

How can we renew boards?

The renewal effort to update and improve the leadership of Non-Profit Housing (NPH) organizations is the responsibility of directors and presidents. They have the responsibility to lead their NPH into the future and inspire the people in their community to the potential of their organization.

Board renewal steps:

- **Step 1 – Work on your visibility and image**
 - Clean up your act make sure your organization is presentable in ever way.
 - List all achievements of the organization in the last 3 years.
 - List all contributions of directors and employees to the community.
 - Quantify the impact of your NPH (rents paid by members, salaries paid to staff, volunteer hours, number of jobs, surplus generated, donations to the community).
 - Have the president and GM speak to events in the community groups about your organization and explore joint community building projects.
 - Publish press releases or newsletters to the community about your NPH.
 - Fix any issues that are creating concern with tenant-members and the community.

Board renewal steps:

- **Step 2 – Start your recruitment**
 - Establish a nominating committee.
 - Update your membership and waiting list records.
 - Study the present director profile and capabilities.
 - Establish the director criteria, competencies and diversity requirements.
 - Look for your next generation of directors.
 - Identify strong potential directors that live in the community.
 - Identify the community development needs and look for individuals that have a vision of how the NPH can best play its development role.
 - Look to increase and balance the NPH director representation.

Board renewal steps: Continued

- **Step 3 – Information meetings for perspective directors**
 - Invite potential future directors that meet the criteria in step 2 to attend information meetings.
 - The President presents the NPH's original purpose, highlights milestones and its current status.
 - Outlines the big picture of housing in the region and the community and the possible development opportunities for the NPH.
 - Explain the role and responsibilities of the board and directors, outline the support and training provided and what happens at meetings.
 - Makes a call for leaders to join the Board of the NPH to help in the future development effort.
 - Explain the election process.

Board renewal steps: Continued

- **Step 4 – Prepare the AGM**
 - Develop a interesting agenda for the AGM with speakers on important topics and guest from the sector
 - Present twice as many candidates as there are openings and introduce them to the members.
 - Have the nominating committee run the elections.
 - Invite candidates not elected to serve on committees.
- **Step 5 – Reposition the role of the Board and harness resources for change**
 - Conduct strategic planning and visioning.
 - Conduct annual board evaluation.
 - Identify the readiness for change of your directors and members.
 - Invite community members to exploratory meetings.
 - Identify projects and partnerships.
 - Enlist support from the housing association to assist in the development process.

Board renewal steps:

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- Step 2 – Start your recruitment
- Step 3 – Information meetings for perspective directors
- Step 4 – Prepare the AGM
- Step 5 – Reposition the role of the Board and harness resources for change