

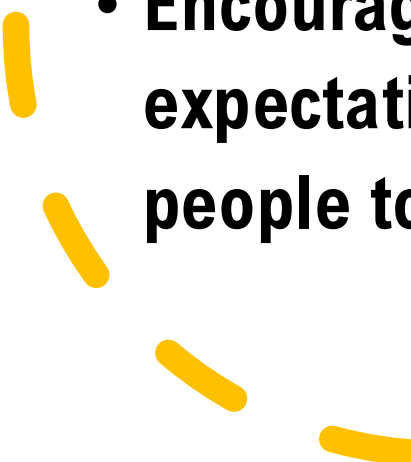


# Board and Committee Recruitment Framework

*Getting Residents Involved in Lincoln's Volunteer Town Government*



# Why a Recruitment Framework?

- **Lower barriers to getting involved**
  - **Demystify the process**
  - **Encourage boards/committees to think about the breadth of experiences and skills that would be of benefit to them**
  - **Encourage boards/committees to be explicit about their mission, expectations, and current practices that make it easier/harder for people to engage**
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# Four Components

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Drafting a notice

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Publicizing the  
notice

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Interviewing  
candidates

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Supporting new  
volunteers



# Drafting the Notice

- **Leading with values**
- **Description of the board/committee**
- **Skills or experiences needed**
- **Outline of expectations**
- **Why be a volunteer?**
- **How to apply; deadlines**



# Publicizing the notice

- Town website
- Town Crier, or local news outlet
- Social Media
- Civic group newsletters
  - PTO, Friends of Library...
- Other neighborhood lists
- Public events



Go where your target audience will be!



# Interviewing Candidates

- **Consistent process**
- **Communicate process to all candidates**
  - **Who is doing the interviewing?**
  - **When is the appointment made?**
- **Best interviewing practices**
- **Appointed vs Elected**



# Supporting Our Volunteers

- **Open Meeting Law & Conflict of Interest Law training**
- **“Board & Committee Resources” web page:**  
<https://lincolntown.org/1541/BOARDCOMMITTEE-RESOURCES>
- **Next Steps:**
  - **Meet with boards/committees to get feedback on framework**
  - **Get buy-in so that framework is embedded into town’s board/committee culture**
  - **Develop a set of guiding principals as policies are drafted & implemented**
  - **Should there be other formal training?**
  - **Discussions about sustaining committee leadership**



# Thank you!

Open for questions