

**Creative Champions Webinar Series:
Board Recruitment: How Does Successful Succession Planning Work Today**

March 30, 2021

USEFUL RESOURCES

Not-for-Profit Board Diversity & Inclusion: Is it Essentially Window-Dressing?, by L. Robin Cardozo and Matt Fullbrook, The David & Sharon Johnston Centre for Corporate Governance Innovation at Rotman School, January 2021

<https://www.rotman.utoronto.ca/FacultyAndResearch/ResearchCentres/JohnstonCentre/JohnstonCentre/2021/1/27/Report-NotForProfit-Board-Diversity--InclusionIs-ItEssentiallyWindowDressing>

Denny Young on How to Recruit a Strong Board, Fundraising Superheroes podcast transcript, Trust Driven.com, August 13, 2020

<https://www.trustedriven.com/blogs//denny-young-on-recruiting-your-board>

Revitalize Your Board in 2021, by Cindi Phallen, Create Possibility, WEBINAR series, January 28, 2021

<https://possibility-cp.com/revitalize-your-board-in-2021/>

RENEWAL: AN ESSENTIAL BOARD FUNCTION

Governance Matters: Board Succession Planning Briefing, Booker & Associates, August 2015

<http://bookerandassociates.com/wp-content/uploads/2015/09/BoardSuccessionPlanning-Briefing-Aug2015-BOOKER.pdf>

Succession Planning, by Betsy Clarke, CFRE, *au courant*: Newsletter of the Canadian Federation of Friends of Museums, Winter 2012

<http://www.creativetrust.ca/wp-content/uploads/2010/12/13.7.8-Leaving-Succession-planning-Winter-2012-English-v3.pdf>

The Case for Board Succession Planning, by Jane Garthson, November 30, 2016

<https://www.linkedin.com/pulse/case-board-succession-planning-jane-garthson/?trk=prof-post>

Board Games: The push for new blood in the boardroom, by Janet McFarland, The Globe and Mail, November 25, 2013 (A corporate perspective)

<https://www.theglobeandmail.com/report-on-business/careers/management/board-games-2013/zombie-directors-and-the-push-for-term-limits/article15574306/>

RECRUITMENT AND ORIENTATION

How to Recruit Your Dream Board, with Andrea Shirey, Charity Village The Small Nonprofit PODCAST, January 2021

<https://charityvillage.com/the-small-nonprofit-podcast-how-to-recruit-your-dream-board-with-andrea-shirey/>

Board Composition and Recruitment, BoardSource
<https://boardsource.org/fundamental-topics-of-nonprofit-board-service/composition-recruitment/>

Orientation and Education, BoardSource
<https://boardsource.org/fundamental-topics-of-nonprofit-board-service/orientation-education/>

Mining for board member gold, by Karen Santangelo, Hilborn: Charity eNews, Aug 5, 2015
<https://hilborn.ssl.subhub.com/articles/mining-for-board-member-gold>

7 Rules of Virtual Engagement, by Dottie Schindlinger, BoardEffect, 2020
https://receptionhouse.ca/wp-content/uploads/board/20201105-BE-7-Rules-of-Virtual-Board-Engagement-Whitepaper_Letter-1.pdf

Creating fundraising savvy boards, Creative Trust blog by Cynthia Armour, April 2014
<http://www.creativetrust.ca/2014/04/creating-fundraising-savvy-boards/>

I've looked at boards from both sides now, Creative Trust blog by Jini Stolk, July 2014
<http://www.creativetrust.ca/2014/07/ive-looked-at-boards-from-both-sides-now/>

CONTINUE DEVELOPING YOUR BOARD

Building Awesome Boards, by Kim Bobo, NPQ, Grassroots Fundraising Journal, revised August 11, 2020
<https://nonprofitquarterly.org/building-awesome-boards/>

A First Rate Board of Directors by Joan Garry, Joan Garry Consulting
<https://blog.joangarry.com/board-of-directors/>

Three Tips for Grappling with Insiders who are Resistant to Change, by Nina Simon, Museum 2.0, October 2016
<http://museumtwo.blogspot.com/2016/10/three-tips-for-grappling-with-insiders.html>

How to build a more demanding board, by Mary Gooderham, The Globe and Mail, September 2016
<https://www.theglobeandmail.com/report-on-business/how-to-build-a-more-demanding-board/article32084975/>

Leading with Intent: 2017 National Index of Nonprofit Board Practices, BoardSource
https://leadingwithintent.org/?_hstc=98438528.03135e7a04b47b979fc25ffe558ebe7.1592489776458.1616613195022.1616615075283.7&_hssc=98438528.1.1616615075283&_hsfp=1182380757

IMPORTANCE OF A DIVERSITY OF PERSPECTIVES

Diversifying your board: why it's good and how to do it, by Helen Hayward, Maytree 5 Good Ideas YOUTUBE, October 20, 2011
<https://maytree.com/five-good-ideas/diversifying-board-good/>

Seeing the Elephant in the Room: Low Board Diversity and How to Change It, by Armando Zumaya, September 13, 2017
<https://www.linkedin.com/pulse/seeing-elephant-room-low-board-diversity-how-change-armando-zumaya/?trackingId=qK13Uj0jAoPVOkAlfKF%2Bw%3D%3D>

Dissent: A Missing Ingredient in Nonprofit Governance, by Joan Harrington and Ann Skeet, Markkula Center for Applied Ethics, October 17, 2018
<https://www.scu.edu/ethics/all-about-ethics/dissent--a-missing-ingredient-in-nonprofit-governance/>

Jane Fonda Delivers Better Speech On Inclusion, Diversity Than Golden Globes Did, by Jenna Amatulli, HuffPost in Portside Snapshot, February 28, 2021
<https://portside.org/2021-03-04/jane-fonda-delivers-better-speech-inclusion-diversity-golden-globes-did-heres-full>

DIVERSITY RESOURCES

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Research Analysis: Statistics Canada data show lack of diversity on nonprofit boards — Statement from Survey Advisory Group: The Circle, Cooperation Canada, Imagine Canada, Ontario Nonprofit Network, Network for the Advancement for Black Communities, YMCA, Hillborn Charity eNews, Feb 28, 2021
<https://hilborn-charityenews.ca/articles/research-board-diversity-canada>

Canadian Centre for Diversity and Inclusion: a national non-profit offering resources and Inclusion Guides on diversity, inclusion and employment equity
<https://ccdi.ca/resources/>