







Taking the next steps

Now that you have understood and mapped your individual strengths, skills and lived experience you can further analyse and develop your Committee Profile. Committees, like the communities they serve and represent and unique, they are ever-changing. Committee Profiles will be wide and varied. By understanding your Committee Profile, you can take steps to bridge any gaps in knowledge, skills and experience to strengthen your work.

Read these examples of Committee Profiles, and consider the strengths and opportunities of your committee.





'Here to Help' Committee Profile

-  Strong community spirit and hands-on support
-  Active involvement in House activities
-  Unclear governance roles and responsibilities
-  Reliance on manager for decision-making

Description:

A caring, community-focused group that loves to help out and be involved. Meetings are friendly and informal, but governance can feel confusing. The manager often picks up committee tasks, and while things tick along, there's room to build confidence and clarity.

The Happy, Healthy Community Committee Profile

-  Strong local knowledge and lived experience
-  Collaborative relationship with the manager
-  Limited governance expertise
-  Reliance on manager for policy and compliance

Description:

A warm, community-based committee with a strong sense of purpose. Members bring diverse life experience and work well with the manager, who supports decision-making. There's a desire to grow governance skills and stay connected to the community.

The Skill and Compliance Committee

- ✓ High-level governance and strategic oversight
- ✓ Strong compliance and accountability
- ⚠ Limited connection to day-to-day operations
- ⚠ Reliance on manager for community insight

Description:

A professional, governance-focused committee with strong systems and strategic thinking. Members are often time-poor and rely on the manager for community context. There's a desire to bridge the gap between governance and lived experience.

Make the difference

Understanding your committee—its strengths, needs, and focus—can make a big difference. It helps improve participation, communication, and even recruitment. Spend some time considering some of the questions below in reference to you Skills Snapshot and the example profiles described above to develop a picture of what your Committee Profile looks like.

Do any of the above profiles reflect your current committee? Why?

Do you see elements of more than one profile in your committee? Which ones?

What are the key strengths of your committee?

How do these strengths support the Neighbourhood House and its mission?

Can they be developed further?

What are two small, achievable steps to further strengthen the Committee?

What support or resources might help your committee grow in confidence and effectiveness?

What opportunities are there for growth and improvement?
Are there recurring challenges that affect decision-making or engagement?
What are two small, achievable steps to overcome these challenges?

What is one action your committee could take in the next three months to strengthen its governance?

What do we do with this information?

Understanding your committee—its strengths, needs, and focus—can make a big difference. It helps improve participation, communication, and even recruitment and retention.

Once you've completed all of the reflection work above, here are a few ways to put it to good use:

- **Connect: Start a Conversation** Use your responses to spark discussion at your next committee meeting. You might identify shared goals, areas for growth, or ways to support each other better.
- **Plan: Set Development Goals** Your reflections can help highlight where your committee might want to build skills, seek support, or explore new opportunities. This could guide future training, mentoring, or collaboration with your ASM.
- **Promote: Create a One-Page Committee Profile** Turn your insights into a simple info sheet that:
 - Describes your committee's role and focus (see example template below)
 - Highlights your strengths and community impact
 - Supports recruitment of future committee members

This profile can be shared with your members, displayed on your website, or used in recruiting future committee members.
