

Taking Board Recruitment Seriously

I have observed that many non-profit organizations which aspire to a high caliber of governing board leadership often select board members in a very casual manner. Their board recruitment process neglects to pose thoughtful questions that a serious candidate with stature in his/her profession and community would expect in being considered for an important position.

The following are some questions which can be used in identifying and evaluating candidates for a governing board. The responses to which can be very illuminating!

What is your general impression of our organization based on comments you have heard or read over the past several years?

In your experience what have you observed to be the most essential role of a board member serving a non-profit organization?

In your view what are some of the most important tasks a board member can be asked to undertake on behalf of his/her organization?

What non-profit organizations have you worked with that make most effective use of their governing board leadership? In what ways?

Do you have any constraints on your time or availability which might influence your active participation as a Board member?

Are there any specific tasks or operational areas that you would prefer not to be actively engaged as a Board member?

With respect to your charitable contributions where would you most likely direct your support for our organization?

Is there additional information you would need before asking others to support our organization in significant ways?

How would your current board members respond to these questions?