**CONFIDENTIAL DRAFT**

**Table of skills for VCS board**

1. **Table of key skills**

Level of importance: 1 = Essential; 2 = important; 3 = desirable, but not essential; 4 = not relevant.

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| --- | --- | --- | --- |
|  | Level of importance | Current board representation | Recruitment priority |
| Skills and Experience |  |  |  |
| Belief in / support of mission |  |  |  |
| Board of director experience |  |  |  |
| CEO succession planning |  |  |  |
| Community affiliation / Access |  |  |  |
| Compensation |  |  |  |
| Financial |  |  |  |
| Fundraising |  |  |  |
| Grant Writing |  |  |  |
| Human Resources |  |  |  |
| Industry Knowledge |  |  |  |
| Leadership |  |  |  |
| Legal |  |  |  |
| Lobbying |  |  |  |
| Marketing / PR |  |  |  |
| Organisational management |  |  |  |
| Risk Management |  |  |  |
| Strategic planning |  |  |  |
| Technology / IT |  |  |  |
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Source: Deloitte. The Effective Not for Profit Board.

**2.0 Matrix for identifying skill gaps**

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| --- | --- | --- | --- | --- |
| Skill Required | Name | Name | Name | Name |
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