

Because the potential awkwardness of bowing off a board dissuades some individuals from joining one, LCAN offers the following process to candidates to help them to determine whether the LCAN Board would be a good fit:

1. LCAN identifies a candidate who has interests and skills needed OR the candidate self-identifies and offers to serve.
2. LCAN asks the candidate to complete a short application, designed to identify the candidate's interests, skills the candidate may want to contribute and/or skills the candidate would like to develop through board participation.¹
3. LCAN invites the candidate to meet with an existing board member and/or the Executive Director to discuss the candidate's responses in the application as well as any initial ideas for engagement.
4. LCAN proposes one or more short-term "pipeline projects" for the candidate's consideration, either during Step 3 meeting or subsequently.
5. The candidate chooses one project and collaborates with an existing board member and/or the Executive or Deputy Director(s) to complete it.
6. Upon project completion, the candidate and collaborators discuss whether LCAN is a good fit. Assuming so, the candidate is invited to join the board.

Adopted by the board in 2007; no one remembers the exact date.

¹ LCAN believes that board service must be mutually rewarding if it's to be sustained.