

## Lived experience on nonprofit boards

### Generic competency matrix for a nonprofit board

These competencies to be seen as something to aspire to through structured development, as well as a guide for recruitment.

Trustee name	Everyone should have or develop:												About 20% of trustees should have or develop:																			
	Knowledge						Skills			Behaviours			Knowledge				Skills				Behaviours											
	Knowledge of the area in which the organisation operates	Nonprofit governance	Beneficiary needs & aspirations	Membership structures	Strategy and Values	External environment & current events	Charity legislation & finance	Financial management	Strategy/business development	Performance management	Risk management	Analysis and critical thinking	Curiosity and challenge	Proactively values diversity	Appreciative, asset based approach	There to learn and encourage change	Ambassador for the organisation	Employment law	Lived experience	Policy environment	Co-production	Research	Social media communications	Income generation	Marketing, data and communications	Campaigning	People / Volunteer management	Inclusion and accessibility	Digital and tech	Speaks out (whatever the situation)	Eye for detail	

To be scored on a scale of 1-5 (5 being highly proficient)