



# ROTARY CLUB OF APPLETON GUSTO

Service Above Self

**February 21, 2017**  
Upcoming Programs

**February 28, 2017**  
RIVERVIEW GARDENS  
FVTC Promise Program  
Thought of the Day: Tom Berkedal

**March 7, 2017**  
NO MEETING

**Officers 2016-2017**  
**President**  
Jennifer Stephany

**President-Elect**  
Chad Hershner

**Past President**  
B. S. Sridhar

**Secretary**  
Gary Hermsen

**Treasurer**  
Nancy Leipzig

**Directors**  
Sonia Barham  
Andrew Micheletti  
Jake Woodford  
John Nygaard  
Mary Downs  
Jenni Eickelberg  
Andrew Dane  
Amy Flanders

**Sergeant-At-Arms**  
Dan Flannery

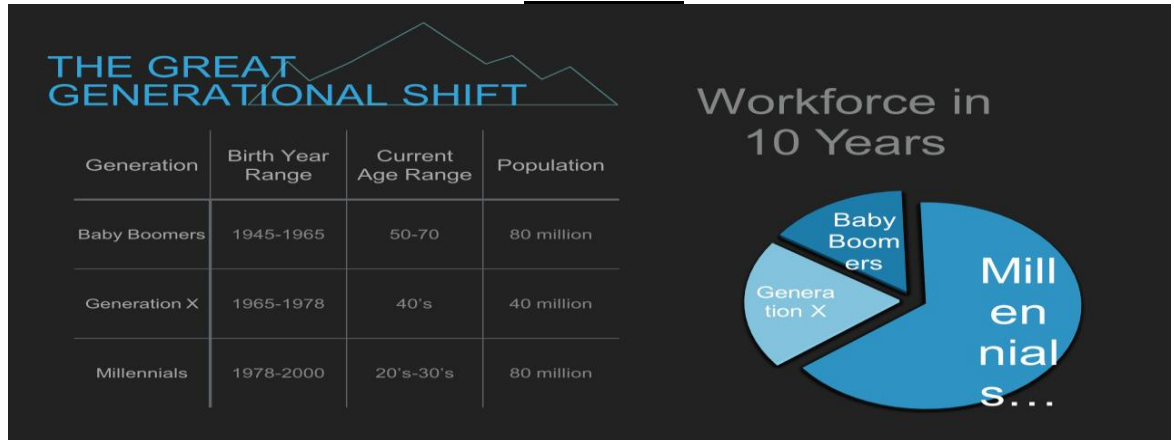
**Rotarian of the Year**  
Nancy Leipzig  
Tom Boldt

**Admin. Assistant**  
Meghan Warner  
Phone 205-5255  
rotaryappleton@gmail.com

**Membership – 146**

Downtown Gusto  
Meghan Warner, Editor  
Dist. 6220, Club 2656  
P. O. Box 703  
Appleton, WI 54912  
[www.appletonrotary.org](http://www.appletonrotary.org)

## THE NEXT WAVE: EMPOWERING THE NEXT GENERATION OF NEW LEADERS



As you can see from this slide the workforce in the next 10 years is going to be majority filled by the Millennials as the Baby Boomers will be retiring and leaving the workforce. Dr. Dennis Episcopo presented to the club his plan of action for the next 5 years as he looks to retire from Appleton Alliance Church. There are 3 responses from the church to the next generation of leaders. 1. Institutional: Young leaders are the future leaders, they are not the leaders now. They have to go through the right of passage and there is little to no change from the past. This frustrates the young leaders. 2. Abandonment: Young leaders are looked at as a threat, immature, disrespectful and naive. They are not addressed until the older ones leave abandoning the younger leaders. 3. Empowerment: There are plans for younger leaders to lead and take over. They are validated as leaders now. This is the most effective plan of action and what Appleton Alliance is currently following.

### AAC'S 10-POINT PLAN (5 YEAR TRANSITION)

- ▶ Transfer all ministry leadership positions to mostly Millennials/some Gen X by 2022
- ▶ Replace every "new" position that comes up with a Millennial leader. Stock the organization with young talent.
- ▶ Create space for "next" church to be seen and experienced by the wider church.
- ▶ Intentionally create "relationship building" between the generations
- ▶ Realign Organizational Decision Making to empower younger leader
- ▶ Transition Governing Board to include younger leaders



- ▶ Intentionally build an "empowerment culture" of younger leaders
- ▶ Provide coaching for older leaders
- ▶ Provide security for older leaders
- ▶ Weekly "huddles". Make this culture transition a lifestyle.

The 3 main groups that make decisions are 1. X-group. This group is lead by the millennials and they are able to change anything they want as long as it doesn't change the values and vision of the church. 2. EMT: Executive Mentoring Team. They review what group x sends to them and pass through what they want to change. 3. MIT: Ministry Implement Team. They implement what is passed to them from the EMT and the X group.

If you would like more information or have further questions please feel free to contact Dennis Episcopo at [depiscopo@appletonalliance.com](mailto:depiscopo@appletonalliance.com).

## THUMBNAILS

**Mark Scheffler** is joining our club for the 2<sup>nd</sup> time. His favorite part about our club is the singing...hello Music committee! He was a music teacher in the Kenosha area for 3 years so he sang to the club an old African song. The words mean: I greet you. You greet me. I have nothing up my sleeve. Welcome to the club (again), Mark!

**Colleen Bennett** is a controller at Girl Scouts of America Great Lakes. She has been married to her high school sweetheart for the past 27 years and is from Iowa. In 2002 her family moved to the Appleton area and she's been with the Girl Scouts ever since. She has 3 children and her Father in law has been a Rotarian in Iowa for over 40 years. Welcome to the club, Colleen!

**Matt Hohner** is the Director of Development for SOAR Fox Cities. This is his 4<sup>th</sup> Rotary Club. His past clubs are the Waukesha Club, Green Bay West and Two Rivers where he is a past president of the club. Matt is married and has 2 children. Welcome to the club, Matt!

**Sridevi Buddi** moved to the US 20 years ago. She has lived in LA, Detroit and Wisconsin. Her family fell in love with Wisconsin and decided to make Appleton their home because it's a perfect place to raise a family. She is married and has 3 children. She is the leader of Indus of the Fox Valley, which provides friendship and goodwill and has a good relationship with our Rotary Club. She is looking forward to building bridges with our club. Welcome to the club, Sri!



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## 7 DAY NOTICE

The following individual has been proposed for membership in Rotary. She have passed all committees and unless an objection in writing is submitted to the secretary within 7 days, this member will be admitted to the Rotary Club of Appleton.

**Kelly Nutty** of 1101 S. Oneida St. Appleton, WI 54915 has been proposed into membership by Jennifer Stephany. She would enter under the classification of Non-Profit Organizations.

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## ANNOUNCEMENTS

- Tom Simon thanked those who volunteered for the Habitat for Humanity Restore this past week. The event was very successful.

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## MEETING ON TUESDAY, FEBRUARY 28<sup>TH</sup>, 2017

"There are 10,000 vacant jobs in our district looking for skilled workers – find out more about how "Dare to Dream" and the "FVTC Promise" are hoping to address the talent shortage in the Fox Cities".

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## GUESTS, VISITORS AND MAKE-UPS

**Visiting Guests today were** Trina Doxtator with Lisa Kogan-Praska, Chris Wise with Sarah Schneider and Monica Askelson with Dennis Episcopo.

**There Were No Visiting Rotarians this week**

**There Were No Make ups this week**

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