



Prof Jennifer Radbourne, Founding Chair of the Sunshine Coast Arts Foundation

Recruitment and Induction for the inaugural board members of the Sunshine Coast Arts Foundation

> THE CONTEXT

In line with their aspirations to develop a flourishing arts ecology of the Sunshine Coast, Council initiated the establishment of a new Arts Foundation, independent from Council, with the objective on encouraging a regional culture of arts philanthropy and providing financial and in-kind support to benefit the arts and the region.

> THE BRIEF

Positive Solutions was engaged by Sunshine Coast Council to recruit founding members of the Sunshine Coast Arts Foundation Board (SCAF), building upon our experience in supporting the earlier establishment of the Arts Advisory Board.

> OUR APPROACH

Positive Solutions designed and implemented an effective recruitment campaign including preparation and refinement of a duty statement for board members, assembly of a wide-ranging database of potential prospects, and distribution to these contacts. We developed an online and regional advertising plan, supplemented by targeted follow up emails and phone discussions to elicit interest and identify prospects. We provided a shortlist of applicants for Council's consideration; developed an interview plan and schedule; handled applicant communications; and provided briefing and support to the interview panel, which included Director David Fishel as a panellist. Following the recruitment process, Positive Solutions facilitated a workshop to induct new board members, and provided models for the induction of subsequent new recruits to the Foundation board.

> THE RESULTS

SCAF was launched in February 2020 with Prof Jennifer Radbourne as the founding Chair and Due Dara as Deputy Chair. SCAF now actively supports the development of arts on the Sunshine Coast, by partnering with individuals, arts organisations and cultural facilities to help them secure philanthropic funding for arts projects and activities. Working with Creative Partnerships Australia, SCAF offer one-on-one, tailored coaching sessions to address organisations' challenges and opportunities, and to develop new income streams.

SEE ALSO:

- > [Sunshine Coast Community Strategy Leadership Group Recruitment](#)
- > [Art from the Margins General Manager Recruitment](#)
- > [Sunshine Coast Heritage Plan Review](#)
- > [Sunshine Coast Council Regional Gallery Scoping Brief](#)