

WOMEN'S LEAGUE DISTANCE WORKSHOP – NOMINATIONS
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PRESENTERS:

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INTRODUCTION

Sisterhoods today have many challenges some of which have been recently highlighted on the WLCJNet and the PrezNet and include lack of new leadership, apathy, aging, questions of relevancy, new member recruitment, reliability, accountability, the image of sisterhood, younger women wanting to form an independent group – to name just a few. These challenges are real and, in fact, the difficulty that nominating committees have of filling the slate, is one of the symptoms of some of these challenges.

Tonight's call will not provide strategies to deal with all these challenges but, rest assured, Women's League is willing and prepared to help you meet them through the resources available on the Women's League website, www.wlcj.org, and through our training services department. Harriet Merkowitz at hmerkowitz@wlcj.org, will talk with you and identify the best way to help you meet challenges. Email Harriet and set up a phone conversation to share your needs and design the right program for you and your sisterhood.

This evening Carol and I will be presenting information on:

- The Nominating Committee's mission and job description
- How to get started
- Key points and resources
- The ask & the answers
- The call to lead
- Options for filling leadership positions
- Building leadership and
- Suggestions for success

One other comment before we begin. When we talk about procedures and ideas and give suggestions, we know that not all of them will work with your sisterhood. Some may require more time than you are willing to give. Some may seem overwhelming. We understand this. Much of what we present is done in the ideal world and we all live in reality. What we DO ask you to do is to keep an open mind. Try a few of the ideas. Adapt them to your situation. Remember, you are on this call because you want to be successful. Remember, craziness is doing the things the way you have always done them and expecting the results to change! Try something new. Keep moving on that continuum from the real to the ideal.

JOB DESCRIPTION AND MISSION

“No office can dignify a person, but many a person dignifies the office.”

Our mission as a nominating committee, is one of the most important standing committees because it identifies the leadership that will direct and strength sisterhood.

With that said, you will be hearing tonight, that there are several models that can help you to accomplish that goal. So, I would say, that our mission stands, but the path to get there can change.

Your mission, as a nominating committee is to think out of the box. Be open to change. Be open to a different sisterhood structure. And, your mission is to continue to find the right person for each position that needs to be filled.

If we were to put together a job description for this committee, it would look like this:

- The committee is appointed by the president or the coordinator of the sisterhood, though the president is not a member of this committee nor does she attend any meetings. However, she should give her recommendations to the chair
- The chair should have a copy of your current bylaws
- The committee should have an uneven number of members, including the chair. There should be representation from both the board and the general membership
- Any potential candidates for office should not be on the committee
- Create accurate job descriptions for each position, which are in the sisterhood presidents handbook, so please use that as a guide. There is no reason for you to reinvent the wheel and waste precious time and effort since it has already been done
- Between elections, the nominating committee should assist the president in filling any vacancies that might occur. Those appointed during mid-term, shall serve until the end of the president’s term
- And, most importantly, honor the confidential nature of the committee and do not discuss any matters with anyone outside of the committee. That will be repeated, during other times of this workshop...because we feel that it is that important to remember!

HOW TO GET STARTED

Before THE FIRST MEETING THE CHAIR SHOULD:

Consult with parliamentarian and invite her to attend that first meeting to familiarize the committee with what the bylaws and policy require and the proscribed procedure.

Talk with the outgoing President for her recommendations. Remember, however, they are not binding.

Review Sisterhood Bylaws and Policy.

Set a date for the first meeting and invite the members of the committee. Most likely your bylaws state that the committee members are appointed by the president. It is crucial that all the committee members attend. You are a team!

Prepare the committee for the first meeting by sending them:

- Calendar of proposed meeting dates
- List of positions to be filled
- Pertinent sections from your Sisterhood Bylaws and Policy
- Directives for Sisterhood Nominating Committees and Standards for Leadership. Both available on the Women's League website.

At the first meeting you will want to set the ground rules for an honest and objective evaluation of candidates to be considered for nomination.

Remember, confidentiality is of paramount importance. The committee must be instructed to refrain from discussing any information with persons outside the committee.

Have the parliamentarian make a presentation on the bylaws, policy and procedure and answer questions you might have. She should also be available by phone should any parliamentary questions arise during the process, unless she has been appointed to serve on the committee.

Discuss and develop criteria for evaluating potential nominees. These criteria might include: how they have performed any duties and responsibilities in the past, their level of Judaic commitment and observance since part of what they do is serve as a role model for the sisterhood and the community, and their attendance at meetings. Always try and match the persons abilities and interests with the job. And keep in mind Women's League Standards for Leadership.

The committee's first order of business is always to nominate the candidate for President. Following her acceptance, she should be consulted for potential nominees. Of course, the committee should consider all suggestions, but they are not bound by these suggestions.

As you consider people, do not make the mistake of "answering" for a candidate as to whether she will say "yes" or "no" to a position. It is not fair to deny anyone a leadership and personal growth opportunity because YOU think she will say no.

It is important to use the proper procedures. Using them will help avoid personality conflicts and hard feelings.

When you do the “ask” your attitude will set the pace. If candidates are asked to accept nominations in a manner, which instills pride, then they will accept their responsibilities with a feeling of pride and seriousness.

Remember, all discussions by the Nominating Committee are confidential. However, you can inform a potential candidate who will be her immediate superior. In turn, she must be asked to keep that information confidential. Don’t push for an immediate acceptance. Give the candidate sufficient time to consider. And, if you force a person to fill a position they don’t want or are comfortable with, they will probably not do a good job. Leaving a position unfilled is better than putting in someone who doesn’t really want it or who is there in name only.

FOLLOWING THE MEETING mail a confirmation letter to each nominee. Include a job description.

If you need to, schedule additional meetings in order to complete the slate.

When you are finished, the completed slate is reported to the Sisterhood Board, the membership, and the Region Nominating Committee chair. Check your Sisterhood's bylaws and policy regarding reporting timing and procedures..

One other note, the nominating committee is a standing committee which means they function throughout the term of office – not just when elections are near. The committee is there to give advice and assistance to the Sisterhood president or Executive Committee when vacancies occur.

PHONE SCRIPT

I just talked about “the ask.” Carol and I would like to do a few role plays for you to help you identify some techniques and hints of what to do and what not to do.

The Phone Conversation:

Sue: Is Joan home?

Joan: This is Joan.

Sue: This is Sue from Sisterhood.

Joan: I really can’t talk to you now. I am feeding the kids.

Sue: Joan, I am chair of the Sisterhood Nominating Committee. I am calling to ask you to serve on the Sisterhood Board as Membership Chair.

Joan: What does that mean? What will my responsibilities be?

Sue: Oh, it’s just a small job. It won’t take much time or effort.

Joan: So why do you need me?

Sue: Ah, ah, well. We are always looking for new leadership.

Joan: I don't think I am really interested.
Sue: Why don't you give it a try?
Joan: No, I don't think I'm interested.
Sue: I'm not going to take no for an answer now. Let me call you again.
Joan: Okay. Good-bye.
Sue: Good-bye.

The Correct Phone Conversation:

Sue: Is Joan at home?
Joan: This is Joan.
Sue: This is Sue Cohen from (name of Sisterhood).
Joan: I really can't talk to you now. I am feeding the kids.
Sue: Joan, if I call back at 9 p.m., will you have time to talk?
Joan: That would be much better!

After 9 p.m.:

Sue: Joan, I am chair of the Sisterhood Nominating Committee. I am calling to ask you to serve on the Sisterhood Board.
Joan: What does that mean? What will my responsibilities be?
Sue: It is the Membership Chair. There is a job description, which covers the responsibilities that I can share with you. We are always looking for new leadership and hope you will be interested in joining us. The Nominating Committee really feels that you would be an asset to Sisterhood and so do I. Let me read the description to you and I would be glad to send you a copy of the job description.
Joan: I don't know if I can do it.
Sue: Why don't you take some time and think it over? We really need leaders like you in our Sisterhood.
Joan: No, I don't think I'm interested in that job.
Sue: We have other jobs that might suit your interests better. What are your special interests?
Joan: I love to read; I like making my home look really special for the Holidays; and I love doing things for my children.
Sue: (You sound like the right person to be our Book Groups chair. Let me read you the job description.
Joan: Well, the Book Groups chair sounds like something I'd really like to learn more about.
Sue: Let me send you the job description.
Joan: Oh, that sounds like something I would like to do. Can I think about it and get back to you.
Sue: Can I call you in a few days, say, on Monday, for your decision? I certainly hope it will be positive. We need women with your abilities and interests.

Several days later:

Sue: Hi Joan, have you made a decision on accepting the Book Groups chair?

Joan: Yes, I will take the chair.

Sue: Thank you Joan for accepting. I look forward to working with you and I know you will be a valuable asset to our Sisterhood. We will be sending you a formal letter along with a written job description and responsibilities. I hope to see you at the Sisterhood meeting when we will have elections which will be on May 4th at the synagogue at 8:00 PM (date, time, place).

Joan: I'll be there. Thanks for thinking of me.

Sue: You're very welcome. It was my pleasure. Bye for now.

Joan: Good-bye.

It is pretty obvious which were the "to do's" and "not to do's". Let's go over some tips for the "Ask".

Make sure you say hello and introduce yourself first telling her you are from Sisterhood. Also ask if it is a good time to talk? And, if not, when would be the best time to call? Give the reason for the phone call. At the end of the call give her your phone number and let her know you will keep in touch.

There are several goals of this phone call. First is to recruit leadership for Sisterhood. You want to get across the messages that you are looking for reliable, responsible women to fill the slate and that being on the Sisterhood Executive Committee or Board is an honor.

It is important to identify all the benefits of taking the position and that they are needed. Do not belittle the task. Give her all the pertinent information including job descriptions and responsibilities.

And, should you get a "no", leave the door open for future involvement in Sisterhood.

During the calls, keep good notes and report back to the Nominating Committee. If there is information you received during the call that should be passed on to someone outside the committee such as an interest (I love crafts) pass it on. If follow-up is needed, make sure it is done. For instance, getting any additional information requested or calling back for their answer. And don't forget to keep your notes including who was called and their response in a file. This is valuable information for the next chair.

Remember, before you make your call, you want to have some basic information on hand:

The name of the incoming president.

Information about the person being called such as positions they have held in sisterhood and their participation in sisterhoods events.

Up-to-date job descriptions and responsibilities for Sisterhood officers, activity chairs and Board members.

Oh, and you may want to use these scripts to train your committee members in how to do “the ask.”

EXCUSE BUSTERS

So...it is now time, to start making phone calls, and/or speaking with prospective board members. If at all possible, try to speak to someone in person, it is much harder to say “no” face to face! And, when speaking about sisterhood, always mention the goals and mission, and how it makes a difference to the synagogue and to you.

Here are some common excuses, that I, am going to put out there! We have all heard them... but Cory is going to play the “Excuse Buster”so that you will have some ammunition when these same excuses are told to you!

1. I don't have time, I work, I have other responsibilities.

RESPONSE: Be sure to validate their situation. “I know you are very busy”

Then identify the positives. “But this opportunity is one that could be just for you/help you build skills/great for personal growth...”

Brainstorm how they could fit this opportunity into their lives such as some conference calls instead of only meetings. Remind them that emails can be sent after hours and when most convenient for them.

2. I don't have enough experience. I have never been involved in a sisterhood, or any type of organization before. I am not the organization type.

RESPONSE: Not to worry. Sisterhood will support you and will make sure you have a mentor or advisor or, we can even provide you with an experienced partner to work with.

3. I am definitely not ready for this type of responsibility.

RESPONSE: It is really a wonderful growth opportunity. Women's League has training and support available through the region. And sisterhood will subsidize your attendance at the Women's League Leadership Institute, a terrific 48 hours filled with skill and confidence building and friendship. There are also conference call workshops. And through the region and Women's League we can put you in touch with chairs and officers from other sisterhoods

4. I can't afford to be on the sisterhood board. I know that it is expensive.

RESPONSE: Our sisterhoods will reimburse (or subsidize) your expenses to attend conventions, conferences and training.

5. I don't know enough people in the sisterhood or the synagogue, for that matter. You should ask someone that has been around longer.

RESPONSE: This is a terrific way to expand your circle and meet people.

6. I don't have the confidence to do this. I will be a failure. You should ask someone else.

RESPONSE: The Leadership Institute is a fantastic confidence builder. In 48 hours you will gain confidence in yourself and build skills plus make new and dear friends.

7. I am not a good speaker...I hate to get up in front of a group. My knees shake and there is no way that I could ever do that! Just the thought of it makes me physically ill!

RESPONSE: Many people fear speaking and getting up in front of a group. Remember, it gets easier with practice. You can also share speaking responsibilities with others. And Women's League will help you build your speaking skills at a Leadership Institute. Or you can ask for a coach from Women's League.

8. I have to tell you, sisterhood is not a priority for me. I know that it is important to help support the synagogue, but I am involved in other things that are more important to me.

RESPONSE: Don't pass up this incredible opportunity for your own personal growth. This is a gift for you.

As you talk make sure you identify all the personal positives – such as the opportunity to make a difference in the community or for her family and emphasize the potential for acquiring new skills.

CALL TO LEAD

Do you feel that sometimes you are surrounded by reluctant leaders? Have you identified others as a potential leader, but they would prefer to be a “worker bee” and stay in the background and wait for others to “step up to the plate.”

What we need to create is a “call to leadership”, which must be custom tailored to the individual that you feel is important to your sisterhood.

When we ask a woman to take on a larger responsibility, other than being on the board, we seem to get the automatic answer which is typically “no”, I am too busy.

What we need to do, is talk about taking the time to really think about it, and not to answer immediately.

Be specific in explained that it is a way of furthering what your sisterhood is about. It is about helping. it is about seeing what was worked on this year, or previous years and help it continue through completion. And, it is about giving back.

We also have to share the concept, that sometimes we have to listen very carefully for that “call”. A special voice. It can be very softly calling to an individual, and they may never even realize it! The reasons for someone to step up, or to listen to the call, may have more to do with “the right thing at the right time”, than anything else. It is the soft sell approach. It is planting a seed approach.

How will you know if someone in your sisterhood is gently hearing this “voice”? Listen carefully, observe!

- The mission is aligned with the head and heart. You know what matters most to you and to the women of your sisterhood. Talk about the mission of your sisterhood. Talk about the values of your sisterhood and its members. Ask the question, to that member or members that you think might hear that “voice”. “is this something that you can truly say your head and heart are aligned with?”
- You are the right person at the right time. In a conversation with a potential leader, ask the question, are all the stars aligned for you to step up at this time? Continue the conversation by saying, “We know that saying “yes” may be a stretch or a challenge for you, but we think that you may like a challenge right now. Do you feel confident and able? We think that you are the type that wants to make a difference, many of us do! Think about it! I have a feeling that in your gut, you are thinking, yes I can do this. Continually stress that she can make a difference! That it is your time to help our sisterhood.
- You see a better future. You can continue the conversation by saying....”Perhaps you’re a little unsettled and restless by what you see going on in our sisterhood and you are unsure what you can do. That maybe you would like to be a part of changing things for the better. You would have the opportunity to put your stamp on our sisterhood, to leave your mark! We would like for YOU to be a part of creating our sisterhood’s legacy. Whatever it is, I have a feeling that you have a vision that can be compelling, and you know in your gut that you can articulate it and share that enthusiasm with our sisterhood.”
- I encourage you to think it over, that it’s the right thing to do, at this time. And continuing the conversation even further....”We know that this is the hard part. But if that voice is beginning to whisper to you, and maybe some of what I have said is speaking to you. Then just maybe this is the right thing for you to do for the greater good. If everything else is pointing in that direction, how could you possibly say no?” Most of all, give the person some time to think it over, but continue the conversation, of that whisper in your head, that they can make a difference. That the things that they would like to change, they can, could and should. Tell them to take some time in quiet reflection, thinking about that whisper!

Keep in mind, that people don't always choose to lead, sometimes it just presents itself. We just need to be a good listener, a good observer. Most of us did not start out desiring to take the leadership roles that we now find ourselves. It is a decision based on the things that I just shared. But deep down, as women, we all want to make the world a better place, and leading a sisterhood, is one small step toward that goal.

LEADERSHIP OPTIONS

Sometimes you just can't fill positions, and specifically the presidency, in the traditional way. I'd like to share with you some options for filling leadership positions.

When it becomes necessary to do this there are a few points to keep in mind:

This is just a temporary situation due to a lack of leadership. It is important to work on building leadership to the situation will not continue.

You may need to reduce what the sisterhood does during this time. Be realistic. Don't try to do it all. Use lots of energy to attract and build new leadership.

In addition, you will need to set your bylaws.

Here are some creative and tried and true ways that sisterhoods have filled their interim leadership void. Remember, these ideas must be adapted to your specific situation and may be used to fill the presidency or other office or chair. None of them are ideal but can be used when you have to.

Also, for any of these temporary solutions to work properly, there **MUST** be great communication between the leaders. In essence, they are working as a team. It is crucial they talk with one another frequently.

A PRESIDIUM OF EXECUTIVE OFFICERS is when the sitting executive officers divide the tasks of the presidency. They have to do their respective jobs plus the extra president's piece. Obviously, this is not a long term solution. You would continue with this arrangement only if and when there is a plan to replace the presidium with new leadership.

Having **MULTIPLE PRESIDENTS** works by several women dividing up the months they serve as president. You have 12 presidents who each serve for one month. Or, you can have 3 presidents, each serving for 4 months.

It is possible to utilize 2-3 past leaders and ask them to step back up until emerging leaders are ready to take on more responsibility.

When you have **CO-PRESIDENT SUCCESSION**, each co-president is elected for two years with staggered election years. The first year of their 2-year term they serve and learn from the second year or senior co-president. Therefore, each senior co-president has a junior co-president working who will succeed her in the second year. This works well to build and train leadership and insure continuity.

You might also try a **PARTNERSHIP** where each executive position is a partnership between a woman new in that role with a second, experienced person. This is much like the co-president succession I just spoke about. There is always a flow, with someone learning the job. The burden is shared and leadership is developed through time and experience.

So what happens if you have NO Vice President OR CHAIR? You can try one of the techniques I just presented or you can have your committee work without a chair or officer. In this case, there is more value in the group creating interesting programs rather than worrying about who is the chair. Someone will probably rise to the top. The group can take turns reporting to the board. It is better to have 5 people engaged without a title than an overwhelmed, "title frightened" person. The work will get done. In this case no one feels overwhelmed. Usually someone will step up, probably sooner than later.

Again, communication and working as a team is crucial for any of these to work. And while you are in this situation, it is imperative that you take the effort to acquire and build new leadership.

HOW TO BUILD LEADERSHIP

We all know that building leadership leads to a successful sisterhood. How I wish that I could give each of you a magic pill, that could get that done!

Unfortunately, that is a dream, not a reality. BUT, what we can share are some suggestions.....we must keep in mind that one size does not fit all! What works in California will not work in Texas....But, these are suggestions that you can think about and tweak so that it fits your sisterhood community. We just all need to just keep an open mind and keep trying new things!

Of course, one of the best ways to build leadership for your sisterhood is to invest in your members by sending your women to a WLCJ Leadership Institute, a region conference and our international convention. By encouraging attendance, you are investing in your sisterhood's future. Besides networking and sharing with other like minded women, what your members will bring back to your sisterhood can be invaluable. Ideas, enthusiasm, and friendships built on the same values that we all hold dear.

Attending a leadership institute is a great gift that you can give to any member and your sisterhood. Women's League offers these institutes twice a year, the end of January and the end of July. If you are interested in attending the next one, or you have a member in mind, it is not too late to register for the institute at the end of this month in Boynton Beach, Florida.

Most of our regions do have scholarship funds available to their members to attend an institute. Why? Because we know how those 48 hours can make a difference to your members. If you are not sure how to get in touch with your region president, look on the website, on the home page, on the left side click on regions, and there is a list of our 13 regions, the president and her email address. Or just email me, Carol Simon, and I will get you the information.

Attending a region conference connects you to those in your area, and region. Most conference programs have 3 hour sessions for sisterhood presidents and other sessions that will help you to build your leadership. It also gives you the opportunity to meet like minded women, that share your goals and values. It is a great opportunity to network, share programming, membership, and other ideas. A wonderful way to connect. Just as we encourage our children and grandchildren to attend Jewish programs, the goal of WLCJ and our conferences and other programs, is much the same.

And, of course there are other distance workshops, once a month, on a variety of topics geared towards expanding and sharing ideas to make your sisterhoods more vibrant, viable and relevant. Please remind your membership, that all of this is available to everyone! It is free, the only thing that it will cost is 60 minutes of their time! Where else can you sit on a comfortable chair or couch, with a cup of coffee or tea, and attend a workshop?

We hope that you will share this information with your entire membership. Be our spokesperson....let everyone of your sisterhood members know that all of this is available to everyone.

How else can you build leadership within your sisterhoods? Delegate! Seriously! And it is not too late to start today! We know that you say that there is no one, that you have asked everyone and there is absolutely no one to delegate to!

But, sometimes we are so desperate that we tend to ask someone to do either something that they have no talent for or it is not anything that they are interested in! It is not their passion, or it is a "big job". We all know that we will do what we like to do, and put the things that we do not like to do, on the bottom of the pile! So, when looking for someone to delegate a task to, first think about their passion. Think about their talents. Think about what they did in their professional life.

I don't have to tell you that when you delegate it helps to train others in your sisterhood. But for it to be successful, there are a few things that you should keep in mind

- Tell the volunteer exactly what is expected of her so that she is adequately prepared to be successful. Remember, you are helping her gain new skills and grow so that she can assume greater responsibilities.

- Let her know who to report to, it helps her to get a better picture of the structure of your sisterhood, and she also feels that she is a part of a team, and that the rest of the team is counting on her to do her part
- Pick the right person for the job. Think about a person's skills and interests, and the time that it will take to get the task completed.
- Share the big picture, what are the goals of the task
- And, always let her know that she is doing a good job. We are all volunteers and we all like to feel appreciated.

Another way to build leadership within your sisterhoods is to communicate to everyone that you can, what you have personally gotten out of being a sisterhood member. Too many times I have heard women grouching that they are president again, or have held the same position for years because no one steps up. Seriously, ladies, would you want to step up if the person doing the job is always complaining about the work or the lack of cooperation. We need to start talking about the positives, the feeling of accomplishments, the friendships developed, the experiences and the personal growth. Be proud of your sisterhood position. Let everyone know how honored you are to serve your sisterhood. If those in leadership positions are up beat and positive, then hopefully you will attract others that would like to share the experience too.

SUGGESTIONS FOR SUCCESS

Suggestions for success and key points to remember.

Although a positive attitude won't insure a positive response, it certainly will help. If you are negative you will probably get a negative response!

Make sure to collect information from the previous nominating committee chair. Most important being a list of who was asked and their responses. It will also be important to get recommendations from: current and former Sisterhood Presidents, current officers and committee chairs, and Women's League Leadership Institute graduates. Don't forget to use the Membership records and any available Personal interest surveys.

Also, keep a list of the women solicited, and special interests they may have expressed plus their comments and pass this on to the incoming President and next Nominating Committee Chair.

Collect the lists of the last few administrations. Former officers and chairs are a great source of potential nominees.

Once the president nominee is designated, ask for her input for the rest of the positions.

Always be honest and sincere. A woman who is told, “Oh the job is nothing much” may interpret that statement to mean that she’s not good enough to handle much more than nothing!

And don’t answer for anyone! Because a woman works, or has children, or may be very busy, don’t deny her the opportunity to make her own decision about her level of involvement.

Remember that if you follow procedures you will avoid personality conflicts and hard feelings.

Don’t forget to use the resources available from Women’s League:

“Directives for the Sisterhood Nominating Committee” which serves as a valuable resource and guide. It includes generic Job descriptions that may be easily adapted and expanded to fit your sisterhood, Standards for Leadership, even sample letters to use to confirm an acceptance, and Excerpts from sisterhood model bylaws and policy. Also available is the Phone Script, the listing of Leadership Succession Options and the Sisterhood Excuse Busters .

And always be honest. It is the best policy! As you speak with each other about candidates, it is best for Sisterhood. And when you speak to candidates, make sure you are honest about what the job entails.

Try not to take anything personally. During meetings, agree to disagree. Differences of opinion are okay. Just keep your eye on the goal – to obtain the best possible leadership for sisterhood.

And, of course, this is a TEAM effort! Work as a team. Don’t do it all yourself. A full committee can identify more options and potential board members than just one person. And be aware that certain women may respond better to different committee members.

Some more key points:

- Make sure that confidentiality is maintained at all times. What is said at a nominating committee meeting stays in the room. No exceptions. Otherwise, it will only make the job of this committee even harder.
- We must keep in mind that our personal situations change and that just because someone was asked previously does not mean that they will respond the same way today. So, the message is, don’t overlook anyone.

There are a variety of resources available from Women’s League that can help you and your sisterhood as you work through this process.

- Region personnel-your sisterhoods are part of a region. Each region has a nominating chair, typically it is the immediate past region president. She can help you with any questions....and if not, she will know where to go to get you the answer.

- Trainers- there are trainers that have been trained to specifically work with sisterhoods and their nominating committees. If you would like to set up a conference call with your nominating committee and a trainer, we can arrange for that to occur. You can contact either Cory Schneider or myself and we can send that request onto Harriet Merkwitz who does the assignments. Her information and the procedure can also be found on our WLCJ website under Training Services. And, of course, you can also contact Cory Schneider, immediate past WLCJ president, and our international Nominations Chair.
- And, always keep in mind, that the Sisterhood Nominating Committee Guide is on the WLCJ website, so that it is at your fingertips, 24/6.

As a sitting president I would just like to share a few suggestions. I am not saying that it will all work, but all the same...we need to share.

1. Meet with the Rabbi, Cantor, Executive Director and especially the Educational director for names of women, families that are members. Find out who is an empty nester. Who just retired. Who has a bar/bat mitzvah of their youngest child. You get the idea.
2. Have coffee! Over the summer, I met with new members, names from the lists that I received from the professionals names above. First, it was nice since I met new women. And I did not start talking about sisterhood, we just chatted and we got to know one another.
3. I asked someone that loves to knit, to lead a group that wants to learn. The same with a friend that just got certified to teach yoga.

Is it all working. Not as well as I hoped, but are we moving forward absolutely! One of the women that I met for coffee, organized a happy hour, during Hebrew school on a Wednesday night. She had 35 women there. Many we had never seen before! Do you think that there may be one or two that may be a leader, may someday hear that voice? What do you think?

Some final reminders:

Please remember that the ideas and suggestions presented will more than likely need to be adapted to your specific situation. Please adapt and try a few. Keep working to go from the real to closer to the ideal.

The Women's League leadership focuses its efforts to help strengthen you, our sisterhoods. Feel free to call or email us at any time. We are available and want to help you grow and be strong. You will be receiving the notes from tonight that will include our contact information. Feel free to use it!

Thank you for joining us and for spending some of your precious time with us to learn how to meet some of the challenges you face. We appreciate all you do and are grateful that, like us, you have made sisterhood a priority.

