

Rationale for revision of Articles - Key changes from the 2023 AGM

During 2020 ADI Committee undertook a consultation with an external agency to assess if transformation was necessary/desired in order to best achieve a sound future strategy for the ADI. This project resulted in a series of further meetings and a governance review, to determine how the ADI can best meet its charitable objectives and adhere to best governance whilst forming a vision of its future development and growth.

In June 2021, the Board dedicated a full day to debating whether its current structure will best serve our membership as we grow and develop. We decided that it will not, and that we needed to seek approval from our membership to make the following changes.

- **Size of Board to be reduced from 17 to 11**

Board size of 17 considered to be too large for a niche organisation such as ADI – it does not aid decision making and is not cost effective.

- **Honorary Treasurer and Regional Representative posts removed**
- **Creation of the following new posts: Honorary Secretary, Study Clubs Officer, Young Dentist Officer, Communications Officer, Industry Liaison Officer**

The new position of Honorary Secretary will focus on strategy implementation and operational matters including financial management. (Many charities no longer have a dedicated Treasurer post.)

Currently for Regional Representatives, combining the role of Board member and study club host places high demands on the trustees' time – especially as they are now also getting involved in sub-committees. Also, the two different roles require different skillsets. In the new look Board, one Board member (the Study Clubs Officer) will have responsibility for overseeing study clubs, and study club hosts will be volunteers drawn from the membership.

The three new Board positions will provide greater focus on students and newly qualified dentists, communications (including PR, social media and patient information), and enhancing ADI's relationship with industry as an important stakeholder.

Note that the following posts remain: President, Immediate Past President, President Elect, Academic Representative, DCP Officer, Technician Officer.

- **Voting regions abolished – all members who are dental professionals can stand for and vote in the elections for the three general Board vacancies, which will then be assigned by the Board to Study Clubs Officer, Communications Officer, Industry Liaison Officer**

With the cessation of the Regional Representative posts, there is no need to retain the current geographical voting regions. Historically these have not enhanced member engagement, with low numbers participating in elections. In the next round of Board elections in 2023, all members will be able to stand for the three general vacancies and voting will be by the whole membership, which we believe to be more democratic than currently. Additionally, study club locations will no longer be based on the old geographical voting regions, and will be chosen to meet demand.

- **Only Young Dentist members can stand for and vote in the election for the Young Dentist Officer**

For the first time, a Board position will be reserved for a young dentist to enhance ADI's engagement with those at the start of their career in dentistry, who will form the future membership of ADI.

- **Term of office to change from two years to three years for all posts except President Elect, President and Immediate Past President**

The current two year term of office is too short – it often takes one year for a new Board member to settle fully into their role, and the following year there has been the next round of elections. Three years is felt to be more appropriate, with the exception of the term for President Elect, President and Immediate Past President which each remain at two years (a six year commitment in total for the person elected as President Elect).

The Board believes these changes are necessary in order to be more dynamic and create greater engagement with our profession.

We hope to achieve a Board structure that is driven, coherent, and has diversity and individuality to successfully deliver the charitable objectives of the ADI.