

# Weep

by Tiffinay Aurora

*Maybe one morning sweet,  
like the autumn trees as they  
bid goodbye to their beloved leaves  
& make way for winter's sleep,  
along with all of the promises  
spring has yet to keep,  
I too, will find beauty in the way  
dying things weep."*

## November is National Native Americans Month How Will You Celebrate?



### UPDATES November '22

#### IN THIS ISSUE

TRADITION OR CHANGE.....	2
THANKSGIVING AT PLYMOUTH.....	3
ON THE LIGHTER SIDE.....	4
HOW TO CRUSH THE COMPETITION IN 2023.....	5
MISSED ANY EPISODES OF THE NONPROFIT EXCHANGE?.....	7
CHAKRAKEY ACADEMY PRESENTS: GROW THE LIFE YOU LOVE!.....	9
THE UPFRONT COST OF LEADERSHIP TO CREATE LONG-TERM VALUE.....	12
GRATITUDE PRAYER.....	13
IMPOSTOR SYNDROME - GET OVER YOURSELF.....	16
HUGH'S FAVORITE RECIPES.....	20 & 21



# Tradition vs Change

by Hugh Ballou

I have been traveling around the country, presenting Leadership Empowerment Symposium events all over the US. In many instances, I'm asked what to do when a board, staff, or general members are resistant to change. The phrase, ***"We've never done it that way before!"*** is often repeated.

Change is a fearful thought if other life changes are too stressful. Change is not an option when there is no understanding of the value of the change. Change for the sake of change is a generator of confusion.

However, the only constant in life is that there is change. We are all getting older every day. We change without even trying.

Having said those things about change, understanding history and tradition is essential to the continuity of work within any organization. When working with lay leaders in the church, I find



that many of them are not aware of the denominational traditions and theology that have shaped our worship, our programs, and our work in the community. We are informed by learning about the past. We don't, however, need to live in the past.

It is the leader's duty and delight to observe what's happening and how it happens and to respond thoughtfully by engaging members in conversation about desired results.

Have we defined the desired outcomes from our work and programs, or are we just running on autopilot without thinking about what or why?

continued on page 7

# Thanksgiving at Plymouth

In September 1620, a small ship called the Mayflower left Plymouth, England, carrying 102 passengers—an assortment of religious separatists seeking a new home where they could freely practice their faith and other individuals lured by the promise of prosperity and land ownership in the "New World." After a treacherous and uncomfortable crossing that lasted 66 days, they dropped anchor near the tip of Cape Cod, far north of their intended destination at the mouth of the Hudson River. One month later, the Mayflower crossed Massachusetts Bay, where the Pilgrims, as they are now commonly known, began the work of establishing a village at Plymouth.

Throughout that first brutal winter, most of the colonists remained on board the ship, where they suffered from exposure, scurvy and outbreaks of contagious disease. Only half of the Mayflower's original passengers and crew lived to see their first New England spring. In March, the remaining settlers moved ashore, where they received an astonishing visit from a member of the Abenaki tribe who greeted them in English.

Several days later, he returned with another Native American, Squanto, a member of the Pawtuxet tribe who had been kidnapped by an English sea captain and sold into slavery before escaping to London and returning to his homeland on an exploratory expedition. Squanto taught the Pilgrims, weakened by malnutrition and illness, how to cultivate corn, extract sap from maple trees, catch fish in the rivers and avoid poisonous plants. He also helped the settlers forge an alliance with the Wampanoag, a local tribe, which would endure for more than 50 years and tragically remains one of the sole examples of harmony between European colonists and Native Americans.

In November 1621, after the Pilgrims' first corn harvest proved successful, Governor William Bradford organized a celebratory feast and invited a group of the fledgling colony's Native American allies, including the Wampanoag chief Massasoit.

continued on page 6

## On the Lighter Side



My wife was drinking wine when she suddenly said "I love you!"

Me: *Is that you or the wine talking?*

Her: *It's me talking to the wine.*

*Q: How do the oceans welcome each other?*

A: They wave

*Q: Do you know why ghosts never tell lies?*

A: Because you can see right through them.

*Q: Can a kangaroo jump higher than the Empire State Building?*

A: Of course! The Empire State Building can't jump!

*Q: What did the zero say to the eight?*

A: Nice belt



# *How to Crush the Competition in 2023 - Starting Today*

For what seems forever, I have been able to slow down just a tad with the coming of summer. I'd enjoy some sunshine, some beach time or strolls in the woods, and some time to myself.

Maybe you are lucky like me, or maybe not. Maybe your nose is permanently stuck on the grindstone, and if that's the way you like it, so be it. Who am I to judge?

But let's face the facts. All this "lazy time" can cost us quite a bit we may not immediately come into focus. Being away, or even having our eye off the prize, puts us at a distinct disadvantage against competitors that don't share the same laissez-faire mentality. We might be losing market share, gaining demotivated staff (after all, monkey see, monkey do), or just the business grinds to a halt.

We're already through one-third of the 4th quarter of 2022. New Year is staring us in the face, yet, what are we doing? Hopefully, more than meets the casual observer.

It's time to push the marketing gas pedal to the floor so we can enter that new year with speed, agility, and lust for greatness. There are also Christmas parties and holiday cookies (who doesn't love them). But the critical element that almost slips away are the facts that everyone, your competitors, your suppliers, your stakeholders, and just about every employee's family members fail to realize-the final push of the year means



continued on page 15



# *Give Us This Day Our Daily Bread...*

continued from page 3

Did you know?  
Lobster, seal and  
swans were on  
the Pilgrims'  
menu.



Throughout that first brutal winter, most of the colonists remained on board the ship, where they suffered from exposure, scurvy and outbreaks of contagious disease. Only half of the Mayflower's original passengers and crew lived to see their first New England spring. In March, the remaining settlers moved ashore, where they received an astonishing visit from a member of the Abenaki tribe who greeted them in English.

Several days later, he returned with another Native American, Squanto, a member of the Pawtuxet tribe who had been kidnapped by an English sea captain and sold into slavery before escaping to London and returning to his homeland on an exploratory expedition. Squanto taught the Pilgrims, weakened by malnutrition and illness, how to cultivate corn, extract sap from maple trees, catch fish in the rivers and avoid poisonous plants.

He also helped the settlers forge an alliance with the Wampanoag, a local tribe, which would endure for more than 50 years and tragically remains one of the sole examples of harmony between European colonists and Native Americans.

Image and article taken directly from the [History Channel Online](#)





## Missed Any Episodes?

In Seth Godin's blog post, "Because it has always been this way," he points out that making a change means that we are responsible for the results. I want to point out that if we don't make a change, we are likewise accountable for the results as a leader.

Not making a decision is a choice. Leaders ask good questions and listen carefully to the answers. Here are some questions to ask yourself and your team:

- Are we (Am I) bound by tradition?
- What are the consequences of staying with the status quo?
- What are the different results we desire, and what changes will lead us in the appropriate direction?
- What are the risks on both sides – making a change and not making any change?

Sleep on the answers



### Why and How Congregations Need to Build a Military Ministry

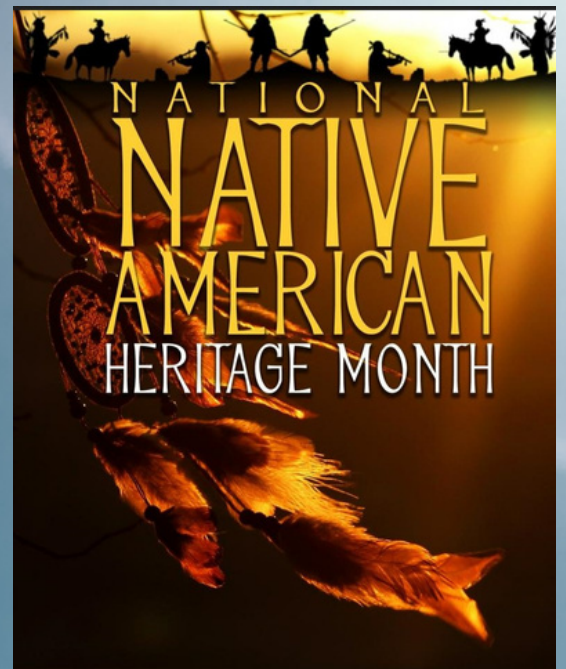
### Why Rotary International Has Provided Four Billion In Grants To Date

### Managing Your Calendar and Your Life with Mark S. A. Smith

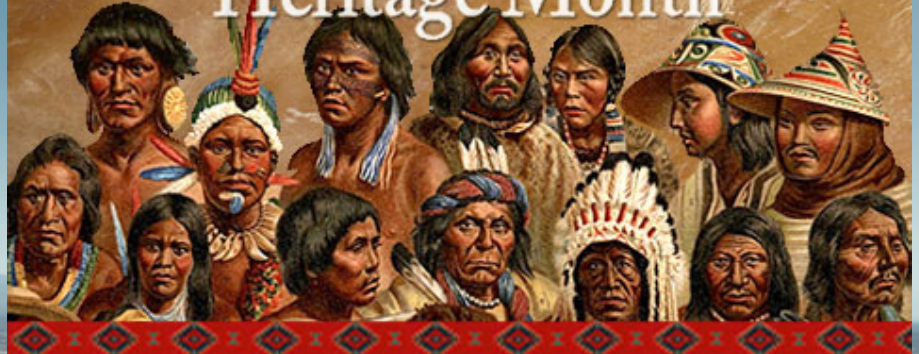
### Why Feminine Leadership is the Future



UPDATES November '22



## National NATIVE AMERICAN Heritage Month



*"Every human has four endowments—  
self awareness, conscience,  
independent will, and creative  
imagination. These give us the  
ultimate human freedom ... The power  
to choose, to respond, to change."*

-STEPHEN COVEY





# ChakraKey Academy Presents:

## ***Grow the Life You Love!*** **12 Steps to Personal Transformation!**

- 1.** Place your hand on your upper heart and say the following three words to yourself. ***I love you.*** Do this to maintain your inner radiance. (Hand placement is critical for this exercise. Rick will show)
- 2.** Affirmations: I am a Divine being, willing to improve my life and well-being as a child of God. Add more affirmations
- 3.** Introduction to ChakraKey and your human spiritual nature.
- 4.** Introduction to the Chakrakey frequencies and your energy body.
- 5.** What the ChakraKey teaches us about our energetic design, what is self, what is not self, and what is the meaning of life?
- 6.** How to embody self-love, self-knowledge, self-realization, self-reflection – looking back – looking forward.
- 7.** Make a list of those you may have caused injury, lied to, withheld information, or taken advantage of for personal benefit.
- 8.** Healing your past, through acknowledging errors in judgment, righting wrongs where possible, making right when possible, turn things you cannot fix over to the light.
- 9.** Access your “Spiritual Superpowers” for healing and recovery.
- 10.** The Universal Laws of Nature. What they are and how to put them to work in your life. The importance of seed planting.
- 11.** Reimagine your life going forward. What does the big picture look like? Goal setting for a life of service, health, and happiness.
- 12.** How to live a life of love, in gratitude during my precious time here on Earth as a child of God.

My life is transformed as I come to understand who I am, why I am here, learn how to access my spiritual powers, and begin to live my life in the Divine flow, sharing my unique gifts, talents, and abilities as I may.



*There is still time for you to contribute to the Year-End Review issue next month. In December's issue we'll repost articles that our contributors have shared with us over the course of 2022. Don't you want to be a part of history?*



***“If opportunity doesn’t knock, build a door.”***

**-MILTON BERLE**

**WORDS OF WISDOM**

***"What you're supposed to do when you don't like a thing is change it. If you can't change it, change the way you think about it. Don't complain."***

**MAYA ANGELOU**



*"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."*

— Dr. Martin Luther King

*"There are no secrets to success. It is the result of preparation, hard work, and learning from failure."*

— Colin Powell

*"The truth is that you always know the right thing to do. The tough part is doing it."*

— General Norman Schwarzkopf

*"An army of sheep led by a lion is better than an army of lions led by a sheep."*

— Alexander the Great

*"Cowards die many times before their deaths; the valiant never taste death but once."*

— William Shakespeare

NOVEMBER 11<sup>th</sup>



**THANK  
YOU  
VETERANS!**





# The Upfront Cost of Leadership to Create Long-Term Value

***"Leadership is a container, which supports healthy growth for people like a garden supports healthy growth for plants. Planting the seeds is just the beginning. Health depends on constant feeding and care."*** – Hugh Ballou

We are leaders because we have a vision and act on that vision. Out of every 100 people who have an idea, only 3 will do something about it. Out of the 3 that act on their vision, less than 10% will succeed. If you are leading a functioning organization, then you are in a very small segment of those who dream. Many people dream and few succeed.

Insuring success comes with a price – that is equipping yourself for success. Define the strategy and develop the skills for implementing that strategy. After all, your vision will not happen if you don't make it happen.

The price, your investment, is risk mitigation, in the viewpoint of an investor. Your investment is creating clarity with careful, strategic, planning and implementation. Very few of us, if any, can do this alone. I teach strategy and leadership implementation. I can't do those things for myself with either of my enterprises – a for-profit or nonprofit. I need specialists in those skills to assist me in gaining objective perspective, to identify my blind spots, and to fill in the gaps in my thinking and awareness.

When I interview potential clients, I typically ask the following questions:

continued on page 15





**Guest Contributor**

## *Gratitude Prayer*

By: Rick Ireton

Mother, Father, God.

Thank you for the gift of knowledge:

- That we might commune in a holy alliance.
- That I might understand my lower nature and put this nature under your Divine influences.
- That I might use my lower forces for creative expression in ways that support a creative evolution of love, life, and beauty.
- That I might use my power valiantly as an expression of love and goodness.
- That I might grow in love as a brother in Divine wisdom
- That I might be a radiant source of joy, love, and light wherever I go.
- That I might live in bliss and unconditional love as my Divine nature
- That I might know the truth, speak the truth, and be a voice of love.
- That I might see the big picture for my life as a creative expression of love.
- That we might co-exist as one in loving communion.
- That all might realize the fullness of their Divine nature and blossom into an ever-expanding creative expression of love, light, and beauty.

Amen

Prayer embraces the totality of who we are, the challenges we face, and our grand human spiritual abilities needed to “Grow the Life We Love” as a family of human spiritual beings.

[For More Information: https://chakrakeyacademy.com/chakrakey-academy/](https://chakrakeyacademy.com/chakrakey-academy/)



# Home for the Holidays?





## UPDATES November '22

We know marketing planning and strategy development should have kicked in way back in July (remember Christmas in July). But there is still time if we burn some midnight oil.

So let's crush our competition next year with some hard work this year. There's just one thing to commit to.

## 6 RULES TO KICK ASS IN LIFE:

1. Know that your only competition is who you were yesterday.
2. Earn, save and invest before you spend.
3. Avoid negative people, life is too short.
4. If you don't go after what you want, you will never get it.
5. See failure as a beginning, not an end.
6. Our habits decide our future.



### ***What does getting up earlier get you? Many things, like...***

1. You can use the extra time to plan for your 2023 goals. Do you want revenue from top-line sales, or can you figure out a new revenue stream to be live by the start of next year?
2. A head-start building your sales pipeline. It may have dried up a bit since you were basking in the sun.
3. Breathing room to fine-tune your marketing: What new marketing messages can be crafted for New Year Kickoff marketing campaigns?
4. Where's that stack of business cards you said all year long that you'd follow up on?
5. Are better automation tools available within our budget to make us more productive and profitable?

Remember to nurture your existing customers, donors, clients, or patients. This is critical. If you are not caring for those you have, why do you think you deserve others to ignore eventually?

Concentrate on creating an activity that generates leads from your existing lists. A referral is one-tenth the cost of a new customer acquisition.

Whatever you do, do this. If you don't have your marketing plan created,  
**GET ON IT NOW!**

The old adage, "time waits for no one" is true as the day is long. It's the one resource that is not recyclable. We all get the same, but some use it and some don't.

Choose wisely.





## ***Impostor Syndrome - Get Over Yourself***

Please know that I am not making light of this malady. I am a recovering impostor myself.

Simply put, those who feel they fall short on just about any level suffer from what is known as the Impostor Syndrome. Let's be honest for a moment, the tiniest percentage of the population of this planet has never experienced the syndrome at one time or another. Dare I say, I'm probably being generous at stating a tiny percentage has not experienced this feeling.

Here's another question that will surely raise a few eyebrows. Why do those experiencing impostor syndrome feel like frauds, losers, unworthy of praise? In every recorded case, by psychotherapists, psychoanalysts, psychologists and the lot of that crowd, there is copious evidence to the contrary.

It's been found that rather than acknowledging their own capabilities, efforts, and diligence to the challenge, they toss off the success to "just lucky, I guess," or minimizing the triumph as unduplicable effort. Still others refer to things as "great timing and lots of help from research," or some other yield response. Such external, transient responses to personal or outward praise and recognition, even their internalized maligned self-evaluation is unhealthy and overly harsh to one's psyche.

### **From Where It Comes**

Childhood pressures to achieve from parents tend to develop over time as academic achievement pressure compounds feeling of perfectionism. As a person matures both physically and mentally, those who pursue their career with gusto often experience impostor syndrome. Feelings of inadequacy, even neurosis can find its way into the self-efficacy examination one goes through in advanced academics, or career aspirations. Competition, even self-imposed also can contribute to the malady.





continued from page 12

1. What is your vision?
2. Identify your competition.
3. What makes you different from the competition?
4. What's the gap between today and the realization of your vision?
5. Do you have a written strategic plan?

**Often, I get the following responses:**

- Lots of unclear, rambling thoughts that are unclear and not specific.
- Lack of knowledge or denial of competition
- A description that could apply to thousands of others.
- Unsure of what's next.
- There's no written plan, but I know what I want. A written plan will limit my creativity. Also, I'm too busy to do this.

**Here's how I reply:**

1. Until you can identify your vision and people can understand why they need you, there's no reason to do anything further.
2. If there's no competition, then there might not be a need.
3. You sound like many others; why do you need to launch (or grow) your initiative?
4. What you don't know will compromise or even block your success.
5. There's no success without a strategy in writing and an integration of that plan with team performance.

If a leader is unwilling to invest in the “upfront cost” of building a solid foundation for the enterprise, then why should they expect to succeed? You can't make a house with a solid foundation and hope it will last for very long. You can't, or shouldn't, attempt to fly a plane without taking flying lessons. And, certainly, you can't launch and grow a successful enterprise without preparation and hard work... much of which comes at the beginning.

The “Upfront Cost” is by far lower than the cost to replace or repair later on. The loss of time, money, and likely in relationships is far greater.

**Why not invest in success?**

Check out my Unbound Leader program to learn the process for success at

<http://TheUnboundLeader.com>



Undue self-laid burdens of excessive pressure to dominate their field, each of their assignments, or being voted most successful (often seeking approval from those that raised them), creates these negative self-image thoughts and beliefs. How Many Affected

It is estimated that as many as 30% of high-achieving executives may suffer from this self-inflicted thought prison. What is remarkable is the fact that as many as 70% of all adults have or will experience impostor syndrome thoughts, feelings and depression as a result of some unknown triggers.

## Getting Over Yourself

Impostor Syndrome is very treatable, as long as the mind is open to change. By focusing on individual achievements and not comparing one's own to someone else's, the "fraud" feelings along with self-loathing, depression, and other negative internal dialogue that is most surely going on inside our minds can finally come under control.

If, after concerted effort to change the way our inner dialogue manifests these feelings, finding a professional versed in this type of mental illness can make great strides in improving a worldly outlook and self-satisfaction.



As was mentioned at the onset of this article, I too am a recovering Impostor. So I take this topic seriously.

I can assure anyone reading this or experiencing these thoughts of "less-than-the-rest" can find a path toward of self-satisfaction, self-worth, and self-love.

To love oneself is the foundation to loving others.

DJ Dunworth





**However you celebrate...**

*Think of all of those less fortunate.  
Find some way to let a little light  
and love find someone else's heart..*

*For God doesn't intend for us to be  
alone, especially on those days that  
hold human significance.*

***Love is the answer.***

## Hugh's Favorite Recipes: Fresh Cranberry Sauce

### RECIPE

Servings: 4-6

Prep Time: 12 Minutes

Total Time: 12 Minutes

### INGREDIENTS

- 1 Glass Dry White Wine
- 1 Bag Fresh Cranberries
- 2/3 Cup Filtered Water
- 2/3 Cup Sugar
- 3 Tbs Maple Syrup
- 2 Oranges Juiced
- 3 Tsp Orange Zest
- 1 Large Apple Sliced into Small Pieces with or without the peel
- 1 Tsp Freshly Grated Cinnamon
- 1 Tsp Freshly Grated Nutmeg
- ½ Tsp Freshly Grated Allspice
- ½ Cup Walnut Pieces
- 2 Tbs Cointreau or Grand Marnier



### DIRECTIONS

1. The best sauce is made a day before and put into the frig for flavors to marry
2. Pour yourself a glass of white wine for drinking while cooking.
3. Pour the cranberries into boiling water and add the sugar to the skillet with sides
4. Add the apple pieces with spices – cinnamon, nutmeg, and allspice
5. Stir constantly until cranberries burst
6. Stir in the maple syrup, orange juice, and walnut pieces
7. Use a potato masher to break down the large pieces if needed
8. Once the sauce thickens remove the sauce from the heat
9. Stir in the liquor
10. Place into a covered glass container and place into the frig for a day to harden
11. Remove and serve in a nice bowl with a garnish of a thin slice of orange peel
12. Pour another glass of white wine and enjoy your Turkey!

### NON-ALCOHOLIC OPTION

Cook using the directions on the cranberry bag but use a little less sugar and add apple slices so add sweetness and natural pectin to thicken the sauce.

**HUGH BALLOU:** [hughballou.com](http://hughballou.com)



Contact Information:  
Address: 3766 Fort Ave, Lynchburg, VA 24501  
Phone: 888-398-0847  
Email: [hugh@synervisionleadership.org](mailto:hugh@synervisionleadership.org)  
We're Open: Monday-Thursday 9 am-5 pm USA  
Eastern Time Zone



## Hugh's Favorite Recipes: Oven Bag Turkey

### RECIPE

Servings: 4

Prep Time: 20 Minutes

Total Time: 3 Hours

### INGREDIENTS

- 1 Glass Dry White Wine
- 1 4-6 Lbs Fresh Turkey
- 2 Stalks of Celery Sliced in 1" Sticks
- 2 Carrots Sliced Sliced in 1" Sticks
- 1 Onion Cut in 1" Pieces
- 6 New Potatoes Cut in Half
- 1 Cup Sherry
- 6 Cloves of Garlic Minced
- ½ Extra Virgin Olive Oil
- 1 Cup Fresh Poultry Herb Mix: Thyme, Rosemary, Sage
- Cloves Garlic Minced
- 1 Tbs Flour
- 1 Large Apple Sliced
- 1 Oven Bag for Cooking Size to Fit Turkey Weight



### DIRECTIONS

1. Pour yourself a glass of white wine to drink while cooking.
2. Heat the Oven to 350°
3. Rinse the Turkey in the Sink and pat dry; remove anything inside
4. Rub the Turkey with the Olive Oil and Inject Generously with Sherry
5. Place the Turkey Upside Down in a Baking Pan inside the bag and coat with flour
6. Add Sliced Veggies inside (apples, celery, carrots, onion, and garlic
7. Tie the Bag and Cut Holes in the Bag for Hot Air to Escape
8. Cook in Oven for 13 minutes per pound until it reaches 180° internally
9. Remove from Oven and Let it Rest for 30 Minutes before Carving
10. Once it's cool enough, remove the veggies from inside and serve.
11. Pour another glass of white wine and enjoy!

### GRAVY

Drain the liquid from the pan and place into skillet. Add butter and cornstarch over medium heat stirring constantly until it thickens. Add "giblets" if desired and serve.

**HUGH BALLOU: [hughballou.com](http://hughballou.com)**



Contact Information:  
Address: 3766 Fort Ave, Lynchburg, VA 24501  
Phone: 888-398-0847  
Email: [hugh@synervisionleadership.org](mailto:hugh@synervisionleadership.org)  
We're Open: Monday-Thursday 9 am-5 pm USA  
Eastern Time Zone