



May 24, 2023

## Don't Leave Your Board to Chance!

One of the main obligations of all League board members, but particularly the president of a League, is to ensure a healthy board into the future.

### Tips on recruitment

Most League bylaws include a nominating committee but many Leagues do not make use of that committee. For Leagues without a nominating committee, the executive (president, vice president, secretary, treasurer) can fulfill that function. The committee or whole board should start by asking themselves:

#### ? Who do you need on the board? What skill sets do you need?

- Something you are lacking on the board
- Something related to an upcoming project or goal
- Someone to replace a person leaving the board soon

#### ? What demographic do you need on the board?

- Does your board look like your neighbourhood?
- Do you have a mix of experienced and new board members?
- Do you have a mix of board members from across the neighbourhood?
- Who are you missing?

#### ? Who do you have on the board?

- Have that conversation: what are the current board members intentions?
- How long is each member staying?
- Would someone like to move positions?
- Would a board member like to be mentored to assume more responsibility?

Come up with a description of who you are looking for and take those descriptions to the board

New board members sometimes respond to calls and advertising

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- They are more likely to get involved if approached individually
- Think about how you and your board members get involved
- Use your networks and all the board members' networks
- Use events to talk to people about joining the board
- Examine your volunteer lists for likely board members
  
- Your AGM should not be first contact
  - This work should start at least three meetings before the AGM
  - On any advertising have interested board members contact the president or nominating committee chair
  - Go into the AGM with someone to nominate for each open position
  - Confirm with nominating committee or executive who will nominate each candidate
  
- Set new board members up for success
  - EFCL runs virtual new board member orientations twice a year
  - EFCL also has online training for new board members

Board recruitment starts with member engagement! Finding interested volunteers will be easier if your League is running events, programs, and opportunities for people to share their voice throughout the year. If you're struggling with low volunteerism and capacity and want support to engage more neighbours, email [leaguesupport@efcl.org](mailto:leaguesupport@efcl.org).