

# CHIEF EXECUTIVE DOs & DON'Ts in Recruiting Nonprofit Board Members

## DO

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Develop networks of people and organizations that share similar values and use these networks to identify potential board members.

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Recommend qualified individuals to serve on the board by outlining to the nominating committee what the person would bring to the table.

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Suggest that potential board members serve on a committee before being elected to the full board in order to better ascertain their compatibility with the organization and provide them with more experience before joining the board.

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Participate, along with members of the nominating committee, in interviews with potential board members.

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Raise cautionary flags if aware that a board candidate could potentially bring negative publicity or serve as a negative influence on the board.

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Look in nontraditional places for potential board members such as colleges, social media networking sites, the organization's client base, etc.

## DON'T

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Recommend for possible nomination individuals with whom the chief executive would like to enhance their relationship.

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Fail to disclose a previous relationship with a potential board member.

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Leave the selection of new board members to chance by not participating fully in the recruitment and selection process.

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Work with someone other than the nominating committee to recommend and vet new board members.

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Lead interviews of potential board members. Chief executives should play a supporting role by providing information about the organization.

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Give the impression that the chief executive is the one who makes final decisions on approving board members or that they are recruiting supporters for their management approach.

Source: [Recruiting A Stronger Board: A BoardSource Toolkit](#)