



BOARD RECRUITMENT GUIDELINES

Revised Feb. 2021

RECRUITMENT PROCESS

It is a high priority to identify candidates for the Board of Directors to fill open positions. Every board member is expected to participate in the recruitment of the Foundation's next generation of leaders.

With recruitment priorities and desired expertise and attributes in mind, any board member may identify and contact a candidate to gauge his or her interest in serving on the board.

If a candidate expresses a desire to serve, these steps will be followed:

1. The Board Member should ask the prospect to complete a [board member application](#).
2. The completed application will be passed, with a copy of the candidate's resume, to the Board Chair.
3. The Chair will review the resume and application and, if finding the candidate qualified, schedule an interview between the candidate and the Executive Committee. If upon reviewing the application the Chair finds the candidate is not appropriate for a position on the board, the Chair will thank the candidate for his/her interest in board service and refer him/her to a committee of the Foundation to gain experience with and knowledge of the Foundation's operations.
4. If after interviewing the candidate, the Executive Committee may recommend that the candidacy move forward. The Board Chair then will send the candidate's information to the Executive Director, who will provide a copy of the Bylaws, Board Member Agreement, Strategic Plan, Annual Report and additional information about the Foundation as may be needed for the candidate to more fully understand the duties and responsibilities of Foundation leadership.
5. The candidate then will be invited to attend a future board meeting as a guest. Other Board Members will receive the candidate's resume and application before that meeting.
6. At a board meeting after the one attended by the candidate, the Board of Directors may elect the candidate to serve on the board.

The candidate may elect to withdraw from consideration at any point during this process.

Recruitment priorities

- Seek board members who reflect the diversity of Florida.
- Seek candidates whose expertise and connections can aid the Foundation in accomplishing its programmatic and fundraising goals.

DESIRED EXPERTISE AND ATTRIBUTES

Expertise

- Small-scale business acumen, preferably with a native nursery or an environmental service
 - *Source: membership, FNGLA, FANN*
- Landscape architect or landscape designer familiar with Florida natives

- *Source: FNGLA, FANN, ASLA Florida Chapter*
- Marketer/Promoter with experience with promoting environmental programs/causes OR experience with recruiting members/volunteers
 - *Source: FWF membership and Duke Energy/FPL (or other sponsors/partners), community contacts*
- Lawyer.
 - *Source: membership and community contacts*
- Community environmental activist.
 - *Source: Community contacts*
- Fundraiser.
 - *Source: Rollins' Edyth Bush Leadership Institute, community contacts*
- Academic: Professor/Researcher: Environment, Horticulture, Biology.
 - *Source: membership and university contacts*
- Scientist: Environment, Horticulture, Biology
 - *Source: membership, university contacts, FNPS, Florida Park Service, FWC, Natural Areas Inventory, water management districts, USDA*

Desirable Attributes

- Expertise or enthusiasm for Florida native wildflowers
- Service on a Florida Wildflower Foundation committee
- Demonstrated ability to work collaboratively with other volunteers and board members
- Leadership experience
- Willingness and ability to promote the Florida Wildflower Foundation

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