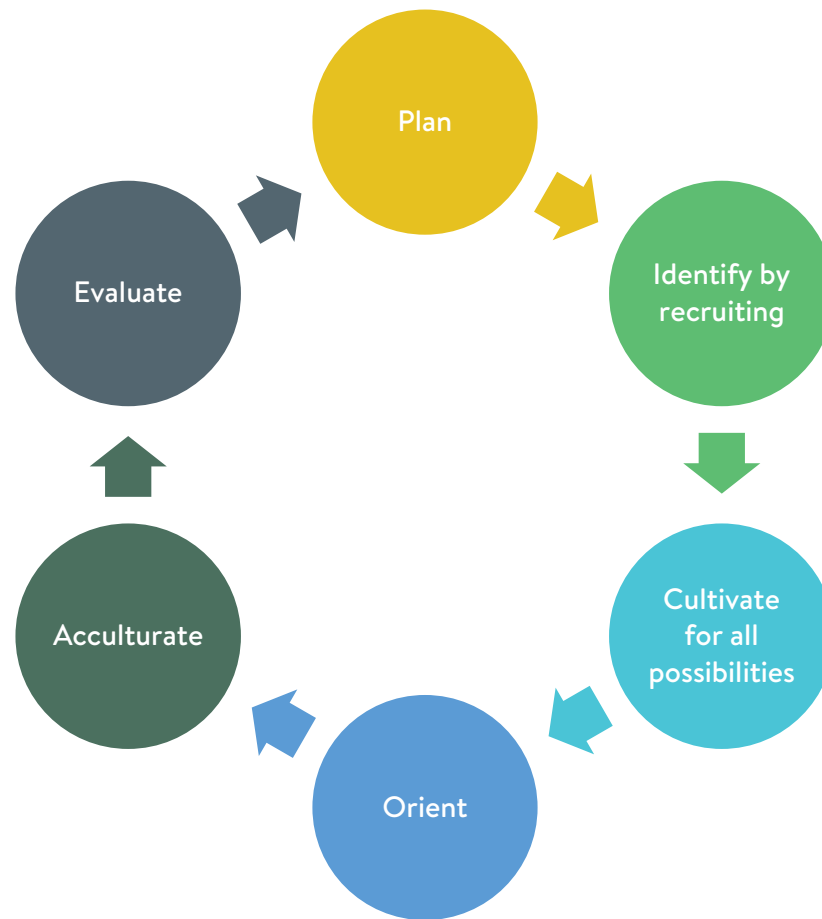


# A NEW BOARD RECRUITMENT CYCLE



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|                                 |   |
|---------------------------------|---|
| PLAN                            | <p>BOARD MATRIX</p> <p>What are your goals?<br/>What knowledge and skills do you need?<br/>What does diversity mean for your organization?<br/>What resources should people bring to the board?</p>   |
| IDENTIFY BY RECRUITING          | <p>POST JOB DESCRIPTIONS</p> <p>On your website<br/>In an email to your current volunteers and donors<br/>Using a volunteer recruitment service</p>   |
| CULTIVATE FOR ALL POSSIBILITIES | <p>INTERVIEW &amp; CHECK REFERENCES</p> <p>Understand their interest<br/>Explain <u>all</u> engagement possibilities<br/>Explain roles, responsibilities, and accountability procedures<br/>Ask for references from other boards and/or on general character</p>                                      |
| ORIENT                          | <p>TAKE TIME WITH ONBOARDING</p> <p>Hold the standard retreat day with standard orientation content<br/>Onboard over time by giving new members a partner and holding board development sessions to build skills</p>  |
| ACCULTURATE                     | <p>ACCULTURATE</p> <p>Help your new members to adopt the board culture by being explicit about culture norms<br/>Welcome cultural changes that serve your mission and result from the additional board diversity</p>  |
| EVALUATE                        | <p>EVALUATE</p> <p>Have a Governance Committee or integrate governance tasks into the Executive Committee<br/>Conduct an annual board assessment based on the individual expectations document and the general board responsibilities<br/>Monitor attendance, giving, and participation regularly</p> |