

Preparing for the Board Interview





Board Interviews

Preparing for a nonprofit board interview involves not only answering questions thoughtfully but also demonstrating genuine interest in the organization's mission. To make a strong impression, it's essential to prepare responses that highlight your skills, experience, and alignment with the board's goals. Equally important is coming ready with insightful questions of your own, showing your commitment to understanding the organization and contributing meaningfully to its success.

Interview Questions

Below are questions that may be asked in the nonprofit board interview:

- Why are you interested in joining our board, and what specifically attracts you to our mission?
- What do you see as the primary responsibilities of a board member for this organization?
- Can you share an example of a time you contributed to a nonprofit or served on a board? What was your impact?
- What specific skills or expertise do you bring that will help advance our organization's goals?
- Are you comfortable with fundraising, and how would you approach this responsibility?
- Do you think it's important for board members to donate themselves before they ask others to donate?
- What's your plan to make your personal gift?
- Can you describe a time when you successfully leveraged your network to benefit an organization?
- What's your experience with financial oversight and budgeting?
- How much time can you realistically commit to our board's activities?
- How do you handle disagreements or conflicting opinions within a group setting?
- Where do you see our organization heading in the next five years, and how would you help us achieve that vision?
- What do you think are the biggest challenges facing our nonprofit, and how would you suggest addressing them?
- Can you share an example of how you have promoted inclusivity in a previous role?
- What are your long-term goals in joining this board, and how do you see your involvement evolving?
- How will you measure your success as a board member in helping this organization?



Interview Questions

Below are questions that may be helpful to ask the Board Chair, Executive Director, or interviewer to learn more about the organization and expectations of board leadership:

- What are the organization's most important short- and long-term goals?
- How does the board support the mission beyond financial oversight?
- What specific responsibilities and expectations do you have for board members?
- How is the board's performance evaluated, both individually and as a whole?
- Can you describe the board's structure and decision-making process?
- What are the biggest challenges currently facing the organization?
- What is the organization's financial health, and what are the primary revenue sources?
- How are board members involved in fundraising efforts, and what support is provided?
- How does the board ensure diversity of thought, background, and expertise among its members?
- Are there any specific skill gaps or perspectives the board is looking to fill with new members?
- What is the typical time commitment, including board meetings, committee work, and events?
- Are there any additional time commitments expected outside regular meetings?
- Is there onboarding or training provided for new board members?
- What is the relationship between the board and the executive director or CEO?
- Are there any pending legal or compliance issues that the board should be aware of?
- What is the typical term length, and how are board members evaluated for renewal?
- Do you offer D&O insurance?
- Is there a required give/get (board member financial contribution)?