

DTAS Annual Conference 2024

# Celebrating Board'om

Hear from a range of experienced voices in a fishbowl conversation on recruiting, supporting and celebrating effective boards in development trusts



**Hosts**

Pamela Barnes & John Main from DTAS

## Agenda

# What we'll discuss in this workshop



Recruiting Board Members



Retaining Board Members



Helping Board Members  
leave with pride

# What aspects of your current Board are worth celebrating?

A word cloud of positive attributes for a board. The words are arranged in a circular pattern, with 'EXPERIENCE' and 'PASSION' being the largest and most prominent. Other words include 'passionate', 'impressive', 'enthusiastic', 'diversity', 'expertise', 'leadership', 'knowledge', 'willing', 'ambitious', 'essential', and 'passion'.

passionate  
impressive  
enthusiastic  
diversity  
expertise  
leadership  
knowledge  
willing  
ambitious  
essential  
EXPERIENCE  
PASSION

# What aspects would you like to celebrate but are currently missing?



# Other comments

“The distinction between volunteer directors and operational work has been very fuzzy. Benefit is we are a lot more than we should be. But downside is internal politics and directors doing operational work.”

*“Webinars to educate and inspire board members.”*

*“They have staying power and are so keen to make a difference for their community. They support their staff when faced with challenging circumstances”*

- "1) Succession planning becomes ever more critical the more ongoing projects we take on - and therefore create legacy responsibilities for future directors to take on.
- 2) Seeking and using active members more, eg as part of short-term working groups led by one/two directors - increases capacity and outputs, spreads engagement and (hopefully) wisdom and sense of being embedded in community."

# Recruiting Board Members

**01**

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Check your Governing Documents

**02**

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Assess skills of Board and what skills you might need in new Board Members

**03**

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Promote your opportunity in areas where candidates will see

**04**

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Select the right person to your Board (skills and fit).

**05**

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Elect or Co-opt

**06**

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Have a clear induction programme

# Retaining Board Members

**01**

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Formal Induction

**02**

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Provide training and access to skills development opportunities

**03**

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Set clear boundaries and areas of responsibility

**04**

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Undertake Regular Reviews

**05**

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Don't let a Board Member become indispensable - share skills and burdens.

**06**

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Celebrate successes

# Leaving with Pride

**01**

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Have a clear Succession Plan

**02**

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Set clear fixed terms for Board positions

**03**

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Provide opportunities for feedback

**04**

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Undertake Regular Reviews

**05**

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Celebrate successes



## **Opportunities to Celebrate!**

Trustees' Week, in November

<https://trusteesweek.org/>

Volunteers' Week, 2<sup>nd</sup> – 8<sup>th</sup> June 2025

<https://volunteersweek.scot/>

## **Governance Guidance and Resources**

OSCR Good Governance Guidance

<https://www.oscr.org.uk/managing-a-charity/trustee-duties/good-governance/>

SCVO Good Governance Resources

<https://scvo.scot/support/running-your-organisation/governance>

Scotland's Third Sector Governance Forum – Governance Code

<https://www.oscr.org.uk/managing-a-charity/trustee-duties/good-governance/>

Getting on Board

<https://www.gettingonboard.org/>



# Thank you!

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