

Sample Board Candidate Interview Questions

Adapted from Joan Garry

* **What do you know about our organization**? Why are you interested in committing your time and energy to us?
* **What do you think are the characteristics of a great board member?**
* **Fundraising is a significant obligation of board service (state give/get clearly).**Can you tell us about your experience in fundraising? Here, you need to dig and probe. Helping her daughter sell Girl Scout cookies does not count. Selling wrapping paper for her son? Nope. Ask what it looked like. Ask about comfort level.
* **Would you be willing to attend a lunch with the E.D**. **in which the goal was to make a major donor ask?**
* **Board members bring experience, wisdom, strategic thinking, and their rolodexes.  Can you tell us about yours?** (You’re probing here for who is in it and how willing the prospect is to share it.)
* **What kind of autonomy do you have over your calendar**? There will be meetings between board meetings, occasional donor lunches.
* **How would you describe the ideal relationship between a board member and CEO?**