**Board and Camp Committee Engagement Roundtable**Notes for April 9, 2013 Webinar

Note: many camps have independent Board of Directors, others have advisory Camp Committees.   
We will use the terms “Board” and “Camp Committee” interchangeably.

1. **Clear Mutual Expectations**
   1. What does the organization expect from the lay leader?
   2. What does the lay leader member expect from the organization?
   3. Tools:
      1. Job Description
      2. Board member contract
      3. Annual Check-in by Governance Committee or Executive Committee
      4. Buddy System – touch base with those who miss meetings
2. **Match Skills and Interest with Organizational Needs**
   1. Ensure they are on the right sub-committee or task force
   2. Ensure the sub-committee or task force is working on strategic organizational need
   3. Regular check-in with members to be sure they feel they are being “of use”
3. **Training and Education Opportunities**
   1. At meetings and throughout the year
   2. J Camp 180 Conference and webinars
   3. Opportunities to learn more, advance individual skills
   4. Ask members what they need
4. **Mission Reminders**
   1. Stories, examples, guest speakers about how mission is accomplished
   2. Camper, staff, alumni, program update
   3. At meetings and in communications to members
5. **Enjoyable**
   1. Encourage meaningful discussion on strategic topics
   2. Provide food, wine
   3. Allow time for socializing
6. **Evaluate** 
   1. Create a structured process for evaluating and getting feedback on performance both for individuals and the group
   2. Self-assessment surveys
   3. Governance

**Questions**

1. **Recruitment**A. What is best way to recruit members – by capacity to give or by energy and enthusiasm?  
   B. Should we have community representation as well as people with strong ties to camp?  
   C. Should there be a trial period for board members?   
   D. Who is Ideal Board member?

Answer: Best way to recruit members is to identify your organization’s needs – and then search for people who fit that profile . Use current board and donors for recommendations.  
  
Answer: Diversity! Profile your board/camp committee and make sure you have enough of skills, passion, connections, wealth, representations, geographies…  
  
Answer: Use your subcommittees and task forces to “trial” potential leaders like a sports farm team and bring them up to board level if they are effective. Use term limits and annual evaluations to ensure members are engaged. If not, do not be shy to ask someone to step down.

1. **Board Giving**A. What is best way to determine individual giving? By set amount or by individual capacity?

Answer: You need 100% of leaders to give annually and to campaigns. The amount should be a meaningful level based on individual capacity. Some guidelines provide a minimum dollar amount but that is determined by your camp’s culture. “Give and Get Policies” are often effective.  
  
**3) Geographic Diversity**A. What is best structure for a board or camp committee with geographic diversity?  
  
Answer: Best new practice is to set up regional councils so there isn’t just one rep from a geography, but a group of people doing a variety of things for the camp: recruitment, alumni, fundraising as well as serving as a representative to the board/camp committee  
  
**4) Board Roles**A. What is appropriate level of involvement of camp committee and board in operations?  
  
Answer: Governance, not management is your job. Oversight and evaluation. Strategic and Future Direction. Support, Guidance and Advice for staff leaders.

B. What should be required from Board members?  
  
Answer: Show up. Donate. Ask others to donate. Steward donors. Help with outreach. Question and support. Passion and commitment.