

Wing Wisdom

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From the Acting "Director's Chair"

Hello Team,

This is our first Newsletter as your acting Directors and Bo & I are very excited to have this opportunity to serve you and the rest of the members of GWRRA. As we talked about in Ft. Wayne during the Trainer's Meeting, we have all been charged with focusing more on the members. So with that in mind, you will be hearing more and more about our efforts to re-make our division. Actually though, it isn't that much of a re-make because we have always aimed our services at the members. As the Curriculum Specialists for the past three years, we have expanded the number of seminars with the addition of six new "general member" oriented seminars. Our goal for the next year is to meet or beat that number, so dust off those files that you have been planning to finalize and put into the standard format and send them to us. If we work together we can increase our service and help more members have fun while learning.

Speaking of the Trainer's Meeting, an issue came up which I promised to review with Don Brock. Specifically, it concerned charging attendees for seminars. During the meeting several folks said that it was customary in their respective districts to charge a small fee to cover the cost of materials used during the seminar. This was not a common or every seminar practice, but it was done. My concern was that it might affect our "not-for-profit" status. During the course of my conversation with Don, he voiced the same concern. As he put it, one of our core processes and principles is training and it must be supported by general funds. Just as other divisions assist with fundraising activities, we can and do. However, those activities should not be carried out during our training events. Our mission is to train our members and that service is to be provided free. The only exceptions to this are direct member expenses such as meals and lodging. Those should be clearly stated up front as being the responsibility of the member directly or they may be covered by district funds at the discretion of the District Director. I hope this clarifies the issue, but if there are still any questions, please don't hesitate to drop us an e-mail.

The bulk of the Trainer's Meeting was devoted to an open forum during which many ideas were shared. It really made Bo & I feel good as so many of you who attended shared your thoughts, suggestions and even a problem or two. In the past, our meetings didn't have nearly enough of this type of exchange. I only wish that more of you could have been there to share in the experience. But, never fear, there is still time for every one of you to have your voice heard.

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From the Acting “Director’s Chair” *(continued)*

We want to keep the idea exchange going so please take a few minutes and put your thoughts for our future down on paper (OK, on electrons) and send them to us. These next few months are critical time for LTD because we have been charged, as have each of the other divisions, with reviewing our processes and procedures. We must focus on our mission, forms, and how we serve the members. This comes from the very top of the organization and we all know who that is! I am in the process of putting together a Strategic Plan for moving LTD into the future, and I need your help. Your input is necessary and valuable, so again please take some time today – right now – and share your ideas.



One last thing before we sign off, and that is reporting. Actually, I should say lack of reporting. I have only received four regional reports of training activity. I realize that the form is not very user friendly as an electronic medium, but we are in the process of remedying that. John Simonick, TX District Trainer and my resident MS Office wizard, has already converted the form into a format that allows it to be filled out electronically in a very user-friendly manner. We are now in the “tweaking” phase to make it even better/faster/friendlier. We should have it out to all of you within a week or so. In the meantime, I would really appreciate it if those of you who haven’t sent in your 2nd Quarter 2005 Activity Report would do so ASAP. [Fair warning folks, Bo used to be a Financial Manager at a dental practice and she is outstanding at collecting delinquent accounts. Don’t force me to turn your account over to her.] Seriously team, it is only one simple form, four times a year and it is what shows our worth to the organization and our service to the members. Please find the time to get your reports in.

Thanks for everything you do,

CJ & Bo Karcanes
Acting Directors

“Everyone should carefully observe which way his heart draws him, and then choose that way with all his strength.”

-Hasidic saying

The Smarty Pants Award

You may recall past articles mentioning the “Smarty Pants” award in conjunction with the Horizon Program. It is a unique reward for participation in activities, and incentives for a timely return from breaks. These activities encourage teamwork with a variety of personalities is also a FUN experience to add to the Horizon weekend of memories.

More details are being worked out, and the ordering logistics will be communicated as they become available. The pins will be an estimated \$1.25 to \$1.50 each (being sold at cost).



Wing Ding LTD Meeting Highlights

Meeting new people and sharing ideas is always a valuable part of training. Gathering together at Wing Ding in Fort Wayne this past month was no exception.



After welcoming attendees to the meeting on the last day of Wing Ding festivities, Steve and Carolyn Cotton (pictured above) shared a motivational Leadership presentation and then presented awards for efforts over the past year. Congratulations to the recipients!

Special Recognition:

- CJ & Bo Karcanes – Curriculum Editor
- Amy Peterson – Newsletter Editor
- John & Bonnie Simonick – Curriculum Updates
- Jim and Judy Linger – Curriculum Updates

Excellence In Training:

- Region B
- Region E
- Region H

Director’s Training Award:

Region D

Region N



Steve and Carolyn also announced that they are stepping down as International Directors to pursue new career opportunities. We thank Steve and Carolyn for their years of dedicated service, and wish them the best in their new endeavors!

CJ (pictured to left) and Bo Karcanes were then announced as acting directors. All reports and communications should now be directed their way. The 2005 goals are well on their way to completion, and there is always room for improvement.

There were a number of discussion topics for which you will be hearing more details in the months to come. These notes are being shared in hope that you will share your ideas and experiences to help LTD evolve throughout the coming year to better meet the needs of the members.

- Improvements to the LTD booth for next year’s Wing Ding to draw more people, (perhaps including enlargements of the program records and daily program schedule)
- Video made of the Horizon Program to reach more members

“Attempt the impossible in order to improve your work.”

- Bette Davis



Wing Ding LTD Meeting Highlights *(continued)*

- Create a booklet/file with a synopsis/overview of each module.
- Offer a “What Do You Want?” (or some other name) suggestion box for feedback and ideas.
- Create 5-10 minute presentations for chapters to present at gatherings (similar to what Rider Education and other divisions may be reporting). These may be referred to as Chapter Capsules, Lend Me Your Ear, Give Me 5, or some other catchy phrase.
- The brochure has been updated to reflect the changes made over the past couple months. A copy has also been forwarded for adding to the GWRRA website.
- Include LTD articles in Wing World to improve public relations for this division.
- Most Trainers should now have copies of the new pocket training record. Our thanks to the printer that volunteered their services to help us!
- Harry Dollarhide and Bob Renner will be coordinating an update to the Officer’s Guidebook so it reflects the most current information.
- We will be able to control the LTD portion of the website soon in an effort to keep the training and information as up to date as possible. In the mean time, please add Amy Peterson (amysescape@aol.com) to your district and region mailing lists so training dates and ideas can be shared with the rest of the organization. The suggestion was made to include a survey about preferences to continue soliciting input from the members.
- The suggestion was made to have Officer’s Guidebooks sent from the International Office to the incoming Chapter Directors. The previous CD’s guidebook would be updated and presented to the Assistant Chapter Director. This would offer an opportunity for recognition and ensure that the chapters have the most current information.
- A suggestion was made to create some seminars that may be more focused toward women (perhaps scrapbooking? Craft ideas?)
- Online training will continue to be investigated.
- Cluster training is a term that has been used to describe moving the training closer to a “cluster” of chapters. In other words, gather 3-4 or maybe 9-10 chapters that are located in the same area for various training events.
- Saturday Seminar days, a Funshop, Winter Warm-Up, or other titles may be ideas for winter/off-season training.

“Destiny is no matter of chance. It is a matter of choice. It is not a thing to be waited for, it is a thing to be achieved.”

- William Jennings Bryan

Don Brock, GWRRA Executive Director, addressed the meeting attendees.



Core Values

We would like to convey our thoughts on the subject of core values, and how it relates to our organization. Without elaborating, we are defining “core” values as those values that are intrinsic. Core values are not selected or chosen; rather they are discovered or realized. Your core values are part of your principle make up. If you won the lottery or had some other major change in life or career, your core values would not change. Your lifestyle might change, but not your core values. (Note: by definition, “values” that change are not core values. They may be passions, desires, objectives, etc., but they are not core values.) We hope that we have provided a clear description of what we are referring to as Core Values.

As individuals, we all have core values, and we tend to associate with individuals that have similar core values. For us personally, “integrity” is a core value. We enjoy associating with others that value integrity. Conversely, we do not desire to associate with individuals that we believe are dishonest, have hidden agendas, and disregard promises or commitments. As you discover or realize your core values, you will find this to be true for yourself as well. It is sort of like “birds of a feather flock together” but we will add the following: If the core values are aligned between individuals, the relationship they share will be deeper and endure longer. This goes way beyond sharing a common interest, because when that interest is gone in the relationship, the relationship will fade.

As we look at our involvement in this organization over the years, we realize that a number of the volunteer leaders we have met share a core value. This core value may be described as **benevolence**, that is, they have it in them to give of themselves for the enjoyment and betterment of the people around them. These people breathe life into GWRRA. They spend many hours doing work that will eventually benefit others in the organization. For example, all the Rider Education and Leadership Training Seminars had to be created, reviewed, updated, and published by volunteers. Then you have volunteers that prepare and practice for hours to be able to deliver these presentations. Some travel to other cities for entire weekends to put on training of some sort. Even if they are reimbursed for travel (some are, others aren't), it is still their personal time that is being donated for the benefit of others in this organization. Many Operations Officers and staff at the Chapter, District, and Region levels, do this because they truly want to benefit others around them. Granted, a small number want the title and the perceived esteem of being an officer, or they “take it because nobody else will.” But for the most part, the core value of benevolence is quite common in the leaders of this organization.

In summary, this communication is not a Leadership Training promotion, nor an attempt to “train” anybody on anything. It is simply intended to recognize, and more importantly offer a big “THANK YOU” to those **benevolent** individuals that make this organization a success! You know who you are!

John & Bonnie Simonick
Assistant District Directors & District Trainers
Master Tour Riders 3034 & 3035

*“To be what we are,
and to become what
we are capable of
becoming, is the
only end of life.”*

*- Robert Louis
Stevenson*

By The Book -

The "By The Book" articles are intended to help familiarize Volunteer Leaders and GWRRA Members with the guidelines, policies, procedures, and information contained in the GWRRA Officer's Guidebook.



INTEGRITY Honesty, truthfulness, honor, veracity, reliability, uprightness, are just a few of the listing in my thesaurus. The Officers Guidebook specifically mentions integrity twice.

First as one of our Core Values: "*Honesty, Integrity and Commitment are the key character elements in developing trust and respect within our Association.*" The second mention of integrity is under the Code for Standards of Conduct for GWRRA officers: "*This code has been adopted to promote and maintain the highest of standards for association service and personal conduct among its officers. Adherence to these standards is necessary and will further serve to assure Member confidence in the integrity and fairness of all GWRRA officers.*"

I have heard integrity defined as "Doing the right thing even when no one is watching". When we take an oath or sign a Memorandum of Understanding in GWRRA it is integrity that guides us in completing our duties or conducting ourselves in a manner we agreed to. Our fellow GWRRA members judged us on how we "Keep Our Word." If the Officers Guidebook lists a particular manner of operation or a program has a specific requirement, it becomes obvious if we do not live up to our oath or signed agreement.

An example; qualifying for Level IV in the Rider Education program, wearing the patch, even attending the Level IV breakfast at the rally and then not wearing all the required safe riding gear. Another example; Accepting an Officer position, signing the Memorandum of Understanding, taking an oath (often in front of other members), wearing the patch, then displaying behavior that is contrary to what you agreed to.

Participating in a program, and/or accepting an officer position just for the benefit or prestige (just to wear the patch) does not display integrity! You are highly visible and will be observed. If you do not live up to your oath and/or agreement, your integrity is in doubt and your honor in question. If your integrity is in doubt, so is your honesty. Without integrity and honesty, you cannot have the trust or respect of the membership. As officers and members, we should conduct ourselves with honesty and integrity at all times.

There are always convenient excuses for not doing the right thing. "It too hot to wear all that equipment," "no one is looking so I will just take a short cut this time," etc. When you give your word (oath or signature) you must follow through, old fashion but essential to establishing and maintaining members trust.

Honesty, Integrity and Commitment are the key character elements in developing trust and respect within our Association.

Harry Dollarhide
Assistant Region H Director

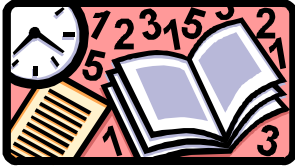
*"We all find
time to do
what we really
want to do."*

- William Feather

Calendar of Training

The following is a list of training that was sent to me thus far. Please add amysescape@aol.com to your e-mail distribution lists so your events can be publicized here and sent to the International Office website.

November 2005



11/05-11/06: Horizon Program in Des Moines, IA (Region E). Contact Amy Peterson 763-783-1851 or amysescape@aol.com.

11/13: Horizon Program in Hamilton, OH (Region D). Contact Joe and Stormee Lupo at wolf52@fuse.net.

“I hope that my achievements in life shall be there –
that I will have fought for what was right and fair,
that I will have risked for that which mattered,
that I will have given help to those who were in need
and that I will have left the earth a better place
for what I’ve done and who I’ve been.”

- C. Hoppe

*“The only way
on earth to
multiply happiness
is to divide it.”*

- Paul Scherer

International LTD Staff Listing

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