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Growing Your Organization and Avoiding Burnout

Intro – You’re not alone! How many of us are tired, stressed, frustrated? Pretty much every day I say the emotional spectrum stretches from thrilling and terrifying!! Every single one of us is experiencing this.

Some of us are like:

Goldilocks – I’m gonna do this on my OWN and MY way!

Cinderella – I’m going to work my butt off and let others trample all over me and just hope that someday someone will come and rescue me.

Moana – I’m a courageous, problem-solver.

Alladin – I just keep stumbling along and don’t realize my strengths or abilities.

Snow White – I’m a team builder and I play to each members’ strengths.

Who are you? Perhaps a combo!

Discuss some principles to help us grow – while not blowing up our organization or ourselves in the process.

1. Strengthen the Core – like a tree that needs good roots, your core people are essential to being a foundation for the entire organization.

- a. Typically there are about 5-6 core – passionate, committed, believers who are willing to take action
- b. FEED them – just like you feed your roots
 - i. Thank you’s go a long way
 - ii. Be respectful of their lives
 - iii. Meet their needs – recognition, opportunity, being “heard”, rest periods
 - iv. Do NOT take them for granted – always ask them and reassess how they’re doing – LISTEN to them.
 - v. Stay POSITIVE:

c. Merrilee
Since you are preparing a session on avoiding burnout, I want to mention something that affects me, drags me down and discouraged me from action.

Posts, way too many, that describe or expose in detail porn, obscenity, negativity in our work. Perhaps some is necessary to explain our outrage, but PCHC is the choir. I think we can all agree that it’s bad, really bad, disgusting, dark, and harmful. We know this.

I often just don’t read posts like these, if the writer isn’t looking for a solution. But, what are we doing about it? It’s just not edifying and definitely not building up the PCHC.

I get excited and energized when I hear how someone professionally exposed it, stopped it, protected children from it, called it what it is. Strategies and successes energize me. Knowing that my actions are meaningful and purposeful motivate me to press on.

Maybe others get overwhelmed too by seeing the

posts, get discouraged too, and begin to feel helpless against it. I have had members tell me they can't take it any more.

We also don't want to glorify sin and debauchery. Nor do we want to provide free publicity to our opponents.

We need more positives in our reporting on the emails so that members have hope and want to work. We need to use good PR with ourselves.

I would appreciate all of your thoughts.

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2. Build your base – branches on the tree
 - a. Many options to recruit people and build your base – big event, email blast, social media campaign – these DO NOT work well.
 - b. Building your base is PERSONAL – one on one or small groups.
 - c. Key is to touch their values – get them off the couch
 - d. Make it worth it – inspire them to motivate them
 - e. Be respectful of their time – responsiveness? I prefer w/in 24 hours. Others have 2-day rule.
 - i. Be aware of their timezone!
 - ii. Can use text, etc. to arrange meeting
 - iii. Do NOT use “Reply All” generally – even good stuff!
 - f. Celebrate – celebrate – CELEBRATE your victories small or large (i.e. Cake & ice cream gatherings to photos of the team at a fun event)

3. Tap into the volunteers and interns – the fruit
 - a. Volunteers = willing hearts
 - i. ASK, ask, ask, ask
 - ii. Tailor your ask to THEM
 - iii. Make it worthwhile
 - iv. Build on your requests – start small = success, build from there
 - b. Interns – need experience
 - i. Find them – where?
 - ii. Check requirements
 - iii. Offer options
 - iv. Assign with CLARITY
 - v. Follow-up – set up regular tracking
 - vi. Accountability
 - vii. Build in rest periods in advance and articulate the dates of the rest periods in advance (i.e. holiday, Holy Week services, summer vacations, etc.)
4. Tap into resources – supports
 - a. People = experts, plus volunteers/interns
 - b. Facilities
 - c. Skills – IT, marketing, social media, event planning
 - d. Management tools: Google drives, Google groups, PM software (Asana, Truella)
 - e. ASK for specific resources
 - f. SHARE resources and praise the people who contributed their time, talents, and energy with other volunteers
5. Delegate, delegate – dance to the music! – share the fruit!

- a. Pray and ask Almighty God to bless you, your teammates, and your work (parable of talents)
- b. Be clear on expectations & limits
 - i. Ask “How can I help?”
- c. Regularly reevaluate your involvement
- d. Be willing to say no . . . and yes!
- e. Identify and mentor co-leaders
- f. Take care of yourself – what is that for you? Read good book, eat out, see movie, take a walk – Oxygen to yourself first! You do no good when you allow yourself to fry. (Fried citizens are not leaders)

Grow TOGETHER