



Survey Question: What do you think are some of the challenges of creating and/or working with an advisory team?

Summary of LIVE Webinar Attendee Survey Responses: Top 5 Challenges of Creating & Working with Advisory Teams

- 1. Recruiting the Right People** *Finding diverse, committed members who align with the mission.*
- 2. Time & Scheduling Conflicts** *Busy calendars, inconsistent participation, and long-term retention issues.*
- 3. Group Dynamics** *Managing strong personalities, conflicting opinions, and negative attitudes.*
- 4. Role Clarity & Boundaries** *Balancing advisory input with staff authority; avoiding unrealistic expectations.*
- 5. Organizational & Resource Barriers** *Limited staff capacity, leadership buy-in, and budget constraints.*

Recruitment & Representation

- **Difficulty finding the right people to invite: committed, aligned with mission, diverse representation.**
- **Concerns about inclusivity (representation of different volunteer levels, skills, ages, and backgrounds).**
- **Risk of favoritism or politics when deciding who to invite.**
- **Low interest or difficulty getting volunteers to sign up.**

Commitment & Participation

- **Limited availability; scheduling meetings is very hard.**
- **Volunteers are often too busy or unwilling to commit long-term.**
- **Struggles with retention and consistent engagement.**
- **“Willing to help but not willing to own/co-own projects.”**

Group Dynamics & Personalities

- **Conflicting opinions, egos, and competing personalities.**
- **Strong voices dominating discussions, monopolizing meetings, or creating negativity.**
- **Challenges in merging different perspectives into a shared vision.**
- **Need for collaboration, compromise, and constructive feedback.**

Role Clarity & Boundaries

- **Confusion between advisory and decision-making authority.**
- **Some members trying to “run the program” or act like staff.**
- **Volunteers frustrated when advice isn’t implemented or staff disagree.**
- **Risk of “too much feedback” or feedback outside the scope.**
- **Need to clearly define goals, purpose, and boundaries.**

Organizational & Structural Barriers

- **Lack of staff time and capacity to manage advisory teams.**
- **Leadership/management not always supportive (limited buy-in).**
- **Institutional pushback or unclear authority structures.**
- **Uncertainty about process (where to start, recruitment steps, national/remote setup).**

Practical & Logistical Challenges

- **Scheduling across busy calendars.**
- **Deciding how often to meet and what meaningful work looks like.**
- **Budget and resource limitations prevent implementing suggestions.**
- **Creating agendas and keeping meetings productive.**

Overall Insights

- **Recruitment and retention of the “right” advisors is the single biggest challenge.**
- **Even once formed, advisory teams struggle with engagement, attendance, and participation.**
- **Personality conflicts, differing opinions, and unclear roles often derail progress.**
- **Advisory teams work best when there is clear structure, defined purpose, leadership support, and realistic expectations.**