# Case Study: Board Development

Canopies of Trees is a small nonprofit organization dedicated to protecting old growth forests around the world. From its humble beginnings around a kitchen table, Canopies grew quickly. It developed programs that received critical acclaim and grew a dedicated base of donors.

Five years into its work, Canopies has recognized a major shortcoming: the organization depends on a small, dedicated circle of volunteers to get its work done. These volunteers are rapidly burning out and Canopies needs new energy and resources. A campaign is underway to recruit new volunteers. However, Canopies also wants to look at its current volunteer structure to identify hidden resources and leadership potential.

This chart shows the current Canopies volunteer structure:
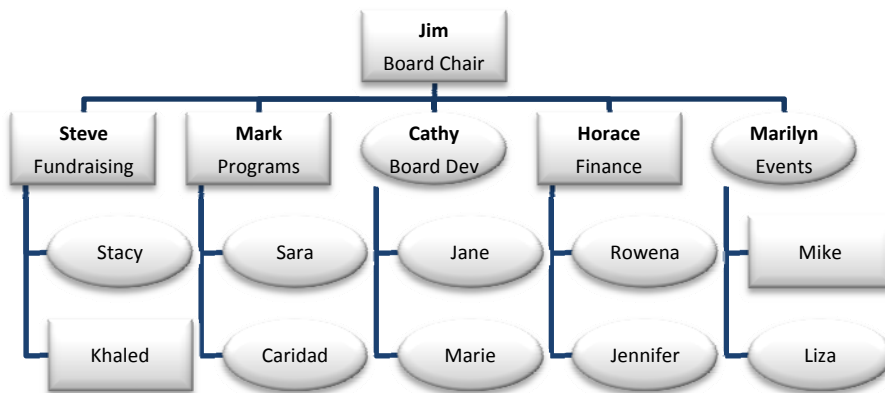
The network analysis shows interactions between board and committee members (heavy lines indicate more frequent interactions, lighter lines indicate less frequent interactions):
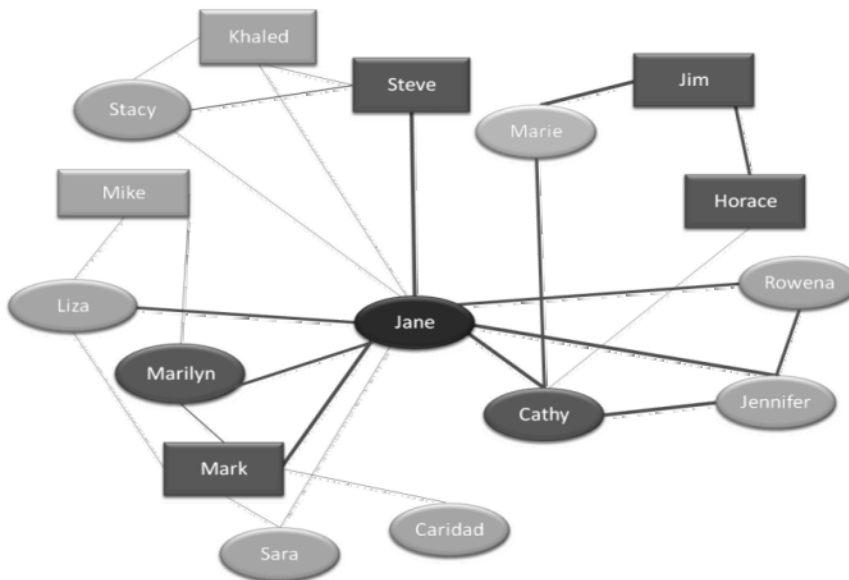
Given what you see in the network diagram:
- Who runs the risk of becoming over-burdened?
- Who shows potential as an upcoming leader?

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