

FROM THE DESK OF THE VERMONT STATE
MEMBERSHIP DIRECTOR



CANDOR – COURAGE – COMMITMENT – COMPETENCE

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MEMBERSHIP CHALLENGE

*Just one new
member
recruited*

*before closure
of first half of
fraternal year*

*1 January
2024*

SO WHAT NEEDS TO BE DONE



GET OUT AND VISIT



PROMOTE ON-LINE
RECRUITING



FORM TWO-MAN TEAMS
AND STAY WITH THE
PROSPECTS



MEET WITH PRIEST AND
CHANCELLOR TO FORM
A LIST OF 5 PROSPECTS



CONDUCT A DELTA
DRIVE



DISTRIBUTE THE
BROCHURE "*WHY JOIN*
06510-3326" AT ALL
ACTIVITIES



MEET WITH COUNCIL
MEMBERSHIP DIRECTOR
AND RETENTION
CHAIRMAN MONTHLY



REPEAT THE MESSAGE:
*RECRUITING NEW
MEMBERS IS OUR JOB,
LET'S GET TO IT!*

HOW TO MOVE FORWARD

SET A GOAL – 3 NEW MEMBERS BY MID-JANUARY

STRATEGY

- ONE-ON-ONE COACHING OF GRAND KNIGHT BY DD
- GET GK TO LAY OUT HIS STRATEGY WITH SHORT TERM OPTIONS
- DRAW IN THE MEMBERSHIP COMMITTEE
- REVIEW WITH PRIEST AND/OR DEACON THE NEED FOR PROJECTION OF SUPPORT
- IDENTIFY PROSPECTS
- ASSIGN 2 MEN TO EACH PROSPECT
- EACH SPONSOR BRINGING IN A NEW MEMBER GETS A HAT (I HAVE 10 LEFT)
- REVIEW PROGRESS AT COUNCIL MEETINGS

CHALLENGES

- DD/GK MUST BUY-IN TO THE CHALLENGE. (WHEN I VISITED HARDWICK LAST MONTH, I CHALLENGED THE GK AND PRIEST TO COME UP WITH ONE NEW MEMBER BEFORE I JAN 24. I CEMENTED THE CHALLENGE BY PRESENTING EACH WITH A HAT. I FURTHER TOLD THEM IF THEY COULDN'T MEET THE CHALLENGE, I WANTED THE HATS BACK!)
- BECAUSE THIS IS A TIME-SENSITIVE CHALLENGE, THE DD MUST CONVINCE GK TO HAVE A TIMELINE.
- THIS IS NOT A QUESTION OF WHAT THE DD NEEDS TO GROW THE DISTRICT; RATHER WHAT THE DD WILL DO TO ENGAGE PLAYERS.

LEADERSHIP

- BEFORE ENGAGING GK HAVE PREPARED TALKING NOTES
- STAY FOCUSED ON THE GOAL
- ENCOURAGE THINKING OUTSIDE THE BOX
- WEEKLY CONTACT IS IMPERATIVE.
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BEST PRACTICES

- **WHEN YOU ARE IN THE NEED OF MANPOWER**
 - *DON'T ASK, DESIGNATE AND/OR APPOINT*
- **WHEN YOU'RE NOT GETTING INPUT OR FEEDBACK**
 - *CIRCLE THE WAGONS*
 - *SEEK INPUT FROM EVERYONE*
 - *DRAW CONCLUSIONS*
 - *ESTABLISH CONSENSUS*
 - *FOCUS ON NOVEL IDEAS*
- **MEETINGS MUST BE FOCUSED, ORDERLY**
 - *ROBERT'S RULES OF ORDER*
 - *USE THE GAVEL*
 - *SUSPEND THE RULES FOR A PORTION OF THE MEETING AND "PROBLEM SOLVE"*
- **DD'S COMMUNICATE WITH GKS**
 - *PHONE, NOT EMAIL*
 - *ASK ABOUT HOW THEY'RE DOING, HOW THEIR FAMILY IS DOING, WHAT THEY'RE STRUGGLING WITH, WHAT'S WORKING FOR THEM, ETC. AND ALSO TALK MEMBERSHIP*
- **IDENTIFY A TECHNOLOGY "POINT-PERSON" FOR THE COUNCIL TO ASSIST OFFICERS IN VIRTUAL MEETINGS AND PROGRAMMING**

