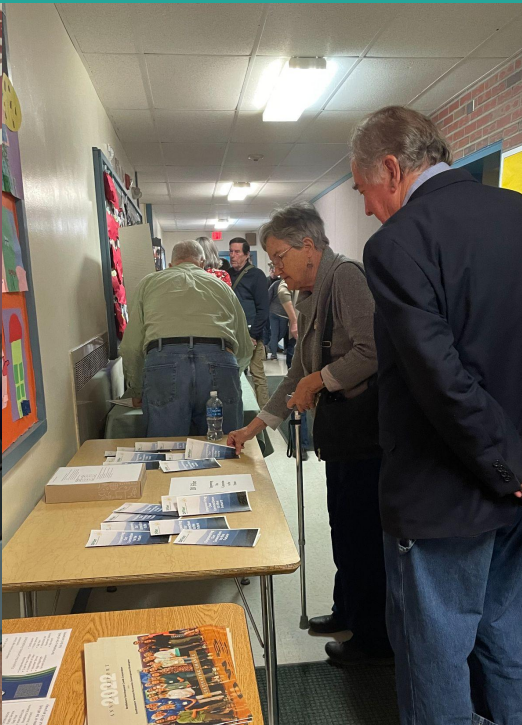


Knowledge Bites: Tools for Strengthening Local Leaders



The Strength: Vermont's communities are powered by dedicated volunteers



The Challenge: Boards and committees are having trouble filling spots



Whose job is it to turn this around?

(A Classic 'Everyone's job/No one's job' problem)



SoVT Get on Board – a SVEP Program

Bringing together (statewide and local) resources – making them available in one place and more easily digestible.

Creating a network of support for new and existing volunteers



SoVT Get on Board – recap

Local leadership development program

Unit 1: Civic Capital

Unit 2: Local Government in Vermont

Unit 3: Working Together as a Community

Unit 4: Taking Action



Key Takeaway: What volunteers need



To feel welcome to participate (messaging and follow-through at meetings)

To be aware that there's a need for them! (communication)

To feel confident (know their job – materials and training)

To feel supported (teambuilding and mentorship)

To feel appreciated by their community

Key Takeaway: Ongoing board pipeline cultivation



- Creating a pipeline of volunteers isn't just going to 'happen' ... it takes a concerted effort.
- This is not so daunting if you create structures and do a little all the time.
- It's about creating intentionality and integrating it into the work of your board(s) (making it everyone/someone's job)

Building the Pipeline

Simple first steps ...

- Being more vocal about inviting community participation at meetings (which are a 'gateway' to involvement)
- Focus on "starter positions"
- Keep a spreadsheet or list of candidates
- Remember that people won't say yes the first time!



For Further Learning

[Link to our Best Practices sheet](#)

[Link to VLCT KB](#)

[Link to non-profit Board Development KB](#)

[Next Get on Board cohort: TBD](#)
September-December

Reach out to us; we're happy to help point you to relevant training opportunities!



Comments & Discussion

- What intrigues you?
 - What sounds doable for your town or organization? What supports might make that possible?
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