

RECRUITING EFFECTIVE BOARD MEMBERS

The quality of leadership demonstrated on the Board of Directors speaks volumes about the quality of the overall organization, particularly for non-profits. When recruiting new Board members and building effective Boards, you need to know what attributes you're looking for. You can use the criteria below to determine whether a given candidate possesses the characteristics that will help you build a high-performing Board of Directors.

Candidate's Name: _____

Assign a score of 1 to 4 to each criterion, with "1" being the lowest and "4" being ideal. Multiply your ranking times the weight. Then, add the total and compare with our field-tested evaluation.

Criteria	Score	Weight	Final Score
Able to regularly attend Board meetings	3		
"Fit" with existing Board members	1		
Regard and influence among our constituency	1		
Willing to be involved in soliciting gifts	3		
Financial capacity	2		
Philanthropic intent	3		
Alignment with our mission	4		
Able to give appropriate time	2		
History with our organization	1		
Giving history with our organization	1		
Name recognition	1		
Total:			

SCORE (Weight times your Evaluation)

- 86-100: This candidate has the makings of a superb Board member.
 74-85: This candidate is someone entirely worth considering.
 62-73: This candidate should probably go on the "B" list for now. Work to make them a better candidate.
 61 and below: You should probably not consider this candidate unless they bring some very important attributes (financial capacity, etc...)