strategies for board development and recruitment:

- Ensure there is a comprehensive orientation for new board members, covering mission, vision, strategic plan, bylaws, policies and any other relevant information.
- Provide ongoing education for all board members that expands their knowledge of the organization and assists them in making well-informed decisions.
- Conduct an annual self-assessment to determine board strengths and weaknesses.
- Examine board composition and compare current skill sets with current and emerging challenges and needs.
- Ensure that board members are willing and able to serve as board officers.
- Provide for board members to have defined and staggered terms.