**Insights from the Trenches**

* Create a “Future Governance Committee-FGC” handpicked with key influencers who have the ability to interact with and manage key vocal members. chaired by an independent non-Board/Branch leader. External Consultant/specialist to attend all meetings and advise. Choose committee members who are beyond the politics
* Develop an active Communications plan that focuses on a. Principles Underlying Change, then b. Why it’s not working and the requirement for change
* Key message/question to get across is “What does this organisation need, to be governed well”
* Release multiple versions of Principles Underlying Change document, seeking member comment and Feedback. Use a Chat app/platform so members can chat online with FGC members and staff and have direct communications, not filtered by Branches/Divisions
* Ensure members have the ability to provide comments direct to the FGC and CEO, so not filtered through Branches/Divisions
* Communications campaign needs to be relentless. President/Chair needs to wait for FGC recommendations, then sells the FGC recommendations. Key message: “This is the recommendation of the FGC, and I support this”
* All communications are developed by the staff Communications team.
* Once multiple versions of Principles Underlying Change document have resulted in 1 agreed document, then be prepared to share relevant versions of the proposed new constitution and allow for feedback to FGC.
* At Annual conference, invite all Branch Presidents to the conference stage to discuss why the change is a good idea. Ensure they are pre-briefed by the President re FAQs and responses.
* Have the General Meeting of members. Ensure any proxies have the ability to abstain (ie not vote yes or no) and this not counted as a No vote
* Key insight-Regarding elections of independent Directors, have a Nominations Committee to accept Nominations, so it is not a popularity contest.