BUILDING A VOLUNTEER PIPELINE: IDENTIFYING, GROWING, AND INVESTING IN LEADERSHIP FOR YOUR COMMUNITY

CJP Synagogue LEAP: Marni Allen and Kimberly Creem

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VOLUNTEER EXPERIENCES BEFORE BOARD SERVICE

How do congregants get involved?

• Many pathways to Board service
• Consider on-ramps to volunteer throughout your community – different lifestages, micro-communities
  • Parents (pre-school, school-age, teens)
  • Sister/brotherhood, softball
  • Social action
• How can people “raise their hand” for leadership roles?
BOARD PIPELINE IDENTIFICATION AND SELECTION

How do you identify, track, and select future leaders for your community?

- Who in your community is responsible for identifying Board candidates?
  - Volunteer committee
  - Professional partner
- Can you create a system for tracking potential leaders (especially year-over-year)?
  - From Salesforce to Google sheets
- How are Board members selected and voted? Is there a clear process in place?
EXCELLENCE IN BOARD EXPERIENCE

Characteristics of a high-performing board

• Onboarding
  • Board orientation
  • Clear job/role description – fiduciary, community representative (“member-owner”), specific content focus, partners

• Ongoing success
  • Term rotation
  • Framing responsibilities in each discussion
  • Annual board survey

• Off-boarding
  • Exit interviews
  • Transfer of knowledge to incoming directors
QUESTIONS?
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OR CHECK OUT CJP’S PARTNER ORG RESOURCE SITE:
HTTPS://WWW.CJP.ORG/ORGANIZATIONAL-HEALTH-RESOURCES