



# Minnesota Women of Today MNJOTS CIP “Finding Your Piece”

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## Welcome

Hello Past Presidents,

Last year was so much fun seeing all of you giving a piece of your heart. Now someone else in the lead position and it is our turn to be her biggest supporter. It is time to let go of what was not accomplished and look forward to what is ahead. The memories are sweet and to be treasured, but we can let what we learned and experienced be part of what we can impart to new leadership to make transitioning the least painful as possible. We can be mentors and supporters to current chapter presidents and their board to help them become the best they can be and to help them “Find Their Piece.”

From my heart to yours,

*Jenise*

## Past President Challenge

The Challenge:

Send me a quick email to share the ways you will be supporting your chapter this year. Are you taking on any new positions? Chairing any large projects? Does your chapter have the Past President sit on the chapter board? Other? You can find me at [cob@mnwt.org](mailto:cob@mnwt.org). I am excited to hear what your 2023-2024 plans are.

Why? Because Past Presidents like incentives, too.

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*“The meaning of life is to find your gift. The purpose of your life is to give it away” ....  
Pablo Picasso*

### MNWT Calendar

#### **June**

- 28<sup>th</sup>—MNWT Webinar

#### **July**

- 1<sup>st</sup>—Founder’s Day
- 29—State Committee meeting

#### **August**

- 6<sup>th</sup>—USWT Friendship Day
- 20-25<sup>th</sup>—Kids’ Week

#### **September**

- 22-23<sup>rd</sup>—Fall State Convention
- 24-30<sup>th</sup>—Women of Today Week

#### **October**

- 6-8<sup>th</sup>—USWT Mid-Year Convention
- 25<sup>th</sup>—MNWT Webinar

#### **December**

- 2<sup>nd</sup>—State Committee meetings

#### **January**

- 2<sup>nd</sup>—ONTO flower orders due
- 26-27<sup>th</sup>—Winter State convention

#### **February**

- 10<sup>th</sup>—March planning recommendations due
- 28<sup>th</sup>—MNWT Webinar

#### **March**

- 2<sup>nd</sup>—March Planning
- 16<sup>th</sup>—Statewide Committees
- 23<sup>rd</sup>—Region I meeting

#### **April**

- 6<sup>th</sup>—Region II meeting

#### **May**

- 17-19<sup>th</sup>—Annual Convention

## SUCCESSION PLANNING PART I

Many members become comfortable with filling a specific position. This can become an issue if a member stays in a position for more than two years. The longer a member stays in a specific position, the more difficult it will be to fill the position in the future. It prevents growth opportunities for the member in the position and limits opportunities for other chapter members. On the other hand, if the position is filled by a different member, the long-standing member may feel resentment when things are not handled the way she would have done it. Even worse, the member that stayed in a position for a long time may become overwhelmed or dissatisfied and leave, leaving the chapter without the needed information to support the area.

Taking on a new position is not about being perfect; it is about learning a new skill in a safe environment. Succession planning is a process for identifying and developing people with potential to fill key leadership positions in an organization.

The objectives of succession planning are:

- 1) To identify individuals with the potential to assume greater responsibility in the organization
- 2) To provide development experiences to those individuals and
- 3) To support the development of the next leaders of the organization.

These development opportunities may also:

- 1) Improve member retention and involvement and
- 2) Help individuals develop skills to move ahead in their career.

You can utilize a simple spreadsheet to capture your succession plan. Set aside time in your board meetings at least once per trimester to discuss the members in your chapter and consider their future leadership opportunities.

As you start your succession planning, you may only discuss the next year's board positions. As you get used to the process more, you could discuss the next three years for the chapter board to ensure you have time to develop members through growth opportunities.

As you determine what growth opportunities your chapter members may need, you may want to point them towards the following:

To grow speaking skills:

1. Give more reports at meetings
2. Participate in the Effective Speaking Contest
3. Offer to speak about WT to Another organization

To grow written communication skills:

1. Write articles for the chapter Newsletter

To grow leadership skills:

1. Chair projects and/or take an LPM

## SUPPORTING YOUR PRESIDENT

### **Being a Mentor vs. a Controller—Letting Go vs. Supporting**

You have the ability to overcome unnecessary expectations on yourself and others. Did you have an amazing Past President who supported all of your ideas and passion? Strive to be that for your current President. Did you have a Past President who constantly reminded you of things you were not doing right? Do not be that person.

Remember these 3 tips:

- 1) The way it was always done does not need to be the way it is done now. There is a difference in sharing history, to allow for an informed choice, and directing someone into thinking the way you do.
- 2) Remember change is not a reflection on what you may have done wrong.
- 3) This is a year for personal growth for both you and the chapter president. Give yourself permission to let go of unfinished plans. Give your chapter president permission to create her own path.

## STATEWIDE COMMITTEES



### FAQ

**Q: What are the Statewide Committees?**

The MNWT Committees are the heart of our organization. This is where change happens.

**Q: How often do the Statewide Committees meet?**

The Committees meet once a trimester—in July, in November or December and in March. Although in person attendance is always encouraged, a Zoom option is available for members who cannot attend in person. Registration starts at 9:30am, followed by MMC, from 10-11am, Marketing from 11am-12:30pm and FDC from 1-3pm. Sometimes the meeting will run long and may not end until 4pm.

**Q: How can I get involved with the Statewide Committees?**

Contact me at [cob@mnwt.org](mailto:cob@mnwt.org) to find out more about what each committee does.

and/or

Show up at a committee meeting. They are open to all MNWT members.

and/or

Contact a committee chair and ask them how you can be part of a task force.

The MNWT Committees are for Everyone!

Join me at our 1<sup>st</sup> Trimester Statewide Committee meetings:

**WHEN:** July 29<sup>th</sup>

- Registration starts at 9:30am
- Meetings start at 10am

**WHERE:** American Legion

- 229 W. Nassau St.
- St. Peter, MN 56082

**WHAT TO EXPECT:** The Statewide Committee meetings are a full day event. Anyone who wonders where organizational changes come from and/or how they can be part of the changes will learn from getting involved in the Statewide Committees. Changes come from members like you, and the committees are where that happens.

- ✓ You can RSVP to the COB or just show up. An RSVP helps us print enough materials and allows for enough food to be prepared.
- ✓ The day will start with a light breakfast, followed by the Membership Management Committee meeting (60 minutes). Next will be the Marketing Committee Meeting (90 minutes). We will break for lunch. A goodwill offering to cover costs is always appreciated. The final meeting of the day will be the Future Directions Committee (90-180 minutes).
- ✓ The best way to participate at a Statewide Committee meeting is to attend in person. Zoom links will be made available for those who cannot attend in person, BUT there is limited participation online. AND unfortunately, due to the size and style of meeting, you may not always hear everything being shared online.

### BEYOND THE STATEWIDE COMMITTEES

A shout out to the Finance and Foundation!

MNWT has two more opportunities for you to expand your reach. Consider learning more about the MNWT Finance Committee. This committee is chaired by the Financial VP. For more information, see her CIP. The MNWT Foundation is a separate organization that supports MNWT. They hold the Lucky Buck and the art auction, as well as support membership rebates. PLUS, scholarships to members and grants to chapters are offered by the Foundation. For more information on the Foundation, see the Foundation CIP or email [foundation@mnwt.org](mailto:foundation@mnwt.org)

**ONTO National**

**Members wanted**

I am looking for members to join ONTO. This fun and vibrant committee promotes USWT convention attendance. It also raises funds to support MNWT President Amy so she can attend these conventions representing MNWT. Members attending convention have opportunities to participate in table displays, skits, and the Fall Project Fair. Let me know if you are interested by emailing [cob@mnwt.org](mailto:cob@mnwt.org).

**ONTO** is a committee that promotes attendance at USWT conventions and provides fundraising and assistance for those attending national conventions. Several events are held during the year—including t-shirt sales at Fall State and flower sales at Winter State. The proceeds go to National Convention expenses such as shipping awards to and from convention and serving as host for the attendees from Minnesota. MNWT general operating funds are not utilized for these types of expenses.

**BOS Collection**

Twice a year the USWT hosts a Bucket of Sunshine Collection (BOS) to be presented at their respective Mid-Year and Year-End conventions. It is my hope that we represent MN Proud with a large donation from our outstanding state and its members. At Fall State, there will be a table for everyone to bring their donations to. I will then deliver them to National the following month for you. What are we Collecting? And for Who? The National convention where the next collection is announced does not happen until after this article is published. I will be sharing more information in the Chapter Mailings, on Facebook, and in an email to your chapter. There may even be an incentive for the district with the highest percentage of chapters participating...

**2023 – 2024 ONTO Shirt Order Form**

Support President Amy when you are out and about in Minnesota and at National Conventions with your own ONTO Shirt. Orders received by September 1<sup>st</sup> will be available for pick up at Fall State Convention.

Name: \_\_\_\_\_ Chapter: \_\_\_\_\_

Address: \_\_\_\_\_

Phone#: \_\_\_\_\_ Email: \_\_\_\_\_

T-shirts are unisex and cost \$15 each (\$1 more for 2-6X). Please send your order form and check to Jenise Teske, 1650 – 7<sup>th</sup> Street SE, Apt 105, St. Cloud, MN 56304. Checks should be made “ONTO shirt” in the memo. Shirts will be available for pick up at Fall State.

<u>Size</u>	<u>Qty</u>
Small	_____
Medium	_____
Large	_____
XL	_____
2X	_____
3X	_____
4X	_____
5X	_____
6X	_____



Total Qty \_\_\_\_\_ x \$15 = \$\_\_\_\_\_