

Notes made from Webinar workshop

### **Seeking and Keeping an Engaged Membership and Committee**

- **Ways that your committee can engage and build relationships with existing and new members**
- **Strengthening your organisation by participation**
- **Explore the opportunity that governance offers for both your organisation and its members to grow and learn together**

Governance webinar series **Wednesday 12<sup>th</sup> August 6pm – 7:30pm**

With Carolyn Nolan and Mark Wischnat

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### **What brought you to the committee in the first place? What was the groups heartbeat that drew you in?**

- Passion for the “cause”
- Social fabric drew me in
- Being part of a voice around social justice attracted me
- I have a passion for people getting active, having fun and so I wanted to contribute to this
- I enjoy hosting, doing collective action and supporting community, I want to contribute to the care of my community
- I liked the values and what the organisation stood for
- I wanted to learn new skills
- Feeling valued for what I could bring to the committee
- Make a local contribution, learning new skills in the process
- Contributing back to what has benefitted me previously
- Connecting with others and enabling this to happen

**Governance ‘practices’ to avoid as they may reduce the level of member engagement  
(group discussion to develop this list)**

- 1 person monopolises the direction of the group or the agenda
- Non inclusive practices (membership can’t input into decisions)
- Lack of communication or information to members
- Factions / coalitions develop
- Lack of chairing to steer conversation in the meeting to get to actions
- Members voices are not heard
- Friendships override the ‘work’ and established processes of the committee

**Governance ‘practices’ to enhance member engagement and potentially attract new  
participants (group discussion to develop this list)**

- Have fun – don’t be 100% about the business. Fun and celebration attracts people
- Clarity around why we are all “here” – a focussed clear chair reinforces this so everyone is on the same page
- Channelling people’s passion
- Members feel valued
- Members can contribute in ways that work for them
- Members feel valued and have worth
- Members feel cared for
- Clear communication channels exist
- Members are informed
- Clear processes and policies to guide and support people
- Open executive that communicates broadly with membership
- Committee working from the “bottom up”
- Possible strategy for succession – time limits on committee roles and rotating roles (policy of half committee rotate and half are new). This strategy can help bring new people onto the committee if its communicated broadly and is part of the culture of the organisation, it may not seem so daunting for new people then, as ‘everyone takes their turn’
- Mentoring and support for each other and new people
- Identifying the ‘mix’ of personality types and aptitudes that make up your committee. (can be a questionnaire activity)
- Prompting questions for your committee and members. These questions could be useful to help identify what are the motivators and attractors for your existing committee and thereby better understand what might also attract other members to the committee.
  - What helps you to feel connected to the committee?

- What interest you most?
  - What makes you feel valued?
  - How would you like to communicate with (within) the committee?
  - What changes would you like to see with the committee / with the organisation and how can you support this?
- (could use these in a questionnaire format for everyone to do) (can also share this with your membership to discover people’s passions and aptitudes)
  - Having a committee care session – check in with the committee about what this would look like but just like staff and volunteers, committee members also need to be celebrated and cared for on occasions.

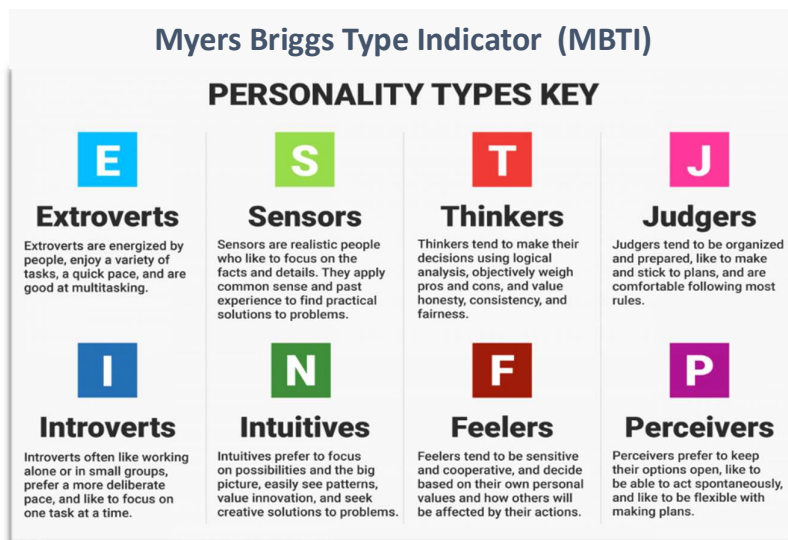
**Challenges that were shared during the conversation**

- Succession planning for the committee and its roles
- Gaining participation from the membership
- Getting ‘fresh blood’ on the committee as we have lots of members
- Unsure about the process of getting more members on our board

**Other discussion and interest areas that came out session;**

Some interest in a regular facilitated committee role (eg secretary, chair, treasurer) zoom network meeting, offering both peer support and role specific discussions. Conversation might be seeded by questions sent in ahead of the meeting to help develop the agenda or alternatively questions come up at the session and group discusses. Quarterly was suggested as the possible timeframe to not overload people who are already busy on a monthly cycle with their groups.

Resources flowing on from the discussion about the **Myers Briggs personality concept** and having a diversity of ‘types’ on your committee. Also a fun thing to do with your committee to have a laugh and open up the conversation about differences and valuing a range of personality and aptitudes.



This is an online quiz that is based on Myers Briggs - <https://www.16personalities.com/>

And this one gives an typical Australian summary - <https://www.16personalities.com/country-profiles/australia>

This link gives a Australian Animal as your personality type – <https://www.zoo.com/quiz/which-australian-animal-are-you-really-based-on-your-myersbriggs-personality>

And lastly another take on the concept, from the ABC news website, questioning the personality test validity - <https://www.abc.net.au/news/2019-01-07/history-of-the-myers-briggs-personality-test-and-why-we-trust-it/10593550>

### **Participating groups and their representative**

<b>Buderim Craft Cottage</b>	<b>Kay</b>
<b>GMAN</b>	<b>Carol</b>
<b>Lutheran Services</b>	<b>Catherine</b>
<b>Naradell</b>	<b>Narelle</b>
<b>Caloundra Pickleball</b>	<b>Helen</b>
<b>Sunshine Coast Council</b>	<b>Jane</b>
<b>Gherulla Hall</b>	<b>Michelle</b>
<b>Community Action</b>	<b>Ruth</b>
<b>DASSI Assoc</b>	<b>Leone</b>
<b>SC CoCB</b>	<b>Carolyn and Mark</b>