



# Newsletter | December 2018

Vol 101. No. 7



1129 Queens Avenue, Brandon, MB, Canada R7A 1L9



At the recent MB Farm Women's Conference Arenda Vanderdeen (centre of photo) represented MWI on a panel with representatives from *Ag Women Manitoba* and *Manitoba Women in Ag & Food*. A great spokesperson for our organization—she spoke about becoming involved with the River W.I. after moving to Canada. Her passion for Manitoba Rural Women's Day shone through as she explained the benefits of our the day and the topics we have explored. She also touched on some of our past successes with resolutions and how we hope to attract more members to our rural groups. Arenda used our new short video to help in her explanation of what we, as W.I., are all about.



I wanted to take an official WI Canada President Christmas photo, but the photographer came too early and caught me in the waning sunshine of December doing chores. I will have to leave the gown and tiara for next time. No use being what I am not, right!  
Hi to everyone!  
Joan Holthe, WI Canada President  
(courtesy of FWIC Facebook page)



The planning committee for Manitoba Rural Women's Day presented a cheque for two thousand dollars to representatives from STARS®. Shandy Walls (STARS®), Ann Mandiuk, Deb Melosky, Arenda Vanderdeen, Christine Diores and Chad Saxon (STARS®). The funds represented our sponsorship from Manitoba Canola Growers to MRWD.

### **Manitoba Women's Institute**

**Executive Administrator:** Angela Pickett  
1129 Queens Avenue Brandon MB R7A 1L9  
204-726-7135 Fax 204-726-6260 mbwi@mymts.net

### **Provincial Board 2018-2019**

**President:** Denise Joss, Box 1632 Lac du Bonnet  
R0E 1A0 204-345-5288 [awsumden@hotmail.com](mailto:awsumden@hotmail.com)  
**President-Elect:** Debra Barrett, Box 1311 Stonewall R0C 2Z0  
204-467-5777 [debramwi@gmail.com](mailto:debramwi@gmail.com)

### **Regional Representatives:**

**Eastern:** Janice Harrison, 48 Waterview Drive La Salle R0G 0A2  
204-736-2613 [janiceharrison@live.com](mailto:janiceharrison@live.com)

**Northwest:** Vacant

**Southwest A:** Patricia Dyck, Box 10 Rivers R0K 1X0  
204-724-4201 [dyck2020@gmail.com](mailto:dyck2020@gmail.com)

**Southwest B:** Vacant

**Wpg.-Interlake:** Gisela Nolting, Box 87, Rosser R0H 1E0  
204-467-5922 [hnolting@mts.net](mailto:hnolting@mts.net)

### **Directors-at-Large:**

Arenda Vanderdeen, Box 156 Rapid City R0K 1W0  
204-826-2626 [arenda.deen@gmail.com](mailto:arenda.deen@gmail.com)  
Debbie Melosky, Box 10 Green Ridge R0A 0P0 204-427-2036  
[wdmelos@xplornet.ca](mailto:wdmelos@xplornet.ca)

**U of M Department of Nutritional Sciences:** Vacant

**Manitoba Agriculture:** Thelma Blahey, Box 2000 Arborg  
R0C 0A0 204-641-4133 [thelma.blahey@gov.mb.ca](mailto:thelma.blahey@gov.mb.ca)

**FWIC Executive Officer:** Liz Chongva, Box 73 Dugald  
R0E 0K0 204-853-2007 [chongval@mymts.net](mailto:chongval@mymts.net)

**Manitoba Gov't Appointed Member:** Heather Cummings, Box  
522 Neepawa R0J 1H0 204-476-5395 [ghcumml@gmail.com](mailto:ghcumml@gmail.com)

**Past President:** Ann Mandziuk, Box 264 Minnedosa R0J 1E0  
204-966-3829 [lamandziuk@gmail.com](mailto:lamandziuk@gmail.com)

### **Regional Executive:**

### **Southwest A:**

**President:** Verna Cuddington, Box 381 Erickson R0J 0P0  
204-848-2575 [bobo@prairie.ca](mailto:bobo@prairie.ca)  
**Secretary:** Linda Wilson, Box 577 Hamiota R0M 0T0  
204-764-2642 [ljwils13@gmail.com](mailto:ljwils13@gmail.com)  
**Treasurer:** Elaine Thomson, Box 1533 Minnedosa R0J 1E0  
204-874-2379 [ethomson@goinet.ca](mailto:ethomson@goinet.ca)

*Merry Christmas* from President Denise Joss, Board of Directors and Executive Administrator, Angela Pickett to all MWI members. May you have an enjoyable time with family and friends. We thank each and everyone of you for your dedication to Women's Institute and we appreciate all the work and volunteer time you give to Women's Institute.  
Best wishes as we move towards 2019.



### **Cash Calendar Draw December 10th, 2018**

Hilda Davies #117	\$25.00
Ken Griffin #370	\$25.00
Pat Wood #057	\$25.00
Lenore WI #152	\$25.00
Donna Young #332	\$25.00
Marilyn Kippen #027	\$25.00
Lucille Dankewich #435	\$200.00
Val Watt #178	\$25.00
Phylis McDougall #470	\$25.00
Gail Augustine #285	\$25.00
Lois Brockman #146	\$25.00
Gail Augustine #278	\$25.00
Diana Heppner #017	\$25.00
Marilyn Kippen #016	\$25.00
Margaret Pott #377	\$25.00
Ramona Williamson #468	\$25.00
Sophie Eskilson #175	\$25.00
Carolyn Walker #311	\$25.00
Cory Hadaller #031	\$25.00
Diane Hall #150	\$25.00
Sylvia Mitchell #330	\$25.00
Garry Chitz #167	\$25.00
Debora Durnin-Richards #469	\$25.00
Joanne Bos #056	\$25.00
Joan McCallister #498	\$25.00
Esther Knapp #295	\$25.00
Rose Bodz #376	\$25.00
Sheona Smith #115	\$25.00
Barbara Cochrane #403	\$25.00
Maurice Tkachuk #343	\$25.00
Teulon WI #241	\$75.00

The MWI cash calendar draw took place on December 18th, 2018 at the Provincial Office, 1129 Queens Ave., Brandon, MB. Leanne Goetz, drew the tickets, with Angela Pickett, Executive Administrator, MWI recording the names.

Of the 500 tickets printed, 365 tickets were sold at \$5.00 per ticket (\$1825.00). The total value of the cash prizes handed out was \$1,000.00. After factoring the cost of the tickets at \$105.84 and the cost of the cheques written at \$13.63 (47 cents per chqx29 cheques- double winner and one donation of winnings \$25.00) cash prize payout of \$1000, the profit to MWI for the delegate funds is \$730.53.

Congratulations to the winners, and thank you to all who supported this cash calendar fundraiser either by purchasing or selling tickets.



## President's Message—Densie Joss

"Merry Christmas" to all MWI members at this wonderful time of the year. In less than 2 weeks, the hours of sunlight start to increase. That is one of the best Christmas presents everyone receives. Pace yourselves these next 2 weeks so that you can enjoy all the up-coming family celebrations.

Our "Meet & Greet" for our new Executive Administrator, Angela Pickett, in Brandon and Headingley were filled with laughter and warm welcomes. We had a total of 6 past presidents attending plus your current President and President-Elect, Debra Barrett. Mother Nature had to send us some icy snow and that prevented at least 6 members from driving out to join us. We had 38 people notify us that they were coming. What a learning experience for me and I saw that Angela was writing notes for herself. When I heard Angela say, "Oh you're the lady with the beautiful handwriting." I realized how valuable this time was to match faces to letters, e-mails and phone calls was for all of us.



MWI is working at closing the finances for the WI-Canada July convention. The audit of the convention income and expenses is nearing an end.

Our MRW Days were very well attended and the guest speakers were so knowledgeable. Laughing Yoga benefits perked up my ears as they used up double the calories of traditional exercises.

Half of our MWI Board and Angela were able to attend the full day training session for effective Board Governance put on by Manitoba Agriculture with several Rural Leadership Specialists presenting along with other experts. MWI was reassured that we are on the correct path and following the guidelines out-lined by legal, parliamentary, and governance instructors. We also learned the areas that still need more planning and written policy development.

This really touched my heart ...

What's **under the tree is not** the most important thing at Christmas time.

It's **who is around the tree** that is most important.

***Merry Christmas!***



### Thelma Blahey, our Manitoba Agriculture Liaison,

Due to the recent success of the Strategies for Managing Risk Seminars in Brandon and Winnipeg in November, additional ones are planned in the new year. The Industry Leadership group co-ordinating and presenting this day are looking at dates in late February and early March for the locations of Carman and Brandon. We are hoping that even more MWI members take advantage of this excellent day of training geared towards building more successful organization. A reminder, available funding can be found under the Ag Action Manitoba site for your organization's governance needs. Please check out the website at [www.gov.mb.ca/agriculture](http://www.gov.mb.ca/agriculture)

### Please join the conversation with Manitoba Agriculture

Subscribe to our [newsletter](#)

Follow us on Twitter: [twitter.com/MBGovAg](https://twitter.com/MBGovAg)

Visit our website: [Manitoba.ca/agriculture](http://Manitoba.ca/agriculture)

Call our general inquiries line 1-844-769-6224

View our videos on YouTube: [youtube.com/ManitobaAgriculture](https://youtube.com/ManitobaAgriculture)

Several Board members as well as our Executive Administrator attended the Strategies for Managing Risk Seminar in November. We each received a binder of the information presented. If you would like to borrow the information please let Angela know and it can be sent to you. All those attending felt they learned much and some commented it reinforced what they had heard at other presentations.



#### Protect yourself and your organization

Manitoba Agriculture is hosting seminars to help participants identify and assess risks in an agriculture organization. The lineup of topics and speakers include:

Risk Associated with Board Involvement	Robert Emel, Manitoba Agriculture
Foundational Documents	Debra Kaleta, Tracey Drabek-Zirk, Leanne Tibbatts, Manitoba Agriculture
Parliamentary Procedures	Roger Woloshyn, PRP, Don Freese, PRP-R, Vera Chemecki, PRP, Heather Ewasiuk, RP, Manitoba Association of Parliamentarians
Understanding Financial Statements	Laurie Crowe, Manitoba Agriculture
Funding to Support Risk Reduction	Leanne Tibbatts, Manitoba Agriculture
Insurance Coverage	Volunteer Manitoba - Maggie Matsalla (H.U.B. International)
Protecting and Storing Documents	Joanne Baker, Manitoba Agriculture
Legal Considerations	Lawrence Donald, LL.B., C.Arb. Donald & Kehler Law Office (Brandon seminar) David King, LL.B., Taylor McCaffrey Law Firm (Winnipeg seminar)

### FUN FACTS ABOUT CANADIAN AGRICULTURE From AGRICULTURE MORE THAN EVER

February 12, 2019  
Canada's Agriculture Day



## MANITOBA WOMEN'S INSTITUTE CODE OF CONDUCT

The MWI submitted a bylaw at the 2018 AGM to put in place a Code of Conduct for MWI Board Members, which was approved. A few members have some concerns and stated they do not understand the need for a Code of Conduct and how the Code shall be administered. Hopefully, I will be able to assist in creating a better understanding for all members.

The Code of Conduct has been instituted to ensure that Provincial Board Members (President, President Elect, Regional Representatives, Directors at Large, Government Appointees, etc) all understand their role in:

### **1-discussing what has been discussed at board meetings**

The Code of Conduct requires Board Members to keep meeting details to themselves until the minutes are approved as correct. Then details of the minutes can be discussed with WI members or others interested in WI. The reason for this is at times people hear discussions differently. By having the minutes approved, all board members are allowed the respect of stating if they have been misunderstood prior to minutes being distributed. Approved minutes also provide WI membership the respect of being informed of only accurate information not incorrect statements.

### **2-stating what has been decided by the board**

The Code of Conduct requires all Board Members to inform WI members of only actual decisions of the board and not the personal views of the individual Board Member. This is where the statement that the Board Member is not allowed to speak on behalf of the Board.

A silly example I use - If I believed that only people with green feet be allowed to sit on committees. I then tell the membership that the Board believes only people with green feet can sit on a WI committee, when the Board has not made this decision. In this case, it appears I am speaking on behalf of the Board.

Under the Code of Conduct I would be able to let people know my personal opinion that only people with green feet should sit on committees. HOWEVER, I would not be able to say that my personal opinion is a decision of the board.

Under our long-standing WI rules only the President or a Designate (person given the authority by the President or Board) can speak on behalf of MWI.

### **3-how to proceed if the MWI or Board Members are sued by someone employed by the MWI, volunteering with MWI, or part of the MWI membership.**

In today's world people are being sued all the time, whether they are part of the decision-making body or not. An example I use is - If someone states a person the board hires is incompetent, stupid and dishonest. These comments become public and affect the hired persons reputation and ability to seek employment, the person chooses to sue MWI and all the Board Members. This means the person suing could ask the court to have all WI Board Members pay for the damage caused to the person's reputation from Board members' personal bank account or your assets. Insurance companies provide Liability Insurance which ensures that if a Board Member is sued, they would not be required to use their own money or assets to pay the court decision.

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Currently, most Insurance Companies require Boards to have a Code of Conduct before they will provide Liability Insurance to ensure that no Board Member speaks in a manner that does not factually represent the Board's views or decisions. Codes of Conduct ensure that Board Members are acting in the best interests of the organization.

#### **4-hiring or paying someone which may result in the board member benefitting financially**

Conflict of Interest guidelines were approved at the 2018 AGM and are part of a well-formed Code of Conduct. Conflict of Interest guidelines do not allow Board Member to hire or participate in making decision which will financially benefit the Board Member or their family/friends.

An example would be, I decide that a committee I chair should employ a child to provide the audio-visual equipment for the AGM. I decide to hire my child without consulting the other committee members, the Board or ask for other quotes from people who are capable of also providing this service.

Under the Conflict of Interest guidelines, I would not be able to participate in the discussion that determined who was to be hired. I would be required to inform the committee that one of the quotes comes from my child and remove myself from the discussion and decision.

#### **5-following the expectations placed on MWI by our funder**

Many of you will have read that Manitoba Members of the Legislature and Manitoba Municipal Affairs elected officials are being directed to develop and follow Codes of Conduct. The requirements to have a Code of Conduct has not been asked for in past decades. However, because of the current "tendency to sue" the Province does not want to have individual MLAs or Municipal Boards officials held responsible to pay for court decisions awarding money to people who sue. The Code of Conduct ensures that all people know what behaviour is expected of them and that by following the Code of Conduct they shall not be made to pay for court decisions. Codes of Conduct also allow for the removal of Board members who refuse to agree to follow the expected behaviours.

#### **6-following the statutes (laws) of Manitoba because WI is formed and funded under the WI Act.**

Our WI Act allowed for the forming of WI as a Provincial body and to have the Province provide funding to support the Mission and work of WI in Manitoba, and by extension our work at a national level in Canada and globally through ACWW.

As an organization, formed by an Act of the Legislature of Manitoba, we must follow the rules, procedures, expectations and laws established provincially, nationally and globally. The Province has an expectation that Codes of Conduct be in place. If we want to remain a viable and respected organization within the Provincial system we must follow their lead.

*Debra Barrett, President Elect*

**Thank you to Lynne Hopley for taking the time to discuss the Code of Conduct with me and suggesting an article explaining the Code of Conduct be placed in the WI Newsletter. Also, thank you to Lynne for reading the article and providing her comments before it went to print.**





**NOTES FROM THE EXECUTIVE ADMINISTRATOR**

I wanted to thank each and every person who attended the "Meet and Greet" in Brandon or Winnipeg in November. It was my pleasure to meet many Past Presidents, long-time members, and some newer members as well. I enjoyed all the uplifting conversations, and words of encouragement. I can see how much this organization means to each person, and as I read each secretary report and membership form that comes in, I am in awe of how many volunteer hours are put forth by our members. For those who couldn't make it, I look forward to meeting you in the future! I hope everyone has a happy and healthy holiday season, and I look forward to the new year with the Manitoba Women's Institute!

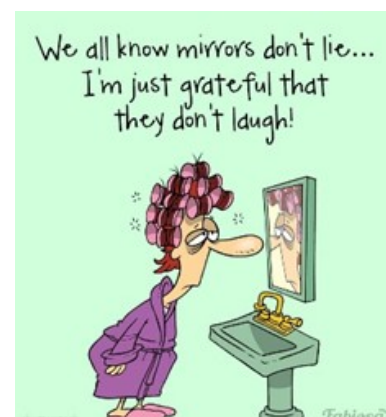
*Angela Pickett*

**2019 PROVINCIAL AGM—PORTAGE LA PRAIRIE**

Plans for the April 2019 AGM continue to come together. Our theme is **"AG"—a gift from the past, our present to the future.** The Friday, April 26th program starts at 1 PM with an ice breaker followed by a presentation from some mother/daughter farm teams. Afternoon tour/craft session, evening banquet and speaker and then "quiz nite" will wrap up a fun filled day. Saturday is the business portion with a speaker on "Grow Hope" joining us at lunch. Registration starts at 8:30 with program to open at 9:30. Registration forms will be out early in January. For those who wish, rooms are reserved at Canad Inn Portage. Please call and ask for Kristi McPhee and tell her you are with WI. Her number is 1 204 857-9745 extension 7340. Rooms are \$116 per night—each room could accommodate 3 – 4 people. Price good if reserved by March 25th. Eastern Region is in charge this year and we are hoping to make this a fun and productive event. Craft competition is back—agriculture theme to all entries please. And each local is asked to contribute a \$30 gift basket for our raffle. Hope to see you there!

*Janice Harrison—Conference Chair*

Have an idea for a **RESOLUTION?** Why not start working on it to submit to the MWI office by December 31. Resolutions can be on an issue that is important to a group of women in your community, your branch, or something that you feel has province wide impact. Health care, cell phone coverage, and safety for those walking at night were some of last year's topics. We hope to see several resolutions submitted so we can have many to vote on at our AGM.





#### FISHER BRANCH WI HALLOWEEN DANCE

The 2018 Fisher Branch WI Halloween dance was a huge success. W.I. hosts the dance to pay for the rink fees and busing of students, from Kindergarten to Grade 12, to the Recreation Center for skating each year.

The WI ladies along with some dedicated community members have hosted the Halloween Dance for 5 years, raising over \$10,000.00 to enhance the physical education program for the community's children.

Each year about 10 WI members and 6 community members facilitate this highly popular and fun event.

Belated congratulations to **Narcisse Women's Institute** on your 75<sup>th</sup> Anniversary on September 30. Best wishes as you set new milestones in the coming year.





### **Rural Health Care**

Health care is an important issue in today's world. October 13<sup>th</sup> in Virden and October 27<sup>th</sup> in Morris, ladies from around the province gathered to discuss health care in the rural areas. Representatives were STARS<sup>®</sup>, Nathan Friesen, (Mark Mercure—Virden) a local Pharmacist, the Regional Health Authority, Kaycelyn Knight a Laughing Yoga instructor, and Janice Fyfe (Mindy Campbell—Virden) Naturopathic Doctor. Other guests were Heather Emerson Proven a speaker from A Port in the Storm and Rachel Herron a Canada Research Chair in Rural and Remote Mental Health

STARS<sup>®</sup>, in 2017 visited rural areas in Manitoba about 720 times to assist individuals with life threatening injuries. STARS<sup>®</sup> is a non-profit organization so donations of money or time to them is welcome. Sponsorship from Manitoba Canola Growers allowed Manitoba Rural Women's Day to make a donation to STARS<sup>®</sup> for their attendance at our event.

Diane Holland, Springfield said, "I appreciate that the STARS<sup>®</sup> helicopter came to our RM office. My grandchildren really enjoyed going inside it. I appreciate their dedication to rural Manitoba."

Nathan Friesen informed the participants that the administration of flu shots in pharmacies have increased to 107,000 across the province, last year. Pharmacies have become the place to go to get them. Sharing pertinent health information to his customers is also a focus. Their roles are changing so many people feel comfortable consulting them about their health concerns. The Regional Health Authority representatives told the audience that there is a 21% growth in the population in rural areas, due to immigration and child birth. They discussed women's health from birth to death. Their insights were very interesting and valuable. (Morris)

Gloria Kelly said, "Technology is a vital tool to improving health in rural areas. The support of Manitoba Women's' Institutes across the province in rural, health initiatives is impressive."

Kaycelyn Knight shared a lively and informative presentation. Helping the audience enjoy the power of laughter and reap health benefits at the same time was her focus. She said that ten minutes of laughter was equivalent to one hour of running.

Kim Sova said, "I liked the quote, keep swimming since it reinforced the idea of always working toward maintaining a positive outlook in life. This was stated by Kayce, the Laughing Yoga coach."

Dr. Janice Fyfe told us her practise involves a blend of modern science with traditional and natural forms of medicine. She tries to assist her patients in stimulating healing and optimizing their health. Visiting her can be covered by individualized insurance plans. Her treatments are not covered by the Manitoba Health. Taking control of your own health is her main concern.

Heather Emerson Proven talked about A Port in the Storm, a 15-suite facility in Winnipeg where adults from rural Manitoba can stay when they are undergoing treatments for serious health issues. 900 guests have received support there. It provides a safe, supportive, affordable and homelike environment. One of the previous guests talked about the life long friends he made and the positive experiences he had when he stayed at the facility. It is a non-profit organization that welcomes furniture or monetary gifts to assist in supporting the facility.

Rachel Herron discussed her research project called Baycrest NBS Sharing Dance Seniors Group. She and another researcher set up dance sessions in various location for people suffering from dementia. The sessions can be video streamed or in-person classes. Participants said that they enjoyed the dancing especially since the facilitator acknowledged them. The program will be piloted in various, rural areas in 2019. This service is vital to assist dementia patients to build a sense of comfort and connection with others.

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Great resources were also available through the organizations with display tables. These included MB Institute for Patient Safety, MB Ag, Alzheimer Society, Victoria Life Line, Innovative Hearing Technology, Mood Disorders Association, STARS®, CASA (farm safety), A Port in The Storm.

Manitoba Women's Institute and Manitoba Rural Women's Day acknowledge our gold and silver sponsors, Manitoba Canola Growers, Manitoba Government– Healthy Together Now, CN, The Morris Area Foundation, Webber Printing, Rempel Insurance and media sponsor Manitoba Co-operator for their support. Bronze sponsors included SWB WI Region, Eastern WI Region, Dairy Farmers of Manitoba, Town of Virden, Farm Credit Canada, Altona Co-op, Virden Super Thrifty Drug Mart, G.I. Chemicals, Morris Big Way.

Patricia Witzke



### Manitoba Rural Women's Day 2019

As part of the 2018 event evaluation form we asked attendees to tell us what was of interest to them. We received a total of 92 evaluation forms from members and non-members with an age range of under 30 to over 80. The majority of these women ranked the topic of "Rural Women's Success Stories—Breaking the Cycle" as the topic of most interest to them. As a result, this will be the topic for

Manitoba Rural Women's Day 2019. The dates and locations being looked at for the 2019 events are East - Saturday October 19, location near Winnipeg, West – Saturday November 2, in Brandon. Details of the event will be announced as they are finalized by the planning committee. The Manitoba Rural Women's Day committee for 2019 will be: Deb Melosky, Arenda Vanderdeen, Ann Mandziuk and Marsha Harris. If you have any suggestions for speakers please send the information to one of the members of the committee.

### FWIC – WI CANADA Executive Board Meeting

The executive committee met to review the Guidelines, Projects and Directives for Committees under the New Board Structure November 21-22, 2018 held at the Adelaide Hoodless Homestead in St. George, Ontario

The 2018 – 2019 executive committee - WI Canada President Joan Holthe; President-elect Margaret Byle; Provincial Representatives (new title) Jill Copes B.C.; Linda Zelma ON; E (Liz) Chongva MB; WI Canada Executive Administrator Wendy Hamilton.

#### Standing Committees –

**Administration** – Finance; By-Laws; Constitution; Governance; Human Resources

**Lobbying & Advocacy** – Resolutions – Partnership development with government and like minded affiliated groups.

**Communications & Marketing** – WI/FWIC Branding; media relations and social media content; brochures/posters; newsletters;

**Community Culture & Heritage** – National projects or programs; Tweedsmuir History; Adelaide Hunter Hoodless Homestead

**Outreach & Development** – Personal development through education opportunities; skills workshops, webinars; development Fundraising.

**Ad Hoc Committees** are for a short term during the Board's triennium or formed as deemed necessary by the WI Canada Board - plans for FWIC 100<sup>th</sup> Anniversary, include roses; Strategic planning, etc.

Meetings – both Executive and Board will be conducted through Skype unless in person meetings deemed necessary.



## How To Attract the Best Members

### **The Four M's of Member Recruitment**

Recruitment of volunteers, in the case of WI members, consists of four components: management, marketing, motivation and mission.

#### **1- Management**

First of all, local branches must prepare their members to recruit and manage new members. Be sure all existing members are committed to having new members as part of the organization and they understand how to work with new members. Example - try out new member's ideas, forget the phrase "this is how we always do it".

Be sure existing members do not undervalue the new members. Stress the importance of teamwork between existing and new members.

New members are not paid employees; therefore, they can simply terminate their relationship with the local if they have an unpleasant experience.

#### **2-Marketing**

You must market your organization to potential members as a worthwhile outlet for their energies.

The most effective marketers are satisfied members already working in your organization.

Encourage existing members to reach out enthusiastically to potential members.

#### **3-Motivation**

You must understand the motivation of potential members. Most members want positions that provide self-expression, personal challenge, visible achievements, and an opportunity to develop specific abilities and skills. You must find a fit between your organization's needs and the potential member's aspirations.

#### **4-Mission**

Your organization's mission is a tool you can use to recruit new members. Your stated goals will influence the types of members you attract. The organization that truly believes it offers something of value and substance will be more aggressive - and successful - in attracting new members.

Therefore, publicize your organization's Mission. Continually reinforce your Mission to existing members by sharing new goals and objectives with them to maintain their commitment.

Summarized from the article "How to Attract the Best Volunteers" by Mark Andrew Mitchell & Donald Yates, July/August 1996

### **There is a Heaven for Volunteers**

Many will be shocked to find, when the day of judgement comes

That there's a special place in Heaven, set aside for Volunteers

Furnished with big recliners, satin couches and footstools

Where there's no Committee Chairperson, no group leader, no car pools

No eager team that needs a coach, no bazaar and no bake sale

There will be nothing to staple, not one thing to fold or mail

Telephone lists will be outlawed

But a finger snap will bring, cool drinks and gourmet dinners, and rare treats fit for a King

You ask - who'll serve these privileged few, and work for all they're worth?

Why - all those who reaped the benefits

And not once volunteered on Earth.



Author Unknown



## Coming Events

### DECEMBER 2018

12—MWI Board Meeting (conference call)  
30—Resolution deadline

### JANUARY 2019

9—MWI Board Meeting (conference call)  
15—Deadline for nominations for Manitoba  
Agricultural Hall of Fame  
22-24—Ag Days, Brandon

### FEBRUARY 2019

12—Canada's Agriculture Day  
13—MWI Board Meeting (conference call)  
15—deadline for Erland Lee Award forms  
15-19—Women's Equality Week  
19—Manitoba Women's Institute Day  
27—Adelaide Hunter Hoodless 162<sup>th</sup> Birthday

### MARCH 2019

13—MWI Board Meeting (in person)

### APRIL 2019

26-27—Provincial AGM, Portage

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To comment or to make a submission,  
please send an e-mail to:

[mbwi@mymts.net](mailto:mbwi@mymts.net)



## FACEBOOK PHOTO CONTEST

Our next Facebook photo contest is *Animals/Critters in Winter*. Start looking for animals, birds in their winter glory, they could be pets, wildlife, birds, etc.

ONE photo per member may be submitted.

Please shoot photos in landscape orientation.

Photos may be submitted December 28, 2018—January 11, 2019

E-mail photos to [vgwatt@gmail.com](mailto:vgwatt@gmail.com)

When the photos are posted Facebook followers can vote for one photo.

The winning photo will be used on our Facebook page as the banner photo.



Arenda Vanderdeen's winning photo in the autumn Facebook photo contest.