

# Consulting support for a new board or one in transition

1. Research

Conduct interviews and surveys to help determine needs

2. Board composition analysis

Name	Sex	Age	Donor tier & resources	Race	Experience & skills	Board tenure
	Male	50	Gold	Caucasian	Fundraising	5 years
	Female	50	Bronze	Asian	IT	1 year
	Male	50	Silver	Hispanic	HR	10 years

3. Gap analysis

Identify areas for improvement

4. Board structure

Determine strategy (e.g. doers vs. donors) and recommendations

5. Sub committees and staff

Identify additional resources needed (e.g. governance, finance, programs, and development)

6. Implementation

Have a nominating committee fill the needs and/or make improvements