

1. NSO VOLUNTEER BOARDS (Recruitment/Training/Assessment)

1	
Skill Based Small Boards Seen as Ideal	<ul style="list-style-type: none">• Less than 10 persons (6-8 noted)• Non-representational (eliminate conflict of interest)• Defined roles, clarity of purpose• Clear distinction of roles between Board and Management (including understanding the overlap and managing that)• Best fit to prepare for new Corporation Act requirements• Consider Board Advisory Councils – resource for the Board

2	
Strong Nominating Committee	<ul style="list-style-type: none">• Board analysis – Inventory of skill sets; Identify skill sets lacking; Target recruiting for required skill sets• Varied competencies beneficial – Diversity (including gender) is seen as positive.• Athlete representation – consideration for full Board representation. Recruiting past athletes for various Board and Committee roles seen as positive• Training for potential Board members – required but how to do it?• Maintain a transparent Board application process• Recruit independent directors (outside the sport)• Harder to recruit/train members for a Policy Governance Board, but essential to have a skill based Board, not representational

3	
Board Management	<ul style="list-style-type: none">• “Efficient Board”, not “Information Board”• Monthly conference calls to retain engagement• Clear distinction of roles between Board and Management• Clear Board mandates – strong policies that are consistently followed• Recognition programmes• Board member financial commitment – personal contributions?• Board accountability process for ineffective volunteers• Board volunteer surveys – ongoing assessments,

mentorship programmes, exit interviews (link into ongoing Nominating Committee work)