

coalition of **community**boards

Sunshine Coast

Sticky Committee Questions

Brain storming suggestions from the participants at the SC Coalition of Community Boards Breakfast Forum 22 November 2019 at venue 114.

Q1 - What are some ways to keep your committee strong, both in numbers and energy?

- Offer training, seek funds for training so committee members feel equipped
- Taking this idea further - 2 or 3 committees get together and collectively apply for a council grant for professional development of the committee. This shows “stretch” greater impact, more bang for the buck.
- Meaningful projects that give a sense of momentum
- Celebrate projects along the way or at the end
- Have a clear “agenda” – mission, make sure its developed by the membership and not just one or two people
- Work out what is the best way to communicate if getting poor responses, Options could include “live survey apps” that enable vote in real time, survey monkey, or through FB
- Anonymous suggestion box
- Mentoring program (consider confidentiality)

Q2 - How can Staff and Volunteers be valued by the committee

- Develop a recognition process to express appreciation
- Being able to express views to be heard
- Have a segment “the elephant in the room”
- A weekly “good news” email that shares with everyone about people’s lives
- Council promotes and recognises volunteer efforts, council grants and discretionary funds
- Social events

Q3 - How can the committee ensure that paid staff are supported – both in their welfare and their job skills?

- Clear policy / directions / roles for paid staff and volunteers
- An anonymous process for feedback or raising issues
- Performance review
- More immediate feedback processes, eg the council is using “fresh score”

- Deal with conflict quickly, don't let it fester
- Good policies and procedures
- Hire well – especially with the senior worker
- 30 minutes, short and sharp training or refresher sessions
- Have a code of conduct – values, why we are here etc.

Q4 - What are some creative ways to get quorums at your meetings?

- Food, could try having meetings at hotel or more social venue
- Using skype or zoom, have on line meetings to reduce need to travel. Make sure not to neglect Face to Face meetings as well.
- Be flexible with times and locations
- Organise a 5 – 10-minute keynote speaker to zoom in around an issue or act as a draw card
- Carpooling
- Look at numbers (structures) if too many members on the committee make getting a quorum structurally difficult.
- Make explicit what your committees participation can achieve, offer more influence around issues, give people the plan to choose areas that interest them.
- Reduce the “unknowns” before hand - communicate
- Communicate what happened at the meetings with the boarder membership in a succinct informative way, include formal and informal stories of others, (could use social media for this). This could encourage other participation.

Q5 - How do you attract new community members and let members know what is involved?

- Most people who volunteer do so because they were personally asked
- Brief outline of roles and responsibilities on nomination form
- Sell your organisations story
- Vision and purpose are clear
- Attract members in creative ways eg walking groups
- Buddy prospective committee members, chat with existing committee
- Word of mouth
- Volunteer internship – expand your CV
- Approach corporate organisations, eg banks for treasurer
- Appal to their civic responsibility (guilt?) – they can make a difference, improve the world, it needs to be done
- Young people – volunteer for projects in particular. Make it not boring
- Encourage people to bring their baby or provide child care (have discussions about lifestyle and ability to participate)
- Tap into their passion
- Have committee meeting at people's home with kids
- Job share, shorter meetings