BOARD BUILDING
RECRUITING BOARD MEMBERS

How does the governance or nominating committee find the best candidates to serve on the board? The committee should gather suggestions from, among others: head coach, colleagues, board members of other nonprofits, the local media, and other board members.

One of the responsibilities of every board member is to introduce prospective board members to the club and to cultivate their interest in the club's work. In order to build an effective board, prospective board members must be identified and recruited throughout the year, not just in the space of a few weeks.

Once the board has analyzed the club's needs and developed a list of prospective board members, the board is ready to begin recruiting new members. A considerable part of the process will depend on individual interaction. The recruitment part of the board building cycle is a highly personal activity.

HOW AND WHERE TO FIND BOARD MEMBERS?

Who to ask (about who would make a good board member)?

- Colleagues
- Board members of other nonprofits
- The local media
- Head Coach and other coaches
- Board members
- Others?

Who to consider for board membership?

- Current and prospective major donors
- Community leaders
- Executives of local or national corporations
- Owners of small businesses
- Individuals in professions related to the club's mission
- Those who have benefited from the club's services
- Other ideas?

Where to look for prospective board members?

- Churches, synagogues, and other religious institutions
- Trade, professional, and fraternal associations
- Clubs representing various racial and ethnic groups
- Local colleges and universities
- Other ideas?

Taken from the "Club Leadership Development Notebook" a publication from *BoardSource* created specifically for USA Swimming. For more information about *BoardSource* write to 1828 L Street NW, Suite 900, Washington, DC 20036-5114. Telephone (202) 452-6262. Fax: (202) 452-6299, email: *mail@boardsource.org*, website: *http://www.boardsource.org/*. Copyright 2000. Used with permission.