

## National Conference Call

3-21-2018

How did the team and program come about? See intro.

We currently have 8 team members with two trainers at each program. We are looking for new trainers and are accepting applications and a 10 minute video from applicants.

Kathy Bonner and Amy Kennedy, members of the current team, partnered with Linda Clark on this call.

How is this program custom designed?

We are able to custom design your program through group and individual assessments (surveys) that we give you to complete. The assessments are then studied to determine the groups strengths and weaknesses, so we can prepare topics and presentations to meet your needs. We will give you the training and information of where you currently are and how to improve and get to where you would want to be as a Council.

Each program will assist you not only in Council but in life, through learning new skills. You will also learn to analyze how to turn challenges into opportunities, to use effective strategies for problem-solving, how to interact in a positive, spiritual way with difficult personalities. Kathy Bonner shared her wisdom of training members, and shared methods she knows to be successful. She shared the multiple benefits of learning just one new method and how it has a ripple effect in one's life.

The team will provide ideas and inspiration to help you make changes in your council or group, at work, and in personal relationships. We will also help you realize your role of ministry by the spirituality that is woven throughout the presentations.

The NCCW Leadership Training Development Program is available to groups to 20 to 200. The program is very affordable in that a one-day training program (6 hours of training) would cost \$30.00 per person, however the host council would KEEP \$20.00 of that fee to help offset their expenses and the remaining \$10.00 per person is sent to NCCW. A two-day training program is also available and combining this training program with a convention is also very doable. A two-day program is \$40.00 per person and the host council would keep \$30.00 per person to help with their expenses, and \$10 pp would be mailed to NCCW. The trainers do not get paid, however, their travel expenses, lodging and meals are covered by the host council.

Karen Picard, Diocesan President from Austin called in to share what a success her latest LTD program was in Austin in April. Linda Clark and Kathy Bonner were presenters and what they taught has been very fruitful as councils are changing and growing thru the resources given to

them at this presentation. Karen was most appreciative of the team visiting Austin and felt this should be a yearly training for them.

So many times, a council may not be aware of where they are as far as an organization. We created a Life Cycle for Council. This gives them hope that with training and resources they can get to where they want to be as a healthy and vibrant council.

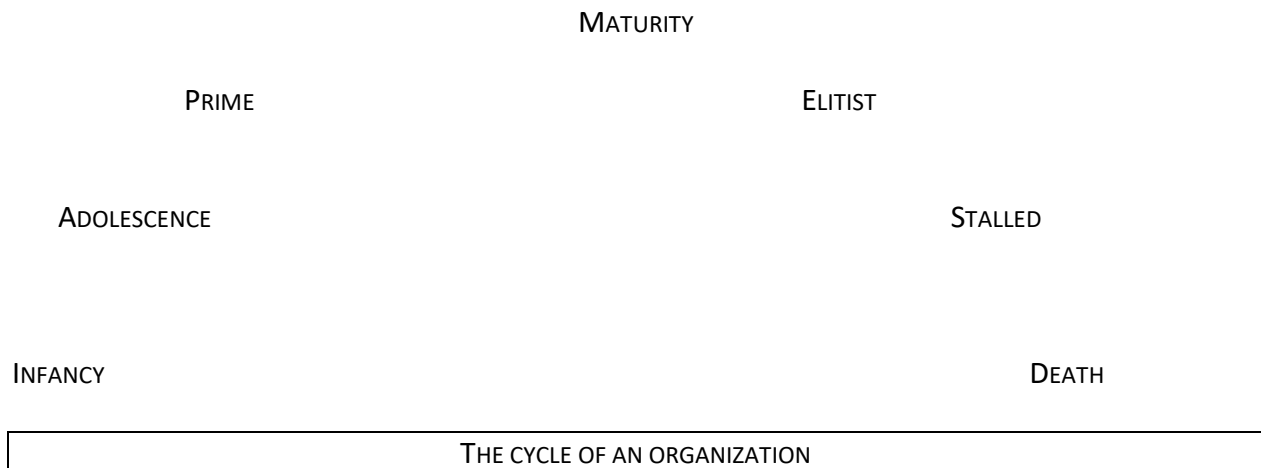
- So many councils are experiencing issues of leadership succession. One reason for this is that the nominating committee is not meeting until the end of the council year. When a committee isn't appointed (or elected) until just before the deadline for nominees then they usually are scrambling to get people to say 'yes' and fill the positions.  
The results: Leadership that really doesn't want to be there.  
Leadership without the knowledge of Council  
Leadership without the needed skills
- A nominating committee should be named at the beginning of a term and should meet right away. (This should be in the bylaws) Vary the members: new, seasoned.
- They should set up strategies for mentoring and observing potential leaders for the next term.
- They should meet several times during the year/term, well before the nomination process begins.
- The committee should have full knowledge of the job descriptions of the different positions, so they can judge who may be able to best fulfill the position.
- Job descriptions should be evaluated and if needed, updated by the appropriate committee each term.  
There should be a meeting to research and discuss any job descriptions (or create them if there aren't any in existence.)  
How vague are they?

How much could the president/leadership misinterpret or manipulate those descriptions?

- The committee should be inquiring about the job people have done all year (term) long. Evaluate their strengths and see what job those strengths would best be used.

### Cycles of Organizations

Organizations - like people - go through a life cycle in which they age, change in structure and ability and eventually begin to slow down. A typical life cycle in an organization proceeds like this:



Each of these stages of development has its own distinct characteristics.

INFANCY is a start-up state in which a few people initiate almost everything. Sometimes it is a one-person show-run by the founder. The emphasis is on results, not procedures, and there are few policies or structures.

ADOLESCENCE marks further growth, leadership begins to be shared, more structure and rules are developed, and certain rituals and ceremonies of organizational custom are created.

The PRIME Stage is one of high growth as the organization enjoys its success and begins to balance its original spirit with balanced long-term management.

The MATURITY Stage is the top of the high growth stages. The organization operates effectively and is continually seeking new members and ways to enhance their operations.

The ELITIST Stage centers more on its internal concerns and begins to slow down in activity and gets comfortable with the status quo. There is tremendous importance on the procedures and how they are done.

In the STALLED Stage everyone is concerned with her own turf. There are tight controls from the top, teamwork plays little importance, and people look on their involvement as “just a job.”

DEATH on the chart may not mean actual extinction but could imply an organization in which only a few are still actively involved, and the organization is simply marking time doing the same things it has always done, and awaiting the fading away of the last of the Old Guard while celebrating and re-enacting the triumphs of the past.

The interesting thing is that, unlike people, an organization may change this pattern of development. At some point during the latter states, an organization may develop a “New Vision” and re-create itself, in essence leap-frogging into a new cycle of growth and development. In doing so, it sheds its skin and returns to the flexibility of youth and begins to develop a new set of rules and programs. Successful organizations will periodically go through this process of “rebirth,” adjusting to new needs, new conditions and new opportunities.

Change is very difficult

We are women of VISION---and VISION brings new directions.....and new directions bring CHANGE....

God created us to be ever changing---

- as we discover new interests,
- develop our talents, and
- experience life.

We cannot move ahead without change!

We cannot grow without change!

We cannot make a difference without change!

WE CANNOT CHANGE THE WORLD.....without change!

“If you keep doing what you've always done, you'll keep getting what you've always got.”

-----Peter Francisco

Try to look at Change in a different way....

If CHANGE means **modify**, then we are not totally eliminating programs, events, or procedures--  
--- we are altering them, augmenting them, and enhancing them to be more effective.

If CHANGE means **transform**, then we are living out our call to RENEW the face of the earth----  
in our own little corner!

If CHANGE means **adjust**, then we are simply tweaking the plan to better fit the needs of our group, the schedule or calendar of the parish, the pastor's priorities or the leaders' strengths.

If CHANGE means **revolutionize**, we are called to imitate the radical voice of Jesus and impose Gospel Values and Catholic Social Teaching on the laws of the land or the plight of the needy.

If CHANGE means **vary**, then we must plan ways to reach out to the women of our parishes in numerous and diverse ways and offer a variety of opportunities for them to get involved in Council activities.

IF CHANGE means **amend**, we are ready to make corrections and improvements---- always focused on the goal of effective programs and increased participation.

Discussion followed about the difference we can make in our global society by being a member of council. Linda shared a story about networking with CRS in building new water wells in third world countries. She met a young African woman who was once a "water bearer". CRS and NCCW came to her village and dug a well, therefore, she no longer was required to be a water bearer, but could then attend school. She was in the U.S. on an internship and was studying to get her Masters Degree. A small feat for NCCW, but a huge difference in her life and the lives of the villagers. Their life expectancy was increased by 10-15 years because of the clean water they now had access to.

There are over 50+ topics that can be custom designed for your group. Many dioceses are inviting the team back for additional training recognizing the importance.