

WING WISDOM

**GOLD WING ROAD RIDERS ASSOCIATION
LEADERSHIP TRAINING DIVISION**

From the Director's Chair



As we step off into 2007, we all have some serious work ahead of ourselves. Those regions that have already adjusted their training plans and training schedules to more fully implement the Timeline for Training are looking at very busy calendars. Those who are just getting up to speed on the Timeline are just finding out how much training is going to be necessary and determining how to best use

their resources. The training requests and opportunities are still evolving for them. Some of you are still learning about the concepts behind the Timeline for Training (and are working on getting the District and Region Directors to fully buy-in the value while determining how to fund the required training) so you haven't yet planned out your training year.

One of our goals for 2007 is to see every Region in some stage of implementing the Timeline for Training. Some of you may still be asking why, so let me take a moment to answer that very valid question. When LTD was formed, some very talented and very dedicated folks put their heads and hearts together and created the curriculum that was to be used. That original version contained five programs; Horizon, Knowledge Enhancement, Member Orientation, Instructor Development and Instructor Certification. Shortly thereafter, the Mentor Program was added. But the one thing that wasn't defined was how to utilize that curriculum. After a few years another program was added, Leadership 2000. Again, no clear direction was specified regarding implementation. The next change was to merge the 2 "Instructor" programs into one, and still there was no overall "syllabus" or road map for using the entire curriculum.

Bo & I spent 2001, our first year as Region Directors, wondering just how we were supposed to do this training thing. Then one evening while kicking around some ideas it dawned on us that the missing piece to the puzzle was a "road map" or a defined course of study. That was the night the Timeline for Training was born. We have been explaining and selling the concept ever since.

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From the Director's Chair *(Continued)*

The latest “converts” are our Founder, Paul Hildebrand, and Executive Director, Melissa Nordeoff. After hearing me talk about the Training Timeline at the last two Wing Dings, they have come to understand the rationale for it, and agree in the need for delivering all four of the officer related programs to each and every incoming Chapter Director.

An effective Chapter Director is the foundation of GWRRA because they are the direct point of contact with the membership. If they are effective, that contact will be positive. But if they are not effective, that member experience may be negative. It is just that simple; or rather, it is just that complex. Our job as Trainers is to help those Chapter Directors become effective right from the very first day. That is why the Timeline starts the year *before* the Chapter Director takes office, and why the next two programs should be delivered during their very first year in office.

This training plan is LTD's contribution to building that foundation. We are in place to serve the District Directors by helping them to identify candidates for future officer positions, and then to train those candidates after the directors appoint them. Helping the officer corps to be more effective while delivering fun and interesting seminars to all of the general members is how we serve the membership of GWRRA. That is why we exist as a division

Have we expanded the amount of training that we deliver? The answer to that is a resounding, yes. Will we be expanding it further? Again, the answer is yes. The challenge ahead of us will be to better track our training records. I'd like to keep it to a bare minimum, both the paperwork and the time to manage it. So please contact me as with your ideas about how we might go about setting up a system or process to efficiently collect this LTD training data. The last thing we want to do is to create a self perpetuating, labor intensive monster, so please put on your thinking caps and see what you can come up with.

As a starting point for discussion, I'd like to offer one possible record keeping solution. We already have one record keeping vehicle in place (the Training Record Card). I believe that if we all use a standardized sign-in sheet at every seminar, and if that sheet is forwarded to the Region Trainer for consolidated record keeping, we would meet whatever reference need might arise at any time in the future. Remember, this is just one idea. It is meant to elicit more ideas and comments. The final answer will more than likely be a compendium of all your ideas.

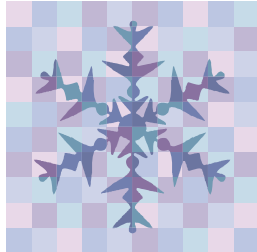
2007 will be an exciting year — one filled with challenges and opportunities. Bo & I look forward to tackling them with you.

Take Care, Be Happy and Keep Training,

CJ and Bo Karcnes

International LTD Directors





Curriculum Coordinators Appointed

The newest members of the Leadership Training Staff are Dave and Sharon Aikens. They are former Region A Trainers, and are continuing their service as Georgia District Trainers.

Dave has a wealth of knowledge as an LTD Master Instructor, and his talents with PowerPoint will assist our team with additional enhancements to our curriculum. Join us in welcoming Dave and Sharon in their new roles as Curriculum Coordinators!

Update from the International Office

The new member guide book called “Introduction to Chapters” is NOT available yet (as stated on page 7 of December’s newsletter). This project is in process though, so stay tuned for future updates!

Wing Ding Preparations



“If you are working on something exciting that you really care about, you don’t have to be pushed. The vision pulls you.”
~ Steve Jobs

Below is the schedule for the LTD booth at Wing Ding. Any Trainer or Instructor may sign up to help. If we get enough volunteers, we can shorten the time slots to 1 hour instead of 2, so please check your schedules and with all of your instructors.

	Wednesday	Thursday	Friday	Saturday
9am—11am	CJ & Bo			Region E
11am—1pm	CJ & Bo			
1pm—3pm	Region D			Booth Closed
3pm—5pm				Booth Closed

Be sure to mark your Wing Ding calendars for the LTD Meeting on Saturday 7/7/07 from 10am until Noon. We will be having a drawing for all attendees and only LTD Team Members (Trainers, Instructors and Trainer Emeritus) will be eligible to win the drawing.

By The Book— Finances and the IRS

By: Dale Wingrove, Region H Trainer

With the first of the year upon us it is time to look into the obligations of our Chapters & Districts to the beloved Internal Revenue Service. In recent years some Districts and Chapters have received the Form 990 from the IRS. Below is the text from the Officer Guidebook (OGB) Page D-10, and further information on Unrelated Business Income may be seen on pages D10 & D 11 of the OGB. If you receive a Form 990, just follow the directions below:

“Regions, districts, and chapters have no exempt status of their own. They are recognized by the IRS as subordinates of GWRRA. As a subordinate, they are required to follow certain guidelines. Being exempt does not mean they do not have to file a return nor does it necessarily mean they will not be required to pay taxes. It does mean they must follow the guidelines put forth by the Federal Code for 501(c)4 non-profit organizations.

Subordinates with annual gross receipts more than **\$25,000** are required to file **Form 990** “Return of Organization Exempt From Income Tax.” If Form 990 is mailed to you by the IRS, you must fill it out and return it regardless of the amount of your gross receipts. If gross receipts are less than \$25,000, the label supplied should be attached to the form, the box indicating annual gross receipts are \$25,000 or less should be checked, and the form should be signed and returned. Form 990 is an informational form and, as such, does not require payment of taxes. The IRS uses the information on the form and information submitted with it, to determine if taxes must be paid.

As a subordinate to an exempt association, a region, district, or chapter is required to acquire a Federal EIN number. This number is used for banking and identification purposes. Form SS-4, Application for Employer Identification Number, is submitted to acquire the EIN number. All checking accounts must be non-interest bearing. Checking accounts should have at least three signatures on the Bank Card – the Director, the Treasurer, and the Director's appointing officer. Two of the signatures are required on each check. Each subordinate must acquire their own EIN number but all subordinates should use GWRRA's Group Exemption Number (GEN) on all forms submitted to the IRS. The GWRRA GEN is 7196.

Subordinates must also file an IRS Return if their annual Unrelated Business Income (UBI) is greater than **\$1,000.00**. UBI is Gross Unrelated Business Receipts minus only expenses directly related to the UBI. Information on UBI can be obtained from IRS Publication 598, “**Tax on Unrelated Business Income of Exempt Organizations.**” Two points to keep in mind; 1) GWRRA is unique in that not only are all officers and staff volunteers (unpaid) but also most all functions are put on entirely by members who volunteer to do so (unpaid).

The income posted in the first four columns of the GWRRA Annual Financial Report are GWRRA Business Related Income. They are not UBI.”

“Success means that we go to sleep at night knowing that our talents and abilities were used in a way that served others.”

~ Marianne Williamson



A Season of Change

By Paula Zahn, Tennessee District Trainer

A new year always brings hope for the future. With that hope comes a willingness to make changes in order to improve our own selves and our situations. We're ready to tackle the 'tough' stuff, whether it's controlling our spending and debt, beginning an exercise program to improve our health and control our weight, or starting a new job or endeavor to improve our skills and abilities. Every January, we're **ready** for change! We embrace it and we even welcome it with parties and celebration! Come April, or August, or even November though, and most people tend to resist change. Why is change such a welcome visitor in January and so detested any other time of the year? I suspect it is because we become comfortable and we lose hope. We forget that the possibility to change things for the better greets us each and every day, just as the new sunrise greets us. Any time, any day is an opportunity to change things for the better. How will you greet change in 2007? Here are a few things to consider:

Change is inevitable. If our world were 'stagnant' like the pond down the street, life would be pretty boring. Think about it....a stagnant pond cannot foster new life, let alone sustain existing life. In the end, all that lives in and around a stagnant pond is doomed to a slow death. Doesn't sound like a place I want to live. How about you? Don't we all want to live in a place that fosters new ideas, growth of individuals, and a spirit that envelops each of us as a valuable member of that environment? Aren't we each looking for that special place where we belong?

If GWRRA is to be 'that' place, all inclusive where everyone is welcome and belongs, then it must be constantly changing as an organization in order to accommodate the different desires and needs of all of its members and **potential** members.

Changes will occur within both our lives and GWRRA in the coming year. There will be changes both large and small. Within GWRRA changes will include such things as chapter gathering times and places, activities, and leadership within our organization on every level. Some of these changes may be a necessary response to changes within our personal lives such as work and family obligations, financial and health restraints, and our own changing desires and needs.

Our personal attitude is the key to our ability to **adapt** to changes. We have all heard "**Attitude is Everything!**" For most folks, they may believe but they don't necessarily practice that mantra. It can be difficult for many of us to maintain a continuously positive attitude about change. It can be nearly impossible to encourage change, even when we know it is the best thing for everyone, if we are not exercising and displaying a positive attitude.

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"You can be anything you want to be, do anything you set out to accomplish if you hold to that desire with singleness of purpose."

~William Adams

A Season of Change *(Continued)*

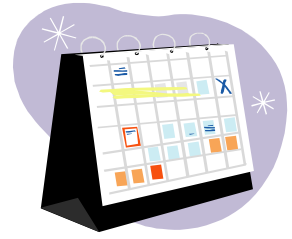
As the needs and desires of our members and potential members change, we as leaders must be prepared to embrace the necessary changes required to improve our organization. Now, notice I am including ‘members’ and ‘potential members.’ That’s because without a continuous flow of new members, any organization will eventually cease to exist. Since no one wants to see GWRRA cease to exist, our challenge as leaders is to make changes within our organization that will both attract new members while serving the needs and desires of existing members. It is important that no one segment (members or potential members) is more important than the other. If we attract new members by the hundreds but drive away old members, we have accomplished nothing. Conversely, to keep current members happy but not attract new members will, eventually, be a self-defeating practice. Our challenge is to find a way to do both.

It is through our personal attitude that we can encourage, create, and better adapt to change. With a positive attitude, like the one we display in January, when we’re hoping to lose weight (“I think I can, I think I can”) we can accomplish great things! As leaders, we are called upon to encourage change, to create change, and to lead by example, adapting to change with a positive attitude! If we are upbeat and enthusiastic about changes most of the time, those around us will also have a positive attitude. It is important to realize that I said **adapt** to change. Change is not necessarily something you must like or accept but you must be able to adapt to change. Positive change is **not** always what is best for you or other select individuals within your chapter, district, or region. **Positive change is what is best for the good of the group.**

Often we see negative attitudes displayed by leadership when it comes time for them to ‘step down.’ For various reasons, people may believe that ‘no one can do the job as well as the current leaders.’ Or people may be comfortable with the ‘old ways, the way it’s always been done.’ Or people may just believe that there is ‘no one else to do the job.’ “Stepping Down” comes with the territory – from the day you are asked to serve our organization in any capacity, there is a clock ticking. Hopefully, you are the right person at the right time for that position. Eventually, with proper planning and preparation, the time will come for you to move on and serve in other ways. You will always have an opportunity to serve, there is a **LOT** of work to be done. One of the best ways for you to serve is to encourage others to ‘step up,’ become more active, and grow as individuals. Doing this will foster a spirit of positive attitude toward change. It is imperative that each member, new and old alike, realize that there are many ways for every member to serve other members. No one position is more important than any other position. If you are serving, you are contributing to the good of our organization. Without each member doing his/her part, fulfilling duties when and where needed, our organization will falter.

Great organizations have great attitudes that start at the top and include everyone! When change knocks on your door this year, how will you answer? Will you greet it with a smile and welcome it into your world? Or will you grumble and growl, stomp your feet, and slam the door in this visitor’s face? The choice is, of course, yours. Whether change knocks on your door in January or November, we would encourage you to welcome change, prepare for change, encourage, create, and adapt to change. It’s your pond, let’s keep it healthy!





Training Calendar

FEBRUARY 2007

2/11: Intermediate Leadership Program in Edwardsville, IL (Region E). Contact Jean Stout at 618-656-1228 or stouts70@sbcglobal.net.

2/17: Knowledge Enhancement Program in Olney, IL (Region E). Contact Jim and Joyce Hunsley at 217-877-7615 or jjhunsley@hotmail.com.

2/24: Member Orientation Program in Champaign, IL (Region E). Contact Jim and Joyce Hunsley at 217-877-7615 or jjhunsley@hotmail.com.

MARCH 2007

3/10-3/11: Horizon Program in North Syracuse, NY (Region B). Contact Dottie Bahrenburg at 607-648-4351 or wingin-it@stny.rr.com.

3/10: Life Skills Program in Olney, IL (Region E). Contact Jim and Joyce Hunsley at 217-877-7615 or jjhunsley@hotmail.com.

3/17: Life Skills Program in Edwardsville, IL (Region E). Contact Jean Stout at 618-656-1228 or stouts70@sbcglobal.net.

3/24-3/25: Horizon Program in Lebanon, TN (Region N). Contact Ken & Julie Zahn at 865-774-7740 or register online at www.tngwrratraining.org.

3/24: Knowledge Enhancement Program in Marshalltown, IA (Region E). Contact Denis & Sue Tasker at district_trainers@gwrra-iowa.us.

3/25: Intermediate Leadership Program in Marshalltown, IA (Region E). Contact Denis & Sue Tasker at district_trainers@gwrra-iowa.us.

3/31: Intermediate Skills Program in Olney, IL (Region E). Contact Jim and Joyce Hunsley at 217-877-7615 or jjhunsley@hotmail.com.

3/31-4/1: Horizon Program in Plover, WI (Region E). Contact Michael and Lynne Mischker at 920-779-6779 or wingman915@sbcglobal.net.

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Training Calendar *(Continued)*

APRIL 2007

4/7: Intermediate Leadership Skills Program in Olney, IL (Region E). Contact Jim and Joyce Hunsley at 217-877-7615 or jjhunsley@hotmail.com.

4/14-4/15: Horizon Program in Edwardsville, IL (Region E). Contact Jean Stout at 618-656-1228 or stouts70@sbcglobal.net.

4/21-4/22: Horizon Program in Cranbury, NJ (Region B). Contact Mike and Nancy Mandell at 732-656-1284 or Michael@MandellPlumbing.com.

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