

TRAINING PROGRAM FOCUSES ON MEMBERSHIP, LEADERSHIP, FELLOWSHIP

2024 SHIPmates will be selected from each region; applications now open

Are you seeking a way to get more involved and give back to the Grange, by strengthening and sharing our wonderful organization with the next generation of Patrons?

SHIPmates is a training program that focuses on Grange membership, leadership and fellowship development. Launched in 2023, we are seeking additional members to join the seven individuals selected for our first class and add to our crew so, together, we will chart a course forward.

The program offers participants professional-level training on various leadership topics and a deep dive into Grange rules and traditions, organizational procedures and much more.



What are some attributes of a SHIPmate?

They are unashamed of their love for the Grange and belief that it is a necessary institution, perhaps now more than any time since its founding.

They can talk easily with people they don't know, and are described by some as having "never met a stranger."

They say "Box? What box?" They are creative and committed to finding solutions that others may see as impossible – a word that is like gasoline to the fire.

SHIPmates enjoy fellowship with other Patrons and make their rounds to talk to as many Grange Brothers and Sisters as they can at an event.

They are unafraid to express their opinion in a civil and respectful manner.

Servant leadership is not just a concept to SHIPmates, but a mindset and something they live by.

SHIPmates don't shy away from learning more. They are willing to read books relevant to leadership development, membership growth and more.

They are confident communicators who can jump on a Zoom meeting, visit with others by phone, respond in a timely fashion to emails and are essential members of the hype squad for the Grange.

SHIPmates are dependable workhorses, not overcommitted to the point where they're unable to dedicate time and energy to a passion project.

If this sounds like you, this is your call to action and invitation to apply to become a member of the SHIPmates crew this year.

What are the time and financial commitments and how do I apply?

SHIPmates begin remote training in August and will attend the 158th Annual National Grange Convention in Bettendorf, Iowa, for 9 days from the evening of Nov. 8 and leaving on Nov. 17. The crew continue to meet via Zoom at least monthly, attend their regional conferences as they are able and more.

Generous sponsorship by Potomac Grange #1, which prides itself as being "The Grange of the Founders," provides funding to cover participants' hotel, registration, ticketed meals and texts or supplies for SHIPmates. Additional sponsorship and support by some State Granges and individual state and national leaders helps offset additional meal costs. SHIPmates are required to fund their own travel, but may seek support from their local, Pomona or State Grange.

Any member of Subordinate Grange age may apply between April 1 through June 15 to be a part of the program. One member for each of the five National Grange Convention host regions will be selected to participate with an additional member from anywhere throughout the country selected to focus on “unestablished territories” and underrepresented populations. A special exception to the “one SHIPmate per region” rule may be made for a couple that wishes to participate together, however the region or couple may have to provide funding for registration and meals (in the amount of approx. \$250).

To apply, complete the application online at **grange.biz/shipmateapply** or use the application found on our website under the Programs tab on the Grange/Member Programs page in full by no later than June 15, 2024.

Completed applications will be sent to the State Presidents and/or deputies of each of the States in the applicable region. Together, along with the 2023 SHIPmate of their region, the leaders in that geographic area will choose the SHIPmate for their region and may select a “first alternate” in case their first selected applicant cannot participate. A sixth SHIPmate, focused on non-Grange territories and underrepresented populations, will be selected from the remaining applicants after regional representatives have been chosen. This individual or couple will be selected by the director, National President, Potomac Grange representatives and 2023 SHIPmates.

If you are ranked first in your region, you will receive notification of selection by July 5 and must confirm your availability to participate by July 20. If the first selection cannot participate, the first alternate will be contacted as soon as possible.

What are some specific program expectations?

By August 1, SHIPmates will be introduced to one another and provided program materials to review. In September, SHIPmates will begin meeting by Zoom every week or every other week and participants should plan to attend at least 75% of all scheduled meetings.

Participants will be asked to arrive at the convention hotel by 6 p.m. Central on Friday, Nov. 8 and should plan to leave on Sunday, Nov. 17, and will be housed together in two-queen-bed rooms, two to a room unless a couple is selected or the individual chooses to find their own roommate or pay for one-half of the cost of that room type.

Participants are responsible for travel costs to and from the convention as well as general spending money as well as additional funds for meals that are not covered by the sponsors or generous State or National leaders.

All SHIPmates will participate in a fundraiser to help offset program costs and participants are encouraged to solicit support from their local, Pomona and State Grange as well as their region.

Following the 158th Annual National Grange Convention, SHIPmates will meet monthly by Zoom, keep in touch with the Presidents in their region or the SHIPmate focused on unaffiliated territories and underrepresented groups will regularly meet with the National director and other staff members and officers. In addition, SHIPmates will be asked to attend their region’s conference in 2025 to help present a program with the topic related to the topic of leadership or membership.

If you have questions, please direct them to National Grange Membership and Leadership Development Director Amanda Brozana Rios by email at membership@nationalgrange.org

SHIPmates Class II Application

ONLINE APP PREFERRED: grange.biz/shipmateapply

___ Check here if you are applying as a couple. Each member should complete their own application.

Name: _____ Date of Birth: ____/____/____

Email: _____ Phone: _____

Address: _____



GRANGE INVOLVEMENT

How many years have you been a Grange member (*may use Junior years*)? _____

Please list the name and number of the Subordinate/Community Grange or Granges you belong to.

Grange Name: _____ Number: _____ State: _____

Grange Name: _____ Number: _____ State: _____

Are you active in your Pomona Grange? _____ Yes _____ No

What offices/leadership positions do you/have you held in the Grange (at any level)? You can also include any National programs/work groups, etc., you've participated in that you wish to note.

ATTRIBUTES and APTITUDES

Your answers in this section do not impact your chances of admission to the program. These are only asked to allow us to best prepare and plan for a great convention with you, should you be selected.

For each pair of statements, please select the response that fits you best.

Check one: _____ I consider myself a Grange Traditionalist
_____ I embrace change in the Grange and beyond

Check one: _____ Morning Person _____ Night Owl

Check one: _____ Loud/Outgoing _____ Quiet, Reserved and/or Shy

Check one: _____ I need 8 hours of sleep but can work all day.
_____ I don't need a lot of sleep, but I need regular breaks during the day.

Check one: _____ I work best independently _____ I work best in a collaborative environment

Check one: _____ I find I'm impatient to implement an idea or solution.
_____ I like to do a slow roll-out of anything new.

Check one: _____ I don't like to ruffle feathers or have people unhappy with me or others.
_____ I prefer "real talk" and have thick skin.

Please rate your comfort/abilities/aptitude on a scale from 1 (worst/poor) to 5 (best/exceptional).

_____ Mentoring/empowering others	_____ Trying something new
_____ Networking	_____ Adapting to change
_____ Connecting with strangers	_____ Participating/supporting something
_____ Public speaking to a group/crowd	_____ approved/taken on by the Grange
_____ Being Interviewed	_____ even if you voted against/are
_____ Creating publicity materials	_____ disinterested in it
_____ Running meetings effectively	_____ Having a positive outlook
_____ Leading others	_____ Tolerating a difference of opinion
_____ Mediating between opposing parties	_____ Making genuine connections with people
_____ Problem-solving	_____ who are "not like you"
_____ Online research	_____ National Grange Bylaws
_____ Delegating responsibilities	_____ Knowledge of Grange programming,
_____ Accepting help	_____ benefits and member opportunities
_____ Thinking outside the box	

SHORT ANSWER QUESTIONS

Select one topic from each category (membership, leadership and fellowship) to answer.

Type your responses and attach them separately to this application.

Membership

- Option 1: Please provide an example of how you convinced a friend, family member or stranger to join the Grange or a time when you made a pitch that didn't work but that taught you something about the motivation of individuals to join organizations like ours.
- Option 2: What are two or three benefits of the Grange that are enduring for young and old alike and how do you think we capitalize on these to attract a new generation of members ages 14-30?
- Option 3: If given the option to create a drive/membership strategy to re-engage former Grange members or recruit entirely new members, which would you choose (you must choose one) and why?

Leadership

- Option 1: Please provide one example of a time you showed leadership and what you learned from or identified that you need to learn about leading others.
- Option 2: What does having "the opportunity to lead and be well-led" mean to you? How is this applicable to your experience in the Grange, if at all?

Fellowship

- Option 1: Provide one example of a fellowship opportunity you established or have run for your Grange, Pomona or State Grange. Discuss how it worked and what you learned from that experience.
- Option 2: If you were working with a Grange that had a significant internal conflict, would your work to resolve the issues include a focus on fellowship, Why and how, or why not?
- Option 3: Provide one example of a fellowship/fraternal bonding activity or program a Grange could host/create that would appeal to the entire range of membership - Juniors through seniors. What are some important things you would advise a Grange to consider when creating such a program/opportunity?

CONVENTION-RELATED NEEDS

Your answers in this section do not impact your chances of admission to the program. These are only asked to allow us to best prepare and plan for a great convention with you, should you be selected.

Do you have a laptop/tablet that you will bring to the convention? _____ Yes _____ No

Do you have any dietary restrictions, allergies, or foods you must avoid? _____ Yes _____ No

If you are selected as a SHIPmate, we will contact you to get a list of dietary concerns that we can provide to the hotel or to help us plan for non-ticketed meals.

Do you have any medical or mobility needs or requirements we can plan for? _____ Yes _____ No

If you are selected as a SHIPmate, we will contact you to get information and specific requirements. This information will only be shared as needed and upon your approval.

Do you have any dates/time or general commitments you must attend to _____ Yes _____ No

during the 9-day convention period (ex. a three-hour class one evening; prayer at a specific time each day, etc.)?

If you are selected as a SHIPmate, we will ask you to provide a schedule of commitments prior to the convention so we can plan ahead as necessary.

What are your three non-alcoholic beverages of choice?

What are your three must-have grab-and-go snacks?

NOMINATION INFORMATION

Applicants should secure at least two individuals who will provide letters of recommendation or set a time with the director to be interviewed about the applicant by no later than June 15. One recommender should be able to speak to your involvement and passion for Grange, while the other should speak to your leadership abilities, charisma or your character.

Please provide the names and best contact methods for each of your anticipated recommenders. We will follow up with you if we have not received a letter or connected to them for an interview by June 1.

Letters should come directly from your recommender(s) to National Grange Membership and Leadership Development Director Amanda Brozana Rios at membership@nationalgrange.org. Please tell you're your recommender(s) that they must contact the director at 301-943-1090 or by email to schedule a time to discuss your application and fit for the program.

Recommender 1: _____ Contact: _____

Recommender 2: _____ Contact: _____

ADDITIONAL APPLICATION ITEMS

In addition to the information collected above, applicants must submit the following:

1) **A Letter of Interest** noting the most important skill or experience you hope to get out of this program, in addition to why you would be a good fit and how you will use the knowledge and skills learned through the program to assist the Grange at all levels. Additionally, note your ability or challenges when committing time and resources to travel for Grange leadership, membership and fellowship business in 2024-2026.

2) **A Pitch** offering one idea for something you will do to improve membership. Explain what you propose, why you think this is a good idea, what it would require, what obstacles you anticipate and how you may overcome them. Think big. Be bold. Know this is the first thing we typically read when reviewing applications.

3) **One headshot and three recent photographs** that show your personality, family, friends, interests, etc., that are appropriate and acceptable to display at the National Grange convention.

Send each of these items directly to membership@nationalgrange.org. Make sure your email is no larger than 10MB – if you need to, send multiple emails to ensure we receive all of your application information.

AGREEMENTS

If I am selected, my housing selection for convention is:

_____ I am applying as part of a couple and, if selected, we will stay together.

_____ I am applying as an individual and willing to be housed with one other person of the same gender in a hotel room with two queen beds for the duration of the 158th convention.

_____ I do not want to be housed with another person from the program and will instead book my own room and be reimbursed \$550 (one-half the cost of a double queen room).

By signing here, you indicate you've ready the full program description, expectations and reimbursement policies, and that you agree.

Signature _____

Date _____

When complete, send all materials to membership@nationalgrange.org by no later than June 15. Late applications will not be reviewed. Recommendation letters/statements should be sent directly to the National Membership and Leadership Development Director Amanda Brozana Rios.