

## Strengthening Soils for Life – an organisation at the leading edge of sustainable farming practices

### > THE CONTEXT

Soils For Life is a not-for-profit charity dedicated to supporting Australian farmers and rural communities in regenerating soils and landscapes, to build natural and social capital and transform food systems. Soils For Life builds communities of practice around regenerative cultures and thinking to create strong networks and partnerships. It is grounded in a sound evidence base and creates local farmer support mechanisms, including mentoring programs and networks.

### > THE BRIEF

Positive Solutions was engaged by Soils For Life to assist with the governance development of the organisation, to ready the organisation for future anticipated growth.

In support of this it was necessary to identify current and appropriate future skills for potential board members, determine the number of board members to be maintained, and their terms, review and develop systems, structures and committees, and establish succession planning processes

### OUR APPROACH

Stage one of the project was to form a clear understanding of the board's role and processes and from this develop a route map and action plan for further board and governance development.

Positive Solutions developed and issued a short board survey, accompanied by a skills assessment tool, for the individual board member, the Chair and the board as a whole. All board members were interviewed, providing the space to clarify issues raised in the survey, and explore the skills assessment responses.

Positive Solutions delivered a workshop, covering board recruitment and composition, board meetings and committees – effectiveness, policy and documentation framework – priority policies for future development, issues arising from governance documentation and board-CEO/Executive communications and alignment.

### > THE RESULTS

The project concluded with the drafting of an Action Plan for further board and governance development – and with Positive Solutions providing assistance with the development of policies and a board charter, and ongoing remote support for Chair and board.

### SEE ALSO:

- > [Governance Review, Policy Development and CEO Succession Plan for Queensland South Native Title Services](#)
- > [Governance Health Check for NSW Irrigators Council](#)
- > [Museum of Brisbane Charter](#)