

# **BOARD RECRUITMENT STRATEGY PLAN**

It is the hope of the (*Board name*) that by laying out a clear strategy plan for recruitment of board members, that we will build and maintain a collaborative, diverse board with a shared belief in the mission and a commitment to developing a professional and credible image in the community. The following is a review of our mission and goals and an analysis of the recruitment needs this board has.

## **Vision of the Board**

*(Fill in vision of your board)*

## **Goals**

*(Fill in the goals your board has established)*

- 1.
- 2.
- 3.
- 4.

## **Activities to Meet Board Goals**

*(Lay out a to-do list of what activities the board must complete to accomplish the goals listed above)*

- 1.
- 2.
- 3.
- 4.

## **Skills Needed for These Activities**

*(List the skills that you can identify from the activities listed above)*

- 1.
- 2.
- 3.
- 4.

## **Additional Skills Needed on the Board**

*(Check the boxes to assess which skills your current members have and which you need to recruit)*

### Management/Administration

- Finance/Accounting
- Law
- Personnel
- Strategic Planning/Vision
- Community Needs Assessment
- Membership Services
- Public Relations
- Marketing

- Government Contracts
- Ability to Secure Donated Goods
- Ability to Ask for Donations
- Ability to Make Personal Contribution
- Self-Generated Revenue
- Planning of Fundraising Effort
- Capital Campaign
- Investments

- Computerization
- Managing Geographically  
Separate Offices
- Leadership Skills
- Leadership Potential
- Public Speaking
- Community Savvy/Contacts

Fundraising

- Special Events Management
- Clout/Connections
- Foundations
- Corporations
- Small Businesses
- Endowment Funds
- Personal Wealth

Program Expertise

- Volunteer Management
- Youth Involvement
- Business Partnerships
- Technical Assistance
- New Program Development
- Education and Training
- Program Subject Area Knowledge
- Familiarity with Court System
- Familiarity with Community Served

Other

- Policy-making
- Other \_\_\_\_\_

**Level of Diversity Present on the Board**

*(Check off the representation you already have on the board in order to identify areas of needed recruitment)*

- |  |  |
|--|--|
| <input type="checkbox"/> Seniors                     | <input type="checkbox"/> Education                 |
| <input type="checkbox"/> Youth                       | <input type="checkbox"/> Media                     |
| <input type="checkbox"/> African-Americans           | <input type="checkbox"/> Persons with Disabilities |
| <input type="checkbox"/> Asian-Americans             | <input type="checkbox"/> Community Volunteers      |
| <input type="checkbox"/> Hispanic/Latino Americans   | <input type="checkbox"/> Downtown Area             |
| <input type="checkbox"/> Native Americans            | <input type="checkbox"/> Outlying Geographic Area  |
| <input type="checkbox"/> Religious Community         | <input type="checkbox"/> Funding Community         |
| <input type="checkbox"/> Business/Labor              | <input type="checkbox"/> Old Guard in Community    |
| <input type="checkbox"/> Parents/Clients             | <input type="checkbox"/> Newcomers                 |
| <input type="checkbox"/> City/County Government      | <input type="checkbox"/> Military                  |
| <input type="checkbox"/> Collaborating Organizations | <input type="checkbox"/> Socioeconomic Status      |
| <input type="checkbox"/> Sexual Orientation          | <input type="checkbox"/> Other _____               |
| <input type="checkbox"/> Gender                      |  |

**Immediate Recruitment Needs and Strategies**

*(Based off of what you have learned your needs are in the previous 3 sections, brainstorm on what immediate needs your board has and how you will fill them)*

Needs:

- 1.
- 2.
- 3.
- 4.

Strategies:

- 1.
- 2.
- 3.
- 4.

### **Long-term Recruitment Needs and Strategies**

*(Based off of what you have learned your needs are in the previous 4 sections, brainstorm on what long-term needs your board has and how you will fill them)*

#### **Needs:**

- 1.
- 2.
- 3.
- 4.

#### **Strategies:**

- 1.
- 2.
- 3.
- 4.

### **Selection of Board Members**

Following identification of potential board members, the committee will conduct personal interviews with them to determine their interest and suitability. At this time, the Board will also explain the responsibilities and expectations of CASA board members. The potential board member will sign a release for child protective services checks and criminal background checks.

The Board will make the following considerations when reviewing potential members. *(List here any considerations the board will make when reviewing a potential member, such as: how qualified they are, how committed that are to the CASA program, the diversity they bring to the board, their lack of potential bias or conflict resulting from their employment or other organizations with which they are affiliated, their ability to advocate for culturally responsive service delivery, etc.)*

Once a board member has been selected, they will be given a thorough orientation (reference Board Orientation Checklist).

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<sup>1</sup> Used with permission from the Ohio CASA/GAL Association