

Grand Officer Leadership 2020-2021 Grand Year

Friday, August 7

The event opened with a game. Girls were to share a Fun Fact that others would not know about them. It was done in age order.

1. Rylee – when I start a project, I like to think of every situation that could happen and come up with a solution for all situations.
2. Tyrnn – not in attendance.
3. Ari – I have two jobs and am a full-time student and participate in Rainbow.
4. Savannah – I enjoy learning about psychology.
5. Drea – I will be joining the Air Force ROTC at my University.
6. Lily C – I have never been stung by a bee and have never had cavity.
7. Kylee – I am a proud Aunt
8. Lexi – I love pink.
9. Mandee – I switched my major to become a vet and am going to UNR this year.
10. Lily I. – I am into technology and will be going to school for electrical engineering.
11. Megan – I want to be meteorologist.
12. Natalie – I want to work in Child Protective Services.
13. Nina – I'm an open book. I work at the Grocery Outlet as produce lead.
14. Valerie – not in attendance.
15. Cadence – I spent 4 years playing cello and I have two more years playing in the orchestra at my school.
16. Belen – I like photography and I want a pet duck.
17. Carmina – I want to be a US Senator and then be Secretary of State.

Mrs. Haartz discussed what this weekend will look like. The adults' job is to take notes, ask probing questions and not place judgements. Girls need to be open and not just with fellow grand officers. This event is completely different than what we have done in the past. It's a unique opportunity to hold leadership before appointments. We are all equal and on same level. Only 17 girls applied for an office this year. This means that no girls will serve as just Grand Representatives and there will be no Grand Flag Bearers. Some Grand Offices won't be filled. Don't speculate on what everyone will be. You are the team and you all have important roles to play. Lead your team and set a good example for our State.

When reading Grand Officer applications, I learned that many of you are serving as Line Officers in your own Assembly or as a Lend-A-Line in another assembly. You all have a lot to do in your own Assembly. Our Grand Family will be small for a few years because we are not generating new potential Grand Officers. Considering this, how can we work differently? What are your goals personally and as a team? What will this group accomplish? We don't want you to feel like being a Grand Officer is too much work, and we don't want you to choose between your Assembly and being a Grand Officer. What matters is what we do now.

I would like everyone to everyone to answer questions and respond to ideas. We need open and honest communication. Our ground rules are to be respectful and thoughtful but honest.

Team vs. Family?

This year we need to work together like a team; every member must participate. Everyone has something to contribute. We will call ourselves the Grand Officer Team. Team is a verb. We all come

together for a common goal. We all have something to contribute and that will help us be successful as a team.

Game time! The girls each asked one thing they wanted to know about one other Grand Officer.

Cadence asked Megan, what your favorite animal and why?

Lily I asked Belen, where do you see yourself in 5 years?

Lexi asked Lily C, what is your prescription for your glasses?

Natalie asked Mandee, what was your favorite movie growing up?

Rylee asked Natalie, have you picked up any new hobbies during quarantine and if not, what do you do with your time?

Carmina asked Drea, what is your favorite type of music and song?

Nina asked Kylee, where do you want to be in 2 years?

Drea asked Lily I, if you could travel out of the United States once, where would you go and why?

Lily C asked Mandee, are you back in Vegas yet?

Savannah asked Ari, what is your favorite Disney character and why?

Belen asked Rylee, do you have any tips for me regarding taking the Theater Tech path at Damonte High?

Megan asked Rylee, what is your favorite part of being a Grand Officer?

Mandee asked Lexi, are you taking any pets with you to college?

Kylee asked Cadence, what is your dream job?

Ari asked Lexi, if you could live in any fictional universe (book, tv, movie) what would it be?

Mrs. Haartz asked the girls to share the one thing they want to accomplish during this year and why? This could be an individual or team goal.

- Mandee wants to continue to increase membership.
- Kylee want to go up a level of proficiency.
- Savannah wants to work on memorizing the Installing Officer part.
- Natalie wants to learn about being a Grand Officer and support the Grand Team.
- Drea wants to work on memorization and move up a level in proficiency.
- Lexi wants the Grandies to change the shoe dress code.
- Ari want to focus on retention and keeping younger girls more interested.
- Megan wants to get younger girls more interested in Rainbow.
- Rylee wants to exceed expectations for wherever she is placed and raise the bar.
- Nina wants to increase membership within her assembly.
- Carmina want to get her representative report word perfect and help re-engage girls after quarantine is over.
- Belen wants to continue working on public speaking skills because she still gets nervous.
- Cadence wants to show other girls how awesome being a Grandie to get more girls to be grand officers.
- Lily I. wants to gain more self-confidence.
- Lily C. wants to work on Grandie relationships and connecting with the team.

Anyone have 2nd goal? No response.

Mrs. Haartz asked the girls to share one thing they would change about being a Grand Officer and why?

- Savannah wants everyone to be more positive and see the bright side.
- Cadence wants to have more fun because girls think it is just work and responsibilities.
- Lily I. want to see trailers more involved at Grand Assembly so they will be excited about being a trailer.
- Lexi wants to invite all girls to join in protest.
- Ari wants to see girls more connected with each other, no clicks so that everyone can be together.
- Rylee wants to see non-Grand Officers be on the installing team. That would take some of the work off Grand Officers.
- Natalie wants to see trailers being involved in other things.
- Carmina wants to change the mentality of girls always thinking about next grand officer appointment.
- Lily C wants to see Assemblies do one state fundraiser rather than have the Grand Bow each doing one state fundraiser.
- Mandee wants to reduce the pressure we put on ourselves.
- Drea wants to see trailers more engaged and having the Grand Officers get together as a group for fun.
- Kylee want to see the mindset of “don’t want to do this or do that” change.
- Megan wants to see the view/opinion of Grand Officers being stuck up change.
- Nina wants to have more fun with less stress and pressure.
- Belen wants to see some leniency on clothing guidelines and hair restrictions.

From the items raised in the question above the following topics were discussed more in detail:

1. Shoes - The girls agreed to white canvas shoes of their choice for Grand Assembly and during the year, any coordinating color of shoes can be worn under long dresses. The girls would like to have vans allowed for everyone at all times. Mrs. Haartz said decisions regarding all member dress codes should be reviewed by the Jr. GEC.
2. More fun and less pressure - The girls want to get together more often socially as group. For now, it can be via zoom. The girls would like to see tasks split up so that no one person is responsible for everything and more collaboration can happen. Rylee doesn’t feel like there is too much pressure and everything is already spread.

Mandee would like to see statewide goals set as a team and team driven.

Drea would like to establish a support system to reinforce the idea everyone is here for each other. Rylee thinks we need to communicate more. Carmina said we should promise each other here and now to help and communicate with one another.

It was suggested the GO’s meet on zoom monthly as a team to help each other and socialize. The girls all liked the idea.

3. Being more positive as a GO – We need to be proud and honored to be a Grand Officer and we need to show pride in the girls in our state. We should be positive about whatever office we get and not think bad or negative about it. Cadence suggested that spirit gear would show pride and enthusiasm about being GO and your office. Someone suggested new grand officer announcements be done in random order to show not one office is ‘higher’ than another. Hold girls and adults accountable to each other.

4. Connecting and avoiding clicks – How can we accomplish this? Suggestion made to have a personal goal to meet a non-Grand Officer and eat with them during statewide events. GOs should attend other assembly events to meet and get to know other girls. Maybe we could have random seating at official visits? Girls decided they would like to start OV's in the usual manner and order of offices then after closing everyone (GO's and girls in the audience) sit with different people (GO's sit with non-GO's). Have all girls reorganize together at that point so younger mix in too.

5. Trailers – Trailers are retention of members. If they had something to do at Grand that would get them excited to attend Grand Assembly. Natalie said that being a trailer kept her interested in being active in Rainbow.

Saturday, August 8

Opened with question and answers from yesterday's game.

Mrs. Haartz asked we remember the ground rules today are the same as yesterday.

Today we will discuss what the role of a NV Grand Officer should be. What do you think your role should be? What should the role be at a State level? What should the role be in a local assembly?

Mrs. Haartz went over evolution of GO responsibilities.

What do you think the role/expectations for GO should be? Service? Proficiency? Membership? Attendance?

- Lexie said we should be leaders and friends to younger girls.
- Nina said we should attend more membership activities and local assembly membership activities.
- Belen said we should make every girl feel included.
- Cadence said we should be earning 96 hours service per year.
- Lily I said we should be someone the younger girls look up to.
- Mandee said we should support our own assembly and other assemblies around us.
- Megan said we should be someone younger girls go to for help.
- Natalie said we should be role models to younger girls.
- Kylee said we should set a good example for ritual work to younger girls.
- Carmina said we should show off the best parts of rainbow.
- Savannah said we should increase one level of proficiency each year.
- Drea said we should be on time/early to all events.
- Ari said we should go to more event other than just mandatory events.
- Lily C said we should go into new grand office with nonjudgement mindset.
- Rylee said we should look put together to exert confidence.

From the items raised in the question above the following topics were discussed more in detail:

1. What is the expectation of being a leader and being supportive? How do you prove you met that expectation? Carmina said we show leadership by standing up and doing something, and showing optimism (lead by example, create opportunities to show leadership). Mandee said we need to listen to younger girls also. Rylee said that in our own assembly (and others) we can

make sure people understand they can come to you and ask for help. Being open with people. Natalie offered that sometimes it's hard to know when to ask for help. Belen said we could support events more. Cadence said we should contact other girls. Lily said we could show support of members activities which are outside of Rainbow. Drea said we could invite others out to do things together. Kylee offered we text and check in with girls.

2. Is it the GO's role to model and share what you are working on and get input from your assembly? Lily C. said we should show and share and get input. Ari agreed because getting input makes everyone feel included and would increase membership.
3. Being an example ritualistic performance and proficiency. Is it reasonable to have GO's increase proficiency by one level each year? Nina said yes, we should already have most of it memorized and it would encourage others to improve as well.

Mrs. Haartz said last year everyone agreed at Leadership to go up one. How many actually did? The question was raised as to whether obtaining one level of proficiency should be a requirement to be a Grand Officer. Rylee thought yes, and 1st level. Savannah thought 2nd level also should be a requirement. Rylee reminded us that not all girls have an opportunity at the Assembly level to be bow stations. Carmina thought we should not have too many requirements as this would further reduce the pool of girls that could apply...thins down field. Level one is reasonable though. Lily C agree with Carmina, but more pressure isn't good to encourage.

Mrs. Haartz wondered if being an example ritualistically is okay if you don't participate in proficiency? Carmina thinks moving up one level is appropriate because memorization is part of being a Grand Officer. Belen believes we should make a bigger deal out of proficiency and that younger members don't know what it is or what to do.

Mrs. Haartz asked if proficiency is important to you as a GO Team? She asked those that have obtained 4th and 5th degrees to talk about why they completed these levels and how long it took. Mande said she obtained 1st and 2nd degree after being in Rainbow for 3 months. She did her 3rd and 4th while she was in the line and completed her 5th this year. Her motivation was because her sister was doing it, but now she feels it's a benefit because she wants to be knowledgeable about ritual.

Cadence said she likes doing ritual and it felt natural to do more. She did have help from other adults.

Rylee participated because her Assembly was doing it. She also likes ritual work. She wanted to obtain 5th degree before being a Grand Officer. She wanted the achievement of doing that.

Lily C said she only has her 2nd degree but admires those with higher degrees, but she feels like it creates a "better than others" image.

Mrs. Haartz asked if attaining some degree of proficiency as a GO is okay? If so, what level would that be? Carmina believes one level per year. Rylee said obtaining up to level 3 is adequate. Drea said we shouldn't judge based on level as it depends on desire. She suggested maybe just two levels.

Mrs. Haartz said proficiency levels roles into score for appointments right now. She asked if it should be in future years also. Cadence said it should be as ritual is important. Carmina agreed and proficiency proves motivation and ritual learning skills. Drea and Megan said it should continue to be part of the score. Kylee also said it should be, but not a deciding factor. The girls asked if extra point(s) could be awarded if they meet the obligation to advance one level per year?

A vote was taken - Should proficiency be part of the application process and expectations? All voted yes. All voted to advance one level each year up to 4th level.

A vote was taken – Should an extra point be awarded for obtaining the goal to advance one level during the year? All voted yes.

4. Service Hours - Mrs. Haartz asked if 96 hours (8 hours per month) of service is an appropriate expectation for Grand Officers. Savannah likes 96 hours. Cadence would like to see it lower. Lily C. said that it's a lot especially if you work and/or go to college, but understands we are a service organization...maybe lower the hours a little bit. Lexie asked for clarification as to when the hours are tracked. Mrs. Haartz said June to June, even this year. Ari suggested 6 hours per month (72 for the year) seems attainable. Carmina agrees with 6 hours per month. Kylee suggest that 70 would make it easier to remember. Lily I said that still seems like a lot of hours.

Mrs. Haartz asked what is realistic? Ari suggested 65 hours per year. The group agreed to set the expectation at 65 hours per year (5.42 hours per month).

5. Mrs. Haartz asked what the responsibility of a Grand Officer should be a state level? Should we have the same committees? She stated everything is up for discussion and change.

Ari said we should keep the same responsibilities and committees and Lily C agreed. Cadence asked if don't have a fundraising committee how would we raise money? Mrs. Haartz said that could be discussed further. Kylee likes the current responsibilities of each office and the committees. Cadence asked if committees could be selected rather than assigned to specific offices. Drea said she likes assigned spots. Cadence suggested the committees have an equal number of girls on each. Lily C agrees with splitting equally and if a Grand Line office is awarded that falls on another committee, but we signed up for a different committee we would need to do both. Ari asked that we work on timing and communication so that we are not overlapping on Assembly projects.

Mrs. Haartz asked what areas we need to be working on this year.

Carmina would like to see a committee that gets input and ideas from other Rainbow girls. Savannah said membership needs to be focused on. Natalie said retention and membership, but retention is more important. Lily C stated it should be involvement focused and encouraging other to be involved through more regional and fun activities. Carmina suggested membership recruiting, retaining and refocusing (why are girls leaving/why are they staying).

Rylee fees service needs to be focus and lately there is little to no focus on service. Mandee agrees, especially with helping others to find service opportunities during quarantine.

Lexie said PR is important, and she didn't understand that until she was on the committee. Cadence said the PR really goes hand in hand with membership, what about combining PR and membership?

Mandee asked what fundraising would look like this year since most of this work is done in the fall by the Grand bow? Drea suggested changing fundraising to just one north and one south event. Mrs. Tomolo commented that we can't just push everything to the spring as there is too much going on during that time. Mrs. Haartz reminded everyone that we have to be mindful of Assemblies and that they haven't been able to fundraise either and so we should compete.

Mrs. Haartz asked for a vote on what our priorities should be for the following groups:

Membership – mostly yes votes

Service – mostly yes votes

PR – mostly yes votes

Fundraising – mostly no votes

All agreed to have Membership, PR and Service committees.

Mrs. Haartz called the three areas of focus 'working groups' and asked everyone to brainstorm tasks of each group.

Service Work Group Brainstorm:

Rylee said we could provide a list of service project ideas for new and upcoming WA's as well as a list of service opportunities that could be done individually. Cadence said we could publicize the service so others can join in and help. Lily C said we could publicize service to the general population and award a "service girl of the month", and service hours could be reported out monthly on an assembly basis. Kylee said we could host service projects throughout the year. Cadence said a statewide goal for service hours could be done. Lily C offered that an incentive for service hours goal could be set. Cadence said assembly and statewide service opportunities could be put on state calendar and newsletter.

Membership Work Group Brainstorm:

Mrs. Haartz asked for recruiting and retaining ideas and monitoring why girls stay and why they leave. Drea mentioned retention events and creating tips about how to get girls come back. Cadence said we should do fun events for retention. Lily C said one big event open to everyone to celebrate when we allowed to be in person again. Mandee said the recruitment activities proposals should continue and retention ones too. Cadence said a survey would be helpful to know why girls leave and why they stay. Mandee said the "membership team" (younger girls on this team from each assembly) could be developed more. Natalie said we need to survey the girls. Ms. Hudson asked if Pledge should be part of membership work group? Everyone nodded yes. Carmina said we could reach out to alumni and try and get their daughters involved. Lily C said we need other ways besides just 'membership events' and stating that we need more girls. Mandee suggested a training on successful membership tactics. Ari said Ari said many assemblies are not doing membership activities and GOs on this team should support local assemblies. Mrs. Haartz said the work group will determine if/what the goal will be. Mrs. Haartz suggested the work group help smaller assemblies more, such as Winnemucca. How can this group help and support smaller assemblies?

PR (Public Relations) Work Group:

Lily said we should be active on social media. That we should promote as Rainbow as a community service organization and fun (rebrand the perception of a cult). Carmina said the website needs to be updated. Drea said we should encourage assemblies to be active on social media. Miss Snow asked what else could be done because PR is more than just social media (TV, press releases, Radio, etc.). Mrs. Haartz suggested this group be renamed Outreach. Two girls agreed.

Signup were taken for specific work groups with the following being the final list:

Membership: 5

Carmina, Nina, Kylee, Savannah, Ari

Service: 5

Belen, Cadence, Mandee, Lexi, Rylee

Outreach: 5

Natalie, Megan, Lily I, Lily C, Drea

Another Get to know you game was done.

Discussion about Grand Representative Program: Mrs. Haartz discussed the program and challenges. Each jurisdiction is to appoint a representative to every state and international jurisdiction. She said West Coast Jurisdictions do representative reports, but most other jurisdictions do not. Most girls that are appointed as Grand Representatives are young and don't know what to share with an older girl who has a report to write. The internet isn't always reliable. With only 17 GO's how can we correspond with 2 or 3 jurisdictions each? What should the responsibilities be? What can we do?

Mandee said she is okay with having 2 or 3 states, but they don't always respond. Ari said communication was difficult because they were young. They don't communicate well, maybe just work on communication and Drea agreed.

Mrs. Haartz asked how communication can be done other than in a 1:1 way. Rylee suggested each GO have only one state to represent and then have a girl liaison for the other states and those girls compile a fun fact sheet. Mandee said we should try reaching out to assemblies instead of counterparts. Mandee included a card with the current representative's info when she passed down the state to the next GO. Drea said care packages could be done. Lily I suggest going through adults to reach the counterpart. Miss Snow suggested sending message on social media announcing, "we are looking for the rep of Nevada in XYZ state".

Cadence asked if we must do reports. Drea asked if we could express a report in some other fashion. Such as decorating a flowerpot with state info and then reporting on that. Lily C suggested representative report could be optional. Cadence said the reports are boring to the younger girls. Carmina liked having an option of traditional report or an alternative creative report. Lily C agreed the reports are boring and suggested a slide show or doing a skit. Lexie said the report/creativity item could be based on the theme of Grand Assembly. Kylee said that in North Carolina they have a costume to show their state. Ari said Arkansas does a parade. Lily I. likes the idea of poster boards. Drea suggested a theme item with small report. The girls did not want to report on only the close jurisdictions, they felt

all should have a 'report' given. Cadence suggested we call them presentations instead of reports since we would be presenting our theme item.

Vote – Should we do Representative Presentations (regardless of props) – all voted yes to presentations.

Vote - Should it be a display board or a decorated prop item? Prop item received all votes.

Should it be a prop item of your own choice? 0 votes

Should the prop item have a theme chosen by this team? 9 votes

Should the prop item follow the GWA's theme? 1 vote

Vote - Does the prop replace the costume? All voted no costume.

Vote - all agreed to decide on theme for prop item by November.

Vote - How long should the presentation be? All voted on a two-minute time limit.

The girls decided to have only one prop item to represent all jurisdictions they represent. The girls want the theme of the prop item to be a secret. Mrs. Haartz asked that the prop item use the same dimensions as the page baskets.

The girls decided they will represent all of their jurisdictions on the prop item regardless of whether the jurisdiction corresponded with them or not. Should presentation be based on both jurisdictions even if one doesn't correspond?

Mrs. Haartz held discussion regarding the State Rainbow Dad. Tradition is that they can serve only 2 years. They must be a master mason to validate credentials. The girls discussed several men and were to send there vote to Mrs. Haartz through private chat on zoom.

Discussion around who Grand Officers should be accountable to in the performance of their duties? Last year we tried having Grand Officers report to their directors, but there was confusion in this. The intention was that girls got to work with other adults. In prior years, Grand Officers reported to the Grand Deputies. Mande said she liked reporting to her Director, but she also like having Grand Officer meetings with her Deputy. Kylee liked reporting to Grand Deputy more as it was easier to talk to someone. There was no consensus and so Mrs. Haartz will bring this discussion back around to the adults.

Discussion regarding Representative Presentations and what should happen when deadlines/expectations are not met. What, if any, are the consequences? The girls all seemed to want to keep it the same as it currently is with consideration of reducing points on next years appointments. The same question was raised about other deadlines held by offices like Historian, Lecturer, Chaplain, Religion, etc. Most girls seemed to want them to do the work but not give the report (like it is now).

Mrs. Haartz asked what everyone needed to be successful, trainings for example.

Rylee would like help with time management. Lily C said that support from adults is what helped her.

Carmina liked the money management training that was done a couple years ago. Lily I would like help

with motivation training. Rylee said decision making skills could be useful. Kylee needs help with

prioritizing. Cadence suggested communication skill/tips to work with adults and sisters.

Mrs. Haartz asked when these training would be done. Some girls liked the idea of before OV's so that non-GOs could attend. But other girls felt these topics may not be relevant or interesting for our younger members. Cadence suggested we do them during our monthly statewide Zoom GO meetings. Rylee would like to keep the Sunday activity fun, not training. The girls could not come to a consensus regarding whether the training is for all girls or just Grand Officers.

Discussion about Grand Assembly 2021 – What do we keep and what do we discard or change? Drea would like to see escort/introductions shortened. Maybe change who gets introduced or make some introduction from their seats. Lily C wants to keep traditions that are fun but try and incorporate more non-grand officers. Rylee didn't mind not having the Parents Ceremony. The girls want to have the SRD report and keep announcements of adult team.

Mrs. Haartz asked how do we continue to Rainbow virtually and keep ourselves and others excited? Savannah said we need to be positive. Natalie said our appearance on virtual activities is important and we should smile and be positive. Kylee said we need to reach out to other members. Mandee suggested we have pen pals within the state (GO has a pen pal with a non-GO). Rylee said we should try and attend meeting outside of our geographic region since zoom gives us that chance.

Mrs. Haartz asked what girls may want to help with fundraising still even though it isn't an official work group this year. The following girls signed up to help: Mandee, Lexi, Belen, Cadence, Ari, Drea, Nina, Carmina, and Natalie. (I MAY HAVE MISSED SOMEONE ON THIS PART).

Mrs. Haartz asked everyone to share what they liked about this Leadership event.

Rylee enjoyed having it virtual. It was easier to talk openly.

Ari enjoyed hearing both sides of everything and agreeing as a group to make changes.

Savannah liked the debates about topics but loved seeing everyone.

Drea like being able to see everyone's faces together instead of facing a board and there was no travel. –

Lily C like that we could implement choices and changes.

Kylee liked the moments when we shared things about each other.

Lexi liked that everyone could speak mind about everything.

Mandee liked the get to know you games.

Lily I – liked the sporadic games and liked the 'no judgement' on thoughts.

Megan liked hearing everyone's opinions.

Natalie liked the get to know you games.

Nina liked the get to know you games and everyone's honesty.

Cadence liked hearing everyone's opinion. My own opinion could change because of hearing others.

Belen liked the opinions and discussion.

Carmina liked the discussions and that we had open talk about changes to implement.

Lexie asked that we change the name of the Gypsy Travel Fund as it was derogatory to a particular culture. Mrs. Haartz agreed absolutely and said that name was chosen over ten years ago before this was brought to light. It will likely be Grandie Travel Fund.

Leadership event was adjourned at 3:15pm.