


SMART STRATEGIES


FOR BOARD & ADVISORY COMMITTEE MEMBER RECRUITMENT





FOR GOOD.
FOR IOWA.
FOR EVER.


Before you begin, please review the short video that complements this tool at www.iowacounciloffoundations.org. This worksheet can be used to help you and your board or advisory committee determine current and future needs to ensure a balanced composition. This could be a helpful tool to revisit on an annual basis as you build your board or advisory committee member leadership pipeline. **Follow these steps:**

1  **FILL IN THE GAPS:**
Working with members of your board or advisory committee, complete the matrix on the back page of this worksheet to identify any gaps in your board and/or committee leadership. Asking members to complete their own information on the matrix is the best way to ensure they are being best represented in your board composition.

2  **SEEK LEADERSHIP:**
Brainstorm some groups or places in your community where you can identify new leaders.

3  **START BUILDING RELATIONSHIPS:**
List some strategies to begin engaging those groups and people with the Community Foundation's mission.

4  **MAKE CHANGES:**
List any bylaws or practices that may need to be changed to increase engagement and/or bring new leaders to the board or committee.

5  **REACH GOALS:**
Identify one next step you, individually or collectively, will take between now and the next meeting to support this recruitment plan.

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