SAIL Board Recruitment Matrix

Derived from Strategic Plan Goals

This tool can be used in a variety of ways to help the Board Development Committee to know what skills and background and interests are necessary to help meet the strategic goals of your organization. No matter which action you choose- it is imperative to consider how each category helps meet your organization's long-term and short term goals; how it matches your organizations core values; and how it helps the organization represents the community that it serves (i.e. are you relevant to your stakeholders?) Not all the categories will apply. Delete or add categories as appropriate.

Activity option #1: Helps to identity current gaps and desired characteristics of your board. Don't presume to know the complete skill sets possessed by your board. Rather, have your board members complete and return this profile anonymously (they may be reluctant to share information such as age, income, disability, and giving patterns). Have your Board Development Committee compile a summary profile that can be shared with the board for review. While the identity of some board members might be obvious, the names of individuals should not appear on the summary profile. The focus should be on skills and experiences rather than individuals. This summary profile should then serve as a discussion piece for identifying gaps that you wish to be filled.

Activity option #2: Be as specific as possible with your characteristics. For example- if a goal is to raise money- think about the kind of person who will be the most helpful in this process- do you need someone with access to lots of stakeholders? Who has experience raising money from individuals? Who has corporate contacts? Who is detailed oriented? Who is a visionary or a worker-bee? etc. Ask: "What skills and talents do you need on the board to accomplish our goals?" List all the characteristics you need as specifically as possible. List your existing board members on the left hand column. Ask folks to fill in where they "fit" by placing an "x" in the appropriate box(es). The boxes left without a mark are the kinds of people who need to recruit for your board.

mant are the kinds of pt	Current Board Members											New Candidates					
	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	C1	C2	C3	C4		
Organization and financial management																	
Special program focus of our nonprofit																	
Administration																	
Advocacy																	
Business/corporate																	
Evaluation																	
Accounting																	
Banking / Trusts																	
• Investments																	
Fund Development (prof. & leverage ability)																	
Government relations																	
Law																	
Marketing																	
Personnel																	
Architect, engineer, etc. Public relations																	
Real estate																	
Other:																	
Other:																	
Style																	
Strategic-long range thinking																	
Doer																	
Linear thinker																	
Process thinker																	
Leader																	

	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	C1	C2	C3	C4
Goal driven															
Team player															
Sound judgment															
Sense of humor															
Problem-solving skills															
Decision-making skills															
Age:															
Under 35															
From 36-50															
From 51-65															
Over 66															
Gender:															
Female															
Male															
Transgender															
Race/ethnic background															
Asian															
African-American															
Hispanic/Latino(a)															
Native Alaskan/Am.															
Caucasian															
Other:															
Geographical															
distribution															
Juneau, AK															
Ketchikan, AK															
Sitka, AK															
Haines, AK															
SE Village															
Other:															
Other:															
Disability Ratio (51% Fee	deral I	Manda	ate) and	d cross	s-disal	oility re	preser	tation							
No Disability															
Intellectual Disability															
Mental/Emotional		1													
Physical															
Hearing		1													
Vision															
Multiple Disability															
Other			1												
Financial Position															
Self-employed															
Unemployed/retired															
Philanthropic															
reputation															
Prospective major donor															

	#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	C1	C2	C3	C4
Board Service Interest:															
Board development															
committee															
Fund development committee															
Comfortable making															
an "ask" for SAIL Finance committee															
Demonstrated															
understanding of org.															
Shared values of org.															
Participant in board discussion															
Attends org. in past															
and present activities Other:															
Other:															
Length of past board															
service:															
More than ten years															
5-10 years															
2-5 years															
less than 2 years															
Time commitments															
many absences of meetings															
makes most meetings															
Possible Contributions (annual):															
In-kind															
<200															
200-1K															
1-2,500															
2,500-5K															
>5K															
planned gift															
Network-boundary															
spanner religious															
government															
small business															
customers/donors															$\left \right $
,															
consumers															
corporate/foundation															
education															\mid
union						ļ									\mid
neighborhood															
community leaders															
Other:															
Other:															