

CAHNERS & DONAHUE ASSOCIATES LLC



SOURCES FOR FINDING NEW BOARD MEMBERS

1. Reach out to the following groups affiliated with your non-profit
 - Board members
 - Executive Director
 - Senior Staff
 - Volunteers
 - Grant makers and government program officers
 - The constituencies which the non-profit serves
 - Advisory board members
 - Local corporate foundations and funders
 - Donors
2. Take out a “help wanted” add or post a notice in/on the following:
 - Your website
 - Your newsletter
 - Local newspaper
 - Mailings
 - Events
3. List with local board recruitment programs or “board banks” including the following:
 - Arts and Business Council. www.artsandbusinesscouncil.org
 - The Partnership- for diversity and ethnic candidates. www.thepartnershipinc.org
 - The Boston Club- organization for high-achieving executive and professional women. www.thebostonclub.com
 - Boardnet USA. www.boardnetusa.org
 - Idealist- a global clearinghouse of non-profit and volunteering resources. www.idealists.org
 - United Way. www.liveunited.org
 - Volunteer Match. www.volunteermatch.org
 - 1-800-Volunteer.org. www.1-800-volunteer.org
4. Contact local community associations such as the Rotary, the Chamber of Commerce, the Lion’s Club or Kiwanis and ask if you can make a presentation to their members- as part of your presentation talk about how your non-profit is seeking dedicated board members (some of these organizations can also be possible funding sources).
5. Local Colleges and Universities- Contact alumni offices and career services offices.
6. Form a recruiting task force- Draw up a list of twenty well-connected people of the sort you would want on the board but who you suspect wouldn't join, (but who might know someone who would be a good board member). Call those twenty people and ask them to come to one meeting of the Task Force committee over lunch. Tell them that at the lunch they'll be told more about the organization and what it's looking for in board members. At the end of lunch they'll be asked simply for the name of one person they think would be a good board member. The Task Force is disbanded. The day after the lunch call up each of the nominees and begin by explaining who nominated them.
7. Board Member Swap- Pick four local organizations where you don't know anyone, but you'd like to. Ask each of your board officers to call one of the four local organizations and ask to have coffee with one of their leaders. Over coffee, suggest that your two organizations recommend "retiring" board members to each other as a way of establishing organizational links and strengthening ties among communities.