

Board Matrix

Sample

Board Matrix

High-performing boards intentionally recruit new board members with a variety of skills, expertise and lived experiences. A board matrix is a tool for understanding the strengths your current board members bring to the table and enables you to identify priorities for recruitment.

	Name 1	Name 2	Name 3	Name 4	Name 5
<p>DEMOGRAPHICS</p> <p>For example: lived experience related to mission^[1], connection to community served, age, ethno-cultural or racial identity, gender identity, sexual orientation, socio-economic background, education, disability experience</p>					
<p>GOVERNANCE EXPERIENCE</p> <p>For example: Board or committee experience, non-profit, business, government-owned corporations, Board leadership experience, alternative governance models, first time board member</p>					

<p>PROFESSIONAL EXPERTISE</p> <p>For example: accounting, finance, social services, business, government, marketing, law, fundraising, HR, advocacy, event planning, risk management, policy development, strategy</p>					
<p>AREAS OF INFLUENCE</p> <p>For example: business/industry, government, community development, media, fund development</p>					
<p>LEADERSHIP/THINKING STYLE</p> <p>For example: fiduciary, strategic, generative, visionary, detail-oriented, relationship-builder, process-oriented, action-oriented, community-oriented</p>					
<p>DESIRED ATTRIBUTES</p> <p>For example: self-reflective, willing to take responsibility, empathetic, open-minded, willing to change the status quo</p>					

NOTES & INSIGHTS					

^[1] While individuals with diverse lived experiences bring valuable perspectives to board discussions and high-level decision making, it is important that they are not tokenized. Relying on individuals to represent an entire demographic is both harmful to that person and the larger community. At the same time, hold space for their views and opinions based on their lived experiences should they feel comfortable enough to bring them forward.

Transforming Non-Profit Leadership

We convene, connect, and equip non-profit leaders through interactive learning that is immediately applicable, and professional development that lifts organizational capacity.

1183 Melville St.
Vancouver BC V6E 2X5

T: 604.875.9144
F: 604.875.0710

e: info@thevantagepoint.ca
www.thevantagepoint.ca