



**Minnesota Women of Today**  
 2024-2025 MNJOTS CIP  
 Chairman of the Board  
 “Keeping the Vision Alive”

**Amy Pumper**  
 507.206.1508  
[cob@mnwt.org](mailto:cob@mnwt.org)  
[www.mnwt.org](http://www.mnwt.org)



## 2024 First Trimester Dates to Remember

- Jun 12: Tri 1 Webinar 6:00-8:00 pm
- Jul 1: USWT Founder’s Day
- Jul 15: All Fast Starts Due
- Jul 15: 1st Tri. Early Bird Renewals Due
- Jul 13: Statewide Committee Meetings
- July 28-Aug 3 – Membership Week
- Aug 1 – Cheryl L Anderson Scholarship applications due to Foundation
- Aug 4: USWT Friendship Day
- Aug 10: Finance Committee Meeting
- Aug 15: All Renewals Due for Tri
- Aug 20-26: Kids Week
- Aug 30: Tri 1 Closeout

Please consult the MNWT official calendar at [www.mnwt.org](http://www.mnwt.org), under Events to ensure that other key dates are not missed.

Welcome Past Chapter Presidents,

Welcome to the 2024 – 2025 year. It was a very fun year last year as we achieved our “Visions of Success”. Thank you for your efforts to ensure we continued strong. Our rose has changed and now we get to support someone else as they take on the role of chapter president. It may be hard for you to step back, but it is good for you, that new president and your chapter. It is an opportunity for you to mentor and support as they find their way.

It will be hard to see someone doing something different than you did but that is how we all become better leaders. Just remember, that as a leader, you can show them how much you care and support them. Be there to answer questions, share ideas but let them find their way. You will both be stronger leaders.

There are opportunities for you to learn and grow within your chapter and in the other levels of our organization. I have some ideas for you in this CIP. I always take a position to learn and grow with positivity and this year will be no different. It has been great to join with the 2024-25 state president and staff to learn their ideas and share in their excitement. You have that same opportunity within your chapter!

*Amy*

## What can you find in this CIP?

### Page 1

- First Trimester Dates to Remember
- Welcome
- Helping new Leaders Lead Effectively

### Page 2

- First Trimester Challenge
- ONTO News
- Why Do We?
- USWT Buckets of Sunshine

### Page 3

- Statewide Committees

### Page 4

- Leadership and Your Chapter

### Page 5

- ONTO Shirt Order form

## Here are some ways to help new leaders develop and lead effectively:

- Delegate tasks: Giving new leaders ownership of tasks can help them develop their leadership skills.
- Encourage failure: Failure is a necessary part of growth.
- Recognize strengths: Helping new leaders identify and develop their strengths can make them more effective leaders.
- Be a role model: Setting a strong example can inspire others to be leaders.
- Build relationships: Leaders need to be able to connect with others and build trust to be effective.
- Show empathy: Being empathetic allows leaders to consider other perspectives, which can help them make decisions that benefit everyone.
- Allow problem solving: Instead of imposing solutions, encourage team members to brainstorm and come up with their own ideas.
- Help others succeed: Using your knowledge and skills to help others can help you stand out and bring value to your team.

## Past President Challenge

Your Challenge, should you choose to accept it:

Send me an email to share how you plan to support your chapter this year – will you take on a new position, chair or co-chair a project, a fun social – share with me what you are doing via email at [cob@mnwt.org](mailto:cob@mnwt.org) by September 1, 2024. I know you will be there to support and mentor and deserve a little recognition too!



## Why do we?...

I was asked at Annual why we vote to send the Minnesota Women of Today delegation uncommitted to national convention. We do this because we may learn new information about things that need to be voted on (bylaws and policies for example) and that could make a difference in how the members feel we need to vote to ensure it is the best thing for our organization.

Another fact you might be interested in is: Just like chapters get a certain number of votes at conventions based on the number of members, so do the states. Due to having 924 members, currently, our state is allowed five votes:

State Membership	Number of Votes
1-50	1
50-100	2
101-300	3
301-750	4
751-1500	5
1501 and up	6

## ONTO Committee

What is ONTO? It is a committee that promotes attendance at US Women of Today conventions, provides fundraising and assistance for those attending national conventions. There are several activities held during the year beginning at Fall State. We have ONTO Shirt fundraiser – pre-orders are being taken (see the order form later in this CIP) and will be delivered at Fall State. We will be collecting ONTO Shirts from the past to have a quilt made that we will sell chances to win in recognition of the 75<sup>th</sup> Anniversary, and there will be flower sales for Winter State to benefit the ONTO Committee.

### Members Needed

I am looking for members to be a part of the ONTO Committee. This fun committee promotes the USWT Convention attendance as well as holds fundraisers to support our President Tevyan to be able to attend. Members of this committee can help with sales of shirts, quilt chances, Fall State Project Fair, skirts and more! This is great way to learn more about the Women of Today especially the USWT and get to know other members.

## USWT Buckets of Sunshine

The USWT hosts a Buckets of Sunshine collection in June at their annual convention for a shelter in the area as a way of giving back and helping those individuals and families dealing with Domestic Violence. It is my hope that we can help by collecting items to help the shelters that are helping them.

At the Mid-Year meeting, the hosts of the convention find an organization that would benefit from monetary and/or wish list items in that community (does not have to be DVA related but often is).

We ask members of the MN Women of Today to help out by donating wish list items or making monetary donations. It is a way for us to give back to those communities and possibly get a little public relations for our efforts.

## Statewide Committees

*What are the Statewide Committees?* The Future Directions (FDC), Membership Management (MMC), Marketing, Finance, Bylaw and Policies Committees are where the decisions are where change happens. The MNWT Foundation is a 501©3 organization that supports the Minnesota Women of Today with funding for trainings, speakers, Chapter Service Center needs and so much more.

*How often do the Statewide Committees meet?* Marketing, MMC, and Future Directions meeting 3 times a year – this year, they will be in July, November and March. In person attendance is recommended but there is an option for Zoom if members cannot make it work to attend in person. Registration starts at 9:30 am with the MMC meeting at 10:00 am followed by Marketing at 11:00 and Future Directions at 1:00 pm with a light lunch provided with a nominal donation to offset costs.

*How can I get involved with the Statewide Committees?* Reach out to me at [cob@mnwt.org](mailto:cob@mnwt.org) to learn more about what each committee is responsible for and the subcommittees and task forces and/or attend the committee meetings. They are open to every MNWT member and/or contact a committee chair and ask them how you can get involved. Please note that the Foundation, Finance and Bylaw/Policy Review all meet on separate days from Future Directions, Membership Management and Marketing.

Our committee chairs this year are:

Future Directions – Cathy Shuman, [fdc@mnwt.org](mailto:fdc@mnwt.org)

Membership Management – Anna Nichols, [mmc@mnwt.org](mailto:mmc@mnwt.org)

Marketing – Michelle Cloutier – [mkvp@mnwt.org](mailto:mkvp@mnwt.org)

Finance – Connie Fink, [fvp@mnwt.org](mailto:fvp@mnwt.org)

Foundation Chair – Laura Gaylord, [foundation@mnwt.org](mailto:foundation@mnwt.org)

Join us at the first trimester meetings:

When: July 13, 2024, with Registration at 9:30 and meeting start time of 10:00 am

To be held in the Staples area – place to be determined

The statewide committee meetings are a full day event. If you wonder where organizational changes come from or how you can be a part of potential changes, you can come and learn more about how it works. Our members are the ones that help develop the future of our organization. Here is how you can get started:

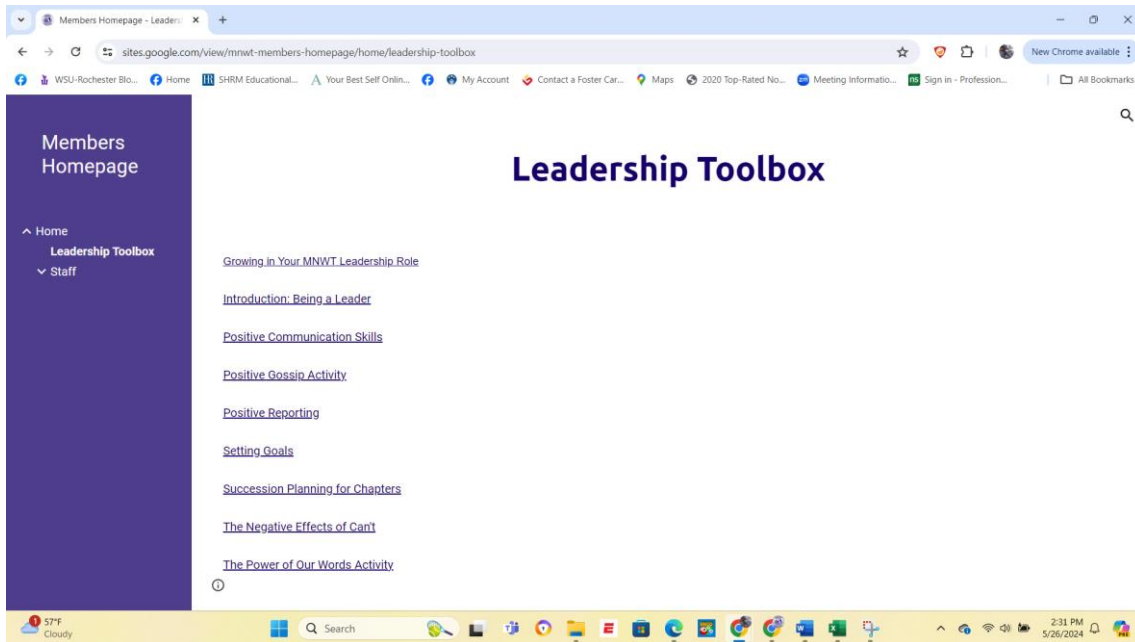
- Contact the Chairman of the Board (me) to RSVP or show up. If you RSVP, it helps us to have enough agendas and other materials and food for all attending
- There will be a light breakfast followed by the Membership Management Committee at 10:00 (60 minutes), then the Marketing Committee at 11:00 (90 minutes), a light lunch, then Future Directions at 1:00 to about 3:00 pm
- The best way to participate is to attend in person but zoom links will be made available for those unable to attend in person.

Foundation/Finance/Bylaw and Policy Review Committees are very important

Additional opportunities are available via the Foundation, Finance and Bylaw and Policy Review. As shared above, these committees meet separately from the other statewide committees. Contact those chairs if you are interested in learning more about their workings. Information is available in the committee chairs Chapter Information Packets.

# Leadership and Your Chapter

The Leadership task force revamped and refreshed materials we had in place to help chapters with succession planning. These materials can be found on the website ([www.mnwt.org](http://www.mnwt.org)) on the left hand column of the homepage. When you click on that link you get the following page:



If you click on the different tabs, you will find great information to help you work with your chapter to bring up leaders in your chapter and beyond. A healthy chapter will help their members to move up in leadership roles within their chapter and not rely on the same members year after year. When members are comfortable in a position and taking it on for more than two years, it can be difficult to bring new leadership up. When that happens, it prevents growth of other members. Those who stay in the position for more than two years can become resentful, dissatisfied and overwhelmed often leading to leaving the chapter and creating chaos.

Allowing members to take on new positions gives them the chance to learn new skills in a safe environment. We encourage Succession Planning because it is a process for identifying people with the potential to fill key leadership roles within the chapter. The link to the Succession Planning section is: [http://www.mnwt.org/pdfs/otherPDFs/bof//leadershiptoolbox\\_successionplanningforchapters-2024.pdf](http://www.mnwt.org/pdfs/otherPDFs/bof//leadershiptoolbox_successionplanningforchapters-2024.pdf)

Objectives for succession planning are:

- ✓ Identify individuals with potential to assume more responsibility in the organization
- ✓ Provide development experiences to those individuals
- ✓ Support development of new leaders in

The opportunities may also:

- ✓ Improve retention, engagement and involvement
- ✓ Help members develop skills to help them outside the organization

Use these information pieces to help you and your chapter bring up members to become the leaders of the future not only in your chapter but also in the district, state and national organizations.

## 2024 – 2025 ONTO Shirt Order Form

Support President Tevyan when you are out and about in Minnesota and at National Conventions with your own ONTO Shirt. Orders received by September 5<sup>th</sup> will be available for pick up at Fall State Convention.

Name: \_\_\_\_\_

Chapter: \_\_\_\_\_

Address: \_\_\_\_\_

Phone#: \_\_\_\_\_ Email: \_\_\_\_\_

T-shirts are unisex and cost \$20 each (\$1 more for 3X, \$2 more for 4X, \$3 more for 5X and \$4 more for 6X). Please send your order form and check to Amy Pumper, at 632 East Center Street, Apt 31, Rochester, MN 55904. Checks should be made out to MNWT with “ONTO shirt” in the memo line.

<u>Size</u>	<u>Qty</u>
Small	_____
Medium	_____
Large	_____
XL	_____
2X	_____
3X	_____
4X	_____
5X	_____
6X	_____



Total Qty \_\_\_\_\_ x \$20 = \$\_\_\_\_\_ (+ extra charge)