



## Board Member Recruitment Specification

Kakenya's Dream is committed to diversity in all aspects of its mission and activities, including in the composition of its Board of Directors. In recruiting new board members, we seek to achieve diversity not only in age, gender, race, ethnicity, etc., but also in professional experience, skills, leadership style, and geographical location. We believe such diversity results in a stronger, more effective board.

### Essential Criteria

(We expect board members to meet all the essential criteria)

| Commitment   |
|--|
| Passion/enthusiasm for our mission and work  |
| Willingness to commit time to board meetings, committee meetings, and follow-up on assigned tasks and actions                |
| Commitment to give annually to Kakenya's Dream   |
| Willingness to raise awareness of Kakenya's Dream and help to raise funds for the organization                               |
| Attributes   |
| Ability to understand the 'big picture' and contribute successfully to the whole organization achieving its Theory of Change |
| Team player – works effectively and cooperatively in a group   |
| Positive, can-do attitude  |
| Excellent listening skills   |
| Ability to communicate clearly and articulately  |

### Specialist / Desirable Experience and Skills

The list below will change periodically depending on the needs of the board, succession planning, and our desire for diversity of background, experience and skills. It will be reviewed annually to identify the skills/experience needed for future recruitment. Asterisks reflects the priorities for 2022 recruiting based on the gaps in the current board composition.

| Functional Expertise    | Other Experience/Background   |
|-------------------------|-------------------------------|
| *Accounting/Finance     | *Gender Diversity: Men        |
| Fundraising/Development | *Age Diversity: 30's and 40's |

|                                       |  |
|---------------------------------------|--|
| Human Resources/Org. Development      | *Ethnic Diversity: African American, Latino or Hispanic, Asian, Native American, Other |
| International Development             | *LGBTQ+ Diversity  |
| Media/Communications/Public Relations | *AbleD Diversity   |
| *Education Leadership                 | *Geographic Diversity: outside the Northeastern US                                     |
| *Medical/Public Health/Mental Health  |  |
| Board/Task Force experience           |  |
| *Kenyan or Strong Cultural Knowledge  |  |
| Leadership Experience or Willingness  |  |
| Nonprofit Experience                  |  |