It is necessary to have a mix of strengths. Every Trustee / Board Member *delete not applicable* needs to contribute something unique and of value to

the overall culture and vision of the board. An effective board has:

* a mix of stable (long-term) and new Trustees/Board Members *delete not applicable* ● mutual respect
* diversity ● strategic and operational thinkers
* a balance between independent and interested Trustees/Board Members *delete not applicable* ● a fair and firm chairperson
* an appropriate size in relation to the organisation ● a balance of skills and experience

**Board balance**

A strong board will be evenly balanced in several respects:

1. Skills and experience: A diverse range of educational and vocational backgrounds will enrich the discussion of a board and help better decisions be made.
2. Types of Trustees: Executive (Chairperson, Secretary, Treasurer) vs non-executive roles.
3. Balance of independent and interested Trustees / Board Members *delete not applicable* : to ensure independent thinking, fresh perspectives and greater oversight and accountability, it is important to have a good balance between ‘insider’ and ‘outsider’ Trustees.
4. Diversity: a mix of ethnicity, age and gender will better represent the community at large to help form insightful and representative decisions.

An indication of our existing skills and experience to identify gaps for effective recruitment and training:

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Skill / Experience** | **Chairperson** | **Secretary** | **Treasurer** | **Trustee / Board Member** | **Trustee / Board Member** | **Trustee / Board Member** | **Trustee / Board Member** | **Trustee / Board Member** |
| Governance / Board |  |  |  |  |  |  |  |  |
| Financial knowledge |  |  |  |  |  |  |  |  |
| Not-For-Profit Sector Experience |  |  |  |  |  |  |  |  |
| Government Contracts  |  |  |  |  |  |  |  |  |
| Community Funding |  |  |  |  |  |  |  |  |
| Management / Leadership |  |  |  |  |  |  |  |  |
| Legal Knowledge / Experience |  |  |  |  |  |  |  |  |
| Marketing & Promotion |  |  |  |  |  |  |  |  |
| Employment Relations |  |  |  |  |  |  |  |  |
| Administration  |  |  |  |  |  |  |  |  |
| Health & Safety |  |  |  |  |  |  |  |  |
| Environment standards |  |  |  |  |  |  |  |  |
| Sector specific experience  |  |  |  |  |  |  |  |  |
| Member representation |  |  |  |  |  |  |  |  |