

## **“Go To” questions to understand an organization and the board.**

(Remember, these are just some questions that you can use – you don’t need to ask all of them OR you can come up with some of your own).

### **About the organization (beyond their mission statement)**

- What’s your core values?
- Tell me more about your major programs and projects?
- What’s been the organization’s biggest success to date?
- What are the organization’s current biggest challenges?
- How is the organization funded? What is the organization’s biggest concern when it comes to financial sustainability?
- What one thing that you think makes your organization stand out in your field, community?
- How do you evaluate your impact?

### **About the board**

- What are the expectations of board members?
  - Value add skills, connections, experience
  - Fundraising and financial commitment (any policies like give/get)
  - Time commitment
- Tell me how board and staff work together, interact?
- Who’s on your board? What’s the makeup of your board?
  - Race, gender, background.
  - Tenure
- How do you see the organization’s core values live out on the board?
- What’s the biggest challenge the board is grappling with?
- What is the biggest impact the board has on the organization/mission?
- What committees do you have? What is the process for putting people on committees?
- Tell me about a typical board meeting? What’s discussed? Attendance? How often?
- How will you tap into my skills, connections, etc.?
- What are you hoping for by recruiting individuals at the Latino Board Leadership Academy?

Some of your own questions:

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