

The Board Building Cycle

Identify-Cultivate-Recruit

- **Develop a Recruitment Plan**
 - **Assess** Board *needs* and *gaps*
 - **Capture** Board member *prospects*
 - **Develop** recruitment methods and strategies that will lead you to the *right* Board members!
- **Engage a Nominating Committee**
 - **Develop** processes and *systems*
 - **Establish** selection *criteria*
 - **Compile** a prospect list and provide *recommendations* to the Board
 - **Cultivate** and makes the *ask*

Orient–Engage-Educate

- Annually conduct a Board Member orientation
- Conduct an annual assessment allowing comment on Board performance and capacity building needs
- Conduct an annual Board retreat for education and planning purposes
- Include planned discussions on strategic governance and external trends affecting the mission/organization during Board meetings.

Rotate-Evaluate-Celebrate

- Mind term-limits and governance policies. When in doubt refer to the bylaws.
- Regularly assess and evaluate the effectiveness of the Board and its policies and practices.
- Recognize Board Members for their contributions and celebrate success.
- Sustain the relationship beyond the Board table.