

## Steps to a Successful On-Boarding Experience

Determine your Board Profile

- Current skills and experience
- Representative diversity
- Where are the gaps?

Know and convey where your organization is going

- Values, mission and goals
- Current challenges and opportunities
- Elevator pitch and talking points

Know and convey the role of a Board member

- Expectations of a Board member
- Expectations of a Committee member

Where do you find new Board members?

- Your volunteers
- Your networks: "1-Hour Recruiting Task Force," Open House
- Your donors and funders
- Business/trade associations
- Online Searches: BoardNetUSA - Bridgespan - Taproot/BoardSource/LinkedIn
- eNewsletter and other social media

What is the on-boarding process?

- Referring Board member as "Ambassador"
- Teach about - and let prospect experience - the organization
- Gauge interest and commitment
- Conduct screening interview
- Board Chair engagement
- Committee work first
- Full Board vote
- Orientation