Chapter Name
Junior Auxiliary of Byram and Terry

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Name of Project
JABT - Membership Matters

Narrative
JA-Eleanor-Slaughter-Award-Narrative.pdf

Digital Photo
JABT-Membership-Activity-Picture.jpeg

Sent from National Association of Junior Auxiliaries, Inc.
The Byram-Terry Chapter has fallen victim to the 4 D's of membership struggles; declining growth, dissection, disengagement, and duplicity. Declining membership has been a major issue. For years JABT has struggled to maintain healthy membership numbers. Although we sponsored provisional classes and brought in new members, we would lose some members who decided to become inactive or transition to lifetime status. In addition to declining growth, dissection among the active members continued to plague the chapter. This dissection usually occurred between the formal provisional classes that indirectly created silos and alliances that were counterproductive to our performance. While dealing with dissection we had to also deal with disengagement of members. Although we had an acceptable number of members, only a handful would actually work or serve in leadership roles. This resulted in burnout of the few members who actually worked due to them having to hold multiple leadership roles. Duplicity was a major issue in the chapter that also worked in tandem with the other issues. Some members joined JABT to use it as a catalyst to gain membership in other service organizations in the area (make their applications look good). After achieving that goal they would abruptly leave the organization.

The chapter as a whole recognized these were issues that needed to be addressed. We discussed them during chapter evaluations and also during our Board Training. During our Board Training we learned that our Provisionals should be in primarily a learning role focusing on their service project and not participating on committees and involved in other chapter business. During the President’s Workshop at Area Meeting we learned that one of our targets was to “Let Your Light Shine through Love” by participating in sisterly and team building activities. We also realized that many of our members may not have had a background to serve in leadership roles.

Based on the aforementioned information we went into a planning mode to eradicate our challenges. To address declining growth, disengagement and duplicity, we recruited a group of
ladies for our provisional class that were diverse in careers and skills. Many held current memberships in other organizations so they had skill sets and experience to lead. We also eliminated the ability for Provisionals to participate in committee meetings and stretched their learning sessions and project planning over a six month period. We also continued our Pro-Active program which a provisional member (Pro) is paired with an Active member who serves as their mentor. To address dissension, our membership chair implemented quarterly social activities to give members a chance to bond outside of JABT business. We conducted the DiSC Personality assessment to help us understand how to work with each other and played the Left Right Center Game activity during our chapter retreat. We went bowling, hosted a Christmas Social, and dined together. We engaged our most recent life members by assigning projects to chair such as JA Week and our Crown Club. Also, to address disengagement and dissension we increased the number of members leading projects and committees and implemented monthly Executive Board meetings.

By letting our light shine through love we have successfully overcome our membership challenges. We have built stronger bonds, worked as a cohesive team and increased our membership by 80% from 19 to 34 members.