



# BOARD BUILDING

## ROTATE YOUR BOARD MEMBERS

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Most clubs have adopted a board membership structure with a limited number of staggered terms, e.g., two consecutive terms of three years each. This provides opportunities both to reshape the board and to review each board member at regular intervals. Board member may be re-elected, moved to other roles within the club, or thanked and kindly discharged. This rotation process implies the existence of certain standards or expectations against which individual board member performance should be measured. In addition to individual board member evaluation, the boards should periodically review itself as a whole.

### ROTATIONAL STRATEGIES

To avoid letting board members burn themselves out, the board development committee (with input from the head coach) should consider moving board members around to give them new experiences and challenges within the club. Consider the following options:

- **Rotation within the Board:** After several years of successful service, each board member should be much more knowledgeable about the club. At this time, they could be offered the opportunity to serve on different committees that would enhance their knowledge of the club and further hone their leadership skills.
- **Ad Hoc Committee/Task Force Service:** When needed elsewhere by the club, board members can serve on ad hoc committees or task forces and temporarily suspend their participation on standing committee assignments.
- **Board Leadership Positions:** The club should encourage different people to assume different chairs of standing committees and other leadership roles.
- **Outside Assignments:** Board members may also be asked to serve on committees or advisory councils outside the club (e.g., United Way). They might also be designated to represent the club at community functions, such as rotary gatherings, radio/TV appearances for community functions, etc. These external assignments add elements of diversity and recognition to their board service.

The following page present ideas and strategies for term limits and how to involve board members when their term expires:

[Term Limits & When Board Members Leave](#)

Taken from the "Club Leadership Development Notebook" a publication from *BoardSource* created specifically for USA Swimming. For more information about *BoardSource* write to 1828 L Street NW, Suite 900, Washington, DC 20036-5114. Telephone (202) 452-6262. Fax: (202) 452-6299, email: [mail@boardsource.org](mailto:mail@boardsource.org), website: <http://www.boardsource.org/>. Copyright 2000. Used with permission.