

## Here's a roadmap for how you might consider using this template.

Once the template is customized for your needs, assess each current member against each of the items by putting an X or check mark in the cell.

• You will find two columns at the end, The first one is "Gaps" and should have an X where there is a gap in the current board roster. The second one is "Gaps with Impending Turnover" - this will give you a truer view of the gaps considering board members whose term limits are soon to expire or are planning to step down for other reasons

• It is now time to prioritize the gaps so that the Nominations Committee can propose a strategy for 'casting' for new board members moving forward.

• Diversity listed on the template should be seen as a lens. What we mean is that when you prioritize the experience and expertise gaps, you want to begin to think about how to network to identify diverse candidates with needed experience and expertise.

\*For example: Nominations may prioritize legal, digital and human resources experience. It will be the job of the board to seek out diverse candidates who fill these gaps. The committee might seek out:

- BIPOC community leaders network
- Minority owned businesses
- Affinity groups at larger companies and build awareness of the work.
- Network with these groups and in so doing, build a diverse candidate pool that will help to fill identified gaps.

• Last and important step: the Nominations Committee should present a version of this composition to the full board. The full board should buy into the picture of the ideal board, ask questions and then share the ownership of working together to build toward it.

## THE IDEAL BOARD

Organization Name:									
KEY AREAS	CURRENT BOARD MEMBERS						ADDITIONAL GAPS (with impending board turnover)		
MISSION CONNECTION / ENERGY									
High passion for the mission									
Engagement in your sector prior to board service - credibility									
Connection to the cause - i.e. lived experience									
Reflective of the community your organization serves									
SPECIFIC EXPERTISE									
Finance (CPA, Budgeting)									
Legal									
Human Resources									
Public Relations									
Comunications / messaging / marketing									
Digital Strategy / Social Media									
Strategic Planning									
Sector expert (academic, professional in the space)									
Community organizing (mobilizing people to rally to a cause)									
Professional fundraising									
Nonprofit leadership (staff)									
Lobbying / Advocacy									
EXPERIENCE / COMPETENCY									
Prior nonprofit board experience									
Writing skills									
Facilitation skills									
Prior volunteer experience									
Public Speaking									
Experience working in collaboration with others through committee work									

KEY AREAS	 CURRENT BO	GAPS	<b>ADDITIONAL GAPS</b> (with impending board turnover)		
Strong networker with broad sphere of influence					
ATTRIBUTES					
Leadership potential					
Diplomacy - receptive to alternative points of view					
Contagious enthusiasm about the work of the organization					
Team player					
Humble confidence (ego in check)					
A sense of joy in being of service					
Respectful - responsive to emails and requests					
Sense of humor					
Excited about sharing the impact of the work with their networks					
DIVERSITY					
Age					
Racial or Ethnic Identity					
Religion					
Are you a person with a disability?					
Sexual Orientation					
Gender					