A treasure trove of Southern Area based information on everything from fostering friendships and internal mentoring to team building and creating successful retreats.

Embracing Our Legacy, Fulfilling Our Promise

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A Treasure Chest of Friendship

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Greeting Link Sisters!

On behalf of our 19th Southern Area Director, Link Anne Herriott, I am pleased to present to you, *A Treasure Chest of Friendship*.

Included in this document is a variety of information designed for you to enhance your chapter’s friendship experience. You will find tips, best practices and ideas from a variety of resources including time tested contributions from throughout Linkdom to your colleagues and chapters. I encourage you to incorporate some of the suggested successful initiatives as much as possible into your chapter activities to assist in fostering a diverse, fun climate.

As alignment, accessibility and accountability are the foundation of this administration’s platform, be assured that we are all working in tandem to ensure our members have as much information and education as possible to ensure an enriching experience by our membership.

If there are any questions, or additions you would like to see included in future updates, please don’t hesitate to reach out to me with your questions and suggestions.

Happy Linking!

*Link Sylvia*

Sylvia Perry
Southern Area Vice Director
Throughout our Link life we frequently are called upon to host a meeting or gathering. We all arrive from the different experiences our day has brought us. Icebreakers are a great way to “chill” everyone out and learn about each other at the same time.

Ice breakers are known to be small adventures designed to help people get to know each other better and feel comfortable around one another. Some are silly, others are a little embarrassing, and others are merely informative in a light-hearted way. If chosen correctly, ice breakers can be a very powerful tool that facilitates the success of your meeting or gathering as sisters find out what they have in common and discover new facts about each other. We have a few Link friendly Ice Breaker games that would be fun to incorporate during your next chapter meeting or retreat.

When facilitating, make sure you have a core team members strategically placed fully familiar with how the game is played to make sure it flows smoothly.

Ideas for random selections:
- Select five colors and hand them out randomly. Don’t let participants know why they have received their particular color.
- Do a count off.
- Draw teams out of a hat.
This is a game that can be played before the chapter meeting or before a sisterly activity. The BINGO oriented game requires some knowledge about your chapter members as you want everyone to be represented. Like the classic game of BINGO, custom made cards are created detailing small facts about your membership. Require players to get the initial of the respective Link that fits the criteria in the box. The game can last as long or as quick as you want requiring as little as a straight line or as much as a “black out” to win. You can also make the game progressive first requiring a straight line, a square, half board, etc., until it is complete. Links love competitive games so be sure to have a prize at the end of the rainbow.
This a great way to interject a lot of personality and humor into a quick fun game allowing members to learn about each other. It can be done to incorporate the entire body, time permitting or a few can be highlighted each month. Begin by randomly selecting 5 Links to sit on the Truth Panel. The sisters will be responsible for telling two “truths” and one lie about themselves. The body will be responsible for guessing which one is the lie. The statements can be as broad or as simple as they allow. Following their three statements, and the “guess”, the sisters would then share their truths.

For example: “1. I enjoy cooking, I have been married twice, and I am going to Paris in the Spring”. The ultimate goal is to ‘stump the audience” and keep them guess while surprising them with tidbits about their sisters.
Meet My Sister: Meet My Sister is a simple impromptu game.

Randomly assign selected sisters in pairs in your chapter meeting. Charge them with garnering five facts about their secret sister. At appointed times, have the pair introduce each other.

For example Link Opal and Link Candace were “linked”. At the appropriate time the chapter president requests Link Opal to make an introduction. Link Opal would reply, “Good evening, tonight we have among us a very special Link. She attended an HBCU where she met her husband, she enjoys spending time with her grandchildren and vacationing in Las Vegas. She has been a Link for 12 years. Allow me to introduce you to my sister, Link Candace “.

Then it would flip to the reverse.

“Thank you Link Opal, I appreciate that warm greeting. Link sisters did you also know that Link Opal is a master Bid Whist player. She makes a delicious peach cobbler and holds three Bachelor’s degree. She has been a Link since 2004 and her dream vacation is somewhere between the Greek Isles and Monaco”.
The Candy Ice Breaker

1. Get a variety of different types of candy

2. Ask everyone to choose 2 or 3 of their favorite candy from the dish, depending on size of the group

3. Assign each type of candy a particular question

4. Based on the candy they choose, then they have to answer the question associated with that particular candy.

5. The questions can be a variety that you can make up (depending on what you are trying to achieve with the group)

Examples:
Favorite hobby, dream job, dream vacation, most memorable or embarrassing moment, favorite dish, favorite television show, achievements, goals, if you could change your name what would it be & why, favorite place to travel.

Looney Tunes

Taking only a mere 2–3 minutes, allow members to give creative introductions of themselves as a cartoon character. No materials are needed. Everyone introduces themselves to one other person as the cartoon character they would be if they were not who they are and why with the purpose of creating a relaxed atmosphere.

Nature Calls

Nature Calls takes just 1–2 minutes and breaks away from the ordinary way in which we communicate and allowing to do so in a new ways. Each person tells the person next to them what animal they would be if they could be an animal. The receiver can’t talk or write, but must only act and sound as that animal they were told.

Laughter is the best ice breaker of all!!
Allow time for socializing prior to starting the chapter meeting. Planning the meeting agenda to have a few minutes for Link sisters to greet each other contributes to a warm and congenial environment.

Provide time for the chapter’s Courtesy Chair to announce personal news. It’s a good practice to allow the announcements of birth announcements, new grandbabies, deaths, awards and recognitions, graduations, weddings, etc. It helps to share with others care about your news.

Publish and Distribute Chapter Newsletter. The Chapter Newsletter should have pertinent information about the business of the chapter. A newsletter promotes transparency among members which also contributes to an archival contribution.

Have a Friendship Activity Each Month. Strive to make friendship special each month, not just in November. Monthly activities could be very short but designed to give opportunities for Link sisters to interact and bond. The activity in November to celebrate Friendship Month could be more involved but have the same goals.

Table Topics – Table topics keep the conversation rolling. Using current events, cultural awareness questions or even Links happenings, display topics throughout the meeting at various locations. This keeps the lulls from happening as there is always something to talk about. Those who want to share elaborate on the questions. Those who don’t wish to respond ... listen. You will see a quiet table evolve into a fascinating discussion. The subjects are not too deep and extend the keen learning experience that everyone’s having on their life’s journey. Table Topics allow others to appreciate others background and learn from the life experience and views of people who originate from other places and backgrounds.

Remember the golden rule - never discuss politics or religion.
Best Practices for Fostering Friendship in a Chapter

Member Meet Ups. Scheduling opportunities throughout the year for a small group activity helps to build friendships. Activities such as going to the movies, attending church service painting parties, wine sips, etc. held in various parts of the community allow small groups to interact and enjoy each other. A chapter survey will help gauge what chapter members particular interests are and it doesn’t matter how large or small the group is however a minimum of four is recommended. An off the grid activity can be scheduled monthly or bi monthly to engage members. The activity not only encourages bonding, but reveals just how much we do have in common.

Chat & Chew Chat and Chew is an informal dutch lunch for those who can make it at a designated time and place. It’s a great time to get together informally during the work week and also an opportunity to engage new and returning Links into our culture. It allows them to develop new friends within the chapter, ascertain how they are doing, answer questions, and provide assistance when needed. These informal check-in meetings could be planned by the Membership Chair and attended by the new Links, their mentors, Chapter president and chapter officers and any chapter member in general desiring greater engagement.

Use the Links Incorporated Service Delivery Model to define Friendship in the context of your Chapter (6 elements: Situation, Inputs, Outputs, Outcomes, External Factors, Assumptions).

Include Friendship in your Chapter’s Strategic Plan.

Recognize and reward Friendship efforts If your Membership Committee has a budget, you can recognize a “Member of the Month” with a certificate or small token such as a customized mug or perhaps other Link paraphernalia. Hard work and hours donated should be recognized and shown appreciation.

The more you invest in the Links’ Friendship Bank, the more you will get out of it!
Planning Your Chapter Retreat
Planning the Chapter Retreat is often the responsibility of the Chapter Vice President or Membership Chair. Held traditionally prior to September, the retreat serves as a time to reconnect, re-energize and for chapters to strategize for the year. There is a variety of information supplied by various internal Links’ committees to provide a variety of structural ideas that you can incorporate for creating a friendly climate.

Typically, the goal of the retreat is designed for your chapter to step away from the traditional business, committee and programming setting for a structured extended period of time focusing on discussion, dialogue and strategic thinking about the chapter’s future and/or specific issues.

The annual retreat usually includes program planning, team building, strategic planning, problem solving, fund development discussion and friendship building. You want to reach as many sisters as possible so location is of utmost importance to consider the flexibility of your membership to best reach the majority of members, thus assuring high attendance.

Some chapters use a local venue with a conference room setting or where outdoor activities are available while some opt for an out of town experience. The trip, according to chapter leadership, allows the sisters to assemble in a new location and helps facilitates bonding between sisters. Chapters have opted for an overnight retreat including a chapter slumber party and dinner with their spouses/significant others. Most opt for a day long or half day retreat. Typically, retreats last from 9 am - 2 pm and include time for a social activity.

Nevertheless, the Chapter Retreat is an essential part of the planning year that sets the pace for the upcoming service year. The event acclimates new members to the chapter climate, sets the pace for service opportunities, fortifies friendships and provides an early start to service hours!

Most importantly to remember, the Chapter Retreat is not a required Chapter business meeting therefore, votes cannot be made and decisions effecting the chapter as a whole cannot be mandated such as financial assessments, etc..
* Have an agenda
   The agenda should allow flexibility if needed on any given item. Facilitators should be mindful of the clock and not hesitate to keep the retreat moving keeping in mind the art of flexibility as extra discussion may be needed from time to time.

* Providing a comfortable environment sets the tone for a retreat that is fun, and full of enthusiasm.

* Engage sisters through icebreakers to provide opportunities to learn new things about one another.

* Provide Opening Remarks
   The committee chair, president or facilitator should provide opening remarks regarding the retreat. This should include the goals and purpose of the retreat, benefits, the agenda, expectations and logistics.

* Team Building
   Team building is essential in any group effort. Activities will provide a strong foundation for your chapter. This reinforces your “friendship” bond and ultimately provides the best tools for programming.

* Informational Sessions
   If your retreat has decided to include workshops or informational sessions it is important that members are in agreement with the topics being discussed. Remember this is time that we have taken to show extra attention to a given area of interest/concern.

* Note Taker
   Keeping in mind that this is not a chapter meeting, it is not the chapter secretary’s role to take notes or minutes of retreat activities. Requesting a designate note taker for each session and activity will provide important information as you capture the discussions and ideas throughout the retreat. This will be helpful to provide to members unable to attend and information to help.

* Break Out Sessions
   For retreats that are doing program planning and other breakout sessions, make sure you have ample space for designated groups to talk privately. It also allows those who are shyer in larger groups to have a greater opportunity to have a voice.

* Reflection
   As a conclusion to the retreat, you would want to have some form of reflection with the whole group to allow feedback of all the activities. This can be done in many ways, small group discussions, filling out surveys, individual speaking, a bonding ritual or other ways that best fit your Chapter.
Why Do We Incorporate Team Building Exercises?

Team building allows us to utilize different types of interventions with the goal of enhancing social relations and clarifying our members’ roles. These activities frequently assign tasks for participants to solve through collaborative means. Many team building exercises are intended to make visible and address interpersonal problems that affect team functionality—all with a visual, measurable successful outcome.

Team building began as a group process intervention aimed at improving interpersonal relations and social interactions. Over time, this activity has developed to address best practices for achieving results, meeting goals and accomplishing tasks. It refers to the activities in which teams can engage to change their context, composition or team competencies to improve performance. It is distinct from team training, which is also a team-development intervention that is designed to improve team functioning and effectiveness.

The four components of team building include:

- Goal setting: Aligning around goals
- Interpersonal-relationship management: Building effective working relationships
- Role clarification: Reducing team members’ role ambiguity
- Problem solving: Finding solutions to team problems

Team-building activities can be a powerful way to unite a chapter, develop strengths, and address weaknesses—but only if the exercises are planned and carried out strategically. In other words, there has to be a real purpose behind the implementation of the exercise—such as, improving the chapter’s problem-solving or creativity skills—rather than just filling in available time.

The most important step when planning a team-building activity comes at the very beginning: you must start by figuring out what challenges your team faces. Only then can you choose exercises that will be effective in helping them work through these issues.

Spend time thinking about your chapter’s current strengths and weaknesses. Ask yourself these questions to identify the root of any problems:

- Are there conflicts between certain people that are creating divisions within the chapter?
- Do chapter members need to get to know one another?
- Do some members focus on their own success, and harm the group as a result?
- Does poor communication slow the chapter’s progress?
- Do people need to learn how to work together, instead of individually?
- Are some chapter members resistant to change, and does this affect the ability to move forward?
- Do members of the chapter need a boost to their morale?

Once you’ve identified the causes of your team’s issues, you can plan exercises that will address these problems. This will help your team to derive real benefit from the event—and feel that it was worth their while. Included in this document are team building activities that address these issues. Remember that team building is not just for chapter retreats, they can be incorporated at our meetings as well!
Impproving Communication

**BACK-TO-BACK DRAWING**

Divide your chapter into pairs, and have each pair sit on the floor (or in a chair) back to back. Give one person in each pair a picture of a shape, and give the other person a pencil and pad of paper.

Ask the people holding the pictures to give verbal instructions to their partners on how to draw the shape – **without actually telling the partners what the shape is**. After they've finished, ask each pair to compare their original shape with the actual drawing, and consider the following questions:

- How well did the first person describe the shape?
- How well did the second person interpret the instructions?
- Were there problems with both the sending and receiving parts of the communication process?

**SURVIVAL SCENARIO**

This exercise forces your group to communicate and agree to ensure their 'survival.' Tell your chapter that their airplane has just crashed in the ocean. There's a desert island nearby, and there's room on the lifeboat for every person – plus 12 items they'll need to survive on the island. Instruct the team to choose which items they want to take. How do they decide? How do they rank or rate each item?

**TOSs A NAME**

Materials needed 4 tennis balls: Standing in a circle, the lead person with the ball calls someone by name and tosses the ball to them. Example, “Link Linda,” when the other person catches it, they say "thank you Link _______" (the name of the person who threw it to them), and then call upon another person to toss the ball to. After the ball has been tossed for a couple of minutes, start a second ball going at the same time, then a third, and finally a fourth. The purpose of the game is for us to pay attention to each other.

**GOSSIP**

The group sits in a circle and Gossip begins with the facilitator sharing a secret with the person next in the circle. The secret is passed as each person shares it with the next person however each person must only change one word in the secret. In telling the secret, it may not be repeated twice to the same person (so the listener must get it all the first time). When the secret is finally back to the facilitator, it is shared out loud. The facilitator then reads the original, and a comparison is made. The activity shows just how easy one word whether misinterpreted or unclear can change a message and then show the damage that can be done. Thus, emphasizing the importance of clear, concise messages extending from leadership.
Eliminating Stereotypes, Cliques and "Labeling"

**STEREOTYPE PARTY**

This is a fun exercise for a larger group. Write on nametags many different ‘personality types (see the list below), and pin or tape one tag to each person's back. Don't show people which tag is on their back – they'll be able to see everyone else's tag, but not their own. Begin by having the first participant stand with their back to the group and then face everyone. The entire chapter doesn't have to participate though it would be nice. You could have several willing volunteers!

Now, ask each person to figure out which personality type is on his or her back by asking stereotype-based questions of other people – “Am I a man?” “Am I an athlete?” “Am I an entertainer?” and so on.

Allow chapter members to answer only yes or no, and encourage participants to ask questions to as many different people as possible.

Here are some personality types you could consider or make your own!

- Auto mechanic
- Sorority affiliated
- Olympic medalist.
- African American
- Educator
- “Blonde”
- Fast-food restaurant worker
- Link Member
- Postal worker
- HBCU Alumna
- Movie star.
- Fashion Model

**Building Relationships and Cooperation**

**DROP THE BALL TIME**

Materials needed: Golf balls, straws, tape

Divide into random small groups. Each team receives 12 straws and 18 inches of masking tape.

They get ten minutes to build a container that will catch a golf ball dropped from about ten feet.

Each group selects a ‘ball dropper’ — that person stands on a chair, holds a golf ball at eye level. That group places its container on the floor under where it thinks the ball will land. Each group gets three attempts. The group that gets a ball to go in and stay in its container wins.

**Desired outcome:** Teams can use their experiences in the game to overcome working problems and relational issues.
Establishing Group Buy In and Vision

**THE VISION**

Materials needed: Pens, paper.

Each person finishes the sentence, “My vision of a team that works is ____________”

The entire team now creates one statement or visual that represents the total of these vision statements. Desired outcome: The team finds commonality of purpose and is more willing to cooperate.

**VISION COLLAGE**

Materials Needed: A variety of old magazines and catalogues, one poster board per group, glue or stick glue and scissors

Done as a group on one project, participants cut out pictures, words, articles from magazines that reflect their ideal chapter. The theme could be the goals/purpose of the chapter, how the chapter wants to work together, etc. It should have a title. At the conclusion of the exercise, each group should have a spokesman explain their board.

Building Interdependence and Trust

**MIND FIELD**

This is a great exercise if you have a large room or outdoor area. Set up a 'mine field' using chairs, balls, cones, boxes, or any other object that could potentially be an obstacle and trip someone up. Leave enough space between the objects for someone to walk through.

Next, divide your group into pairs. Pay attention to who you match with whom. This is a perfect opportunity to work on relationships, so you might want to put together people who have trust issues with each other. If possible, take the group to another area so they would not have had previous time to study the “course”.

Blindfold one person, the 'mine walker' – this person is not allowed to talk. Ask his or her partner to stay outside the mine field, and give verbal directions, helping the mine walker avoid the obstacles, and reach the other side of the area.

Before you begin, allow partners a few minutes to plan how they'll communicate. Then, make sure there are consequences when people hit an obstacle. For example, perhaps they have to start again from the beginning.
Learning About Each Other

**MY LIFE IN CARDS**

The purpose of this activity is to learn more about the personal backgrounds of chapter meetings in a fun setting. The only supplies you need are a deck of cards — picture/face cards only.

The cards represent different stages of life; i.e. Jack is childhood, Queen is teen years, King is young adult, Ace is now. As each person draws a card, they must tell one story about the period of their life that corresponds to the card. The desired outcome is that chapter members will uncover common interests and opens dialogue.

The Art of Negotiation

**LIFEBOAT GAME**

Discover how emotions effect the success of our negotiations

Divide sisters up equally into several small groups

Give participants a list of 15 people in a yacht to include: A minister, a pregnant woman, President Obama AND his dog (which counts for two people), a renowned educator, a chef, Oprah Winfrey, a male physician, a female physician, architect, a carpenter, Eddie Murphy, a four year old girl, a pharmacist, an able bodied strong ex-convict and an attorney,

THEY HAVE AT LEAST 10 MINUTES

Tell them that the yacht developed a leak and is sinking fast. There is only one lifeboat and it will accommodate only nine people — not one more can fit and there are no more life boats or life jackets. The group must then come to an agreement as to which of 15 people gets to go in the lifeboat and be saved. However, they must also list those they save in order of importance — because if they run out of food and water the ‘less important people’ will have to be dumped overboard. Of course this is often the more difficult job. Remember, the life boat could also land on an island and the nine be forced to live together for eternity!

Make it long enough to get into heated discussion but short enough to be pressed for time.

Each group will then tell everyone what nine people they chose to save in order of importance from 9 to 1.

The discussion afterward should be in depth and include everyone on the team. You can facilitate with questions. Such as … • What problems did you experience? • How did you resolve these issues? • Was it the best way? • How else could you have resolved your differences? • Why did these problems occur in the first place?
What Not to Do in Team Building Exercises

If you were a marathon runner, would you train just a few times a year for your next race? You would run almost every day. Why? Because only through regular, continuous training and exercise would you have a chance at winning.

Team building works on the same principle. In corporate America, most managers plan one or two events per year, and that's it. There's rarely any regular 'training' or follow-up, and this can hold back a chapter's long-term success.

Effective team building needs to happen continuously if you want your chapter to be successful and constantly growing, it needs to be part of the culture.

As part of your chapter’s leadership, aim to incorporate team-building activities into your weekly or monthly routine. This will help everyone address their different issues, and it will give them a chance to have fun, and learn to trust one another – more than just once or twice a year.

Finally, make sure that your team-building exercises aren't competitive. Think about it – competition tends to make one person or team work against another. This probably isn't a good way to build team spirit and unity. More likely, it's a way to divide a group. Plan an event that makes people truly depend on others to succeed, and stay away from competition and 'winning.'
The purpose of the Link Mentee-Mentor relationship is to establish and promote the sisterly relationship from the onset of membership throughout our Links tenure. Mentors come in all shapes and sizes and backgrounds. Mentors in Linkdom are sometimes utilized to guide us through the leadership process and casual relationships, while others take on a more formal role of helping guide our newest members into Linkdom.

For new members, they should be assigned within 1-3 months of their first year of membership. For more established members, they are welcome to self appoint their own mentors or request guidance from chapter leadership on who would be the most appropriate and willing to lead them on their respective path.

**NEW MEMBERS**
Below is a suggested checklist of activities to complete within the first three to six months of membership. The Organizational Effectiveness Committee has found the most successful relationships are established when mentors are assigned during the inductees’ orientation process. This formal relationship is to be a one year commitment that hopefully shifts into a loving friendship for years to come.
CONSIDERATIONS FOR CHOOSING A RIGHT MENTOR:
- Be a chapter member for at least 2 years
- Be an active member of a facet and committee
- Possess a friendly and outgoing nature
- Have a solid knowledge base about Linkdom including Bylaws and Chapter culture
- Displays a teaching and cooperative spirit
- Have available time for the mentee and structured activities
- Belong to a contrasting age group
- Not the inductees sponsor
- Have a common interest or bond (i.e. mothers/professional affiliations, community affiliations)

• It is recommended that there be several facilitated ice breaker activities and opportunities for the members and inductees to interact during the orientation sessions. This makes the pairing more natural.
• It is recommended that the pairing be initiated by the VP of Membership. She may consult with the OE Chair and President before finalizing the pairings.
• Mentor training should be conducted to ensure a consistent experience for new members.

MENTOR RESPONSIBILITIES FOR NEW MEMBERS
- The mentor acquires background information on the mentee (bio, press release, membership application) from the sponsor or VP of Membership.
- The mentor and mentee will exchange contact information.
- The mentor may consider presenting the mentee with a gift at induction.
- The mentor contacts the mentee and plans a time within 30 days of induction to have a meal together for the purpose of bonding and building friendship.
- The mentor sets up a second meeting time to discuss and review chapter responsibilities and general chapter information (June – July). Topics of discussion may include:
  - chapter by-laws
  - facet and standing committee assignment
  - hostess responsibilities
  - chapter financial assessments
  - Links Incorporated conferences

MENTEE RESPONSIBILITIES CHECKLIST
The mentee has a responsibility to learn all she can about her mentor, the chapter history and Linkdom in general.
The mentee is encouraged to:
- Respond to the efforts of the mentor.
- Pursue and inquire about what she does not understand, ask for help and remain flexible.
- Do her best to learn the history of the chapter.
- Engage former members individually to foster friendship.
- Attend all meetings, friendship activities, and events.
- Listen actively and show respect to the mentor.
- Demonstrate patience.
- Participate with positive attitude.
- Works as a team player.
- Keep the door open for advice in a future.

**Aspects of retreat and mentoring information provided by the 2013-2015 Southern Area Organizational Effectiveness Committee**
MOVING FORWARD

The pair intentionally plans activities for fellowship, support and Linkdom education.
** It is the responsibility of the mentor to initiate and maintain regular connection by phone, email, text, twitter, and Facebook outside chapter meetings.
** The mentor plans to meet quarterly during the first year, engaging in friendship and relational activities such as celebrations (i.e. birthdays, promotions etc).
** The mentor initiates a get-together for the connecting and/or heir-o-links in conjunction with the social committee.
** The mentor and mentee may make plans to attend Link meetings together (area, leadership, national assembly).

It is recommended that the chapter hold a mentor/mentee “check in” meeting to make sure the program is working as intended within 120 days of induction. This meeting can also be conducted by conference call.

<table>
<thead>
<tr>
<th>SUGGESTED NEW MEMBER MENTORING ACTIVITIES</th>
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<tbody>
<tr>
<td>Dinner and a movie</td>
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<tr>
<td>Casual lunch date</td>
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<tr>
<td>Group activity with other new members and their mentors</td>
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<tr>
<td>After meeting cocktail or dessert</td>
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<tr>
<td>Attend a play or cultural event</td>
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<tr>
<td>Invite to a special family celebration</td>
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<tr>
<td>i.e. BBQ or holiday dinner</td>
</tr>
<tr>
<td>Plan a special visit together to an alumna or member on leave</td>
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<tr>
<td>Attend a class or lecture together</td>
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MENTORING FOR ESTABLISHED MEMBERS

Mentoring in Linkdom is often thought just to include new members. However our realm of support goes much deeper than that. Whether it be greater guidance in meeting your leadership goals, friendships, professional career or personal life, one need not look any further than within your respective chapter.

It's not just a one way process. Mentoring works for both parties. As an essential leadership skill, it's also important that you can help others learn, grow and become more effective in our organization. A mentoring partnership can be an enriching experience. You can develop your leadership and communication skills as well as contribute toward your own personal advancement.
Mentoring can also give your chapter members a great overall sense of personal satisfaction, knowing that they are helping someone else learn and grow on a professional and personal level.

As Membership Chairs and Chapter leadership, it is your responsibility to be on the look out for those in need of nurturing through a mentor, as some sisters will not always be up to the task of requesting guidance. Sometimes you may even run into a situation when you see a sister struggling and despite offers, they still refuse assistance. That is a job for Organizational Effectiveness! However, when a Link sister desires a Mentor, seek out the most qualified, available Link to assist in helping her reach her full potential.

Education is the key to success and just be sure to let your chapter know their available options within the chapter to maximizing their Link experience!
Keeping Your Chapter Cohesive During the Summer

Just about 99% of Links members look forward to the month of May. Not only is it the time that we celebrate friendship with induction intakes, for many chapters it also symbolizes the last meeting for until September. However, just because we are not meeting as a chapter for business meetings, this does not mean friendship bonds cannot still be encouraged. Yes we all deserve a break from the service and responsibilities of Linkdom, but what a great time to engage with our chapter members “off the grid.” Below are a few tips that can be shared with your chapter to encourage cohesion as members and friends! As Chair of Membership, you and your committee can assist in planning informal gatherings.

Yes, it takes a bit of personal initiative on the member’s part, but to have a friend, you must be a friend!

**STAYING TIGHT TIPS**

1. Calling a Link sister to say hello
2. Informal lunch with fellow facet chairs or committee members for creative planning
3. Sending friendship cards
4. Worshipping at a Link sister’s church
5. Host your chapter’s newest members for dessert
6. Summer potluck
7. Movie Night with the Girls
8. Have a Book Club
9. Cities with sister chapters can begin planning for joint celebrations for Founders Day, Friendship Month or even the holidays.
10. Secret Summer Sister - allows for anonymous surprises throughout the summer.
11. Plan a Spa Day. Discounts can usually be planned for groups.
12. Opportune time to foster mentor/mentee relationships
13. Start a Summer Birthday Club to celebrate another year to celebrate June, July and August babies by engaging in an activity of the honorees choice.