



BAY AGING BOARD OF DIRECTORS

Recruitment Objectives

It's very important to keep the perspective that the Board deserves highly skilled and participative members. When you set out to recruit new members, the most important consideration is knowing what kind of skills are currently needed by the Board and the organization. Consider the nature of issues and goals currently faced by the organization. Consider the following and add others as appropriate:

- Female/Male Diversity
- Age Diversity
- Racial, Ethnic and Cultural Diversity
- Skills
 - ▶ Finance (examples—CPA, banker)
 - ▶ Health Care (examples—retired physician, nurse)
 - ▶ Legal (example—attorney)
 - ▶ Fundraising and Public Relations (example—retired public relations executive)
 - ▶ Faith Community, Civic Organization, Business (people who are active and well connected in their communities)
 - ▶ _____
 - ▶ _____
 - ▶ _____
 - ▶ _____
- Agrees to Bay Aging Board of Director Code of Conduct
- Agrees to Bay Aging Board of Director Responsibilities



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Recruitment Timeline

- **November:** Determine recruitment objectives based on the nature of issues and goals currently faced by Bay Aging
- **December:** Approach counties whose representatives' terms are expiring in 2013 for input on appropriate individual(s) to consider based on the Board's recruitment objectives.
- **January:** Update the Board
- **February:** Counties will present names for potential Bay Aging Board of Director appointment
Board of Director President Bill Reisner will meet with prospective citizens
- **March:** Determine further recruitment needs
- **April:** Finalize slate
- **May:** Board of Directors confirm new appointees
- **Board of Director Members with Terms Expiring in 2013:**
 - Elected: Northumberland, Manuel Haynie
 - At-Large: King William, Jim Mickens
Essex, Luther Derby, Jr.
King & Queen, Elton Smith, Jr.
Westmoreland, Maria Roe

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