

## CAMP TAWONGA - Steve Catechi

Determine your DESIRED OUTCOMES for the camp.

Agree to OVERCOME FEAR of changing bylaws and forming new committees.

Define and agree upon the role of Board vs. Staff in the new organization. Write job descriptions.

Recruit the right volunteers to achieve your goals. Add additional community members to committees that provide expertise.

## CAMP SABRA – Terri Grossman

Have a clear strategic plan to determine what you want to accomplish.

Use the strategic plan action plan to define the role of committees

Assign one board member to chair each committee, who then recruits volunteers from inside/outside the board to reach the goals.

Evaluate the work of committees each year.

## Methods

- Reduce standing committees in bylaws to those necessary to fulfill our most basic oversight roles.
- Create short term, ad-hoc committees to address specific issues, challenges, or opportunities.
- Move bulk of board work to committees, allowing full board to engage in more high level strategic discussion.
- Add community members to board committees to provide focused expertise where needed and help recruit new and next generation board members.