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Integrating strategy into performance with seamless systems and proprietary tools.

SynerVision Leadership Foundation provides a pathway of enlightened engagement for organizations seeking transformation. We assist nonprofits, congregations, and communities seeking ways to serve well and respond to the tide of global change who feel lost, uncertain, battered, and dispirited. These seekers look with dismay at the unproductive previous attempts they have made at organizational change and improvement. Consultants, seminars and books have promised much to these searching communities and delivered little more than reworked methods from times now long past. Indeed, we are in a time when methods and manuals, quick fixes and weekend seminars do not provide lasting transformation.

A banner image for the SynerVision Leadership Foundation website. It features a diverse group of people of various ages and ethnicities standing in a line. They are holding large, colorful letters that spell out the word "COMMUNITY". The letters are in different colors: C (purple), O (blue), M (yellow), M (pink), U (green), N (blue), I (purple), T (orange), Y (green). To the left of the group is the SynerVision logo. Below the group is a navigation bar with links: Home, My Page, Blog, Updates, Photos, Forum, The Nonprofit Exchange, Groups, Courses, Members, Videos, Influencer Content. Below the navigation bar is a blue button with white text that says "Click To Join Our Community - It's Free".

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UPDATES AUGUST '23

A NOTE FROM THE PUBLISHER

It should come as no surprise that a great many things are happening at SynerVision Leadership Foundation. Not only have we been busy working on attracting new members, helping existing ones, and identifying new ways to add value to our membership organization, we're working on something unique.

Although not ready to spill all of the beans, our Board Chair has been working toward a strategic alignment, so to speak, with the C-Suite Network in what very well be named the C-Suite Network Philanthropy Council. With help from our illustrious Founder, Hugh Ballou, and one of our best members, Daniel Hodges, this alignment is pretty close to the future, possibly as soon as October, if not sooner.

This new strategic alliance aims to bolster SynerVision and C-Suite Network communities with a more robust approach to uniting business with nonprofits for mutual benefit.

Nonprofits need the support of businesses to support their missions, and companies certainly need to be more involved with their local communities by "giving back."

What does this have to do with our existing members? The opportunities for networking with new like-minded people are always good. We learn and grow from new influences, not stagnation and routine.

How can you be a part of this expansion? One way is to stand firm in your membership and support this endeavor.

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LEADERSHIP IS COMMITMENT

by Hugh Ballou

Commitment is everything. I decided to begin training for a 5K road race when I was 48 years old(it's been a while). I needed help running from one driveway to the next one. This was a major change in my life. However, I was committed to succeed.

Two years later, I had finished over 50 5K races and was training for a half marathon.

I committed to #1, not to finish last, and #2, to finish without stopping. I accomplished that goal with every race. I am terrible at this. However, running is a discipline in my life that is important. When I run, I feel better, have more energy, and accomplish more daily. Running is also my quiet time to think and work out problems.

Yesterday, while running, I wrote about the connection between running and leadership.

First, you can have a small team to feel like a leader. My simple qualifying points to be considered a leader are as follows:

You are a leader if...

...you get things done

...you know how things get done

...you influence other people

Some thoughts work for running (or any exercise) and leadership.

- Commit to a goal, make a schedule, and follow it
- Follow the plan, even on days when you don't want to
- Starting is the key to finishing, but not the whole answer – you have to finish

- Don't quit – you can make it
- You don't have to be first
- If you keep it up, eventually, you will get a second wind and finish with a flare
- When you finish, the sense of accomplishment will empower your day
- Set your own pace, and don't let others tell you that it's not good
- When I ran my last half marathon, I was almost 65, so I came up with the list below about being an older runner. Being older is no longer an excuse not to try.
- You can tell that you are an older runner when:
 - In the first mile, your body tells you, go home to bed.
 - Your excuse for not being in the race's lead is that being behind the pace car will make you feel "exhausted."
 - In the second mile, your body tells you you should be home in bed.
 - You think you won the race because you ran longer than anyone else.
 - In the sixth mile, your body tells you that you should be home in bed.
 - The race walkers pass you by, saying, "Good job, sir." (sir is the clue)
 - A runner passes by, saying he would run faster, except for the knee transplants.
 - In the eighth mile, your body tells you, why aren't you in bed.
 - Your running doesn't make you live longer – it just makes life seem longer.

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Tu B'Av, the Jewish Day of Love

The 15th day of Av is both an ancient and modern holiday

BY MY JEWISH LEARNING

Tu B'Av, the 15th Day of Av, is both an ancient and modern holiday. Originally a post-biblical day of joy, it served as a matchmaking day for unmarried women in the [Second Temple](#) period (before the fall of Jerusalem in 70 C.E.). Tu B'Av was almost unnoticed in the [Jewish calendar](#) for many centuries, but it has been rejuvenated in recent decades, especially in the modern state of Israel. In its modern incarnation, it is gradually becoming a Hebrew-Jewish [Day of Love](#), slightly resembling [Valentine's Day](#) in English-speaking countries.

There is no way to know exactly how early Tu B'Av began. The first mention of this date is in the [Mishnah](#) (compiled and edited in the end of the second century), where Rabban Shimon ben Gamliel is quoted saying:

There were no better (i.e. happier) days for the people of Israel than the Fifteenth of Av and [Yom Kippur](#) since, on these days, the daughters of Israel/Jerusalem go out dressed in white and dance in the vineyards. What were they saying: Young man, consider whom you choose (to be your wife)? (Ta'anit, Chapter 4)

Origins of the Date

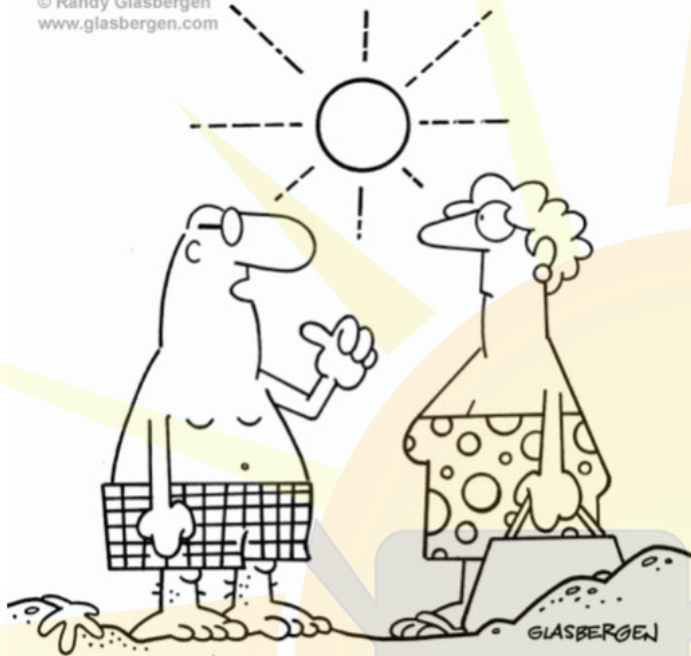
The [Gemara](#) (the later interpretive layer of the [Talmud](#)) attempts to find the origin of this date as a special joyous day, and offers several explanations. One of them is that on this day the Biblical “tribes of Israel were permitted to mingle with each other,” namely: to marry women from other tribes (Talmud, [Ta'anit30b](#)). This explanation is somewhat surprising, since nowhere in the Bible is there a prohibition on “[intermarriage](#)” among the 12 tribes of Israel. This Talmudic source probably is alluding to a story in the book of [Judges \(chapter 21\)](#): After a civil war between the tribe of Benjamin and other Israelite tribes, the tribes vowed not to intermarry with men of the tribe of Benjamin.

It should be noted that Tu B'Av, like several Jewish holidays ([Passover](#), [Sukkot](#), [Tu Bishvat](#)) begins on the night between the 14th and 15th day of the Hebrew month, since this is the night of a full moon in our lunar calendar. Linking the night of a full moon with romance, love, and fertility is not uncommon in ancient cultures.

For almost 19 centuries — between the [destruction of Jerusalem](#) and the re-establishment of Jewish independence in the [State of Israel](#) in 1948 — the only commemoration of Tu B'Av was that the morning prayer service did not include the penitence prayer (Tahanun).



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"I'm finally starting to relax.
Come look at the pie charts
I made in the sand!"

I TOLD you to wear sunscreen.



Tricia's Tidbits®

Q. How do you prevent a
summer cold?

A. Catch it in the winter.

Q. What does Cinderella
wear at the beach?

A. Glass flippers.

Q. Why don't skeletons like
summer?

**A. They have no body to
go to the beach with.**

Q. Have you heard of the
martial artists who fought on
the beach?

**A. They faced off in sand-to-
sand combat.**



Time is the Only Non-Renewable Resource

Time is the only non-renewable resource, so take some time for reflection and contemplation for productivity's sake. Sounds counterintuitive, I know.

"I'll get to it later tonight or tomorrow," I have said to myself more than a few dozen times. Such is the way of nearly every busy person. We cannot get it all done when time is only so many hours and minutes in a day. As far as resources are concerned, productive time is either used or lost.

Time is the great equalizer, the only non-renewable resource on Earth. Everyone gets the same amount on any given day. It's what we do with it that makes winners and losers. As a young adult, I firmly believed in "Mañana thinking. I guess you could say something like - "This morning, I was going to procrastinate, but I put it off until tomorrow." Pathetic. As a mature adult, I've made remarkable changes in thinking, acting, and planning. It didn't happen soon enough; I am sad to admit.

Lately, however, I found myself in a state of contemplation about the future. Each morning I sit quietly, engaged in deep reflection. I ponder my progress on my projects, what I invested my time in the day prior, and what tasks lie ahead to be productive with the day I'm facing.

As my mind wanders, I explore potential additions, tasks I could delegate or eliminate, and areas where I could make necessary changes to enhance outcomes. As a solopreneur, delegation means I have to hire someone; an offshore VA, some part-time college kid, or even if they're from Fiverr. That's okay. My productive

time is more valuable than the few dollars it will that free me up for more important things.

I realize now that the true power of our minds lies in directing thoughts toward specific goals and purposes and updating, modifying, pivoting, or eliminating them regularly.

Engaging in aimless conversations or replaying repetitive thoughts does not constitute genuine contemplation or productivity. Instead, I recognized that our thinking time should be purposefully utilized to propel us closer to our desired outcomes.

Unfortunately, many are trapped in the relentless cycle of earning a living without truly amassing wealth. The struggle is real. But here's the difference between the countless people working all day, then plopping in front of the idiot box with a beer and some pizza. How will generational wealth ever be produced?

Our world is intricately designed to keep us busy. The demands of client meetings, administrative tasks, emails, and phone calls consume most days. Additionally, most carry the weight of responsibilities such as maintaining their spouses' happiness, ensuring the children are nourished, and juggling the countless obligations that come with family life, including soccer games, piano lessons, or that trip to the store.

You may scoff at the idea of having time for yourself. I understand. You are so wrapped in earning a living that you often say to yourself, *"some day I'll rest, but I'll get plenty of rest when I'm dead."*

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Commitment

Everyone shouts your name, cheering you on, and you think it's because you are famous in your old age – until you realize your name is printed on your racing bib.

- It's the cheapest form of entertainment you can think of (after all, I am a Scottish Presbyterian).
- You run because it's your only chance to hear heavy breathing again.
- In the last mile of the race, your body tells you that you should be home in bed.

Many excuses I hear for not trying are dumber than the list above, but people tell them to me as if the reasons make good sense.

What's your reason for not trying?

***"I could never
in a hundred
summers get
tired of this."***

– Susan Branch



Burnout is not
the only problem

The Enneagram and
Transformation

No Kids Sleep on Floors
In Our Town

Curiosity Did Not Kill the Cat

Missed Any Episodes?



“Racism is not dead, but it is on life support – kept alive by politicians, race hustlers and people who get a sense of superiority by denouncing others as ‘racists.’”

- Thomas Sowell

opined in 2012

5 Leadership Mindset Myths

by Hugh Ballou



Our thinking controls our results. All too often, we allow the circumstances to control how we think. We give energy to what we think about. Visualize success and avoid these 5 traps.

The Law of the Lid

Your leadership is like a lid or a ceiling on your organization. Your church or business will not rise beyond the level your leadership allows. That's why, when a corporation or team needs to be fixed, they fire the leader.

– John Maxwell, The 21 Irrefutable Laws of Leadership

Over the past 30+ years of working with leaders, I have observed how often we are all limited by our own thoughts and perceptions. I'm defining these as myths...they are lies that we tell ourselves, which, ultimately limit our effectiveness and overall success.

Leadership is the pathway to profit...in all of the nuances of that word. Our passion gets us off track and gets in the way. Converting that passion to profit is my theme. A large part of that conversation is reframing leadership.

Starting and maintaining a profitable enterprise as an entrepreneur is very difficult, at best. However, research shows that 90% of businesses that fail do so because of the lack of leadership skills.

Fortunately, leadership is a skill many people can learn. In my opinion, however, learning great leadership means that many of us must unlearn most of what we've previously been taught or observed.

Best practice for building and sustaining a profitable business is often a reverse paradigm from the things business schools and prevailing leadership experts teach.

Leadership best practice, from my perspective, requires the same skills a conductor uses to build the high performance cultures we call "ensembles" in the musical world. "Ensembles," in the non-music context, are high-synergy teams. These teams develop only with intentionality of the leader.

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The entrepreneur who operates as a “solopreneur” might not perceive synergistic teams as essential. Wrong! You have a team if you are talking to at least one other person, such as a salesperson, consultant, alliance or venture partner, advisor, or board member. Entrepreneurs need to surround themselves with capable people. It is also essential to learn from other businesses you admire. Being an entrepreneur is a choice to stay out of corporate systems, so why do things the same way as a company you don’t want to work for?

Team effectiveness starts with the leader and branches from there. First, you equip yourself; then, you empower others. With this in mind, here are the 5 top leadership myths that kill entrepreneurial ventures:

1. **I Must Be in Command:** Having been an entrepreneur all my life, I am sure I have made all mistakes possible. I call these mistakes, “learning opportunities.” In one business, my staff presented me with a BOSS card. It was great, until I turned it over to read the meaning on the other side. Translated, BOSS backwards is Double S.O.B.! I did what I had been taught and what I observed in other leaders—be the BOSS and have all the answers. A BOSS is an autocratic leader. It’s about them. It’s a one-way process. Today I know the leader doesn’t necessarily have all the answers—rather, an effective leader has good questions. **Tip:** Be the Transformational Leader who defines the vision, empowers others to fulfill that vision, and coaches others to a higher level of functioning and model what it is you want others to do.
2. **Always be Right:** You don’t know everything, so why claim to be right? Leadership is about defining our personal gaps. Inventory your skills and score them from 1 to 10, with 10 being the highest.

Every skill below 5 should be delegated to leaders on the team. In view of the fact there are gaps in skills, there are most likely gaps in perspective, in knowledge, and in strategy. Being right means others have to be wrong. Focus on developing leaders on teams and coach them on being right. **TIP:** Ditch the ego. Healthy self-esteem means that others get to shine at times and, in the end, the leader gets credit for a healthy organization achieving goals. Listening is a primary leadership skill.

3. **Improper Language or Behavior:** Certainly you are an entrepreneur because you want to do things your way. That’s why you don’t want to work for a major corporation. In doing so, however, it is vital that you don’t repeat the bad habits you observed in traditional corporations. As an entrepreneur, you have the chance to develop a better culture and a better business model than the ones you’ve observed. It requires different thinking. Thinking differently and acting differently doesn’t mean you can do or say what you please without filter. Organizations expect a leader to have high standards. The leader (that’s you) is the person of greatest influence within the business. This means there are consequences to using language and behavior in a manner that is not consistent with the image a leader of this stature represents. A Transformational Leader models what is expected of the rest of team. **Tip:** Set good boundaries and have an accountability partner who will speak the truth to you always, in a context of respect and love.

4. **Pretend to Know What You are Doing Even If You Don’t Know:** Ignorance is bliss – or not! The leader who pretends to know everything becomes a target for others to prove otherwise.

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Genesis 50:17

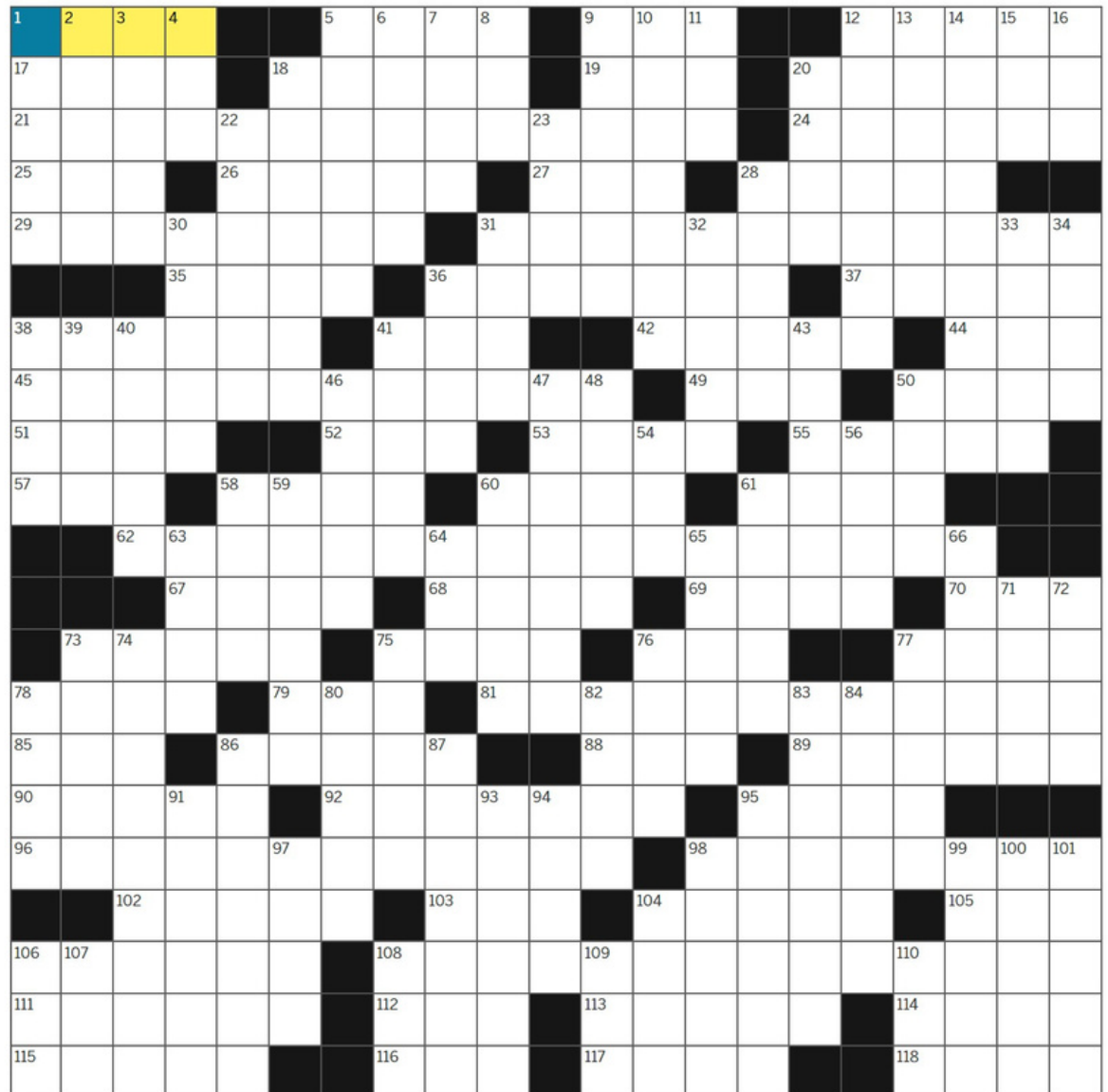
‘Thus you shall say to Joseph, “Please forgive, I beg you, the transgression of your brothers and their sin, for they did you wrong.”’ And now, please forgive the transgression of the servants of the God of your father.” And Joseph wept when they spoke to him.



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LA TIMES JULY 16, 2023 CROSSWORD PUZZLE

1 ACROSS • Paintball garb



L. A. Times, Sun, Jul 16, 2023 - "You Don't Belong Here" by
Zachary Schiff & Shannon Rapp / Ed. Patti Varol

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LA TIMES CLUES

ACROSS

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The Summer's End

© Patricia A Fleming

*The familiar rhythm of the cricket's chirps
Create the soundtrack for each day,
Echoing Summer's end
And that Autumn's on her way.*

*The stifling heat of the summer sun
Is now tempered by the clouds.
Those fluffy, cotton August clouds,
That soft breezes push about.*

*Shadows falling everywhere
As the sun plays peek-a-boo.
Losing her strength with each new day,
A sure sign that Summer is through.*

*As the lazy, care-free summer days,
Reluctantly draw to an end.
Excitement grows for what's ahead,
As school days and the Fall begin.*

*And no matter how the years may pass,
And how old I come to be,
I'll always love this time of year,
As it holds such fond memories*

*Of sitting with my childhood friends,
Recalling all our fun
While running, swimming and riding bikes
Beneath the summer sun.*

*And sharing all our hopes and dreams
As the future stirs us on.
Knowing as we sit on that late, August eve,
Summer's ending, but her memory lives on.*

*But there's also a haunting sadness sometimes
That I feel when those dark shadows fall.
And that my greatest adventures in life
Are just memories, now aroused by those sweet cricket calls.*

*Patricia A Fleming. "The Summer's End." Family Friend Poems, Aug 2018.
<https://www.familyfriendpoems.com/poem/the-summers-end>*

Ode to the End of Summer

by Phillis McGinley

Summer, adieu

Adieu, gregarious season.

Goodbye, 'revoir, farewell.

Now day comes late; now, chillier blows the breeze on

Forsaken beach and boarded-up hotel.

Now wild geese fly together in thin lines

And Tourist Homes take down their lettered signs.

It fades--this green this lavish interval

This time of flowers and fruits,

Of melon ripe along the orchard wall,

Of sun and sails and wrinkled linen suits;

Time when the world seems rather plus than minus

And pollen tickles the allergic sinus.

Now fugitives to farm and shore and highland
Cancel their brief escape.

The Ferris wheel is quiet at Coney Island

And quaintness trades no longer on the Cape;

While meek-eyed parents hasten down the ramps

To greet their offspring, terrible from camps.

Turn up the steam. The year is growing older.

The maple boughs are red.

Summer, farewell. Farewell the sunburnt shoulder

Farewell the peasant kerchief on the head.

Farewell the thunderstorm, complete with lightning,

And the white shoe that ever needeth whitening.

Farewell, vacation friendships, sweet but tenuous

Ditto to slacks and shorts,

Farewell, O strange compulsion to be strenuous

Which sends us forth to death on tennis courts.

Farewel, Mosquito, horror of our nights;

Clambakes, iced tea, and transatlantic flights.

The zinnia withers, mortal as the tulip.

Now from the dripping glass

I'll sip no more the amateur mint julep

Nor dine al fresco on the alien grass;

Nor scale the height nor breast the truculent billow

Nor lay my head on any weekend pillow.

Unstintingly I yield myself to Autumn

And Equinoctial sloth.

I hide my swim suit in the bureau's bottom

Nor fear the fury of the after-moth

Forswearing porch and pool and beetled garden,

My heart shall rest, my arteries shall harden.

Welcome, kind Fall, and every month with "r"
in

Whereto my mind is bent.

Come, sedentary season that I star in,

O fire-lit Winter of my deep content!

Amid the snow, the sleet, the blizzard's raw gust

I shall be cozier than I was in August.

Safe from the picnic sleeps the unlittered dell.

The last Good Humor sounds its final bell

And all is silence.

Summer, farewell, farewell.



How to build an AI-inclusive culture

Employees may be reluctant to embrace AI in the workplace unless leaders plan carefully how to introduce the technology's benefits.

The current business landscape is unpredictable, putting pressure on budgets, resources and ultimately, employees. Using AI to automate processes and improve productivity relieves this pressure. However, deploying it within a business is not just about getting the tech right – that's only half the battle. The other half requires employee buy-in.

As many enterprises can attest to, however, that's not always easy. Unlike established technologies with prior iterations to draw upon, AI is a relatively new and rapidly evolving field. This novelty can make it more difficult for employees to readily embrace AI.

"Humans tend to cling onto information and behaviors that they know, which means they often reject new ways of working or adopting new skills."

"Humans tend to cling onto information and behaviors that they know, which means they often reject new ways of working or adopting new skills," says Danni Haig, Director and Principal Business Psychologist at DH Consulting. "IT and business leaders should be understanding about AI skepticism and have a clear plan in place to address it, otherwise much-needed change is far less likely to happen."

Implementing an AI culture

Rolling out AI across an organization often requires a shift in mindset and a willingness to adapt to new ways of working. According to a recent study by SnapLogic, an overwhelming two-thirds of respondents like the idea of using AI in their role, either currently or in the future. That's great news for digital leaders, however, it's not the full story.



AI as a teammate

According to McKinsey & Co, AI is poised to transform roles and boost performance across functions such as sales and marketing, customer operations and software development. In the process, it could unlock trillions of dollars to the tune of over US\$4.4 trillion annually.

Since most jobs will soon involve AI to some degree, employees need to understand its benefits and how it can change their jobs for the better. If employers fail to communicate this, negative consequences can arise. Not only is it likely talent will become disengaged, potentially leaving their role, but it's likely they'll fail to use AI to its full potential – a triple waste of time, talent and money.





Embracing AI as a team member rather than a threat fosters a culture of collaboration and empowers employees to embrace the opportunities presented by this transformative technology.

The solution could be as simple as thinking of AI as a very junior teammate or intern, rather than a tool. By viewing AI in this way, organizations can leverage its capabilities to problem-solve and analyze information, effectively supporting its more 'senior' human colleagues. In this collaborative approach, employees can take on the role of mentors and coaches, guiding the development of AI systems to reduce errors and enhance their output.

This perspective encourages a symbiotic relationship where AI augments human capabilities and enables employees to focus on higher-level tasks that require creativity, critical thinking and emotional intelligence. Embracing AI as a team member, rather than a threat, fosters a culture of collaboration and empowers employees to embrace the opportunities presented by this transformative technology.

A roadmap to change



Haig believes that business psychology can be used to encourage employees to embrace change and adopt new technologies, processes and team structures. Here, she shares a roadmap all organizations can implement to introduce change

successfully.

Plan and prepare: Communication – and lots of it – are important when taking a business through new processes and innovations. Take your time to build an AI action plan. Don't be scared of over-communicating. Change takes time. Use the ADKAR model as a guide: This well-known psychological model for change is a practical guide to navigate the change experience.

- Awareness of the need for incorporating AI into work systems
- Desire to participate and support the new way of working
- Knowledge of how to incorporate AI into their work
- Ability to implement new processes and technology
- Reinforcement to sustain change, make sure communication around enterprise AI, its benefits and how to implement is frequent

Prime time: Human brains are hardwired to trust and believe things, facts, people and brands they are exposed to more often. They are also impacted by stimuli they experience over time. To enhance trust in enterprise AI, use regular, frequent small stimuli (for example, in emails, yammers, Slack, meetings and mission statements) before, during and after change to increase the inclination to adopt new ways of working.

Don't forget your own team: Just because you work in IT doesn't mean your team won't have concerns of its own. Encourage your team to integrate further with other

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AI inclusive culture

departments within the business to showcase how you can support organizational objectives. When your team understands and celebrates the benefits of AI, the members will be the cheerleaders for the change for everyone else in the business.

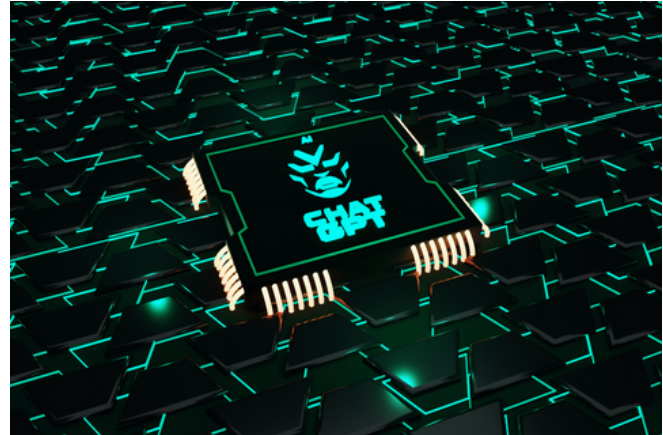
Avoid the anchoring effect and confirmation biases: Human's natural inclination to cling on to familiar information and behaviors often leads to resistance when it comes to embracing new ways of working or acquiring new skills. 'That's what we do here' attitudes can seriously derail change in the workplace. Onboarding leaders to navigate cultural mitigation is, therefore, very important.

Engage and excite: Change doesn't happen without those at the top being involved. Provide engaging workshops for your fellow executives and team leaders to showcase the possibilities and benefits for the organization as a whole. Encourage questions and prepare for any skepticism with understanding and positivity.

Get hands on: Train those who will use the technology, and be patient and understanding when helping those who are fearful of upskilling to see the possibilities of the new technology. Hands-on learning and experimentation are fundamental for embracing new technology. The SnapLogic research shows that almost 20 percent of survey respondents worried that they wouldn't be able to use AI properly. Show them how, and boost their confidence.

Celebrate together: Be sure to communicate your company's technological advancement to everyone, and celebrate the benefits.

AI technologies to know



OpenAI took the world by storm in November 2022, releasing ChatGPT, a revolutionary generative AI chatbot that can write poetry as easily as it can spout out a weekly meal plan and shopping list or help fill out an excel spreadsheet. Since its release, others have raced to release their own version, putting the power of generative AI into the hands of many.

Here are three of the most notable new releases worth checking out.

Murf AI

While AI-generated art and writing are garnering a lot of buzz in the realm of generative AI, Murf AI has come in to give content a verbal glow-up. This technology allows users to make studio-quality voice overs for everything from explainer videos to podcasts and advertisements, simply using text. The hardest part is choosing from the 120-plus voice styles (in 20-plus languages and accents) available on the site.

SnapGPT

SnapLogic has been an early adopter of AI and recently, announced SnapGPT, the first-ever generative AI solution for enterprise applications. By leveraging AI to quickly integrate and automate business processes, using natural language prompts, SnapGPT



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Following the theme of #2 above, leaders should gain not only skills but should work on gaining knowledge as well. An effective leader can merge the group's best thinking and make better decisions based on all available facts. They can reframe the negative energy from disagreement into creative tools for innovative thinking. Tip: Develop skills for framing a goal or stating a problem and allowing the team to create data for decisions. A strong leader always holds authority and uses power wisely, encouraging creative thinking and cross-disciplinary functioning. It's not about you – it's about the vision.

5. **Delegation is a Weakness of Leadership:**

Delegation is a sign of strong leadership. Autocratic leaders become a bottleneck for decisions and processes. When the leader must make all decisions, there is a limit to how much the team or organization can do. The Charismatic or Autocratic Leadership model needs to be more scalable. At the opposite end of the spectrum is Transformational Leadership. Companies are successful under each leadership style, but I favor Transformational Leadership because it is scalable and about the vision. Traits of this leadership style

include clarity of vision, the ability to build and equip leaders on teams, support and encourage others, providing information and coaching, and modeling what you preach. Tip: Become a more serious student of leadership and never stop learning. Transform yourself first and then transform the organization by transforming the culture. Know that changing others in any group's emotional system is accomplished by changing yourself.

Are you ready to go to the next step?

As you study these myths, I suggest you share your personal and organizational goals with at least three people you respect and with whom you have a valued connection. Check with them every 30 days to let them know how things are progressing. Being accountable to others is frightening at first, until you realize that the people you are accountable to are the people who will bring the highest value to you, because they understand where you're going.

But most important of all, for your venture's success, when you hit the leadership lid, raise the ceiling!





the first-ever generative AI solution for enterprise applications. By leveraging AI to quickly integrate and automate business processes, using natural language prompts, SnapGPT enables businesses to achieve rapid results in a snap, accelerating business agility and flexibility in an ever-changing market.

Stable Diffusion

Stable Diffusion is an advanced model that can generate realistic images from text. This not only gives users the creative freedom to produce incredible artwork effortlessly, but it also empowers billions to create stunning visuals within seconds.

This article has been re-published from CEO Magazine and includes all images as well.



"There must be a limit to the mistakes one person can make, and when I get to the end of them, then I'll be through with them. That's a very comforting thought."

-L. M. MONTGOMERY



International day for the remembrance of the slave trade and its abolition



The night of 22 to 23 August 1791, in the western part of the island of Saint Domingue (today Haiti), saw the beginning of the uprising that would play a crucial role in the abolition of the transatlantic slave trade.

International Day for the Remembrance of the Slave Trade and its Abolition is commemorated every year on August 23rd.

The Day intends to inscribe the tragedy of the slave trade in the memory of all peoples. In accordance with the goals of the intercultural project "The Slave Route", it should offer an opportunity for collective consideration of the historic causes, the methods and the consequences of this tragedy, and for an analysis of the interactions to which it has given rise between Africa, Europe, the Americas and the Caribbean. The Director-General of UNESCO invites the Ministers of Culture of all Member States to organize events every year on that date, involving the entire population of their country and in particular young people, educators, artists and intellectuals.

The above information comes directly from the unesco website. For more information please click on the box below.



Images Credit: courtesy of unesco.gov





UPDATES AUGUST '23

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Time

Once again, most people feel they need to be more absorbed in the pursuit of earning a living than devoting any meaningful time to reflection. The abundant distractions make it difficult to find moments of solitude for uninterrupted contemplation. I would like to briefly share a quotation from one of my favorite authors to drive the point home.

“Contemplation is the “second gaze,” through which you see something in its particularity and yet also in a much larger frame.”

— Richard Rohr

However, it is not all bad news and “woe is me.” The good news is that dedicating two hours upfront is optional. You can start with just five minutes. Find a peaceful space, set a timer on your phone, and select one challenge within your business that you wish to tackle, allowing your mind to navigate through potential solutions. Regardless of whether you find a definitive answer, engaging in this practice alone will propel you forward.

If you are unwilling to invest the necessary time to realize your desires in life, it may be worth reevaluating the strength of your determination. Also, allocating specific thinking time at the end of each month to evaluate my plan and compare my productivity is highly beneficial.

On the right side of this page I want to share something with you that that is the opening of a contemplative meditation that can bring about some personal healing, focus, thought-clearing, and purposeful quiet time for reflection and contemplation.

Rev. Dr. Barbara Holmes leads a meditation sit, beginning with words from theologian Douglas Christie. To listen along, click on the image below.

I am suddenly aware of my weariness, my fragility, and my deep uncertainty about what is happening to me and where I am heading in my life. Have I even begun to reckon with the depth of the sadness I carry within me or its sources? I know I have not. But here in this place I begin to realize that I must open myself to these questions, that this is part of why I am here.

The shared silence. The intimacy. The sense of relief that we can let go, at least for a little while, of every inclination to explain or account for what is happening to us. We cannot explain it anyway. Sometimes we can hardly say a word. This life we are living: ineffable. Better to acknowledge this and relinquish the illusion that somehow, somewhere, there are words sufficient to encompass our experience.



Strengthening Nonprofit Donor Retention: Top Three Tactics for Active and Engaged Supporters

Attention Nonprofit Leaders: Before you get your knickers in a bunch, PROFIT is not a dirty word. Call it capital reserve, future campaign funds, or whatever else you wish; your nonprofit is a business. That term is merely a tax liability term. You're nothing more than a business with the privilege of not being liable for taxes if you follow the rules.

A friend and colleague of mine, Jeffrey Fulgham, who happens to be a Certified Fund-Raising Executive with more than 30 + years of experience, said recently, ***"The goal of every small to medium-sized nonprofit should be working toward funding next year's operations by raising the capital this year."***

Nonprofit organizations are crucial in addressing various social, environmental, and humanitarian issues. One of their most significant challenges is retaining donors over the long term. Donor retention is essential for sustainable fundraising efforts and a stable financial base to support their mission.

Let's explore three effective tactics nonprofits can employ to keep donors active and engaged, fostering lasting relationships and continued support.

1. Cultivate Personalized Communication:

Effective donor retention begins with personalized communication. When donors feel valued and appreciated, they are more likely to stay engaged and committed to the cause. Nonprofits can achieve this by implementing the following strategies:

a) Tailored Acknowledgments: Promptly send personalized thank-you notes to donors, acknowledging their contributions and expressing genuine gratitude. Personalization can involve referencing the specific project or campaign their donation supported, making the gesture more meaningful and impactful.

b) Impact Reports: Regularly update donors on the outcomes and impact of their contributions. Provide detailed reports on how their support has contributed to positive change, illustrating the difference they have made in people's lives. Transparency and accountability are significant in keeping donors invested in the organization's work.

c) Storytelling: Share compelling stories of individuals or communities directly affected by the nonprofit's efforts. Humanizing the impact creates an emotional connection between donors and the cause, inspiring them to continue their support.

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d) **Segmenting Donors:** Categorize donors based on their giving history, interests, and engagement levels. This allows nonprofits to tailor communication and engagement strategies specific to each donor segment, enhancing the personalization and relevance of interactions.

2. Foster Meaningful Engagement Opportunities:

Donors are likelier to remain committed when actively engaging with the organization beyond financial contributions. Nonprofits can foster meaningful engagement by implementing the following tactics:

a) **Volunteer Opportunities:** Invite donors to participate in volunteer activities related to the organization's mission. Engaging donors directly in the cause's work allows them to witness firsthand impact and strengthens their emotional connection.

b) **Donor Events:** Host exclusive events or webinars for donors to interact with the organization's leadership, staff, and beneficiaries. These events offer a chance to provide updates on the nonprofit's progress, share success stories, and solicit donor feedback.

c) **Crowdfunding and Matching Campaigns:** Organize crowdfunding campaigns encouraging donors to rally their networks for collective impact. Also, I'd like you to please seek partnerships with corporations or sponsors willing to match donations, which amplifies the effect of individual contributions.

d) **Personal Touchpoints:** Assign dedicated staff members or volunteers to contact donors periodically, offering personalized support and assistance. These touchpoints ensure donors feel valued, fostering a sense of belonging to the nonprofit community.

3. Create a Seamless Donor Experience:


A smooth and seamless donor experience is essential for maintaining their loyalty and commitment. Nonprofits can enhance the donor experience through the following strategies:

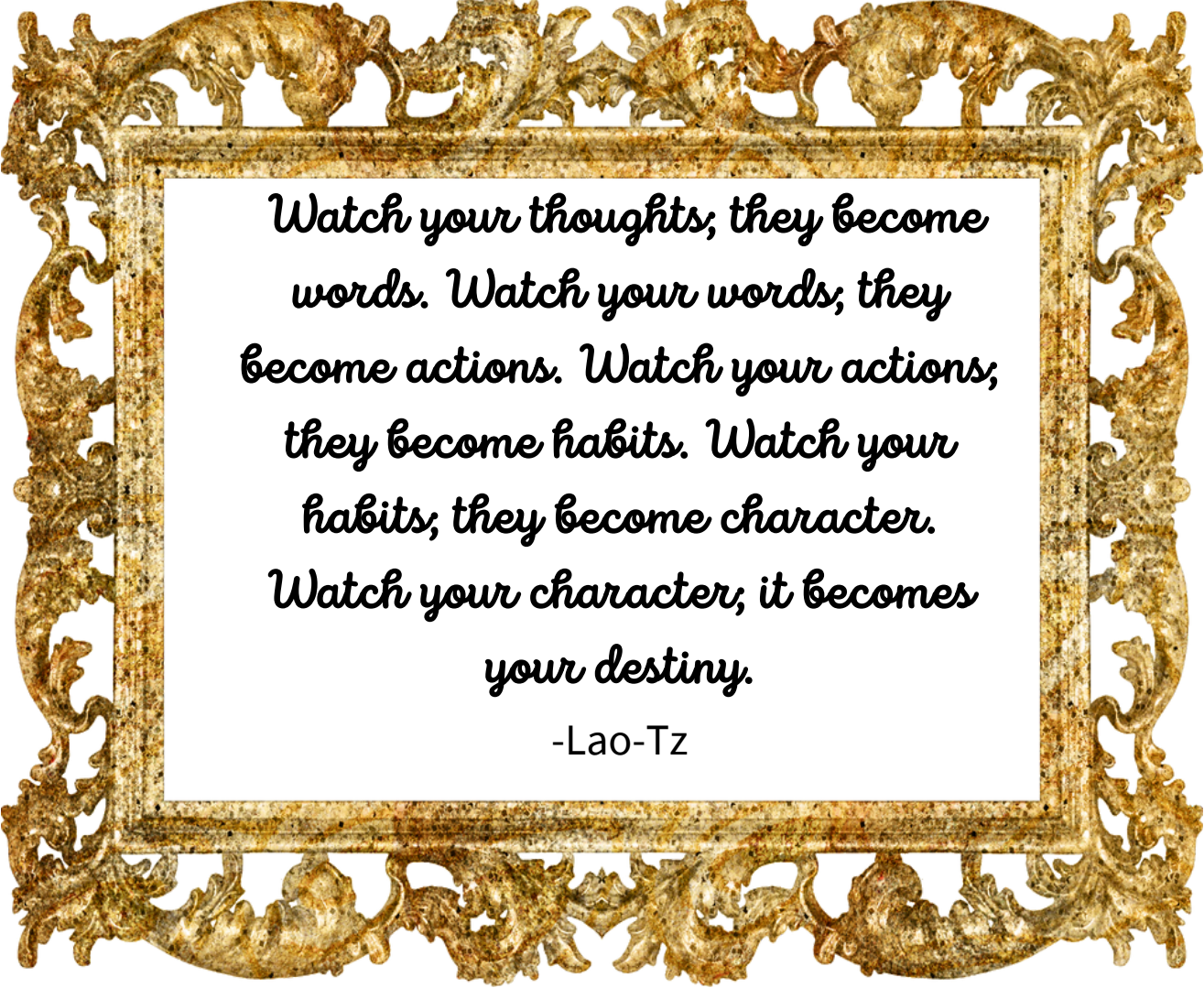
a) **User-Friendly Donation Process:** Simplify the donation process on the organization's website, ensuring it is user-friendly and mobile-responsive. Lengthy or complicated donation forms may discourage potential donors from contributing.

b) **Regular Communication Cadence:** Maintain a consistent communication cadence with donors. Avoid overwhelming them with excessive emails, but also prevent prolonged periods of silence. A well-balanced communication schedule keeps donors informed without feeling inundated.

c) **Donor Feedback Surveys:** Seek feedback from donors to understand their preferences, motivations, and expectations. Conducting surveys demonstrates a commitment to continuous improvement and shows that the organization values donors' opinions.

d) **Donor Loyalty Programs:** To reward donors for their ongoing support, consider implementing loyalty programs. These programs can offer exclusive benefits, such as access to events, early campaign previews, or personalized updates.

Nonprofit donor retention is critical to sustaining an organization's impact and mission. Donors can build lasting relationships with their supporters by cultivating personalized communication, fostering meaningful engagement, and creating a seamless donor experience. Implementing these tactics will retain donors and inspire increased engagement and support, enabling nonprofits to continue making a positive difference in the world. 



*Watch your thoughts, they become
words. Watch your words, they
become actions. Watch your actions,
they become habits. Watch your
habits, they become character.
Watch your character, it becomes
your destiny.*

-Lao-Tz

KEEPING THE REVENUE BUCKET FULL THROUGH RETENTION



When I was a club manager, I remember acquiring new Members was my main priority. Or so I thought it was my number one responsibility. In my world, Members are customers who not only pay for the right to walk in the door, but if you make a mistake, they still come back the next day. In the rest of the world, distraught customers never return but speak ill of you and your organization across town.

Maintaining a full Member Roster is paramount for a club's survival. Focusing on new ones is counterproductive to growth if you continually replace those who quit. Treating Members like Kings and Queens to be raving fans is equally, if not more, important.

It's the same in every business, including nonprofits. Growth and sustainability go hand in hand with retention.

Keeping those involved with your organization is paramount to long-term sustainability and capacity building. To think otherwise is naïve.

Naïve is how you could describe me in my early club management days. I was in the military managing Officer's Clubs. My knowledge was limited then because I looked at the new initiation fees and growth in the dues, but I ignored a simple truth. We were keeping those happy who were already contributing to our profitability; it cost very little, while new Member acquisition was ten times more expensive.

Once I got my thinking straight (I pulled my head out of...) and developed a comprehensive Member Retention process, the clubs prospered.

But that was then; this is now. Donor acquisition is paramount for supporting the mission's objectives. The same thing goes for liturgical organizations. Houses of worship typically have a small gathering of key supporters. They're more or less donors in their own right.

But nonprofits function differently than the typical small business.

Like the title's image, it doesn't matter how much revenue you bring in; what's the point if it is draining out of your accounts? The holes in your donor retention program need equal attention, lest you run empty.

If donor revenues cannot exceed attrition and fail to measure up to the attrition, you stay on the hamster wheel of chasing the next donor. There's a psychology behind retaining donors and supporters. People want to feel of value. They hope their donations and support are put to good use, and therefore are owed some recognition and be kept up to date.

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We all know that the value of a loyal donor far exceeds that of a new acquisition. If a supporter remains loyal for an extended period, it is easy to calculate Donor LifeTime Value (DLTV). A simple formula is to find the average revenues from supporters divided by the average number of supporters. Do the same thing with the acquisition cost for the average price of one supporter. Multiply the difference by the average length of time of their loyalty. That's DLTV.

Now you know what it takes to acquire a new donor or financial supporter. Each time you lose one, you must spend so much to find a new one.

Imagine having donors and supporters that stay with you year after year with ever-increasing contributions. That's Nirvana, yes? But it's not real life. People pass away, move, or become disinterested. It's up to you and your entire team to make that a happenstance of regularity.

Service and consistent communications are typically the areas of focus for a business to ensure the satisfaction of its stakeholders. Nonprofits and clergy are no different. You'll need to view your activity as a business. Tax status is the ONLY difference.

We also know that leaving it to only a single department or, worse, a single admin person. Doing so is short-sighted and foolish.

While it is hard to control what a disgruntled employee, hacker, or even a donor or supporter might espouse on social media, or just their friends and associates, a solution is far from your control.

Everyone on the team should be involved with donor, supporter, and even volunteer satisfaction. Of course, it's easy to say and not so easy to do with any surety.

No one likes to be ignored, or taken for granted. Yet many a nonprofit is forever chasing new

Make Supporters Sticky



donors, or having to rustle up volunteers. That's because they have not met their emotional needs. Follow along with me for a moment.

It was more than likely an emotional decision to donate or support your organization because they benefited from the decision to do so. It made them feel part of a hopeful solution to the mission you address. That emotional feeling has to be reinforced. Make them stick with you.

People need a sense of belonging, and the act of supporting was their first step toward self-fulfillment in doing a good deed. But that feeling is fleeting, and in order to continue to engage them is to address their emotional, psychological and physical needs of doing good. Why would anyone knowingly deprive anyone of feeling good about themselves?

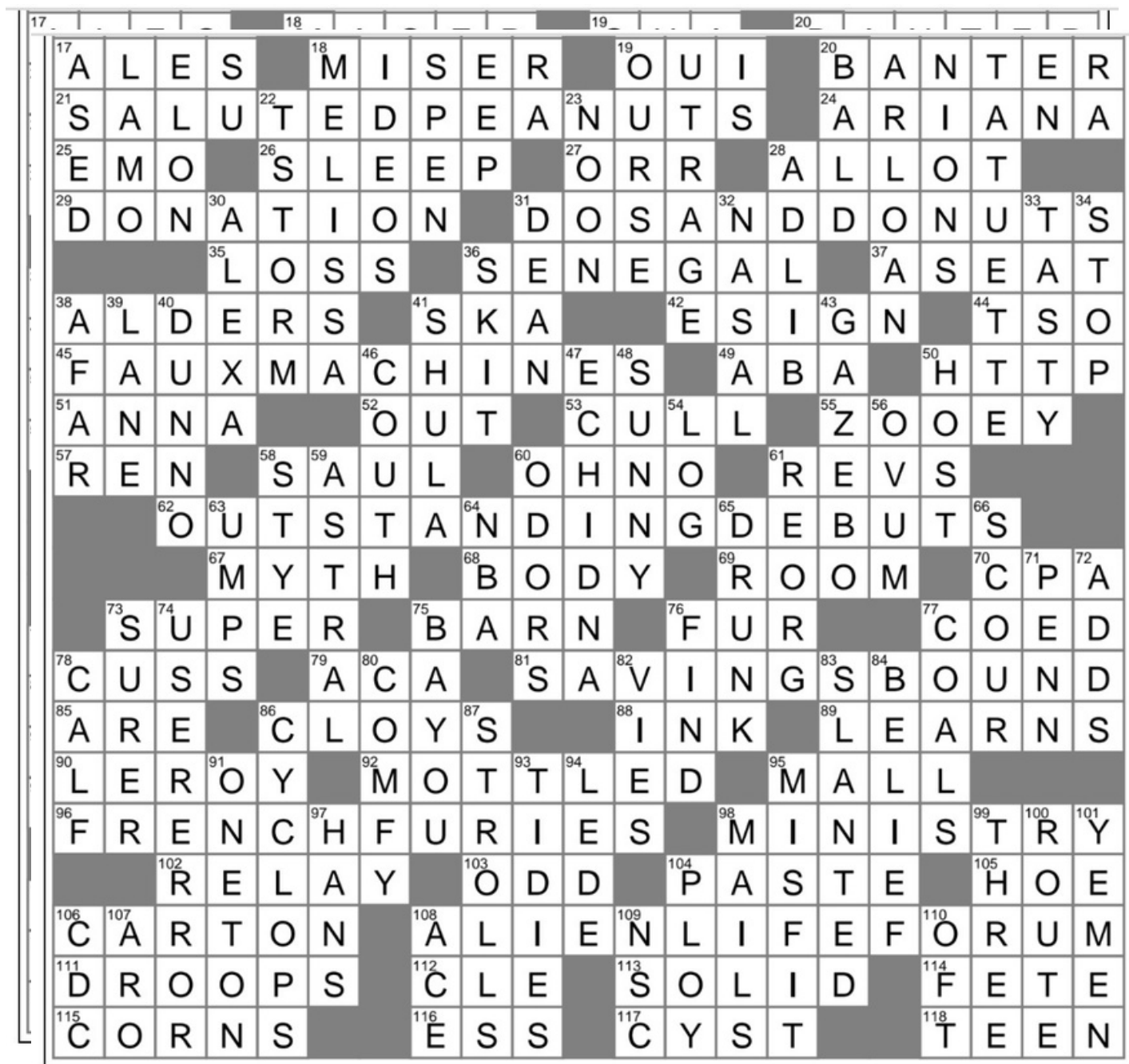
Our friend Jeffrey Fulgham pointed out to the group that ***"one of the most important things is to thank each donor by a hand-written note immediately after receiving a donation. Even if it was a single dollar, thank them in writing."***

It's so true. In this age of personalized marketing, how can we take donors for granted? But nonprofits do it day-in, day-out. You're never too busy to continue to reinforce relationships.



UPDATES AUGUST '23

LA TIMES CROSSWORD COMPLETED



Constructed by: Zachary Schiff & Shannon Rapp

Edited by: Patti Varol

Today's Theme: You Don't Belong Here

Hugh's Favorite Recipes: Flat Iron Steak in Cast Iron

RECIPE

Servings: 2

Prep Time: 60 minutes

Total Time: 70 minutes

INGREDIENTS

- **1 lb Flat Iron Steak**
- **Salt and Pepper**
- **Garlic Powder**
- **Fresh Rosemary**
- **3 tbs Olive Oil**
- **•12" Cast Iron Skillet**
- **Glass Dry Red Wine of Choice**



DIRECTIONS

- 1. Pour yourself a glass of dry red wine to drink while cooking**
- 2. Take the steak out of the refrigerator and blot dry with a paper towel**
- 3. Coat both sides of the steak with the Extra Virgin Olive oil**
- 4. Salt both sides thoroughly with coarse kosher salt**
- 5. Add freshly ground black pepper to the salt**
- 6. Allow the steak to marinate for 30-60 minutes and get up to room temperature**
- 7. Heat the cast iron skillet over medium heat**
- 8. Spray the skillet with olive oil spray that has lecithin to prevent sticking**
- 9. Place the steak in the hot skillet and listen to it sizzle cook for 4 minutes**
- 10. Flip the steak and cook for another 4 minutes until it reaches 135°**
- 11. This will give you a medium rare steak – add or subtract a minute if desired**
- 12. Remove the steak from the skillet and let it rest on a wooden cutting board**
- 13. After 10 minutes, cut the steak on the diagonal against the grain**
- 14. Serve with roasted asparagus and baked potato with sour cream and chives**

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



CREATING A WIN-WIN-WIN FOR ALL STAKEHOLDERS



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