



Recruiting and Retaining Exceptional Boards



Presenters



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Recruiting and Retaining Exceptional Boards



This presentation will provide attendees with knowledge and strategies for recruiting and retaining an exceptional Board.

Best practices, key considerations, and practical steps in board recruitment and development will be covered.

An exceptional board isn't just a governance body but a critical strategic asset that drives organizational success and sustainability.

Board Recruitment



Beyond the Blueprint

2025 Habitat for Humanity Midwest Regional Conference

Key Tools for Board Recruitment

- Strategic Plan and Organizational Goals
- Life Stage of the Organization
- Board Self-Assessment

“Recruiting should be a strategy, not a goal.”

for New Board Members blog article

Yang, Propel Nonprofits

Looking

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Board Recruitment

Who's job is this?

- Nominating Committee
- Executive Committee
- Board Members
- Executive Director
- Staff



Board Recruitment

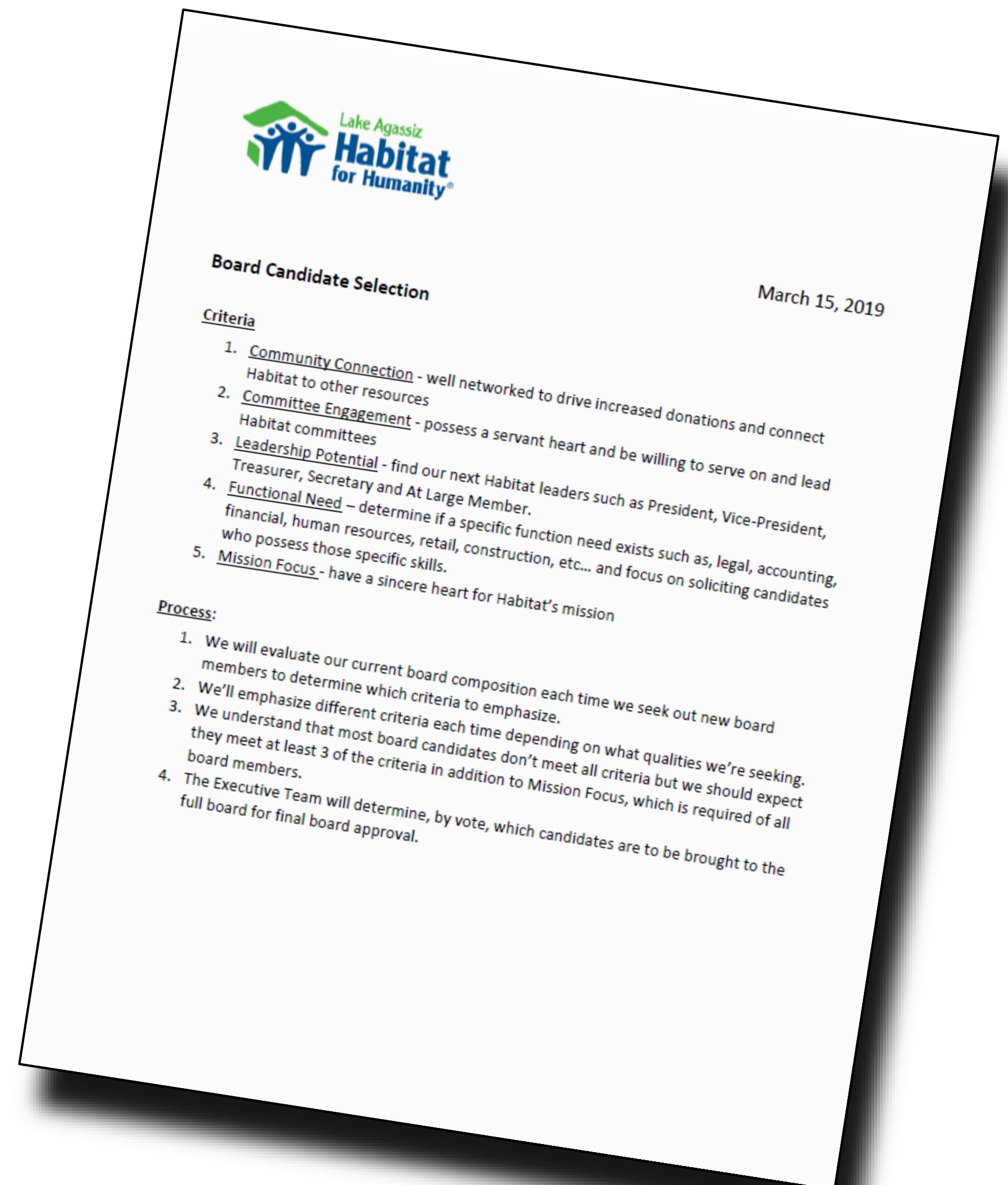
The Details

- When to add and subtract from your board?
- Process
- Application
- Do prospects know what they are getting into?
- Orientation



Process...

- Criteria
 - Community Connection
 - Committee Engagement
 - Leadership Potential
 - Functional Need
 - Mission Focus
- Process
 - Evaluate board composition
 - Criteria varies based on need
 - Must meet 3 criteria & mission focus
 - Executive Team determines which candidates move to board for approval.



Application

- We don't accept applications
- Rather we gather information and gauge interest
- We use a 1 page form
- Key criteria: Mission Focus

Board Candidate Information Form



Name _____

Title _____

E-mail _____

Preferred phone number _____

Preferred mailing address _____

Occupation/employer _____

What do you know about Habitat for Humanity in general? _____

What do you know about Lake Agassiz Habitat for Humanity? _____

Please list your prior board experience, if any. _____

Please list other community organizations in which you are involved or affiliated. _____

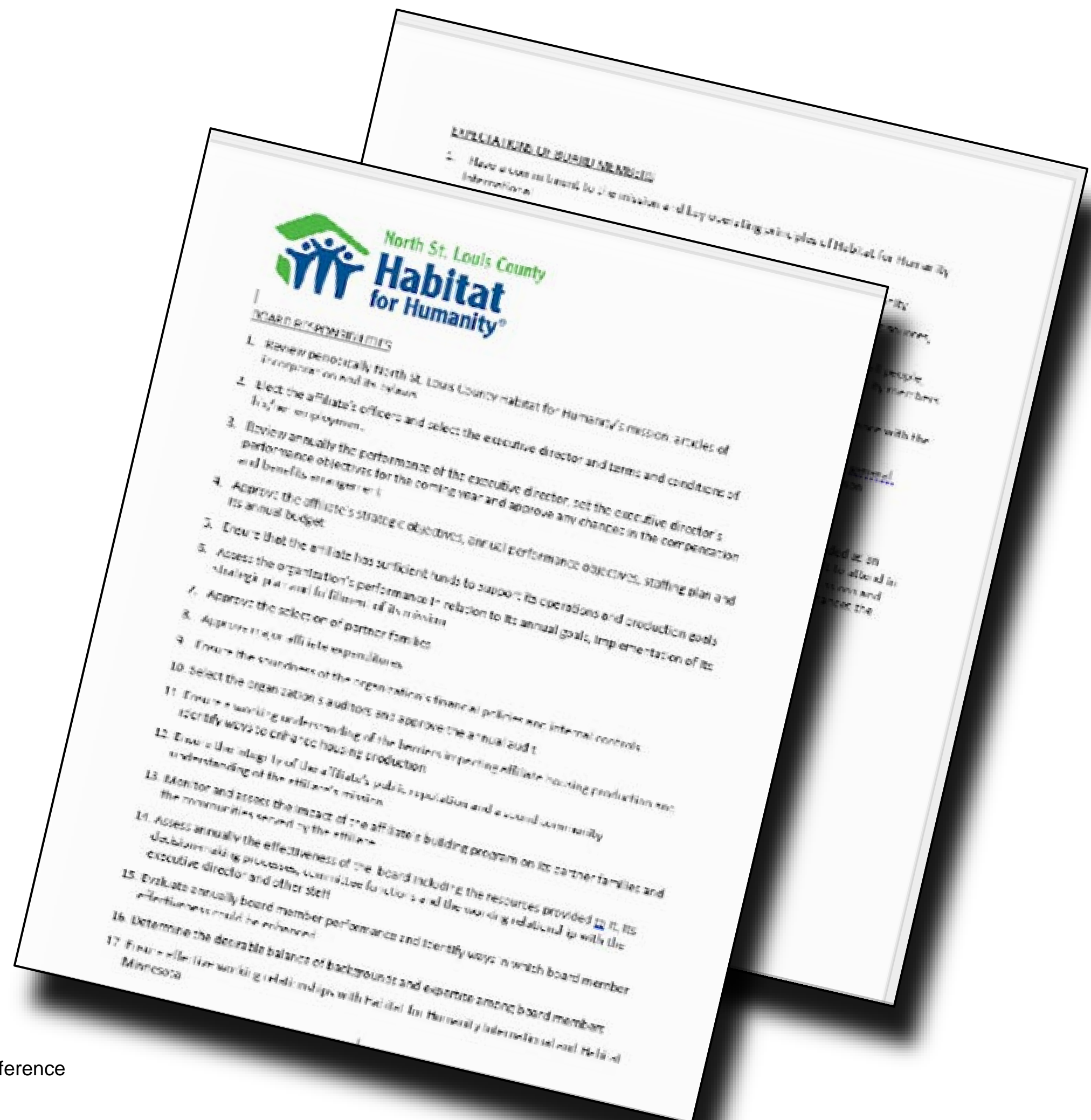
Why would you like to serve on the Lake Agassiz Habitat for Humanity Board? _____

Please share what gifts you bring and are willing to share through your work on the Habitat board. (For example: PR, lending, construction, communication, fundraising, strategy, marketing, faith community networking, etc., are talents as well as experience and expertise that current and/or past members of the board have had.) _____



What am I getting myself into?

- Board Roles & Responsibilities
- Expectations of Board Members
- Fiduciary Duties

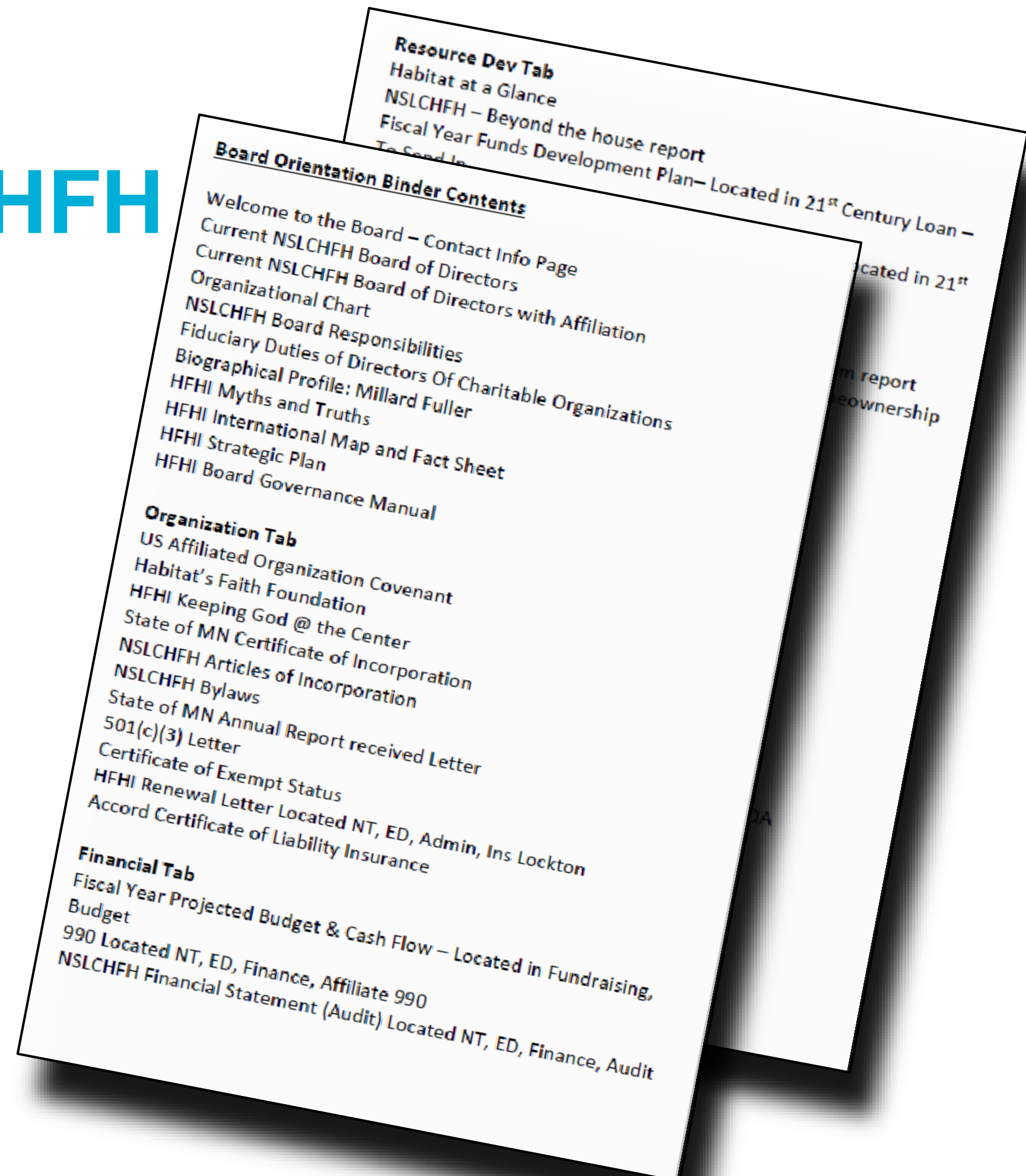


Orientation – Board Book North Saint Louis County HFH

Board Orientation Binder Contents

- Welcome
- Organization Tab
- Financial Tab
- Resource Development Tab
- Planning Tab
- Construction Tab
- Policies Tab
- Family Manual
- Board Minutes

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Orientation – Board Book

Lake Agassiz HFH

Table of Contents

- Welcome
- HFH Background
- Our Habitat (LAHFH)
- Committees & Partnerships
- Policies and Procedures



Board Recruitment Is Diversity Important?

- Use of a board matrix
- What does diversity look like on your board?



Using a Board Matrix

Qualities We Seek on the Board:	Constitutency/Affiliation							Skills/Expertise							Demographics						Age Range				Resource Dev.						Geographic						Committee																	
Name of Current Board Member	Businesses/Corporations	Public/Private Agencies	Community Organizations	Realty	Banks	Church	Media	Education	Technical - Legal, Architecture, etc.	Public Relations and Speaking	Finance	Business	Family Services	Construction	Writing	Clergy	Realty	Male	Female	Native American	African American	European/White	Hispanic/Latino	Other	30-39	40-49	50 - 59	60 and over	Special Events	Volunteer Recruitment	In-Kind Labor and Materials	Major Gifts and Grants	Legacy Giving	Individual donor solicitations	Hibbing	Quad Cities	East Range	Ely-Babbitt	Cook	Chisholm/Buhl	Tower/Soudan	Other	Executive	Funds Development	Finance	Nominating and Governance	Planning	Construction	Family Selection	Family Support	Communications and Marketing	Site Selection		
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Board Recruitment Important Considerations

- How large should your board be?
- How often should you meet?
- How long?
- On Ramps / Off Ramps...
- New or returning?



The image shows a tilted document titled "LAHFH Board Member Exit Interview". At the top left is the logo for "Lake Agassiz Habitat for Humanity", which features a green house icon with three stylized human figures inside. To the right of the logo, the title "LAHFH Board Member Exit Interview" is written in a bold, sans-serif font. Below the title, there are two lines for "Name:" and "Date:". The form contains 20 numbered questions organized into several sections: "General Reflections" (questions 1-4), "Organizational Strategy" (questions 5-7), "Governance & Leadership" (questions 8-10), "Board Effectiveness" (questions 11-13), "Organizational Culture" (questions 14-15), "Future Outlook" (questions 16-18), and "Personal Reflection" (questions 19-20). The questions cover topics such as rewarding aspects of board service, challenges, organizational evolution, critical decisions, mission alignment, strategic opportunities, board effectiveness, transparency, organizational culture, future advice, and personal learning.

Exit
Interview
Form



Board Member Term Management

Lake Agassiz Habitat Board Members and Terms								
	Name	Mailing Address and Phone #	Email Address	Position on the Board	Date Started	1 st Term Began	Current Term Ends	# Years Served as of
1	Kaylin Frappier	333 ... F... 70	KE...@...org	President	January 2018	January 2018	December 2025	7
2	Becki Johnson	89 ... M... (2	be...@...net	Vice President	March 2018	March 2018	December 2025	7
3	Linda Klebe	10 ... F... (7	Li...@...com	Past President	March 2018	March 2018	December 2025	7
4	Kelly Hagel	63 ... A... (7	ha...@...com	Treasurer	January 2018	January 2018	December 2025	7
5	Kyla DuBord	41 ... F... (7	Ky...@...com	Director	March 2018	March 2018	December 2025	7
6	Kyle Daily	58 ... F... (7	da...@...com	Director	January 2018	January 2018	December 2025	7
7	Nick Hamilton	34 ... F... (7	np...@...com	Director	January 2020	January 2020	December 2025	5
8	Elizabeth Hiller	17 ... M... (7	pa...@...lutheran.org	Secretary	January 2021	January 2021	December 2026	4
9	Melissa Kubasta	54 ... Di... (2	Me...@...llsfargo.com	Director	January 2021	January 2021	December 2026	4
10	L. Peyton Mastera	2 ... Di... 21	pe...@...th.mn.us	Director	August 2021	January 2022	December 2025	3

Board Member Term Management

North St. Louis County Habitat for Humanity Board of Directors 2025						
Name	Term	Address	Town	Phone	E-mail	
Board of Directors Class of 2026						
Steve Burgess	1st	10 [REDACTED]rk Rd	Tower, MN 55790	[REDACTED]	6	1980 [REDACTED]om
Jenna Conda	1st	27 [REDACTED]	Hibbing, MN 55746	[REDACTED]	6	jen.l [REDACTED]k.com
Paul Knuti (Nominating, Planning)	2nd	77 [REDACTED]	Embarrass, MN 55732	[REDACTED]	1	knut [REDACTED]om
Nancy Moyer	2nd	31 [REDACTED]	Hibbing, MN 55746	[REDACTED]	6	nanc [REDACTED]m
Jacqueline Prescott	2nd	92 [REDACTED]t	Hibbing, MN 55746	[REDACTED]	2	jacq [REDACTED]hibbinghra.org
Judy Peliska*	1st	45 [REDACTED]y Rd	Mt Iron, MN 55768	[REDACTED]	6	judy [REDACTED]o.com
Board of Directors Class of 2027						
Jon Anderson	1st	85 [REDACTED]y Rd	Babbitt, MN 55706	[REDACTED]	9	jon.a [REDACTED]eq.com
Kris Clover	2nd	50 [REDACTED]	Hibbing, MN 55746	[REDACTED]	6	kris [REDACTED]ombb.net
Carolyn Dinneen	2nd	41 [REDACTED]	Virginia, MN 55792	[REDACTED]	8	caro [REDACTED]gmail.com
Emma Keeler	1st	41 [REDACTED]y Road	Mt Iron, MN 55768	[REDACTED]	8	emm [REDACTED]ail.com
Nathan LeBeque	1st	54 [REDACTED]e	Virginia, MN 55792	[REDACTED]	0	nath [REDACTED]mail.com
Mark McClellan*	1st	20 [REDACTED]	Hibbing, MN 55746	[REDACTED]	8	McC [REDACTED].com
Linda Scott (President)*	2nd	66 [REDACTED]ail	Gilbert, MN 55741	[REDACTED]	1	linda [REDACTED]com
Mark Weir (Secretary)*	2nd	73 [REDACTED]d	Britt, MN 55710	[REDACTED]	4	mark [REDACTED]n
Board of Directors Class of 2028						
Jen Baker	1st	11 [REDACTED]	Aurora, MN 55705	[REDACTED]	9	jrz18 [REDACTED]
Don Rausch (Treasurer)*	2nd	80 [REDACTED]	Britt, MN 55710	[REDACTED]	0	dona [REDACTED]
Don Knight	2nd	42 [REDACTED]	Mt. Iron, MN 55768	[REDACTED]	6	dkni [REDACTED]m
Rolf Swanson (Vice President)*	2nd	311 Viking Dr	Hoyt Lakes, MN 55750	(218) 290-1520	rolf.swanson@gmail.com	
* Indicates executive committee member						

Board Recruitment

The dream team!

Who do you need on an ecumenical Christian housing ministry's board?



Board Retention

Or should we say Engagement?

Board Retention/Engagement

Board Meeting Structure

Robust Meetings Framework

“Don’t underestimate the power of a great, well-led meeting to change the world...one room at a time.”

Let’s Have Better Board Meetings blog article - Propel Nonprofits



Board Retention/Engagement Agendas for Success

- Meeting Agendas - Traditional vs. Strategic
- Board Norms or Group Agreements



Board Retention/Engagement

Stay Connected

Strategies to keep a board connected:

- Board Build Day
- Board networking and fellowship
- Community and affiliate events
- Board Bio's – recognition on website



Board Retention/Engagement

Key Questions for Board Management

- Working vs Governing Board
- Day-to-day operations vs strategic initiatives
- Board Committees/Program/Ad hoc Committees
- Fund Raising and Friend Raising



Board Retention/Engagement Takeaways?

What is one thing that you want to work on to build or maintain your exceptional board?



Thank you!



Contact us

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