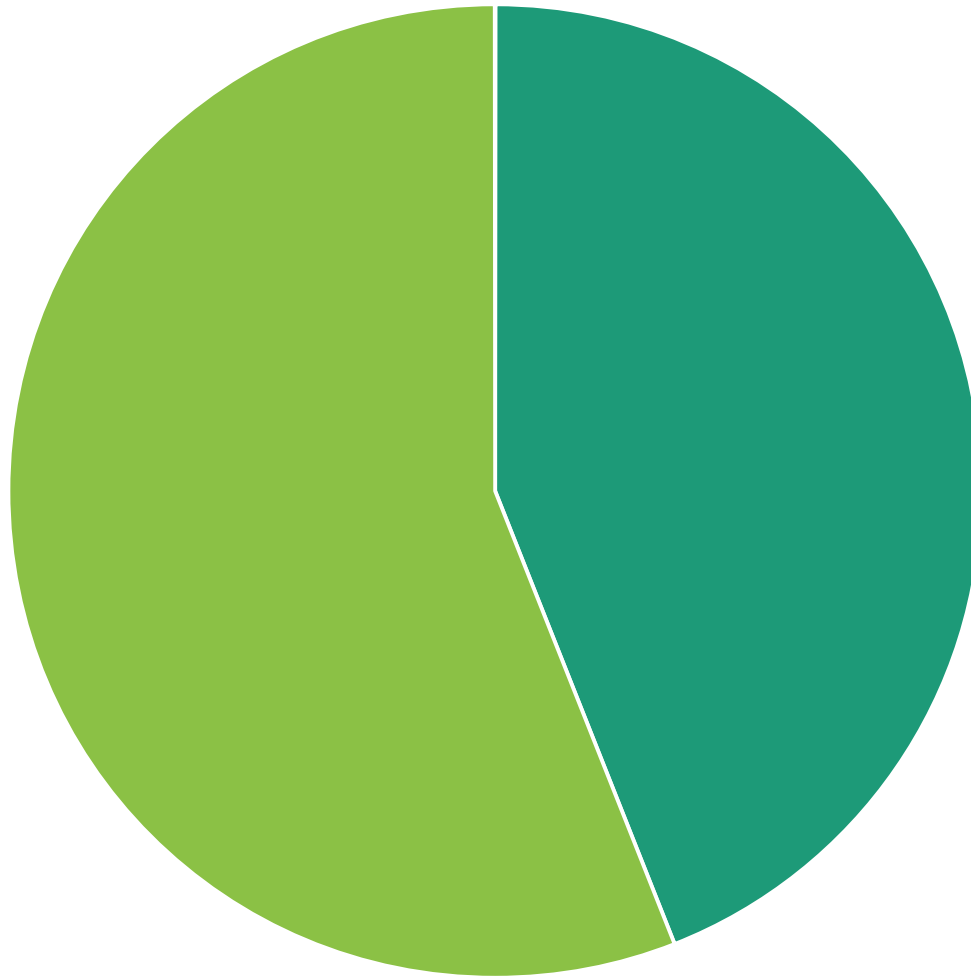


Good governance & succession planning

By: Isaac Coplan,
Education Services Coordinator (ONPHA)

Who volunteers ?



**12.7 Million Canadians
over the age of 15,
or **44% of Canadians**
volunteered.**

Who volunteers ?

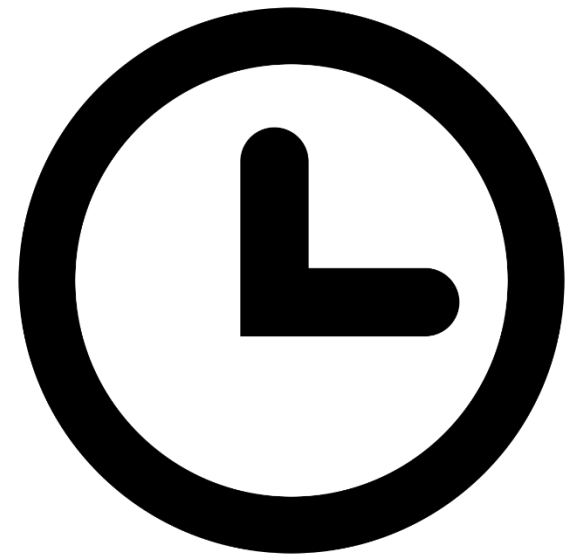
- 1.96 billion hours are spent every year
- 28% of the volunteers were over 55



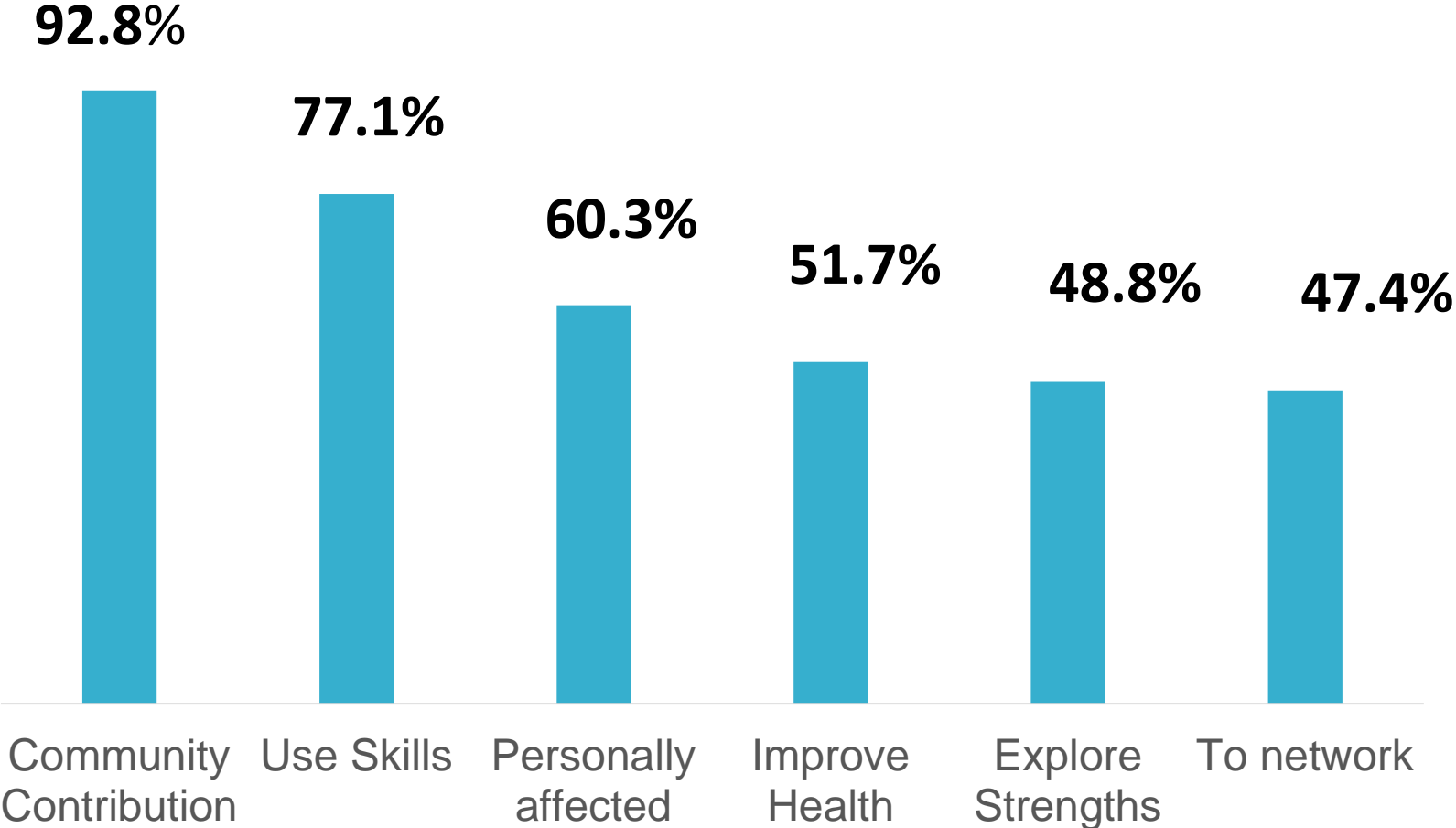
**Volunteers over
55 contributed
39% of the total
hours.**

Who volunteers ?

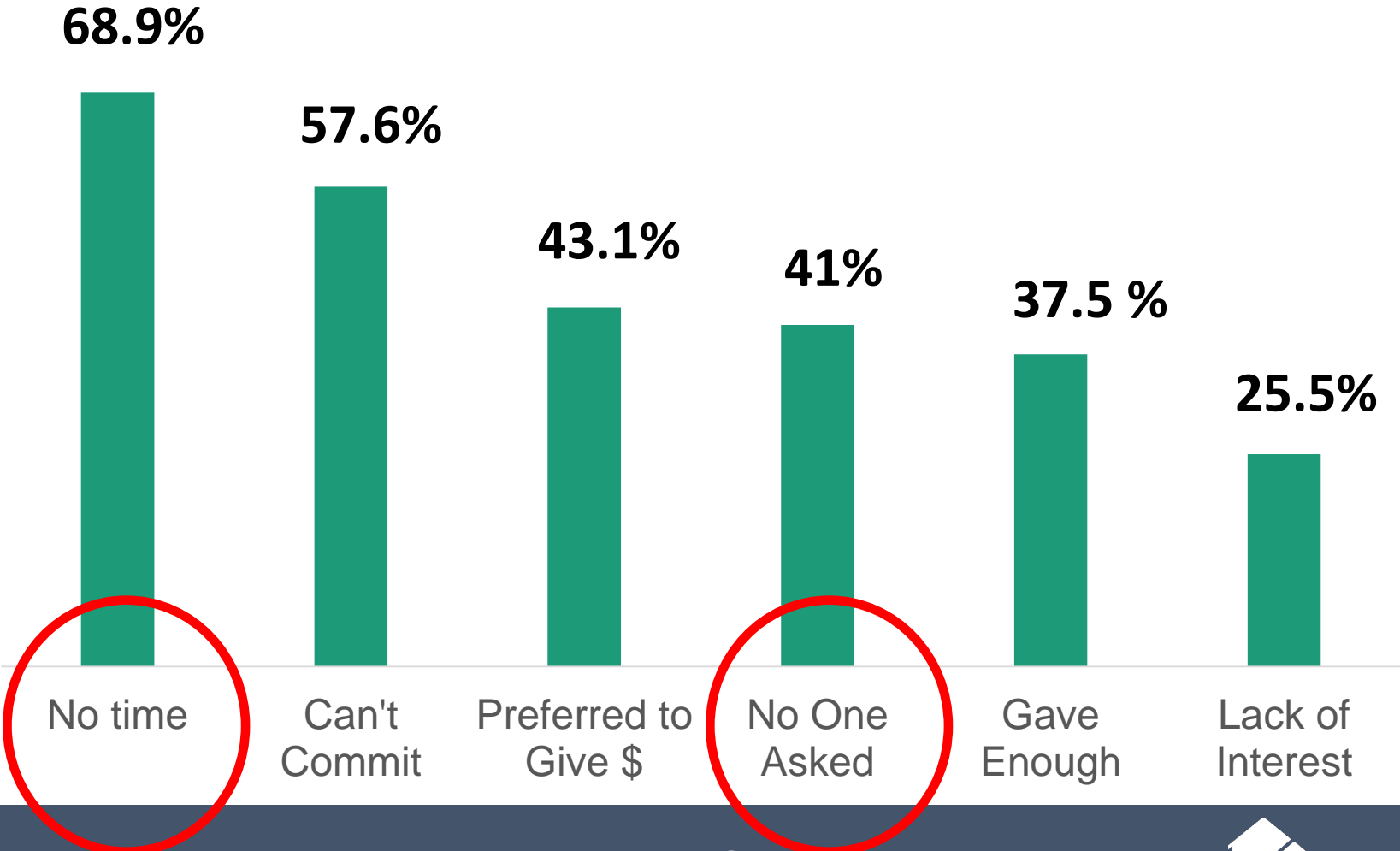
- 45% of women, 42% of men
- Aged 35-44 : 48% volunteered
- 65-74 spent the most hours – 231



Why do people volunteer?

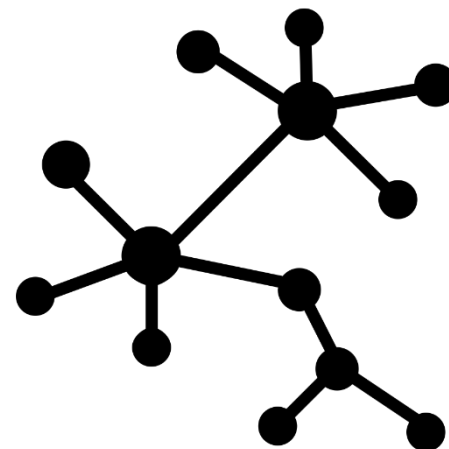


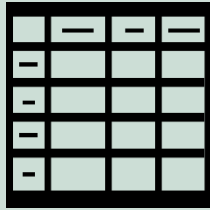
Why don't people volunteer?



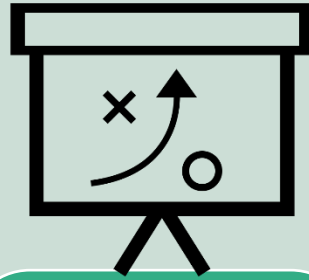
What are the benefits?

- Networking
- Developing Skills
- Community Contribution (ie. Giving back, or *doing something*)
- Positive use of time





Structure



Prepare



Action



Retain

Foundations of Good Governance

Good Governance

- Mission/Values/Mandate
- Strategic Plan
- Terms of Reference
- Agenda and Minutes
- Annual Calendar

Create Structure

- Committee/Working Group
- Nomination/elections process (With board approval)
- Action driven template for meetings and notes

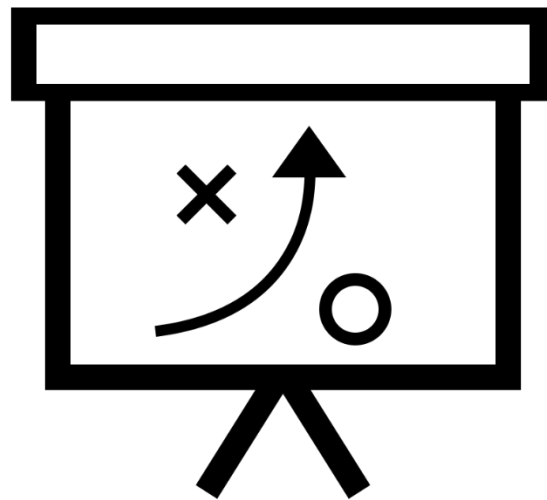
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Creating Structure

- Set meeting dates
- Create a work plan with an annual recruitment activity calendar

Prepare to Recruit

- Board member terms
- Skills matrix
- Application/nomination/election processes



Prepare to Recruit

- Recruitment package
- Opportunities to meet prospective board members

Raise your profile

- Open house
- Annual party
- Speaker's bureau
- Local news story
- Website or Social Media

Networking opportunities

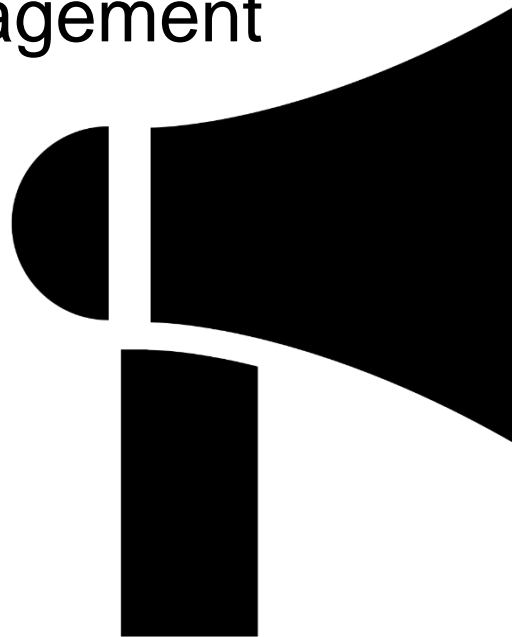
- Committees
- Special projects
- Seek advice

Annual Strategy

- Identify and implement profile building opportunities
- Review the number of empty spots
- Update all materials (date, accomplishments, changes, skills matrix)
- Identify potential candidates

Take Action

- Potential candidates
- Rating
- Prospect management



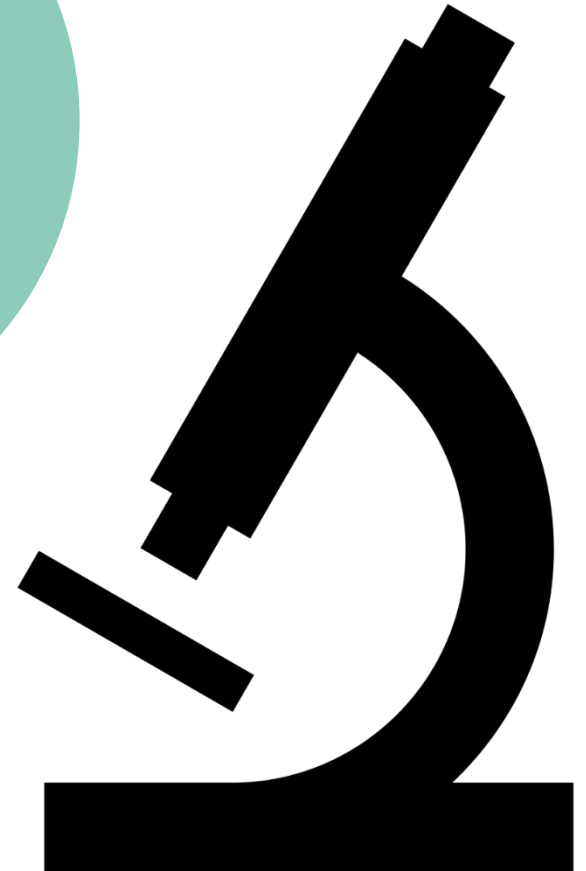
Take Action

- Reviewing applications
- Interviewing applicants
- Following through

Friends, Family,
Colleagues,
Former Board,
Staff, Volunteers

Networking,
notices online,
volunteer
websites,
annual report,
website

Sister
organization,
local businesses,
faith groups,
former
consultants



Recruitment activities

- Prospects
- Rate
- Opportunities
- Plan

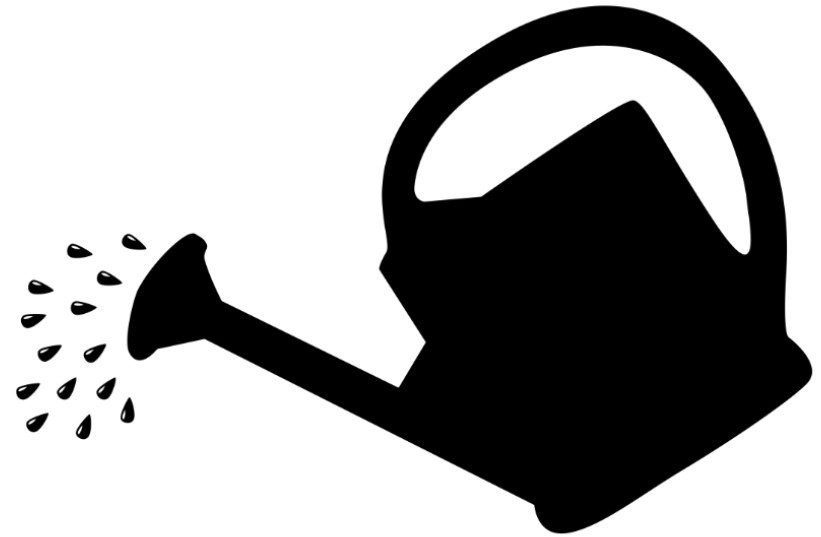
Follow up – be engaged

Publicity isn't enough

- Make it easy

Retain

- Common goals
- Focused
- Successful
- Improvement
- Celebrating success



Common Goals

- Board member orientation
- Annual planning day

Focus

- Agreed upon conduct
- Decision making processes
- Scheduled meetings
- Standard agenda
- Role of the chair

How can you recruit better?

- Always be recruiting
- Network, and raise interest in the organization
- Go out to events and speak about your organization
- Consider recruiting from a more diverse audience, think about matching demographics of your region.

Improvement & Education

- Local workshops
 - ONPHA
 - United way
 - Service Manager
- Online
 - Webinars
 - Online courses (such as ONPHA's)
- ONPHA conference, and other conferences

Success

- Report successes at board meetings
- Newsletters
- Inform local media

Website

- www.onpha.on.ca

Member support

- 1-800-297-6660
- Member.support@onpha.org

Resources

- handbooks and guides
- sample policies

Professional development

- in-person courses
- online courses
- webinars



ONPHA

Ontario
Non-Profit Housing
Association