Board Recruitment Matrix

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

This matrix may be used for different phases of board development:

1. Complete the matrix for *current* board members to map current representation, diversity, attributes, and skills. This helps identify gaps/needs.
2. Complete the matrix for a list of *prospective* board members to prioritize recruitment efforts based on the gaps/needs you've identified.

Given your organization's **mission**, **goals**, and **priorities**, what mix of skills and attributes do you need on the board? Customize these categories and qualities to the needs of your organization.	Names of Current/Prospective Board Members								
Age	18-34								
	35-50								
	51-65								
	Over 65								
Gender	Male								
	Female								
	Non-Binary								
Race/ Ethnicity	African American/Black								
	Asian / Pacific Islander								
	Caucasian								
	Hispanic / Latino/x/e								
	Native American / Alaska Native								
	Other:								
Resources	Capacity and Inclination to give								
	Access to funders/donors								
	Available for active participation								
Community Connections	Business								
	Media								
	Politics								
	Social Services								
	Education								
	Philanthropy								
	Other:								
	Other:								

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Qualities	Passionate about the mission										
	Leadership skills / motivator										
	Team-oriented										
	Willingness to work										
	Availability										
	Other:										
Personal Style	Good Communicator										
	Visionary										
	Strategist										
	Bridge Builder										
	Other:										
	Other:										
Expertise	Administration / Management										
	Accounting / Financial Management										
	Entrepreneurship										
	Communications, Marketing, PR										
	Strategic Planning										
	Governance (board leadership)										
	IT										
	Fundraising										
	Government										
	Law										
	Mission Related: (SW, LPCC, etc)										
	Person with Lived Experience										
	Other:										
	Other:										

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