

# BOARD APTITUDE MATRIX



Recruiting “the right” Board members will determine the future of your organization. Too often, an institution has the kind of Board it deserves (because they haven’t given it the dedication and attention)— instead of the kind of Board they should have.

You don’t elect board members. You select them. Use our **BAM** as a guide that will help you measure a candidate’s suitability and aptness for consideration for board membership.

Candidate’s Name \_\_\_\_\_

Assign a score of 1 to 4 to each criterion. “1” being the lowest and “4” being ideal. Multiply your ranking times the weight. Then add the total and compare with our field-tested evaluation.

<u>Criteria</u>	<u>Your Score</u>	X	<u>Weight</u>	=	<u>Total</u>
Able to regularly attend Board meetings	_____		3		_____
“Fit” with existing Board members	_____		1		_____
Regard and influence among our constituency	_____		2		_____
Willing to be involved in soliciting gifts	_____		3		_____
Financial capacity	_____		3		_____
Philanthropic intent	_____		3		_____
Alignment with our mission	_____		4		_____
Able to give appropriate time	_____		3		_____
History with our organization	_____		1		_____
Giving history with our organization	_____		1		_____
Name recognition	_____		1		_____
			<b>TOTAL</b>		_____

## SCORE (Weight times your Evaluation)

- 86-100                      You have the makings of a superb Board member.
- 74-85                        This is someone entirely worth considering.
- 62-73                        Should probably go on the “B” list for now. Work to make them a better candidate.
- 61 and below              You should probably not consider unless they bring some very important attributes (financial capacity, for instance) that out-weigh other criteria.