

Chapter Goal Setting

At this point in the year, it is a good time to review with your staff how the Third quarter of has evolved. Are you on track with your goals for the year? (Do you still need to write down your chapter goals?) Do some of the objectives and goals need to be revised? Now is the time to take action!

What factors increase the chances of success?

1. Is the goal measurable? You need to be able to track your progress along the way and see how far you've come!
2. Did you set a deadline? Assigning dates increases the level of commitment for each task.
3. Is the goal realistic? There is nothing wrong with thinking big. Just break the large items down to short term, medium term and long term steps as needed so it doesn't appear to be such a challenging task.

Setting goals for chapters is just as important as setting personal goals. There are many areas where these same factors could be applied. Here are some items to consider with planning and goal setting:

1. Written "job descriptions" for each position on the staff: It is important for everyone to understand what is expected of them. These descriptions are also helpful in recruiting staff members since the prospect can see the tasks involved and better gauge the time commitment it entails.
2. Goals for change: What is the chapter staff interested in changing? What changes would the Members in your chapter like to see? Who is assigned to investigate the options and/or make those changes a reality? What are measurable parts of those changes and when do you want to see them completed?
3. Planning events: What events are on the calendar for the year? What planning is involved for each? What are the milestones involved with each action item in that planning?

As you can see, there are a number of things at the chapter level that can benefit from goal setting. The same ideas apply to districts and regions as well. What are your chapter's goals? Have you shared your thoughts on the subject? Have you invited others to share in the decision making process?

Whether it is completion of a survey, brainstorming with Members at a chapter meeting, or participating in a one-on-one discussion, everyone's thoughts matter! Member input is valuable for chapters to grow and be able to meet more Member needs. (After all, it is important to retain Members and continue to add new ones!) It is your ideas that also help GWRRR to grow as an organization. You **DO** make a difference!