

Center for Nonprofit Excellence Board Development Matrix

Mark the strengths of current board members and identify the qualities and characteristics that new candidates should have. Enter the initials for each person and check the appropriate box below:

	Board Member Initials						Candidate Initials					
Community Connections												
Corporate												
Social												
Philanthropic												
Media												
Professional												
Religious												
Other:												
Qualities												
Leadership												
Willingness to work												
Commitment to mission												
Style												
Collegial												
Visionary												
Practical												
Expertise												
Accounting												
Fundraising												
Government												
Law												
Management												
Marketing												
Public Relations												
Strategic Planning												
Technology												
Other:												
Number of years on the board:												
Serves on other boards?												
Name:												
Demographics:												
Age:												
Race:												
Sex:												
Constituency represented:												
Consumer												
Provider												
Other:												

Sample Board of Directors Recruitment Grid

Edited by Carter McNamara, PhD – Applies to nonprofits and for-profits unless noted.

	1-year Term						2-year Term						3-year Term					
GROUP:																		
Female																		
Male																		
20-35																		
36-55																		
56+																		
African-American																		
Caucasian																		
Native American																		
Latino/Chicano																		
Asian-American																		
Other																		
DEMOGRAPHIC:																		
Inner City																		
Suburban																		
Rural																		
Other:																		
CONSTITUENCY																		
Business																		
Government																		
Program/Program User																		
Community																		
Other:																		
SKILLS																		
Fundraising (nonprofits)																		
Public Relations																		
Planning																		
Financial																		
Legal																		
Program/Product Expertise:																		
Areas:																		
Other:																		