



## Promising Practices in Governance

### Interviewing Potential Board Members

The most effective board members have a passion for your organization's mission and a skill or expertise to contribute. The interview with a candidate for board membership provides an opportunity to learn about an individual's potential contribution to your organization.

#### Suggested Interview Topics

- Describe the composition of the current board and name those currently serving.
- Ask about past board experience and discuss how your board partners with the executive.
- Learn about the individual's call to support the mission of your organization.
- Share candidly about the opportunities and challenges facing the organization.
- Discuss expectations of board members, including attendance at board and committee meetings and other responsibilities. Provide a job description.
- Confirm that the individual meets the Appointment Criteria for Board Members of MHS Alliance-sponsored Organizations
- Review the start date and duration of the term of service.