**Lower Columbia Estuary Partnership**

**Board Development Committee**

**2023 Board Recruitment Strategy**

The LCEPs Board Development Plan outlines the process to recruit new board members to its Board of Directors. Specifically, each year, the Board Development Committee will develop criteria to focus recruitment efforts based on the skills, knowledge, connections, and demographics needed on the board to meet LCEP needs. In other words, the BDC will use the most up-to-date board profile grid and compare the “who we need” with those currently on the board and also consider upcoming changes to the board’s composition (eg., board terms, retirements, job changes, *etc.*).

On January 23, 2023, the BDC reviewed the board profile grid, [board terms](https://docs.google.com/document/d/1Z0c27T7AdAJQ0itwME9D3seSjovYNiu_/edit), results of the [2022 board and staff demographic survey](https://drive.google.com/file/d/1EbyFG3WyFwPj3dELwy9xcALOuWGIbStS/view), and the LCEP 2022-2025 Strategic Direction and identified the following significant gaps on the board:

Skills & Knowledge The board lacks members with experience in fundraising (especially, major gifts).

Connections, Influence & Representation The board lacks members with connections/influence/representation in (1) real estate, (2) financial/investment sector, and (3) major donors. In addition, while several board members have experience working with local governments, only one member represents a county government.

Demographics The board lacks a board member with BIPOC leadership experience and has only one board member in any of these categories: gender identity, disability, youth leadership, and LGBTQIA+. Glaringly, the board has no tribal representation. Also, the 2022 board demographic survey found that every board member is white, 86% have an annual salary of >$120k, and 46% are >55 years of age–a sharp contrast to the LCEP staff demographic results and the communities LCEP serves.

Based on these gaps, we will use the following criteria to focus our 2023 recruitment efforts on potential new board members in these categories and specifics:

* Skills/Knowledge in *fundraising* and/or *finance*
* Connections/Influence/Representation in the *financial/investment (major gifts)*, *major donors*, and/or work for or represent *city* or *county governments* in the LCEP domain.
* Demographically represent *BIPOC leadership*, *gender identity*, *disability*, *youth leadership*, *LGBTQIA+*, and/or *native American*.

Recruitment Strategy Using these criteria, members of the BDC will meet one-on-one with every board member to discuss the identified board gaps, board recruitment criteria and enlist their help in identifying prospective board members as part of our recruitment process (see assignments below). At the February 16 board meeting, the BDC will take a few minutes to make board members aware that we will be reaching out to them directly to ask for recommendations for new board members as part of our board recruitment strategy. The strategy will be included in the board book. In addition, the Executive Director will ask LCEP staff for their recommendations for potential new board members.

Assignments for BDC members the following BDC members, and the Executive Director, are assigned the following board members to meet with one-on-one by March 31, 2023:

Irma: Rosemary, Margaret, Lisa

Rian: Yvonne, Mark

Jane: Mathew, Kessina, Joseph

Tabitha: Susan, Rich, John

Elaine: Marylou

Tracking Recruitment Process (link to the spreadsheet to track outreach and recruitment of new board members [Recruitment Tracking\_23.24.xlsx](https://estuarypartnership.sharepoint.com/%3Ax%3A/s/management/EcEou6LLPcNEroPsfaPd_RQBAtK46lunS0pmUmX_WCTGxw?e=e40Gwb)).