



**Where have all the
Trustees gone?**

Mission Impossible?

- Financial expert
- IT expert
- Theologian
- Artistic
- Outgoing yet empathetic
- Under 50
- Available all day, every day



How do we find new Trustees (or Deanery Leaders, branch Leaders, etc..)

- Skills Audit
- Role description
- Advertise widely
- Be prepared to encourage the unexpected

Skills Audit

- Know your current trustees and officers
- Identify where your weaknesses are
- Look for training opportunities
 - Diocese
 - Local Authority
 - Local Voluntary Action group

Role Description

- For any role
- Keep it short and precise
- Make it clear what the commitment is – and what it isn't!
- Put together a pack of information to give to anyone who asks

Advertise widely

- Think about and encourage diversity
- Target those who are under-represented
 - Younger members
 - Men
 - Ethnic groups
 - Members on the edge of the diocese
- Put notices in the diocesan magazine, on the website, maybe even send to parishes

Expect the Unexpected

- Don't just rely on "old girls' network"
- Beware cliques and recycling
- Consider what changes you may need to make to timings and venues
- Think about a job share or reorganisation
- Don't instantly dismiss someone who doesn't fit the "mould"

**Invite possible candidates to
observe a meeting**

**Keep your eyes and ears
open**

PRAY!!