



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

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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](https://www.cjp.org/organizational-health-resources)