

GROWTH THROUGH ACTION



A guide to objectively evaluating where you've been, where you want to be and how to accomplish the vision.

My vision for the Grange...

Section 1

The current state of _____ Grange # _____.

A. Our Grange's condition.

1. How many members are currently on the rolls? _____
 - a. Of those, approximately how many regularly attend Grange meetings? _____
 - b. Approximately how many are actively involved or help with Grange projects/service activities? _____
2. Of the current membership, approx. how many are in the following age ranges?
 - a. 5 – 13½ (Junior) _____
 - b. 13½ – 21 (Youth) _____
 - c. 22 – 35 _____
 - d. 36 – 50 _____
 - e. 51 – 69 _____
 - f. 70+ _____
3. When did the last new member join your Grange? _____
 - a. Are they still a member? **Yes** **No**
 - i. If no, how long did they remain a member, and why did they end their membership?
4. How many members have joined your Grange in the last two years? _____
5. When new members are brought into membership, are they made to feel welcomed and are they mentored? **Yes** **No**
6. What is the attitude of the current *active* membership (i.e. positive, neutral or negative) _____?
7. Approximately how long does a regular Grange meeting last? _____
8. How often does your Grange hold an election of officers?
Annually **Biennially**

4. What programs were put on by the Lecturer/Grange for the educational benefit of the community?

5. What fundraisers were conducted to fund community (external) activities?

6. What fundraisers were conducted to fund Grange (internal) activities?

7. Has the Grange actively participated in State Grange activities & Conventions?

8. Has a key member(s) left the Grange (died, moved away, resigned, etc.)?

Yes

No

C. What is the condition of the community?

1. What is the current population? _____
2. What was the population at the last census? _____
3. Is local school enrollment growing, declining or stagnate? _____
4. What is the state of the local economy? _____
5. Assess Grange & community challenges & assets

Challenges facing the Grange	Grange Assets
Challenges facing the Community	Community Assets

Section 2: Future in Focus

A. Where are we going?

My vision for the future of the Grange is...

B. Reasons for the Grange to survive

What makes our Grange important to the community?

What would be lost if our Grange ceased to exist?

Section 4: Building an Action Plan

An action plan is a document that is created by a group and is shared openly with all. This exercise should be completed with your Grange as a whole or with Grange leadership.

A. Decide on a Vision

1. My vision for the future of _____ Grange # _____ is:

2. Identify the most pressing needs for your Grange

- a. _____
- b. _____
- c. _____
- d. _____
- e. _____

3. Prioritize the top three needs of your Grange (in order)

- a. _____
- b. _____
- c. _____

B. Draft a Team

1. For each of the pressing needs for your Grange (from above), identify those who are able and willing to assist

a. _____

b. _____

c. _____

2. Establish a committee or team for each goal/project

a. _____

b. _____

c. _____

C. Create Goals

1. Based on the pressing needs for your Grange (from above), create S.M.A.R.T. goals

a. _____

b. _____

c. _____

d. _____

e. _____

f. _____

D. Create Benchmarks

1. For each goal, create a timeline and benchmarks to achieve the goal

- a. _____

- b. _____

- c. _____

E. Implement

1. For each goal & set of benchmarks, create steps to begin working towards accomplishing goal

- Step 1: _____
- Step 2: _____
- Step 3: _____
- Step 4: _____
- Step 5: _____
- Step 6: _____
- Step 7: _____
- Step 8: _____
- Step 9: _____
- Step 10: _____
- Step 11: _____
- Step 12: _____

F. Evaluate the Plan

As teams work towards hitting benchmarks and accomplishing goals, they should evaluate their progress. Determine what is working and what is not. For actions that are not working, evaluate why and how best to change to be successful.



For assistance in your strategic planning process, contact Tricia Eidsmoe, Michigan State Grange Membership Director. tennisbums@charter.net

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