



## High Plains Library District Friends & Foundation

### Board Recruitment & Selection

#### **Recruitment**

The Friends & Foundation Board of Directors process for selection will match its current needs by utilizing the Colorado Nonprofit Association Board Matrix Worksheet. Resumes of potential board members will be reviewed regularly or as needed by the executive committee. Potential candidates will be interviewed by a current board member with an approved list of questions.

The board member selection process will follow the criteria defined by current needs assessment. A candidate will be encouraged to attend a board meeting as a guest. The board may vote electronically or at the next regularly scheduled board meeting on acceptance of a candidate. Voting will not commence at a board meeting where the candidate is in attendance.

The Foundation Director will support the efforts of the board to seek defined needs. Support shall come from posting openings, speaking publicly about openings and soliciting board needs through non-profit and other affiliations in the community. New board members will receive onboarding and follow up guidance to assist their board service.

Potential Candidate sample interview questions:

- How passionate are you about our cause – the HPLD and its Foundation?
- How much time can you devote to a board position with the Foundation?
- What motivates you as a volunteer?
- What expectations do you have from the management and organizations on whose boards you've served?
- What are your personal aspirations that could be helped with your service to the Foundation board?
- What professional or personal constraints on your time might you anticipate?
- Are you willing to make a priority financial commitment to the Foundation?
- How do you feel about performance evaluations of board individuals and the board?
- As you think about the three primary board roles—ambassador, advocate, and asker—in which role(s) do you think you will want to be most active?

- Tips and discussion about recruiting board members are available from Carter McNamara's [Guidelines for Recruiting New Board Members. The Board Building Cycle: Nine Steps to Finding, Recruiting and Engaging Nonprofit Board Members](#)
- (BoardSource)[Recruiting a Stronger Board](#) (BoardSource e-toolkit). [How Can I Find Board Members for My Nonprofit?](#) (Grant Space)- See more at: <http://www.councilofnonprofits.org/resources/resources-topic/boards-governance/board-development#sthash.ggKH4hyQ.dpuf>
- “Field Guide to Developing, Operating and Restoring Your Nonprofit Board” [www.authenticityconsulting.com](http://www.authenticityconsulting.com)
- *The Secrets of Successful Boards: The Best from the Nonprofit Pros, Edited by Carol Weisman*
- *Recruiting a Stronger Board: A BoardSource Toolkit (PDF)* [boardsource.com/publications](http://boardsource.com/publications)
- *Board Building Recruiting and Developing Effective Board Members for Not-for-Profit Organizations* <http://culture.alberta.ca/bdp/workbooks/BoardBuild.pdf>