



OTTAWA JEWISH
COMMUNITY FOUNDATION

Lay Staff Relations

What do lay-leaders bring to the relationship?

- Expertise in a variety of technical areas which the organization could not pay for
- Influence to attract financial resources, human resources and public relations resources
- An objective point of view of operations; the capacity for critical review
- Knowledge of various facts about the community
- Ability to affect change in the organization
- Collective wisdom
- Commitment to the continuity of Jewish life
- The ability to be a spokesperson

What do staff bring to the relationship?

- Expertise in profession
- Commitment to the continuity of Jewish Life
- Basic knowledge of the organization
- Objectivity in reaction to Board-volunteer suggestions
- Ability to interpret Board policy decisions and actions
- Because of their unique position as the bridge between Board and organization, and between Board members, staff can coordinate Board activities and spot problems and pitfalls before Board volunteers generally do

What can lay-leaders reasonably expect of staff?

- Attention to details of meetings, etc.
- Judicious use of time
- Complete, concise and accurate information
- Candor in individual and organizational relationships
- Prompt return of phone calls
- Prompt response to requests for information
- Meeting agreed upon deadlines, and notification if deadlines cannot be met
- Adequate preparation for meetings in which Board volunteers must play a leadership role

What can staff reasonably expect of lay-leadership?

- Easy access by phone or visitation
- Fulfillment of commitments within agreed upon deadlines
- Leadership rather than "followership"; initiation rather than response
- Sensitivity to staff's organizational problems
- Support in controversial situations
- Loyalty, confidentiality