**Questions to ask \_\_\_\_\_\_\_\_ board candidates**

First Round Phone Interview 30 minutes

1. Why do you want to be on the board?
2. What past or current experience do you have with \_\_\_Org Name\_\_\_?
3. What qualities do you have that would make you a great board member?
4. How involved should the board be in decision making regarding day-to-day operations at the shelter?
5. What role do you think you would play on the board?
6. What past fundraising experience have you had? If you have not had any how would you approach this part of board member’s work?
7. What is your opinion of euthanasia of animals in a shelter? Please share your opinions.
8. Can you share an example of a time that you changed your opinion based on new information?
9. Do you have any questions for us?

Second Round in person Interview 45 min to one hour

Warm ups

1. Tell me/us about your pets?
2. Have you ever served on a board and if so, share one of your best and one of your worst prior board leadership experiences?
3. What do you see as the appropriate role of the board?
4. Give a couple of examples of your leadership and communication style in action.
5. Share an example from your past work life that shows how you have addressed or resolved conflict.
6. What is your understanding of the relationship between board members and staff?
7. If you currently volunteer at \_\_\_Org Name\_\_\_, how would you separate that from your role as a board member to prevent any possible conflicts between these two roles? Can you share a past example of when you were able to do that?
8. What skills, connections, resources, and expertise do you have to offer and are willing to use on behalf of the organization?
9. Are you willing to make a financial commitment to \_\_\_Org Name\_\_\_ that is a stretch?
10. How do you prefer to receive information?
11. Have you ever had a strongly held opinion about something, but then received new information that changed your mind? Can you share a time when that happened?
12. What is your availability time wise? Are there any factors, commitments or time limitatiaons affect your ability to serve. / How much time a month can you commit to meetings and serving the mission?
13. Are you willing to attend a board retreat/training session that takes up time on two weekend days?