

SAMPLE TOOL

Board Matrix

	Name	Name	Name	Name	Name	Name
DEMOGRAPHICS						
Full Years on the Board						
Gender - Male						
- Female						
Sector Involvement						
Private						
Public						
Nonprofit						
PROFESSION						
Acctng/Finance						
Education/Training						
Law						
Business						
Community/Soc. Services						
Government						
IT						
Real Estate/Developer						
EDUCATIONAL BACKGROUND						
Secondary						
University/College						
Post graduate						
KNOWLEDGE/SKILLS						
Finance/analysis						
Legal Issues						
Advertising/Marketing						
Management						
Real Estate						
Human Resources						
Government Relations						
Adult Ed./Training						
Fundraising						
Strategic Planning						
Advocacy						
Programs/Policies						
Community Resources						
Volunteer Engagement						
AREAS OF INFLUENCE						
Business & Industry						
Government (civic, provincial, federal)						
Media/Advertising						
Not-for-Profits						

BOARD MEMBER ATTRIBUTES

Review the matrix to determine it adequately outlines skills and credentials that are required. It is also important to assess other attributes to ensure that a candidate is a good fit for a Board role. Required attributes for governing the organization (vs. managing) as stated by the Board Development Committee are:

- Visionary – able to see our organization in broad terms as part of the voluntary sector; not focused on detail
- Strategic – able to contribute to the development and execution of our strategic plans
- Communication skills – able to share ideas, “sell” a position and influence others decisions
- Appreciation of the voluntary sector – including previous direct contact with Vantage Point board and staff as well as experience as a knowledge philanthropists with Vantage Pont.
- Attitude of appreciative inquiry
- Clear understanding of the role of governance, which does not include operations decisions. Those are the purview of the Executive Director.

About Vantage Point

Vantage Point offers leading-edge learning opportunities for not-for-profit executives and boards of directors. We work with you to attract, meaningfully engage and integrate the abundance of talent available to you. By mindfully engaging passionate citizens you can stretch budgets and human resources further to create an abundant not-for-profit.