

Although this is the third morning we've been together as a Board, this is really the first chance I've had to tell you how delighted I am that each of you has accepted a role of leadership in our League for the year ahead.

It's also the first chance I've had to climb on my soapbox. So.....

You've all heard a lot about goals and objectives recently. I'd like to share with you my personal goal for the League next year. It is to meet individual League members' needs.

I suppose I first verbalized that goal in January when Binney interviewed me for our NEWSHEET. Since then, Sandra, Sandy, Betsy and I had the good fortune of hearing AJL President Mary Poole speak at the Area III Seminar in Atlanta and I quote: "We are seeing a shift in emphasis from meeting community needs to an emphasis on meeting member needs. This is consistent with today's young women. If it sounds selfish to you, I should hasten to add that I see the League as having a key role in providing that those member needs are met through significant community placement — thus preserving the best of both."

After hearing Mary Poole in Atlanta, I came home and asked our executive committee to think about what they really wanted to accomplish next year. Frankly, I was surprised to hear them saying (in different words) the same thing I was thinking. And so we settled on our very own Executive Committee goal: to meet individual League members' needs.

I have to confess that we haven't gotten beyond our pie-in-the-sky goal yet. Our next step will be to set measureable objectives so that we can tell if we make any progress toward our goal.

Fortunately, however, our goal is in tune with the number one objective set by our League for next year. It is: The Junior League members will have the opportunity to further develop individual potential, and measured by having obtained at least four new areas for training and education by May, 1976. Being a broad objective (and all of you know what that is) it has allowed many committees' objectives and plans to fall under it— and many already have.

For example, our new courses speak directly to developing individual potential, both personal as well as volunteer. Currently our Placement Committee is striving to be responsive to individual needs.

Obviously there are many factors involved in meeting individual member's needs. I would like to talk with you about just two of them today:

1. the role of the League as a training organization.
2. your role as a committee chairman.

First....training. Sometimes we get so excited about what our projects or activities are accomplishing, that we forget that one of the primary considerations in starting any project is that it must provide training for our volunteers. We should be excited about, and proud of, the end results of our projects and community activities. But let's be sure we remember that the result was not just an end in itself— it was partly a means to an end— and that means was training for our members.

Anne Hensel tells me that Junior Leagues are classified by the Internal Revenue Service as 501 C (3) — which means we are grouped with educational institutions such as colleges and universities - not with service organizations like Jaycees or some of the guilds you may belong to. Do you grasp the significance of that classification for the training that we should be offering our members?

The AJL Board has set an objective to make Junior League training equivalent to that of a college or university, or that available through paid employment. Their plans to achieve this include a volunteer career development program. We will be sending two delegates to an area seminar next fall to learn how to implement this program in our League.

In our 75-76 budget, we approved about \$10,000 (or 14% of the budget) for education and training of our members. And we should be spending that much on our training — we are a training organization.

Now, where do you as a committee chairman fit into this? Obviously you are the key to much of the training your committee members will receive this year.

Delegate responsibility to them....Don't keep all the learning for yourself.... give them a chance to learn too. Just don't forget your controls!

But above and beyond training, you as a committee chairman figure very importantly in meeting individual League member's needs. For many a League member, you will be her personal contact with the organization. You will be her voice to the board and executive committee. Your committee meeting can be her forum to express her ideas and feelings; it can be her opportunity to get to know other League members better; it can be her chance to really feel that she is a contributing part of this organization and that what she feels, thinks, and does as an individual does make a difference.

Now that places a tremendous responsibility on you. But the rest of the executive committee and I have a great deal of confidence in you as our League's leaders and managers next year. We stand ready to help and support you. Peter Townsend, author of Up the Organization, says that the best administrator is the one "who carries water for his people so they can get on with the job." We won't promise to be the best administrators — but we've got our water buckets handy. Just call. With all of you on our team we're really excited about the year ahead!