

Notes – GLT – November 3-4, 2012, Markham ON – Dave Voisey/John Buchner

IDEAS

- Zone Chairs members of GLT
- Z.C. need to be informed of their duties/responsibilities before taking the position.
- PDG Mentor Zone Chairs
- Need Zone Chair meeting agendas revised to reflect new responsibilities – Vice Governor to review agendas
- Reports to be brief – reduce time spent on this item
- Zone Chair main contact between Cabinet and Club
- Restructure Zones to 4-5 clubs per zone
- Newsletter from Z.C. – monthly to highlight activities
- Checking club profile before visit gives ideas to suggest
- Z.C. need to be in touch regularly
- Make use of District Web Site – each ZC has page for posting information
- Communication person to relieve emails from Cabinet Secretary
- Region Chair position is optional for the District
- Orientation for most Lions who are not aware or forget.
 - At regular meetings – 15 minute short sessions
 - Tail twister asks questions
 - At Convention – educational class
 - Cheap and Cheerful Dinner – fun period – games
 - Creative format

Training

Season – May/June most popular time

- Focus on Z.C. this year as responsibilities/expectations changed
- July tried with 100% attendance
- Evening sessions had good attendance
- Computer access important for individual instruction and practice
- Single evening sessions on cabinet positions (diabetes etc) well received
- Skills for people management – conflict resolution - How to run an effective meeting and still have fun
- Plan dates and publish at the beginning of the year for the entire year
- Hold training in zones as opposed to a central location
- Full weekend in resort setting with a variety of optional sessions including non traditional topics – open to non lion spouses/partners/friends
- Look for training opportunities that may be non traditional
- Z.C. to host training at their meeting
- Attendance – target audience-personal invitation to qualified participant

General consensus was that training formats, scheduled times, locations and seasons are important and need to be varied to meet the needs of Lions. Creative out-of-the-box thinking to provide training for

geographically large areas. Computer access a big plus for C.O.T. More use of on-line style training will facilitate learning in any area.

Rebuilding Lion is a relatively new course and can be taken on-line. Print off the test, have the Governor sign, send to LCI to be given certification.

CLUB EXCELLENCE PROCESS

- All districts have facilitators ready to move forward
- Most districts have completed a minimum of one CEP
- Some districts are changing the order of the process, using the Club Profiling first.
- Some districts using the Club Profile to determine whether a full CEP is required.
- Highest impact for “selling” CEP is at Zone Meetings – make presentation interactive
- Change Excellence to Enhancement for a softer sell.
- CEP should be considered the first step. Some clubs may require longer term support.
- Rebuilding Lion or CEP facilitator could be considered for follow up

Use PDG’s in a Leadership role. Provide training to keep your leaders updated.

GENERAL IDEAS THAT WORK

1. Info sessions at convention with lots of variety (some non lion focused)
2. Big community projects that give visibility to the club members. Ask non lions with skills specific to the project to help. Member recruitment can be a by-product
3. Need to have a variety of projects to keep members interested
4. Finding Leaders – find out skills that members bring to the table from other areas of their life – work – volunteer
5. Provide district subsidies for advanced training
6. Personal contact encourages training
7. Extension/Retention – 5 year plan – Big Picture
8. Knowledge is an enabler
9. Enthusiasm breeds excitement and commitment
10. Clubs to provide an information brochure –International Initiatives, local club successes
11. London Central – check out their web site
12. Facebook/Twitter – connecting with younger people
13. Club within a Club – their own projects – special interest - attend structured Lions meetings only once in a while.

GOALS

A 1 - 3 YEAR PLAN

- 1) We are continuing with the Rebuilding (Guiding) Lion program with 2 people certified and 1 more to be re-certified. It is our intention to expand on our Guiding Lion program by the addition of another Lion to the group for a total of 4.
- 2) Club Officer Training 2012 – 2013
 - a. All clubs will be encouraged to have a 3-member membership team.

- b. We will train this team on how to bring in new people to join their club and how to retain their existing members.
 - c. Provide a monetary incentive to all clubs in the district payable either to their administration or convention account as a reward for the President or 1st VP, Secretary, Treasurer and Membership Chair attend the respective training for their position that started at the Cabinet Meeting in St. Thomas on September 26, August 2012 and ending at the A1 District Convention in Leamington April 12th to 14th 2013.
 - d. We will continue this process throughout the year and then every year after that.
- 3) The GLT team has been trained and is functioning within the District. It is our plan to continue to upgrade existing and train new GLT Lions.
 - 4) The GMT team has been trained and is functioning within the District. It is our plan to continue to upgrade existing and train new GLT Lions.
 - 5) Continue with the development of standardized local programmes for officer training specifically targeting Presidents, VP's, Secretary, Treasurer and membership chairs.
 - 6) We will test market (survey) within the district.
 - a. Six (6) Clubs with greater than 20 members the Club Health Assessment. We will request that this survey is to be completed by the club executive at their next executive meeting.
 - b. Six (6) Clubs with less than 20 members the Community Needs Assessment. We will request that this survey is to be completed by the club executive at their next executive meeting.
- Results from the surveys will be tabulated and used to help identify clubs that would benefit from CEP and/or GLT assistance to help strengthen their club(s).

A 3

1. Identify 2nd VDG Candidates
2. Work with District Governor's Team to redefine the role of the Region Chair
3. GLT Coordinator Shadowing in 2013-2014
4. Cabinet Training –May 11th
5. Club Officer Training and Lions Learning Day – May 4th
6. 2012-13 Focus on Strengthening Clubs through Orientation, CEP, and Club Officer Training
7. Assist GMT in structuring teams i.e. 1. Membership and New Growth and 2. Club Success

A4 – Shelley Gauthier

1. One Club Officers school to held in every zone by May 15, 2013
2. Create tracking system for training beginning January 2013
3. District Officers training to take place by May, 2013 using on-line training.
4. Certified Rebuilding Lions course to take place by April 11, 2013
5. Invite selected Lions to participate in Webinar training and to evaluate, content, ease of use, etc. beginning in January for each month to June.
6. GLT webpage linked to the District Website by the end of June 2013
7. Four information sessions to be held at the District Convention April 13, 2013
8. GLT rep or CEP Facilitator to speak at Zone Advisory Meeting in each zone by the end of June 2013
9. Course load as many A4 Lions as possible on courses made available by Lions International/MDA/District

10. Zone Chairs paired with PDG for the purpose of mentoring by the end of September 2012. Evaluation of this program to be completed by PDG and Zone Chairs by June 2013
11. Identify 12 Lion leaders for club, zone, region and district leadership roles by June 30,2013

A711 – PDG Jim Wilson

1. Select additional members to commit to work on GLT team
2. Work with Zone/Region Chairs updating GLT/GMT plans
3. Work to identify potential leaders
4. Encourage participation in Faculty Development Institute
5. Encourage participation in Senior Lions Institutes
6. Encourage participation in Emerging Lions Institutes
7. Ongoing planning meetings between GMT/GLT teams, virtual as well as “go to” meetings
8. Enhance/improve Club Officer Training for may of every year
9. Enhance/Improve Zone/Region Chair training for June of every year.

A 9 – Dennis – July 2014

1. Annual Learning Club Officer Training
2. Prequalify Guiding Lions (enough across A9)
3. Clubs complete “How are your Ratings” Form
 - 10 by June 2013
 - 20 in 2013/2014
 - 20 in 2014/2015
4. Follow up to Ratings Form
 - Full CEP
 - Partial CEP
5. One day Institute (like Emerging Lions) in A9 June 2013, annually thereafter
6. Identify future leaders – all clubs to be asked who are their future leaders. Look at past Officers and institute grads.
7. Educate future leaders.

A16

1. The GLT team will consist of 2nd VDG, GLT Coordinator and the Region Chairs
2. A leadership pool will be created
3. GLT will meet regularly (before each District Cabinet Meeting) with GMT in order to coordinate efforts
4. Promote and provide opportunities to develop good leadership skills at the Club and District levels through orientation and training sessions.
 - Club Officer Orientation Sessions in the Spring by Region with a follow up session in the Fall
 - Certified Guiding Lion Training
 - Provide and publish (in the Directory) resource mentors for Club Officers
 - District Officer Orientation after District Convention
 - Zone Chairperson Training Session after District Convention
5. Promote attendance at the MDA CEP Training Sessions
6. Encourage possible candidates to attend SLLI, USA/Canada Forum, FDI, ELLI

7. The Clubs be made aware and will be encouraged to have at least three members participate in the programs available at the Lions Learning Centre on the LCI website.

Notes GMT – November 3&4 2013 – Markham ON

Saturday afternoon: What is Going Well in your District

A-1

- “Learn to Lead” – Training Zone Chairs
- Forming a new club

A-2

- Have been stressing the Club Excellence Process and having good success, GLT/GMT have visited Zone Meetings and done a CEP presentation
- 3-5 more clubs in the wings to do CEP

A-3

- CEP working – 5 clubs in the process, also works for service projects resulting 1 new members

A-4

- Last year was a challenge. This year promoting CEP.
- Challenge for extension to get members for team
- Prospect for 1, plus maybe another, new club

A-5

- The team is pushing the CEP and would like to see a +1 member result for each club
- Especially during visits each secretary is being strongly encouraged to do the MMR's
- Completed 1 CEP with 3 more in line

A-711

- October membership figures have improved
- Have asked Zone Chairs to take on more responsibility
- Membership Chairs to get membership drive going

A-9

- Borrowed an idea from A15; how many members are you willing to bring in?
- Strive to finish the year with each club in a +1 membership position
- Established a draw of each successful club for registration at the 2014 International Convention

A-12

- Involved all officers in a program to 'just ask'
- Most membership increase shown to be young women (some interest shown in transferring to District A-12)

- Have been promoting CEP – did 4 last year and 7 this year – and have been continually revising the power point, substituting local pictures for the American content
- Holding a summary after each session
- Have held region orientation and Guiding Lion training

A-15

- Over the last 4 years have gained 1,480 new members and lost 1,200
- Have had leadership training for Cabinet officers
- Promoting CEP
- Present the Governor's goals through both the GMT/GLT
- When doing CEP in a club, often do the "How are your Ratings?" first, then proceed with the rest
- Seminar for the Membership Chairs
- Cabinet Officers provide their goals to the Governor

A-16

- 143 new members, but lost 250. However, October is up +4
- Breakout sessions at the Cabinet for Zone Chair, Region Chairs and Cabinet Chairs
- Breakout sessions at the Zone and Jt. Zone meetings for Presidents, Secretaries and Membership Chairs
- Working towards the goal of each club finishing the year at +1
- Pushing CEP in the District with some success and some not.
- Governor Tom Gordon reviewed a U-tube production on motivation – (RSA Videos – "Drive")
- For volunteers, their motivation is not money
- Give them a job and let them do it
- Give them a chance to improve (training materials)
- Allow for achievement/recognition
- RSA Videos "Drive" theory of modern motivation

GMT Goals

A1 - George Croft – John Johnston

- Governor's goals include a net increase of 50 new members and two new clubs.
- continuing efforts to ensure every club has a three person membership team.
- to conducted a Membership Director's workshop later this Lion's year.
- will presented a session to Zone Chairs.
- Request Governor to send to every new member this year, a personal welcome letter inviting them to attend our District convention with registration costs waived.
- An orientation session is planned at the convention.
- To provide a monetary incentive for Club Officers (President/V.P.'s/Secretary/treasurer/Membership Director) to attend a Learn to Lead workshop by May
 - Free lunch

- Cheque to be presented for their Administrative Account based on number of attendees.
- request District to provide funding to clubs for publicity or advertising to increase visibility in their community.
- Extension - Complete the Charter of the new Campus Club at Fanshawe College in London
- Probable Campus Club Extension Workshop in May to assist in establishing new Campus clubs at The University of Western Ontario in London and St. Clair College in Windsor.
- Work as a team with our GLT to encourage more clubs to buy into CEP.
- VDGs to visit a selection of clubs with under 20 members to assist them in completing a "Community Needs Assessment" and clubs over 20 members to assist them in completing a "Club Health Assessment" as a prelude to the clubs buying into the full CEP, if they are then agreeable to doing so.
- GMT will encourage appropriate Lions in our District to take Certified Guiding Lion training provided by our GLT and LCI to properly service our new clubs.
- Request Governor to write to all clubs enclosing a draft letter for them to send to all former club members, who the clubs feel may return to Lionism and be an asset to their club.

A 3

1. Have every club in District participate in some or all of the CEP by 2015
2. Assist with the formation of a third Campus Club
3. Appoint a Rebuilding Lion to work with one club that has been identified as needing assistance.
4. Promote and form more LEO's Clubs (possibility of four more in the coming year)

A 4 – James Johnston

Support to Existing Clubs

- Prepare club membership chair email distribution list from District Directory listings by September 30, 2012

Club Excellence Process

- Complete four CEP workshops in the District by June 30, 2013

Club Membership Plans

- Encourage each club in the District to prepare a membership plan throughout the Lions year

Promotion GMT and CEP

- Promote GMT and CEP to show how they can assist clubs (club revitalization, recruiting new members, public relations, etc.) via the following methods throughout the Lions year
- Zone meetings
- Club visitations
- Articles in Governor's Newsletter
- Articles via email

GMT and CEP Brochures

- Complete CEP brochure by August 31, 2012
- Complete GMT brochure by September 15, 2012

- Make copies of GMT and CEP brochures and distribute to District Officers and GMT team members by September 30, 2012

Complete District A4 GMT page on District A4 Website

- Complete District GMT resource page on District A4 website by Jan. 31, 2013

GMT Team Member Training

- Complete distribution of District A4 GMT CD's by Sept. 30, 2012
- Provide training to GMT team members as required

Zone Meetings and Club Visitations

- Encourage Zone Chairs to invite GMT Coordinator and/or GMT team members to Zone meetings by Sept 30, 2012
- Encourage Zone Chairs to promote GMT and CEP at Zone meetings and club visitations and how they can assist clubs (revitalization, recruiting new members, public relations, etc.) by Sept. 30, 2012
- Encourage Zone Chairs to distribute GMT and CEP brochures at each Zone meeting and each club visitation by Sept. 30, 2012
- Encourage GMT team members to attend Zone meetings to promote GMT and CEP by September 30, 2012

New Clubs

- Identify a few lions in the District to be extension specialists by June 30, 2013
- Identify and start two new clubs in the District by June 30, 2013

Next Cabinet Meeting

A5 – COMBINED GMT/GLT GOALS – Gerry Bertrand

- Finish our 2012-2013 year with a + 1 for all clubs.
- Rejuvenate 2 possible clubs lost a few years back
- Have more orientation sessions in our district
- Have club officer training done in 5 central areas in A5 Sudbury North Bay, Timmins, Manitoulin Island, Sault Ste. Marie.
- Have Guiding Lions Certification By March 2012 (Lion Tom Gordon will facilitate on Feb. 16,2013.)
- Have Membership Brainstorming meeting by March 2013.
- Continue to identify new leaders.
- Complete 10 CEP's by end of 2012/2013 Lions year.
- Work with Club membership Teams to attain their goals.
- Work on introducing our "In A World Of Service plan to local school Principals.
- Work on Dave Voisey to have next GMT/GLT meeting in Sudbury, North Bay or Sault Ste. Marie. (Will even meet him in North Bay so he doesn't get lost coming through Sturgeon Falls.)

A711 – Peter Hammond

- Recruit 2 senior lions to be members of Club Success Team to be responsible for helping very troubled Lions Clubs to possibly amalgamate with another Club or transfer membership to another Club in area.
- Governor to introduce our new Campus Clubs Chair (Jay Haddad) to the Campus Clubs and/or their leadership
- Encourage clubs to participate in CEP
- Governor's team to communicate regularly by conference call with Zone Chairs/Region Chairs to ensure they are visiting their clubs and obtain necessary feedback about status of clubs and problems in the clubs

A 9

- Need to grow our GMT team
- Areas for potential new Clubs identified
- Improve our process for starting new clubs
- Identify (done) clubs with low numbers. Identify process to help them – a plan.
- Identify clubs that have "issues". Identify process to help them – a plan.
- Retention – Put in place a plan and implement "exit interview" process by GMT
- Club membership plan formalized, documented and tracked.

DISTRICT A16 – Barry Tate

- to charter a new club to meet the Governor's goal of one new club this year.
- train club membership teams to create goals and a plan to achieve them, to be followed up.
- Using skilled Lions, assist clubs with recruitment plans.
- Monitor clubs through Zone Chairs for dangerous situations.
- Zone Chairs to promote CEP
- CEP facilitators to explain the program where required.
- to promote and encourage Family and Women's Membership.
- new member to be given a "New Member Challenge" document. On completion within a year, they will receive a New Member pin.
- two orientation seminars in the New Year, one in the north and one in the south to include all members but focused on new members.
- Zone Chairs to monitor the orientation progress within their clubs.
- Zone Chairs to conduct exit interviews and determine reasons