

Transforming Not-For-Profit Leadership

We convene, connect and equip not-for-profit leaders through interactive learning that is immediately applicable and professional development that lifts organizational capacity.



Transforming Not-for-Profit Leadership

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Sample Board Matrix

	Name 1	Name 2	Name 3	Name 4	Name 5
DEMOGRAPHICS					
Gender identity/sexual orientation					
Generational perspective					
Ethno-cultural/racial identity (e.g., Indigenous, other?)					
Connection to community we serve/Lived experience related to our mission					
(Other identities relevant to our mission)					
GOVERNANCE					
Board Experience					
Not for Profit					
Public / Crown Corporation					
Private / Commercial					
Board Leadership					
Committee (Board or Council)					
Corporate Leadership					
PROFESSIONAL EXPERIENCE					
Accounting / Finance					
Community / Social Services					
Corporate / Business					
Education / Training					
Government					
Law					
Not for Profit / Charity					
Other ()					
SPECIFIC KNOWLEDGE / SKILLS					
Accounting / Financial Management					
Advocacy					
Capacity Building					
Community organizing					
Equity/Inclusion					
Event Planning					
Fundraising					
Governance					
Government Relations					
Human Resources					
Leadership & People Management					
Legal					
Marketing & Communications					

	Name 1	Name 2	Name 3	Name 4	Name 5
SPECIFIC KNOWLEDGE / SKILLS					
Meeting Management					
Organization Design					
Public Speaking / Outreach					
Program Delivery					
Policy Development					
Risk Assessment & Management					
Strategy, Planning & Implementation					
Volunteer Engagement					
Indigenous Cultural Competency (Other skills related to mission)					
AREAS OF INFLUENCE					
Business & Industry					
Community Development / Not-for-Profits					
Ethno-cultural communities					
Government (civic, provincial, federal)					
Media/Advertising (Other sectors/communities related to mission)					
THINKING STYLE					
Fiduciary					
Strategic					
Visionary					
HIDDEN TALENTS					
NOTES & INSIGHTS					

Tip: Set up recurring calendar reminders to integrate monthly, quarterly and annual check-ins into your board’s work plan. Build in time during board meetings to discuss learnings and action items flowing from these check-ins. Add a section to governance documents, such as your policy manual, to capture dates of previous reviews and revisions.