

# Motivate... Resolve... Believe!



M R B - Motivate... Resolve... Believe!  
Marilyn R. Beverley

## TIS THE SEASON!...

As I prepare this newsletter, we have just completed a large fundraiser at my hospital called, "Festival of Trees". I believe this fundraiser is 19 years young. I say young because it raises funds for the children's services. It is one of the most tremendous events of which I have ever been a part. My job on this committee is Chair of Sponsors—raising funds through sponsors and I must say this year was exceptional. As I reported to our "team leader" I stated, "we have been blessed through these sponsors, now I pray that God bless them in the coming year."

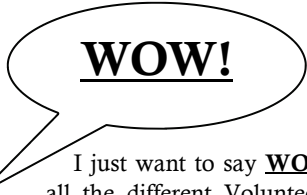
The lights are burning on my Christmas tree and carols playing in the air. Tis the Season

for giving, for loving, for caring for hearing our hearts. As volunteers we give so much everyday of the year and as leaders we serve...so just for a few moments...listen to your heart...take some time out and serve yourself. Live in the moment of today. Live in the NOW. **NURTURE, OURSELVES, WITH** love. I say this because we first must care for ourselves and then we can better care for others. So...sit down and have that cup of tea, write out those Christmas cards with notes you only send once a year, tell your volunteers how much they truly mean to you, take a walk and breath in the crisp winter air and truly see the wonder of winter, the wonder

of life and the wonder of Christmas. As I walked through our festival this past weekend, "Christmas Past, Present and Future", I reflected on the past how grateful I am for all the volunteers who have given so much for us to be where we are today in our organizations, I am choosing to live in the present and realize I am here today to do all I can, for all that I can, each moment that I can, with hope for the future that volunteerism will always be alive and well and as we listen with our hearts...that heartbeat will be heard and others will join hearts and hands with us as we together, heart to heart, hand in hand, nurture ourselves and others and give the best gift of all ourselves to make a difference in our world.

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I just want to say **WOW!** to all the different Volunteer Organizations that give 365/24/7. What a difference you make in our world!

Especially at this the time of year some that come to mind are: Toys for Tots; Samaritans Purse; Gifts for Soldiers; Salvation Army; Christmas Angels;

## - W ONDERFUL O USTANDING WORK!

Tree of Peace; United Way; Employees That Care; Hospital Auxiliaries and Volunteers and many, many more. So I say "**WOW** to all of you! And a big "**THANK YOU**" for all you do and all that you give 365/24/7 never expecting anything in return. You make a difference in our world. This month practice purposeful and random acts

of kindness and pass on that Christmas Cheer.

### **GIVING**

Empowered to do amazing things for others.

Make the world a better place.

Touching hearts, touching lives.

Making a difference in our world.

## LEADERSHIP IS...

*True leadership is for the benefit of the people following you not just for the organization of which you are a part.*

doing, serving, mentoring and so much more. Leadership is more than qualities, more than personality. Leadership is commitment, work and serving those who are following you. Leaders must walk the talk. The leader sets the goals, sets the priorities, and sets and maintains the standards for the organization. What distinguishes the leader are the goals they set and that as the leader they see leadership as responsibility rather than as rank and privilege. An effective leader knows that they, and no one

else are ultimately responsible for the decisions and success of the team. As Harry Truman stated, "The buck stops here!" and Coach Bryant of Arkansas— "If it is bad, I did it; If it is okay, we did it; If it is GREAT you did it!" he tells his team. The same should be true of all great leaders. A great leader is not afraid of the strengths in his partners and team members. A great leader wants their partners to be strong and encourages them, pushes them and finds glory in all they do. A great leader knows that the ultimate task of leadership is to create energy in the team and

vision... to be a visioneer. A great leader earns the trust of his team and the organization, otherwise there won't be followers. The test is not in how far you go but in how many are following along behind, you see the definition of a leader is one who has followers. Sometimes those on our team may not like us, may not agree with us but yet they trust us as the leader because we have earned that trust. A great leader is consistent and persistent. This is what it takes to be an effective leader.

## AN ATTITUDE OF GIVING...

*"Don't waste the miracle of Christmas...the gift of time...and the love of those around you. Give of yourself and you will be glad you did."*

Marilyn R. Beverley

The standard this month is giving. Volunteers are givers. I truly believe that givers gain so much more than they give. I was taught as a child that it is greater to give than to receive and as I have traveled around the world and across the USA I truly have been blessed by all that I have given and received. Christmas is the season for

giving...for showing thankfulness and appreciation to those who have touched our lives. Through volunteerism we are able to develop some life time friendships and relationships and cultivate deep roots in those relationships. So this month our standard is "giving". I want to challenge you to give 'random acts of kindness' this month. You know the kind-

nesses that no one ever knew you did and what a warm feeling it gives your heart. Make a donation, light up the life of a child, help that neighbor, sit by that person who is in pain or hurting...take the time to care and share. I just read a book by Mitch Albom... "for one more day". Appreciate those around you and believe in the power of love. This holiday season give time to those you love...have that "Christmas Cup of Tea!"

## BY THE YEAR 2010...WHERE WILL YOUR ORGANIZATION BE?

*We need to "reconnect" not because it will be good for America—but because it will be good for us and realize the perception at which we are perceived and make ourselves attractive to our communities can make all the difference in our world.*

In his book "Bowling Alone" Robert Putnam believes that we as a society we must reconnect. I agree with him. In our world we have lost connection. He also gives his ideas for several organizations and how they can reconnect with society by the year 2010. These are my thoughts for our volunteer organizations and how we can reconnect by the year 2010. As an organization we must get

movers and shakers to be a part of our organizations. Those who see volunteer as a "noun" and not a verb, yet to them to volunteer is a significant position or role that they can fill and need to fill to make a difference. Ask them. We need to be visioneers and be on a path where we end up someplace on purpose. Our communities need to know the importance of our mission. We truly need to look at our volunteer resources

from the retiring baby boomer to the young professional. We will have traditional volunteers, although they will be fewer, virtual volunteers, episodic volunteers and corporate volunteers. However, in the end the reform of our organizations will not happen unless you and I along with our "neighbors" resolve to become reconnected. We need to reconnect not because it will be good for America but because it will be good for us.

## BLESSED IS THE LEADER

- Blessed is the leader who has not sought the high places,  
but who has been drafted into service because of their ability and willingness to serve.
- Blessed is the leader who knows where they are going, and why they are going, and how to get there.
- Blessed is the leader who knows no discouragement, who presents no alibi.
- Blessed is the leader who knows how to lead without being dictatorial; true leaders are humble.
- Blessed is the leader who seeks for the best for those they serves.
- Blessed is the leader who leads for the good of the most concerned, and not for the personal gratification of their own ideas.
- Blessed is the leader who develops leaders while leading.
- Blessed is the leader who marches with the group, interprets correctly the signs on the pathway that leads to success.
- Blessed is the leader who has their head in the clouds but their feet on the ground.
- Blessed is the leader who considers leadership an opportunity for service.

~Author unknown



### Be A Visioneer...

A vision is a picture of the future state for your organization, a description of what is will be like a number of years from now. A dynamic picture of the organization in the future as seen by the current leadership team. It is more than a dream, more than a set of hopes, because you as a team are committed to its realization, it is a commitment.

**“He that thinks he leads...and has no one following...is only taking a walk.” ~ John Maxwell**

## TOP TEN MISTAKES OF LEADERS

These are adapted from the book by Hans Finzel—It would be a great addition to your leadership library!

1. I'm in charge here, and the sooner you learn that the better you will be.
2. Putting paperwork before the person.
3. The absence of praise.
4. Not willing to make a stand or allow others in the organization make a stand.
5. Does all the decision making. “I have all the answers.”
6. Lack of or no communication with your team.
7. No respect for different values or opinions.
8. Not planning your departure the day you begin...preparing, mentoring so that when the leader departs the organization continues successfully.
9. Failure to plan for the future—if you fail to plan you plan to fail. Lack of vision.
10. Failure to delegate. Failure to let go.

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Marilyn is the author of:

“Miss Missy of Jamaica” and “Jesus In Jamaica Blessed Love”  
both available at [www.amazon.com](http://www.amazon.com)

Also in print are: “The Board As A Team With Visionary Leadership” and “The Gift Shop Operations Manual”, both written by Marilyn R. Beverley. Please contact her regarding these publications.

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## Leaders Are Learners.

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**We must all be willing to keep learning, if we stop learning today, we will stop being the leader tomorrow.**

**We must as leaders seek to fill in the gaps of our understanding in knowledge and in skill.**

**We must be willing to read, study and to always ask questions. We are “lit’s” - that is “Leader’s In Training”, lighting our world! We are willing to race on the cutting edge, to make a difference. We are willing to travel down the road and do the work it takes along the way to get the job done.**

**We seek wisdom of those who have gone before us. We receive advice and mentoring from those who will look for our flaws and help us develop our skills and then we in turn are willing to mentor others. We are encouragers and willing to share what we know.**

## MEASURING OUR MATURITY...

1. As a “maturing organization” we have a clear understanding of our purpose and goals.
2. We make progress toward our goals with maximum, efficiency and minimum wasted effort...we don’t waste the time of our precious volunteers.
3. We look and plan ahead.
4. We have achieved effective communication on our team and use tools to communicate effectively...newsletter, email, bulletin boards etc.
5. We can effectively solve problems as they arise.
6. We are willing to effectively work together in our established ways yet embrace change together realizing that change is life.
7. We make intelligent use of the differing abilities, and gifts of our members...we embrace the diversity of our team.
8. We are not over dominated by our leader or by any one team member.
9. We can readily adapt and change to the needs of differing situations that arise within our organization.
10. We are progressing toward our goals as a team.
11. We fit well into the vision of the organization and we are all moving in the same direction.
12. We annually evaluate our progress and plan for improvement.