

2018 Philoptochos Convention  
Interactive Discussion Sessions – July 3, 2018

**Discussion Topic: Developing Leaders and Engaging Members Workshop**

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Questions

1. How to handle the 80/20 Rule?
2. Continually re recruiting-how?
3. How to handle- I don't have time!
4. How to motivate pessimistic members?
5. How do we reinvent Philoptochos?

- Do you have a membership chair? Have a team with new and existing members-2 different methods
- People are more involved when involved with their own interests.
- You **MUST** have clear goals if you want to be successful. Decide how many new members, make sure you discuss that number at all events/meetings. Start with 5 or 10.
- Call on the phone, the personal touch is best.
- Young members? You must have hands on outreach-go beyond the norm.
- #1 way to develop a leader? Give them **REAL** responsibility and let them run with it!
- I don't have the time!
- Help with just one project
- Identify specific talents in order to engage them-tap. Their gifts utilize as **they** want.
- Go into calendar or ecclesiastical year with written goals (annual plan) **HAVE A CLEAR WRITTEN SCHEDULE.**
- Meetings held consistently i.e. first Sunday, third Thursday, whatever works for your chapter.
- How do we ascertain their talents? Self identification. Membership form-they tell you!
- Every role should have an understudy or mentee-helps with the time question.
- Long term members reinvented? Recognize the behavior you want repeated and **REWARD!**
- Handle pessimism by letting the fire burn out, \*ensure everyone has value. Make sure you honor tenure and longevity-highlight that person with years of service recognition.

- Make a big deal about new members, have a celebration.
- How to avoid any members getting yelled at (this never happens) cut off or ignored at meetings? HAVE A BRAINSTORMING session once a year just for that purpose, ask specifically for new, different ideas in the future!!

## Questions

How do we deal with micro managers?

What if the President is the micro manager?

How do we get members to chair committees/events?

How to diffuse animosity?

How to avoid burnout?

How to present new ideas/direction?

- Micro managers-You can only control what you do, don't give in to the temptation to get upset or try to control. I love you, I'm grateful for everything you do but they've elected me president. Keep going with confidence.
- Consensus is part of the decision-making process, most must agree. Time consuming but it's important to make each member feel valued. Respect but move on.
- For the new ecclesiastical or calendar year concentrate on membership and service and you will be successful!
- For seasoned members, build relationships-remember they want attention-meet one on one, coffee/breakfast every 6-8 weeks.
- Remember to have a written plan-this is VITAL!
- Recruiting should be done always, a. Understudy/mentee idea and b. Do you have as many people in membership as you do in service? Should be 60/40 if not at least 50/50.
- Have a Membership month-all things Membership, huge push in your parish. If they don't join when you send a letter, send another one! Educated Leadership-back to the understudy! Two different ways to engage members, overall organization and understudies.
- Be purposeful and intentional, fewer activities tend to be better, concentrate your efforts. People engage, give and serve out of their interests. Be organized and have a plan.
- SURVEY your members, remember the brainstorming session you had????? Engagement increases when done this way.

## Questions

Board not open to new ideas- the dreaded we've always done it this way?

Younger crowd not stepping up, how?

Need new officers, how?

Feeling overwhelmed, what to do?

- Ask the young members for fresh ideas, ask them to come to your brainstorming session, implemented what is suggested!!!!
- If you want different levels of engagement you must be open to new ideas and HONOR experienced members!!
- Recognize and REWARD!!
- Communicate with everyone, everyone matters!!!
- Young feel more sophisticated than the moms and yiayia's.
- Divide worker bees and queen bees.
- Back to the brainstorming session!! Try a kid's fashion show-tie the event to a service project-the entire family will participate!
- Team player- sometimes people are just difficult, just pray for them and let them know you care. Don't assume their intent, work together, you will learn to lean in. Person may just want attention, they may be lonely, meet with the person individually. Don't get distracted.
- You control you-you can't control others. Leadership bullying? You need to confront outside the meeting/event. You must stay in control. Try to understand why they are that way. They may always have had to pick up the pieces.
- Micro managing-engage more people, don't talk bad about any member when they aren't there, stay loyal! But don't get caught up.
- We must all work harder to get more people involved.
- Invest in membership like you invest in service.
- Honor the entire membership-see handout for ideas.
- Make the decision to bring in great speaker--different from any you have ever had!

## Questions

How to integrate new and experienced members?

New members voicing opinions and being cut down?

How to avoid burnout?

How to avoid conflict between organizations within the parish?

Work past core members 20% and stimulate all 80%?

How do we avoid cliques?

- Members with new ideas-support their projects, let them do their event-do projects that are important to each group.
- Have members with special talents and interests present to group
- Allow young mothers involve their children-it gives them the ability to get inside
- Partner with other ministries within the church to do outreach-it opens doors to being a part of Philoptochos.

- Honor different groups of Philoptochos-honor your experienced members and your new members
- Every role in Philoptochos needs an understudy/mentee which develops new leaders the best.
- Give everyone real responsibility-make sure everyone cares about developing new members
- Have a BRAINSTORMING session every year-it's all about new ideas-this is how your chapter moves forward and gains members.
- Respond to negativity by influence-the influence strategy-you can only control yourself-don't assume their intent-you need to be sensitive to their needs-meet with difficult people individually-it's a small thing but will make all the difference.
- Pursue influence - not authority!
- Create WRITTEN goals and calendar-have a plan
- You should have as many membership goals as service goals- get organized
- Burn Out-80% of work done by 20% of membership-membership/recruiting strategy-designated person to membership-understudies-personal contact when requesting help.
- Ministries in the church compete for the same people-HOST a COUNCIL OF MINISTRIES event each year-ministry heads all meet together-talk about plans for the year.
- Fraternal organizations, i.e. daughters/make the undiscussable-discussable talk about issues-check calendars-have joint projects!
- Outside organizations, i.e. Jr League-advertise your projects outside your church, newspapers, social media, etc. know what you do-memorize your elevator pitch!
- WE ARE THE CHURCH'S BEST KEPT SECRET!!
- RECAP
- Commitment to Recruit and Engage
- Every Role has an assistant
- Written ministry plan-schedule-goals-leaders
- Honor all members-everyone matters
- Bring outside speakers with new ideas
- Create energy-no more secrets

Take what you've learned today and bring it home!!