

Where do we find board members?

Finding the right candidates for your board is not an easy task. Ideally, you'll recruit individuals with a range of complementary skills who are as passionate about your mission as you are. So, where do you start?

First, think about the skills that will benefit your organization. There are often three key areas represented on the board:

- One-third would be individuals who have access to financial resources or soliciting donations.
- One-third would be individuals with management expertise in areas of financial, marketing, legal and the like.
- One-third would be individuals connected at the community level, with expertise in your service field.

Then, think about other characteristics such as age, gender, diversity, geographic representation and familiarity with your cause.

Consider current volunteers and significant donors as candidates. Ask for board and staff suggestions, and look at business leaders and high net-worth individuals in the community.

Sites like boardnetUSA (www.boardnetusa.org (<http://www.boardnetusa.org/public/home.asp>)), VolunteerMatch (www.volunteermatch.org (<http://www.volunteermatch.org/>)) and BoardSource (www.boardsource.org (<http://nonprofitanswerguide.org/resources/boardsource/>)) also help nonprofit boards and new leaders find each other. The latter also offers "Recruiting a Stronger Board: A BoardSource Toolkit," which, among other tools, provides a sample board matrix to help you outline the desired expertise, sectors and demographics that comprise your board.

You might consider designating a board nominations committee to identify potential candidates. Ask the board to seek out candidates who can contribute in a unique way. And be sure to review each candidate in light of your mission and goals.

Boards & Governance FAQ

1. [What are the basic responsibilities of a board and the legal duties of board members? \(http://nonprofitanswerguide.org/faq/boards-governance/basic-responsibilities-of-a-board-and-the-legal-duties-of-board-members/\)](http://nonprofitanswerguide.org/faq/boards-governance/basic-responsibilities-of-a-board-and-the-legal-duties-of-board-members/)
2. [How does the board ensure the organization is mission driven? \(http://nonprofitanswerguide.org/faq/boards-governance/how-does-the-board-ensure-the-organization-is-mission-driven/\)](http://nonprofitanswerguide.org/faq/boards-governance/how-does-the-board-ensure-the-organization-is-mission-driven/)
3. [What are some best practices for board operations? \(http://nonprofitanswerguide.org/faq/boards-governance/what-are-some-best-practices-for-board-operations/\)](http://nonprofitanswerguide.org/faq/boards-governance/what-are-some-best-practices-for-board-operations/)
4. [Where do we find board members? \(http://nonprofitanswerguide.org/faq/boards-governance/where-do-we-find-board-members/\)](http://nonprofitanswerguide.org/faq/boards-governance/where-do-we-find-board-members/)
5. [What role does the board chair play? \(http://nonprofitanswerguide.org/faq/boards-governance/what-role-relationship-does-the-board-chair-play/\)](http://nonprofitanswerguide.org/faq/boards-governance/what-role-relationship-does-the-board-chair-play/)
6. [How do we get board members engaged for our nonprofit cause? \(http://nonprofitanswerguide.org/faq/boards-governance/get-board-members-engaged-in-nonprofit-cause/\)](http://nonprofitanswerguide.org/faq/boards-governance/get-board-members-engaged-in-nonprofit-cause/)
7. [How do we keep the board communicating effectively? \(http://nonprofitanswerguide.org/faq/boards-governance/how-do-we-keep-the-board-communicating-effectively/\)](http://nonprofitanswerguide.org/faq/boards-governance/how-do-we-keep-the-board-communicating-effectively/)
8. [What are bylaws and why do we need them? \(http://nonprofitanswerguide.org/faq/boards-governance/what-are-bylaws-and-why-do-we-need-them/\)](http://nonprofitanswerguide.org/faq/boards-governance/what-are-bylaws-and-why-do-we-need-them/)
9. [How do you deal with an ineffective board member? \(http://nonprofitanswerguide.org/faq/boards-governance/how-do-you-deal-with-an-ineffective-board-member/\)](http://nonprofitanswerguide.org/faq/boards-governance/how-do-you-deal-with-an-ineffective-board-member/)
10. [How important is board assessment? \(http://nonprofitanswerguide.org/faq/boards-governance/how-important-is-board-assessment/\)](http://nonprofitanswerguide.org/faq/boards-governance/how-important-is-board-assessment/)

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