

Board Member & Prospective Board Member Composition Matrix

This Board Composition Matrix is a tool to help your nonprofit identify the skills, expertise, and perspectives your board already has—and uncover the gaps you need to fill. With a clear picture of your board's strengths and areas for growth, you'll be ready to recruit new members who align with your organization's strategic goals.

This tool is a snapshot of your board today and a roadmap for where you want it to go. Update the matrix regularly to ensure your board evolves along with your nonprofit's needs.

Demographic Information

| Name | Current Employer | Current Position | Time in Position | Gender | Age | | | | Ethnicity | | | | | | |
|------|------------------|------------------|------------------|--------|-------|-------|-------|---------|-----------|--------------------|-------------------------------------|---------------------------|-------|----------------------------------|-------|
| | | | | | 19-34 | 35-50 | 51-65 | Over 65 | Asian | Hispanic or Latino | Native Hawaiian or Pacific Islander | Black or African American | White | American Indian or Alaska Native | Other |
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Associated Industry

| Name | Healthcare / Medical | Business | Financial Services / Banking | Technology / Software | Gaming | Manufacturing / Industrial | Real Estate / Construction | Education | Legal / Prof. Services | Energy / Utilities | Retail / Consumer Goods | Media / Communications | Government / Publ. Administration | Consulting / Advisory Services | Hospitality / Tourism | Other |
|------|----------------------|----------|------------------------------|-----------------------|--------|----------------------------|----------------------------|-----------|------------------------|--------------------|-------------------------|------------------------|-----------------------------------|--------------------------------|-----------------------|-------|
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Areas of Expertise

| Name | Financial / Accounting / Investments | Legal / Compliance | Strategic Planning | Fundraising / Development | Marketing / Communications | Program / Organization's Mission Area | Human Resources | Technology / Digital | Advocacy / Public Policy | Nonprofit Management | Other |
|------|--------------------------------------|--------------------|--------------------|---------------------------|----------------------------|---------------------------------------|-----------------|----------------------|--------------------------|----------------------|-------|
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Areas of Connections

| Name | Corporate | Media | Small Business | Healthcare | Political Arena | Gaming | Hospitality | Philanthropy | Faith Based Orgs | Ethnic / Minority Groups | Other |
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Resources Willing to Contribute

| Name | Money to Give | Access to Money | Access to Centers of Influence | In-kind Gifts | Pro bono Services | Sponsorships | Assets | Planned Gifts | Other |
|------|---------------|-----------------|--------------------------------|---------------|-------------------|--------------|--------|---------------|-------|
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Personal Style

| Name | Catalyst for Change | Consensus Builder | Good Communicator | Mediator | Implementer / Get Things Done | Strategist | Visionary | Other |
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The Matrix is Complete: What's Next?

Analyze the Gaps: Identify patterns or gaps in key areas.

Plan Your Recruitment Strategy: Use this insight to define the qualities, skills, and connections you'll seek in new board members.