

The
Power
of **1**

COLLABORATE | INCLUDE | CREATE

'Meaningful Membership' A Vice President's Chat

Season II, Session 2
Preparing for and Celebrating Friendship
October 12, 2016

Monica B. Allen
Central Area Vice Director

Glenda Masingale Manson
Central Area Director

October 2016 VP Chat-Agenda

Welcome/Overview

- National Membership Moments
- Central Area Highlights
- Spotlight: Organizational Effectiveness
 - Link Gladys Hankins, Queen City (OH) Area OE Chair
- Membership Matters
- VP Voices
 - Link Shelley Jefferson Hamler, Cincinnati (OH) Chapter VP
- Q and A
- Wrap-up/ Roll Call

National Membership Moments

National Membership Webinars

Wednesday, October 26th @ 9p.m. EST

(Southern and Western Areas)

Thursday, October 27th @ 9 p.m. EST

(Central and Eastern Areas)

*Visit the recently emailed October/November webinar schedule to register

Central Area Updates

Area Director, Link Glenda Masingale Manson

- Central Area Leadership Summit –
5K donation, 766 books (166 Central (MO)) presented to the Holy Savior Catholic Academy
- 2017 Area Conf. Minneapolis June 7-11, 2017
Submit suggestions for workshops, also share fundraising contacts
- Chapters need to submit Holiday video/photograph for Central Area Holiday Card

Central Area Updates, cont.

Congratulations/Dates to remember

- 70th Anniversary, The Links, Incorporated Nov. 11-12th
Philadelphia, PA
- Detroit cluster hosted fundraiser 'Flint for Kids' Oct. 22nd
- Friendship/ Founders Day – St. Louis (MO) Cluster Nov 11-12th
- 60th Anniversary, Little Rock (AK)
- 40th Anniversary, Hendersonville Area (TN)

Central Area Updates, cont.

Area Secretary – Link Jill Bryant-Veneable

- Chapter Secretaries currently verifying 1 in 5 records
- Discrepancies should be reported to Area Secretary

Area Nominating Chair – Link Joyce Carter

- Nominations are now open for 2017-2019 Area officers
- October 15th, 11:59pm EST deadline for submission

Central Area Updates, cont.

Area Treasurer – Link Sheila R. Brown

- Bonding Insurance – 96% of CA chapters in compliance
- Currently reconciling chapter submission of 990 tax forms

Area Foundation Rep – Link Tara Bradley

- Please contact Link Tara or your chapter 20/20 Ambassador if you did not receive a paper weight for a donation between \$500-\$999 or did not receive a pin for a \$1000 + contribution

Central Area Updates, cont.

Area Parliamentarian – Link Sarah Brown-Clark

- Chapter Parliamentarians should update chapter by-laws by November 1st –National By-Laws do not need to be voted upon in order to place into your chapter By-Laws
- Forward a copy of your current by-laws to Link Sarah

Area Programs – Link Karen Patricia Williams

Program Pearls fall schedule

- October 10th Service Delivery Model
- November 14th Program Evaluation
- December 12th Types of Programming

Central Area Updates cont.

Ethics and Standards –Link Collette Houchen

- Chapters should conduct an Ethics workshop by April 30th of each yr.
- Each Member should sign Code of Ethics acknowledgment form by Sept. 30th of each year.
- Chapter Secretary maintains: the Acknowledgement forms, annual workshop agenda, attendance roster for the workshop, the compliance form
- Area Ethics and Standards Chair receives: The compliance form, E and S committee members form and the Annual Workshop Agenda
- Chapter Recording Secretary provides copies of all forms to: the E and S Chair and the VP Membership

Featured Guest Presenter



DEMYSTIFYING ORGANIZATIONAL EFFECTIVENESS (O.E.)

Link Gladys Hankins
Area Chair, Organizational
Effectiveness
Queen City (OH)

TERMS DEFINED

ORGANIZATION:

A group of people intentionally organized to accomplish an overall common goal or set of goals and objectives (such as The Links, Incorporated)

EFFECTIVENESS:

The efficiency by which an organization reaches its goals

THEREFORE ...

Organizational Effectiveness is simply the efficiency by which a group of people are able to meet their goals and objectives

WHY IS O.E. IMPORTANT?

- O.E. aids in building solid relationships
Relationships determine how effectively and efficiently individuals work together to meet their common goals and objectives
- O.E. determines how satisfied and contributing its members are
- The status of its organizational effectiveness reflects the organization's overall success

WHO IS RESPONSIBLE FOR O.E.?

Every individual in the organization is responsible for working toward reaching its goals. Thus, everyone is responsible for O.E.

WHAT IS THE ROLE OF THE CENTRAL AREA O.E. CHAIR?

Appointed by the Area Director, the O.E. chair is one who makes chapter visits to aid members in working through interpersonal and procedural issues, as well as other related responsibilities, e.g. offering tools for organizational assessment, being a resource as needed, etc.

COMMON CHAPTER O.E. ISSUES

(How to determine if a CA O.E. visit is needed)

- Chapter leadership ineffective in building a positive organizational climate
- Members unable to communicate openly and honestly with each other
- Members failing to respect/honor one another
- Members not appreciating others' differences, e.g. age, style, skills, etc.
- Lack of alignment to organization goals and policies, and to the “greater good”
- Members unable to work through conflict situations
- Existence of intergenerational issues
- Excessive members taking alumni status or leaving the organization

WHAT TO EXPECT IN AN OE VISIT

(Each visit is custom designed for the chapter)

- The chapter might complete a Chapter Assessment Survey
- Depending on the needs of the chapter, the make-up of the C.A. visitors may vary and could include a combination of the following: O.E. Chair, Vice Area Director, Parliamentarian, Ethics and Standards Chair, Program Chair, Strategic Planning Chair, or even the Area Director.
- It could be a one or two-day event including a Friday evening meeting with the Executive Team, and a Saturday meeting with the entire chapter (averaging 4-6 hours in length).
- Some Central Area follow-up action (at approximately 3 months) will take place to assess the effectiveness of the visit.

HOW TO PREVENT NEED FOR O.E. VISIT

(Every member must...)

- Read and follow your chapter and Links, Incorporated By-laws and other materials
- Focus on building positive relationships
- Work to openly and freely communicate
- Respect leaders and each other
- Do your share of the workload
- Learn to address conflict issues as they occur
- Be trustworthy, dependable and responsive
- Confront bullying or unhelpful behavior
- Align yourself to your chapter goals and objectives

MEMBERSHIP MATTERS

Membership Checklist Aug/Sept

- ✓ Transfer Process open May-Dec, Instructions and forms available in the Members' only section.
- ✓ Reinstatement process begins Sept – **Nov 30th**, Former member initiates process.
- ✓ Membership committee conducts chapter needs assessment.
- ✓ Recommendation for intake? Chapter votes for intake and the number of candidates needed.
- ✓ Online candidate profile submission begins.

Membership checklist October

October

- 1st opportunity to present Candidates and vote on DOL's, Grand daughters
- Membership committee outlines intake calendar and presents to chapter (deadline for submission of candidates, when candidates will be presented to chapter, when voting will take place)
- Final touches on Friendship Activity

Membership checklist November

November

- Celebrate Friendship month/Founders Day
- 1st opportunity to vote on regular candidates
- 2nd opportunity to present candidates
- Pull 1 in 5 reports, from chapter secretary
- Review roster for members who have missed meetings, send notifications as needed



VP VOICES #1

CELEBRATING FRIENDSHIP

Link Shelley Jefferson Hamler
Vice President
Cincinnati (OH)

WHY CELEBRATE FRIENDSHIP?

- Friendship is the lifeblood of our beloved Links organization.
- Friendship allows us to get to know each other better in a more relaxed setting, establishing strong relationships for working together on programming and fundraisers activities.
- Friendship brings about collaboration, garnering a more cohesive environment.
- Friendship activities are fun, they bring about laughter and laughter is good for the soul!

HOW DO PLAN A SUCCESSFUL FRIENDSHIP ACTIVITY?

- Include members in the decision making process for selecting activities, member submit ideas and agree on the top three favorites.
- Must have buy in to ensure attendance and success, poll for common dates.
- Assemble committee to assist in the planning and execution of your activity.

BEST FRIENDSHIP IDEAS – CHAPTER ICE BREAKERS

- *Include friendship activity at the beginning of the Membership report.*
- *Celebration of birthdays with a token gift.*
- *Line up according to birthdays or induction year with no talking. Get people moving.*
- *Member draws name out of a box, write something you admire about them.*
- *Have hostesses create a theme for the mtg.*

BEST FRIENDSHIP IDEAS – OUTSIDE THE CHAPTER MEETING

- *Dinner Train ride around the city*
- *Football Clinic*
- *Movies*
- *Movie/game night at a members home*
- *Worship together*
- *Brunch/ Dinner/ Happy hour*

Interested in becoming a VP VOICE?

Join the monthly VP Voices segment

- Seasoned Vice Presidents 2yrs+
- Interested in sharing their wisdom on an upcoming VP chat
- Present 5 minutes during a monthly VP chat

Possible topics

- Building a strong relationship with your Chapter President
- Setting Guidelines and expectations
- Resolving conflict, encouraging unity



Crucial Contacts

Position	First Name	Last Name	Email address	Phone
Area Director	Glenda	Masingale Manson	glendamanson1@icloud.com	Home : (309) 663-1180 Work : (309) 766-7604
Area Vice Director	Monica	Allen	linkmonicaallen@gmail.com	312-296-3508
Area Secretary	Jill	Bryant-Veneable	jillol@comcast.net	248-875-4335
Area Treasurer	Sheila R	Brown	Linksheilab@gmail.com	O (312)663-1890 H: (312)888-9531
Area Representative to the Foundation	Tara	Bradley	tara.bradley@onegas.com	Cell:405-209-4704 Home:405-427-1218
Nominating Committee Chair	Joyce	Carter	jacpss@aol.com	Home 708.474.0394 Cell 708.363.4508
Program Coordinator	Karen Patricia	Williams	williams.5963@osu.edu	517-505-2037 (cell)
Parliamentarian	Sarah	Brown-Clark	sbrownclark@cboss.com	Home: 330.746.4059 Cell:330.519.6663 Work:330.742.8861
Convention, Summit, and Meetings Chair	Beverly	Reid	wing61704@gmail.com	Home : (309) 661-0165 Work : (309) 766-0924
Webmaster	Carol	De La Cruz	cmdelacruz2@gmail.com	Home : (309) 663-5087 Work : (309) 287-3839
Associate Editor	Genma	Holmes	bugsact@gmail.com	Work : (615) 506-7604
Team 68	Bonita	Cornute	bcornute3@yahoo.com	314-374-3212

Membership Contacts

Central Area

Monica B. Allen

Central Area Vice Director

linkmonicaallen@gmail.com

312.296.3508

National Membership/Central Area

Naia Wood

Membership Specialist

naia.wood@linksinc.org

202.842.9173