

THE COMMUNITY BUILDER

Unexpected Board Resignations

Everything seems to be going well, the elections are over and the new Board is settling into their positions. Then suddenly, an abrupt, unexplained resignation by a board member or members leaving the remaining Board members in chaos and creating an unpleasant murmur among the residents. What happened? Board vacancies often occur due to expiring terms, early resignations and sometimes conflicts among board members or as a result of dissident clamoring. Frequent resignations may be a warning sign that there are problems with the board or that individual members are not the proper fit for the role they previously occupied.

It is prudent that your association implement a plan to reduce resignation in order to enhance continuity within your community association's structure. The board can achieve this by keeping an open mind to new ideas and ensuring the best interests of the community are always a priority. Diversity in board members will also enhance the effectiveness of the board in relation to understanding the needs of the community.

In today's fast paced society, we find fewer citizens are able or willing to make time to serve as board members for the purpose of assisting their neighborhood. Preventive measures will not prevent the unexpected resignation, but can reduce the impact of that resignation.

The following are a few suggestions to assist your community in reducing or recovering from unexpected resignations and identifying replacement candidates:

Arrange annual orientation for members of the board that will focus on communication and procedural issues as well as providing them with future guidance in the board roles.

- Establish procedures to groom future leaders by involving homeowners in community projects.
- Current board members should place articles in the newsletter and on the web site listing the functions and duties of the board members. This will assist any "recruits" in easily becoming familiar with their potential roles. It



THE COMMUNITY BUILDER

will also assist them in understanding that the roles performed by the directors will differ from their roles as homeowners.

- Make known a position as soon as you are aware of an opening on the board.
- Remember the welfare of the community depends on level headed and concerned volunteers.
- Potential individuals should be of the highest character and integrity.
- Should be free of any interest which would violate any applicable law or regulation or interfere with the proper performance of the responsibilities of a director.
- Should be willing and able to devote sufficient time to the affairs of the association.
- Should be diligent in fulfilling the responsibilities of a director.
- Should be prepared to prepare, attend and participate in board meetings and community events.
- Frequently post positive communication through your newsletter and website regarding meetings, planned improvements and/or events.

Stability on the Board offers the opportunity for better planning and greater success.

