

~ NOTES ~

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AERIE POLICIES

The Selection and Development of Officers and Chairmen of the Aerie

Compiled by the Past Presidents of Aerie 2726

Choosing the right officers does not begin when the Nominating Committee is given the membership list and instructed to find members to serve. It really begins when a member joins the Aerie.

Every member has the possibility of serving in some leadership position if allowed to grow and develop with the Aerie. But the first thing the other members have to do is recognize the abilities and talents of other members.

If a few people are doing all the work in the Aerie, then there needs to be some soul searching and self-examination. Members might ask the following questions:

1. Are we giving new members an orientation where we explain the purpose and goals of the organization?
2. Do we explain what the officers do? What the various committees do?
3. Do we tell the new members what we expect of them?
4. Do we assign a new member a mentor?
5. Do we get to know the member and his talents so that he can be assigned to the right committees?
6. Do we give new members any information about basic parliamentary knowledge so that they can make motions at meetings and follow the business at the meetings?
7. Do we assign them to committee work immediately or do we make them wait awhile?
8. Do the members think that only certain individuals can do things?
9. Is there an inner circle in the organization so that others feel excluded?

10. If someone isn't doing their job well do we criticize or offer to help them?

11. Do Committee Chairmen allow the committee members to have input or do they run the entire show and just order the committee members around?

12. Does the Worthy President allow members to present business and participate in discussion, or does the Worthy President act as a tyrant?

How the Aerie answers these questions will determine the kind of organization we shall have and what will happen to new members.

The successful Aerie that retains members is active and growing, and is the one that recognizes and uses the talents of all the members. Those that have an inner circle or just a few people doing the work will no doubt not exist within a few years.

Aeries must encourage all members to work and develop their skills. The older members should mentor the newer members so when they progress out of their positions, the remaining members are prepared to take over. This not only refers to carrying out the day-to-day duties of the Aerie but also in such matters as parliamentary practices, event coordination and Ritual competition. Continuity is the key factor. The Aerie is an entity in and of itself. Members come and go. By having mentors, training sessions, and a constant appreciation of everyone's work and talents, the Aerie will survive the transition of current officers and incoming members.

“Blame has never solved a problem. Anger separates people and grudges only keep them apart. If one lessens the distance between people, teams will build themselves. Whether in politics or in life, one man only may succeed by going his own way; the best things about a society, however, from good laws to new opportunities, come from many men gathering to resolve problems employing little more than common sense and compromise.”