



BEST PRACTICE SELF-ASSESSMENT FOR RECRUITING NEW BOARD MEMBERS

Below are best practice tips for recruiting Board members. Your Board, Governance or Nominating Committee can use this form to conduct a self-assessment and determine what changes you may wish to make to strengthen your recruiting of Board Directors. You can also utilize our accompanying [Board Recruitment Toolkit](#).

A. SELF-ASSESSMENT

Using the scale below, circle the number that best describes how your camp is performing the following best practices

1- Poorly – major improvements are required 2- Okay – some changes should be considered 3 –Pretty well – only minor changes needed

#	Recruiting Board Members – Best Practices	Section in Toolkit	Assessment
1	In addition to recruiting Board members, we have designed the recruitment process to enhance awareness about and the brand of our camp, and to cultivate relationships with future volunteers, donors, camper families and partners.	B	1 2 3
2	We consciously use the recruitment process, including feedback from prospective candidates, to improve our governance and camp.	B	1 2 3
3	We periodically review and, as necessary, update by-laws and policies that bear upon Board member recruitment.	C	1 2 3
4	Members of the Nominating Committee are well-connected to the community, understand our camp’s strategic requirements, and are willing to put in the required time.	D	1 2 3
5	Although our Nominating Committee intensifies its work during the annual selection of Board members, we function year-round – during which we cultivate potential Committee and Board members and contribute to ongoing governance.	D	1 2 3
6	Our Nominating Committee is tightly integrated with (and probably a part of) our Governance/Board Development Committee.	D	1 2 3
7	The Board has appointed a dedicated Chair(s) to drive the Nominating Committee function – not the Board Chair (who is too busy). We don’t automatically assign anyone (e.g. a former Board Chair) unless they are the best person for the job.	D	1 2 3
8	We have thoroughly discussed the desired balance among an Open-Competitive vs Invitation vs Hybrid approach to generating a roster of Board Candidates. Our decision to use/not use a slate is based on thorough discussion.	E1	1 2 3
9	We take a systematic, organized approach – akin to major gift fundraising – to drive, implement and manage an annual Board member recruitment process, and gain Board approval and input on a regular basis.	E2	1 2 3

#	Recruiting Board Members – Best Practices	Section in Toolkit	Assessment
10	We apply rigorous criteria to guide our pursuit and ranking of prospective Board members.	E4	1 2 3
11	We make sure that at least some of the candidates we recommend are able and willing to take on future leadership roles, including becoming Board Chair and Officer and Committee Chairs.	E4	1 2 3
12	We have thought carefully about what benefits we offer Board members and make that part of our pitch.	E5	1 2 3
13	We recognize that how community leaders see our camp and Board will affect the quality of people we attract. We operate our recruitment process, including the preparation of materials, to project a professional, responsive brand.	E6	1 2 3
14	We have a well thought out plan and script for communicating with prospective Board members and make available key documents for their review.	E6	1 2 3
15	We promote opportunities for prospective Board members to directly interact with our camp so we can learn more about each other – e.g., via events, Board, conversations with Board Chair and/or top professional.	E6	1 2 3
16	We control our impulse to immediately invite who we instinctively think are great candidates, and instead, wait to build a roster of potential candidates, guided by our criteria and systematically drawing upon a wide range of sources.	E7	1 2 3
17	To find the best candidates, we consult with the local Federations, relevant synagogues, JCCs and other organizations with strong community networks. We ask well-respected and connected friends of the camp – even those who may not wish to serve on the Board - for their recommendations.	E7	1 2 3
18	Once we generate a roster, we prioritize the top candidates against our criteria, and then sequence the order in which we will meet with them. We tailor our standardized approach to each prospective candidate.	E8	1 2 3
19	We meet in person with top prospective candidates, prepare comprehensive notes and share them with fellow Nominating Committee members.	E9	1 2 3
20	Although it is sometimes difficult, we are clear with potential candidates about the camp's expectations for Board members.	E9	1 2 3
21	We assess and rank candidates based on the selected criteria and other information we learn or collect when meeting with them	E10	
22	If there is not a current mutual fit to serve as a Director, we explore other opportunities for the potential candidate to volunteer with the camp.	E10	1 2 3
23	We provide the Board with our assessment of the top candidates (even if we do not recommend a slate).	E11	1 2 3

B. Based on our assessment and current circumstances, we want to make the following changes and/or learn more about the following areas.

C. Our Next Steps are...