

LEADERSHIP

- 20 -- need a program to train, orientate, mentor, recognize and replace volunteers
 - +0 -- recognize that there is a finite amount of volunteer equity

- 18 -- develop a policy and organization handbook
 - +10 -- update constitution and bylaws
 - +2 -- have a review of the management structure
 - +2 -- clarify function of mgmt group
 - +1 -- revision of constitution: clear job descriptions/term definitions/length of term important -- must not 'own' the position
 - +0 -- what are the specific responsibilities?
 - +0 -- identify specific purposes/goals of committees; train and mentor people for positions; have specific terms and leadership definition
 - +0 -- governance: annual review of policy book
 - +0 -- broader spectrum of groups (fewer groups, more participants)

- 15 -- recruit a youth leader to go out into the community

- 13 -- require job descriptions for all staff; staff must conform to a job description based on Knox's requirements, not modify the description to suit the priorities of the staff member
- 13 -- forge a closer relationship with community aid organizations

- 12 -- difficulty finding leaders to take on major responsibilities for a committed length of time (same in other organizations)

- 10 -- schedule meetings in the evening to permit working families to get involved

- 8 -- develop broader knowledge of mgmt. meetings and financial situation on e-mail, on website, and/or synopsis of meetings and finances (2 mins. once a month) during service, with invitation to review minutes and statements
 - +0 -- governance: stress importance of communication

- 6 -- simplify the vision and mission statements - link to specific goals and objectives; establish regular assessment and update sessions

- 6 -- how are committee members selected?
 - +2 -- clarification re committee membership -- eg job fair: description of committee function

- 5 -- when management was approached members felt ignored

- 4 -- remunerate choir for participating in memorials and weddings. If choir given remuneration some people would hire them for weddings, etc.

4 -- leadership style that impels the church out into the community rather than focusing on internal matters

4 -- develop a skills bank

3 -- key personnel should not be granted vacation/leave over key religious holidays except under extraordinary circumstances

+1 -- no objection to staff having pre arranged time off during special church seasons/services

3 -- prepare a needs analysis and succession plans for key staff/contract positions

3 -- match volunteers with their visions for spiritual/social action

2 -- board/management group recruited should have policy, visioning and management skills

2 -- link special appeals/fund raising to programs

2 -- leaders attending mgmt meetings should communicate back to the committee re decisions; have a formalized reporting procedure

2 -- the newsletter is an important vehicle of communication -- have it more frequently; rectify hard copy issue for people not on e mail

1 -- clearer definition between leaders/pastoral/outreach

1 -- length of term too long e.g. trustees/ unable to find replacements

1 -- never seen such a well run active church

0 -- have team work and conflict resolution facilitation

0 -- what is the definition of 'active member' ?

0 -- include adherents in orientation sessions

0 -- expand current process for new people to include leadership and governance review, volunteer interests/skills inventory

0 -- there is opportunity for new people (no old guard here)

0 -- our leadership is good, strong and knowledgeable

0 -- more relevance of minister's message to contemporary times

0 -- leadership positions should have back-up

0 -- observe successful youth programs in community-- eg Young Life