BOARD PROFILE MATRIX

When considering the qualifications of potential Board members, it's essential to examine the profile of your Board as a whole. What skills, expertise, abilities and know-how do your current Board members bring to your organization? What qualities are missing from your current Board that you should actively look for in new members?

To answer those important questions, I've found the following *Board Profile* particularly helpful. By inventorying the specific skills and expertise of current Board members, it can make clear at a glance which talents and abilities you most need from new members.

BOARD PROFILE
Expertise and Skills

Area of Expertise/Skills	Current Board Members															New Board Candidates			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	A	B	C	D
Administrator																			
Business/Corporate																			
Community Leader																			
Educator																			
Executive Director																			
Finance:																			
Accounting																			
Banking & Trust																			
Investments																			
Foundation Representative																			
Fundraising																			
Government Representative																			
Health Care																			
Human Resources																			
Insurance																			
Legal																			
Marketing																			
Media																			
Entertainment																			
Public Relations																			
Real Estate																			
Recruiting																			
Strategic Planning																			
Administrator																			
Special Program Focus																			

BOARD PROFILE
Expertise and Skills

Area of Expertise/Skills	Current Board Members															New Board Candidates			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	A	B	C	D
Board Committees:																			
President																			
Officer																			
Development																			
Finance																			
Marketing																			
Nominating																			
Planning																			

BOARD PROFILE
Additional Considerations

Area of Expertise/Skills	Current Board Members															New Board Candidates			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	A	B	C	D
Age:																			
Under 35																			
From 36 to 50																			
From 51 to 65																			
Over 65																			
Gender:																			
Women																			
Men																			
Race/Ethnic Background:																			
African-American																			
Asian																			
Hispanic/Latino																			
Native American																			
Caucasian																			
Other																			
Geographic Location:																			
City																			
Suburbs																			
State																			
County																			
Contribution: In-Kind (I), Donation (D)																			

BOARD PROFILE
Additional Considerations

Area of Expertise/Skills	Current Board Members															New Board Candidates			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	A	B	C	D
> 10K																			
5-10K																			
2-5K																			
1-2K																			
<1K																			
Length of Board Service:																			
Over 10 Years																			
5 to 10 Years																			
2 to 4 Years																			
Less than 2 Years																			
Meeting Attendance:																			
75 - 100%																			
50 - 74%																			
20 - 49%																			
< 20%																			