



Children First, Inc. Board of Directors
Board Recruitment & Strategy Policy

- Goal of Policy:
 - To build a leadership team around shared values and priorities that promote the mission of Children First.

- Objectives:
 - To continue to assess the organization's Board leadership needs.
 - To execute an organized process to identify, contact and secure commitments from the best qualified individuals to fill Board leadership needs.
 - To establish and carry-out a long-range plan for Board leadership recruitment and development.
 - To orient new Board members to the organization beginning during the recruitment process.

- Procedures:
 - Regularly review the strategic plan to determine if there are any implications for governance, including Board member recruitment and development.
 - Board recruitment and development are year-round, ongoing activities. Each Board member has an ongoing responsibility in prospecting, contacting, recruiting, orienting, supporting, providing ongoing training and evaluating Board members.
 - Create and review positions for the Board of Directors and its officers.
 - Perform a gap analysis by comparing and contrasting an up-to-date profile of the current Board of Directors. This shall be done using a Board member recruitment matrix that assesses the present Board according to criteria set previously. The Board uses this matrix to identify the gap between the skills and knowledge needed on the Board according to the strategic plan, and what Board members currently possess. Based on this analysis, the Board can clearly set priorities for future Board member recruitment.
 - The Board members, with the Executive Director, develops an initial list of prospective Board members. This list should be comprised of the names of individuals who best fit the criteria based on the gap analysis.
 - Once a potential Board member expresses interest in Board appointment, the applicant and the Board will complete the checklist outlined by the Board Member Screening Policy.