



## 'Organic' approach trumps elections

**Dave Fearon, pictured,** describes as 'organic' his shoulder-tapping approach to finding new blood to serve on the boards of the Māngere Town Centre and Māngere East Village business associations.



Dave's decade of service as a dual BID programme manager has taught him many things, including the most sustainable way to identify and recruit board members.

In fact, so successful has he been that he's never had to hold an election for either business association.

"The town centre and village are both compact with only about 100 members, most of whom are located opposite my office here," Dave says.

"I've come to know people quite well, including newcomers. We have plenty of conversations over the years and I will ask members whether they would consider serving on the boards.

"So, whenever someone steps down from a board, we have people ready to step up and serve. It's quite organic and has served us well over the years."

While Dave does not enlist external governance training for either BID board, he has a proven induction programme ready.

"It's a fairly easy process to explain, focusing mostly on the specific governance requirements of the BID programme."

