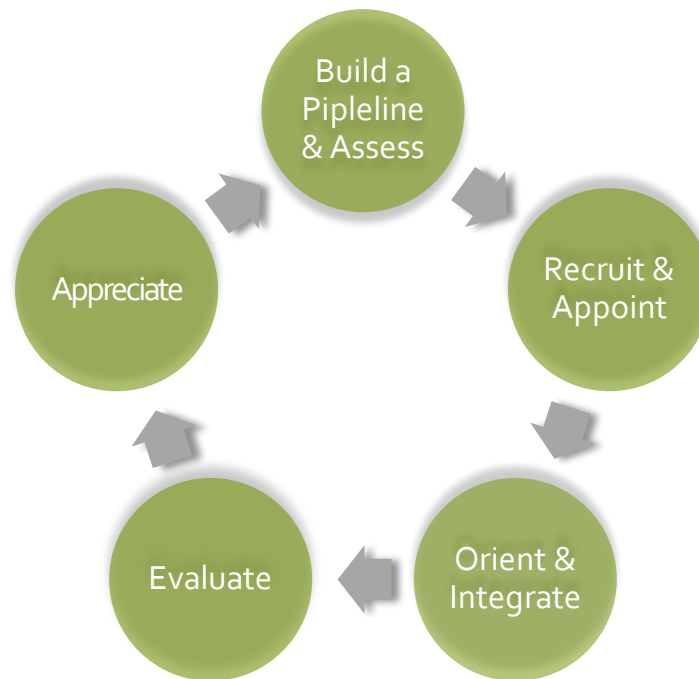


Nonprofit Board Development Cycle



Build a Pipeline and Assess

Continually invite new people to take part in task forces, committees and projects as a way to broaden relationships, develop leadership and build a pipeline of potential board members. Assess the organization's strategic environment, opportunities and challenges to help determine the priority skills, knowledge and connections that are most needed in board members.

Recruit and Appoint

Identify board candidates who have a passion for the mission and bring needed skills, knowledge and/or contacts. Share the board service opportunity and the requirements of board service; assess their interest, willingness to serve, and capacity for collaboration and teamwork. Facilitate candidate introductions to the Board, followed by appointment.

Orient and Integrate

Welcome new board members and connect them to the community. Ensure opportunities for them to contribute in meaningful ways. Continue to share information to deepen their understanding of the organization's mission, values, history, finances, culture, programs, issues and structure.

Evaluate

Create opportunities for self-evaluation including: evaluating each individual board member's contributions to the board and evaluating the board's functioning as a whole. The most effective evaluation methods encourage reflection and learning.

Appreciate

Recognize and thank board members for their commitment and contributions to the organization. In addition to "official" recognition activities, pay attention to creating a welcoming, joyful and respectful environment and a culture of appreciation day in and day out.