

## **Board of Directors Mentoring Program**

The Board Mentoring Program involves matching a new board member with a more experienced board member who will provide guidance and support, and act as a resource to help the new member feel comfortable in their new role. There is a learning curve associated with joining any board and having a mentor should enhance the new member's understanding of governance responsibilities and the overall operations of the board and the association.

Based upon professional commonalities, staff works with the Board Chair to match a current Board member with a new member. Participation in the mentoring program is voluntary.

### **A. Suggestions for mentors:**

- Contact the new Board member as soon as possible to introduce yourself and welcome her/him to the board.
- In the week prior to the first two Board meetings, contact the new Board member to see if they have any questions about the meeting format or the meeting package.
- At the first Board meeting, introduce the new member to other members of the Board.
- Follow up with the new member after the first meeting to debrief and answer any questions that may have arisen from Board discussions.
- Provide feedback to the Board Chair on the mentoring experience and any areas of the program that can be improved.

### **B. Suggestions for new Board members:**

- Make sure you have your mentor's contact info and feel free to call on them to help understand Board operations, activities and culture.
- Your mentor is only one resource to help you become an informed Board member; feel free to contact your Board Chair or the Board Secretary with questions or concerns.
- Review the Board policies on the DNS website; this resource is a valuable tool that will help prepare you for your role on the Board.
- Provide feedback to the Board Chair on the mentoring experience and any areas of the program that can be improved.

To help facilitate contact and establish the relationship, staff will commit to sending a reminder to mentors and new Board members in the week prior to the first two meetings of the year.

The formal mentor relationship will be in place for a period of 6 to 12 months, ending any time during that period when the new member feels comfortable with the general procedures and processes of the Board.

*Any questions regarding the Program should be directed to:*

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