**BOARD RECRUITMENT PROCESS / PIPELINE**

**SAMPLE**

**SAMPLE**

**C List = Identify/Engage; B List = Approach/Cultivate; A List = Nominate**

**B**

|  |  |  |  |  |  |
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| **A List** |  |  |  |  |  |
| **Name** | **Org Fit/Priority** | **Contact Info** | **Referred by/ When** | **Reach Out/ Follow Up** | **Comments/Strategy** |
| Sonia Torres | Neighborhood leader/great connection to local families | [xxx@xxx.org](mailto:xxx@xxx.org)  (xxx) 333-5555 | City Council member; in 2013 | ED, Board Chair and Chair of Governance | Passionate about our mission. Has volunteered much time and helped raise funds within neighborhood for our programs over the past five years. Was approached last year about Board service but needed time to complete other commitments. Indicated that she would be available in two months. Nomination was discussed at last month’s board meeting. Board approved. Set up lunch with ED, Board Chair and Chair of Governance to formally ask her. |
| **B List** |  |  |  |  |  |
| **Name** | **Org Fit/Priority** | **Contact Info** | **Referred by** | **Reach Out/ Follow Up** | **Comments/Strategy** |
| Alice Smith | Educator/Build relationships with schools | [xxx@xxx.edu](mailto:xxx@xxx.edu)  (xxx) 222-5555 | Departing board member Mary Taylor; in 2014 | Chair of Program Committee & Outreach Coord have cultivated. Chair of Governance should meet to explore interest. | Very active in community/catalyst. Cultivation began two years ago. Agreed to serve on our Advisory Committee last year. Plans to retire next year. Call her in January to explore interest in Board service. Prefers personal, face to face contact. |
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| Javier Martinez | Business owner/Strong fund raiser | xxx@xxx.com | Maria Sanchez, major donor; in 2015 | Dev Director and Chair of Fund Dev | Has served on many boards; well- known and highly respected in community. May not be available for a couple of years due to other commitments but worth beginning to engage. Invite to anniversary gala as guest. Responds well to e-mail. |

**Possible for future but not ready for engagement as board candidate:**

1) Joe Campbell – Moved to area recently; manager of Sports Center; monitor how active he becomes in community service.

2) Allison Lopez – Youth leader who just graduated HS; will be in college 4 years but plans to return when she graduates. Might be interesting to engage her in summer internships, if interested, as a way to keep her connected to organization. Possible Board member in 4 years.

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