

## **BOARD RECRUITMENT NEEDS ANALYSIS**

This tool can be used to assess current strengths and weaknesses of an existing board or used to evaluate a pool of potential board candidates. With some modification, it can also be used as a tool to track the experience and diversity of existing board members on an individual basis.

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## BOARD RECRUITMENT NEEDS ANALYSIS

### Demographics

	Current members	Prospective members
Age		
Gender		
Race/ethnicity		
Other factors		

### Education

	Current members	Prospective members
Post doctoral work		
Doctorate		
Masters		
Bachelors		
High school/ GED		

### Relationship with Organization

	Current members	Prospective members
Current donor		
Former donor		
Volunteer (other than as board member)		
Program participant		
Supporter (other than donor or volunteer)		
Represent partner organization		
Represent target audience or community served		

### Prior Board Experience

	Current members	Prospective members
0-2 years		
3-5 years		
5-10 years		
10+ years		
Committee chair		
Officer		
Board vice chair		
Board chair		

**Other Experience**

	<b>Current members</b>	<b>Prospective members</b>
Business		
Communications		
Financial industry		
Financial management		
- accounting		
- budgeting		
- auditing		
- investments		
Fundraising		
Government		
- administrative		
- legislative		
Human resources		
Law		
Management		
Marketing		
Program		
Real estate		
Technology		
Other		

**Network**

	<b>Current members</b>	<b>Prospective members</b>
Business community		
Club		
College/university		
Community		
Corporate		
Fraternal organization		
Political		
Religious organization		
Social		
Other		

**Financial Resources**

	<b>Current members</b>	<b>Prospective members</b>
Current/ past donor		
Personal wealth		
Family wealth		
Corporate connections		
Network of potential donors		
Willing to participate in fundraising		