



Lower Columbia Estuary Partnership Board Development Committee 2024-25 Board Recruitment Strategy

The Estuary Partnership's 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 the Estuary Partnership's governance 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 while also considering upcoming changes to the board's composition (eg., board terms, retirements, job changes, *etc.*).

On January 22, 2024, the BDC reviewed the board profile grid, [board terms](#), results to date of the [2023-24 Board Demographics Survey](#), and the [Estuary Partnership 2022-2025 Strategic Direction](#) and identified the following significant gaps on the board:

Skills & Knowledge- Currently the Board has limited members with experience in:

- Fundraising esp. Major Gifts – two members currently
- Finance – one member currently

Connections, Influence & Representation Currently the Board has limited members with connections, influence or representing:

- Local Government – While many members identified as having connections or influence in local government, only two current members represent a local government.
- Financial/Investment Sector – No members
- Business/Corporate/Industry- two members currently
- Funders – two members currently
- Major Donors – No members

Demographics Currently the Board is lacking representation by board members:

- BIPOC leadership – Currently no members that have completed the grid, but we do have one member representing BIPOC leadership
- Disability – Currently one member indicated a disability
- Youth Leadership – Currently there are no members who represent Youth Leadership
- LGBTQIA- Currently two members indicate LGBTQIA+ identification

The 2023-24 board demographic survey found that board members 87.5% have an annual salary of >\$120k, and more than 62% are >55 years of age. Adding more members that represent different levels of experience within organizations will continue to diversify board demographics in terms of financial means and age.

Based on these gaps, we will use the following criteria to focus our 2024-25 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*, work for or represent *city or county governments* in the LCEP domain, and recreation, preferably associated with the water trail or a river connected recreation interest.
- Demographically represent *BIPOC leadership, disability, youth leadership, LGBTQIA+, and Indigenous*.

Recruitment Strategy

- Committee Chair Lagomarsino and Director Placido will present the Board Recruitment Strategy to the Board at the February 15th Board meeting.
- Board members should submit, via email, any recommendations (name and contact information, current position or area of expertise and any other helpful reason for their nomination) they have for future Board membership to Director Placido who will compile and provide to the Board Development Committee.
- In addition, the Executive Director will ask LCEP staff for their recommendations for potential new board members.

[Tracking Recruitment Process](#) link to the spreadsheet to track outreach and recruitment of new board members