

## RECRUITING EFFECTIVE NON-PROFIT BOARD MEMBERS

The quality of leadership demonstrated on a non-profit Board of Directors speaks volumes about the quality of the overall organization. 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:** \_\_\_\_\_

For each candidate, 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, which is the importance you attach to that criterion. Then, add the total and compare with our field-tested summary below.

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

### 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...)

\* These weighting numbers are an example.