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DON'T  
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JUST DO IT.



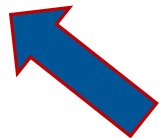
# How & Why Not to Do It All

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Your Local League Support Committee

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PLEASE READ OUR CASE STUDY WHILE  
YOU WAIT FOR THIS WORKSHOP TO BEGIN



## LWV of Somewhere in NYS

Caroline feels a migraine coming on. She loved the idea of being president of her local League but is now having some doubts. It's the middle of her first year in office and her responsibilities seem endless. Next year is an election year, with hotly contested races at the local, state, and national levels – perfect opportunities to engage members to do the League's important work. Only she doesn't know how to get everything done. She knows she should delegate some of her tasks, but no one seems interested or, frankly, qualified to do them properly; it's just faster to do everything herself.

Caroline's board has fallen into a comfortable routine. Though highly experienced, many members, having held their current roles for eons, are pretty apathetic - except when others try to modify or replace their tried-and-true activities and procedures. Board and ad hoc committees are meeting, which is the good news. But, according to reports the committee chairs gave at the last meeting, VS is enthusiastically planning more programs than they can possibly handle.

The League's Treasurer/Secretary and VP are rays of sunshine. Grants have come through for Voter Registration and Get Out the Vote (GOTV) events, and new membership is picking up due to the intense nature of the upcoming election season. One of the new members is enthusiastic and brimming with great ideas. Unfortunately, she is a working mom with very little spare time.

Caroline has been praised for her listening skills and when called upon, inspiring communication. She has a year and a half left in her term but is worried her Nominating committee will have a tough job recruiting someone to take her place.

Given that she only has a few months before election season kicks into gear, what steps can Carolyn take to strengthen her League and put an end to her headaches (or at least alleviate some of them)?

- **What are Carolyn's most pressing problems?**
- **What are her resources?**
- **How might they be utilized most effectively?**





## Carolyn's Most Pressing Problems

- She is overwhelmed and in danger of burnout
- She is not communicating that she needs help
- Lack of delegation
- Apathetic board members
- Unrealistic workload
- Recruitment and succession planning challenges

# Carolyn's Resources

- Experienced board members
- Treasurer/Secretary and VP are engaged and productive
- Funding is sufficient
- New members are joining, including one with enthusiasm and ideas
- Carolyn is a good listener and an inspiring communicator





How might Carolyn's resources be utilized to engage more members, develop leaders, and cut down her headaches ?

◆ Communicate- Ask, Talk, Listen ◆

Find out why members do not volunteer to serve

- Is the perceived workload too large?
- Are the meeting time and venue convenient?
- Is the League a welcoming, respectful, fun community?
- Are member contributions (time/work) acknowledged?
- **Is food being served?**



## 1, 2 and 3s of Effectively Using Resources



### **Prioritize**

**Only take on what is urgent and of most interest to the members**

- Find out what your Board and members want to do
- Clearly convey that you cannot do it all
- Delegate, even if it's just small tasks



## 1, 2 and 3s of Effectively Using Resources



### **Consider everything a leadership building opportunity**

- Personally communicate the ASK. Meet with or call potential volunteers.
- Re-engage the board. Empower them to lead a project/activity that lines up with their skill sets and interests (no micromanaging).
- Involve newer members in all activities. Start small.
- Provide mentors.



# 1, 2 and 3s of Effectively Using Resources



## Organizational Structure and Succession Planning

- Get started early. Work with the nominating committee (or a few engaged members) to reach out to members, event attendees, partner organizations, etc.
- Have frank discussions with board members about goals and expectations.
- If you can't find a president, consider different leadership models, like a management team or co-presidents.



# To Wrap Up...



## **Not doing it all means:**

Doing what you can and focusing on your League's priorities  
Communicating, asking, delegating, mentoring

**Not doing it all → Future leaders**  
Flourishing League, Flourishing You  
(with fewer headaches)

