

# **South Pre-NACURH Retreat**

**BREAKFAST:** Everyone wakes and dines in the conference area.

## **SESSION 1:**

**NACURH 2008: Need help? Ask/find RBD or a volunteer. Please leave the conference staff to their conference.**

- **Schedule: Check-In starts on Friday from 8am-Midnight.**
- **NSRO Bidding is 8am to 3pm on Saturday. Also the NIC office will be bid for. If you want to see the bids please put time in to your schedules.**
- **Programming: 9am to 9pm to set up passive programming. It's really easy to do. Remember that the OSU is providing boards!**
- **If you're driving try to be there 2 hours before 4pm. There will be an NCC meeting at 4pm. Bring your NCC, your PCC, your NRHH Rep and any ITs.**
- **We will be electing a RAD at NACURH. Read the bids going out for RAD. No presentations. There will be business to discuss!**
- **Keep you lunch groups in mind. There are two groups, Orange and Black. If you have meetings during when one group is eating assume you have to eat with the other group.**

## **OPENING CEREMONIES/ANYTIME: DON'T GO OUT ONTO ARENA FLOOR!!!**

- **We'll be sitting in a section reserved for MACURH at Opening. Opening Ceremonies and Roll Call starts at 7pm and will go to 9:30pm. Be sure to wear your MACURH Shirts for Roll Call!**
- **After opening ceremonies we'll have socials. Everyone needs to go. There will be great people and peers who you can talk to.**
- **They'll have live band, Karaoke, a comedian, and the hospitality room. If you want caffeine you must bring it because they will stop serving after a certain time.**
- **After you wake up, group orange will go to breakfast from 7am-7:50. Black group goes from 8-8:50am.**
- **NCC meeting from 8-8:45am. This is a small meeting to prep for corporate. You'll have to eat at 7am with group orange. Bring your ITs if**

**you would like to. NRHH has a separate meeting at 8pm. Remember to go to NACURH U and NRRH U which is a great programming aspect that is good for everyone. It's like our MACURH U. The RBD and RBD-Elect will be presenting a lot. Come see us and make us happy. ;)**

- **Would you like to bid for a conference? Go to the session!!!**
- **Programming sessions are 50 minutes each. 9-9:50, 10-10:50, and 11-11:50. Be prepared to walk distance and possibly be late. Or you'll run lots. Get exercise. ;)**
- **Lunch is 12-12:50 for Orange. Black will be in a focus project. Focus project? Ben says it'll be exciting.**
- **Programming goes from 2-2:50. Also POY will be presenting.**
- **Program Session 5 is at 3-3:50pm and program session 6 is 4-4:50pm.**
- **Dinner will start for the first group at 5-5:50pm. Just expect to eat and maybe do more focus group activities.**

**REGIONAL TIME!!! 7pm-9pm. We'll be working on important things.**

- **CONCERT AND CASINO NIGHT!!! 9:30pm-Midnight. Hospitality will be going until 1am.**
- **Swap shop? Basically you bring your school paraphernalia and bring it to fight for something new. People usually just want smalls and mediums. You're trading your stuff for theirs. BE STORNG! Go for 6 shirts for the one off your back. You'll learn.**
- **After all the activities are over you will sleep. You must sleep! Conference takes lots of energy.**
- **Breakfast will be just like Saturday. Corporate conference will be in the morning after breakfast.**
- **SALT is presenting on Sunday. Really exciting to see these bids.**
- **Lunch will be 12-12:50pm for Orange and 1-1:50pm for Black Group. Orange will have free time 1-1:50pm.**
- **Top 40 programs will be posted at 1pm? Please go to programs and fill out evaluations. Give them good feedback for this and the programmers. They will be presented 2-2:45pm.**

- **NACURH Corporate is 2:30pm-4:30pm. REALLY IMPORTANT!!! Be there and represent! If we vote on legislation, you will find that regions will block vote. Make educated decisions. So don't feel bad about not voting with the region. Don't try and breeze through the business! Also this is business attire. Ties, suit coats, and pants are required. Appropriate dress for both men and women. You will need to look and act professional in this meeting.**
- **Regional banquet will be from 5-7pm. It will be a semi formal event. Change your tie or shirt. It'll be wear we'll have our closing events, we'll present OTMS, conference pins, and the new RBD will be sworn in. Seating will start at 7:30-8pm. The banquet will be from 8-10pm. Do not go down onto the floor for the awards!!!! They will bring it up to you.**
- **Dance from 10:30-1am and swap shop will be at the same time.**
- **Monday: Breakfast starts at 6:30am and goes until noon. Check out ends at noon so get out! Leave! Go Home! END NACURH!**

**Linens will be provided. Don't worry. Thank OTM!**

**PROGRAMMING: Did anyone get notified about programming? Submissions are supposed to be notified today. As soon as Daryl knows the info will be relayed. More e-mails everyone! Good luck to everyone and good luck with programs. Let us know so we can send more MACURH people to see you.**

**TEAM BUIDLING: How EXCITING!**

- **Who has selected their delegations? Yeah! Everyone has! That's good since registration is closed. Who has started working with delegation? What are we working on?**
- **Banner, Passive Programming, Swap Shop preparations, T-Shirts, Cheers, Clothespins, Displays. Anyone bonding with your delegation? How are you doing this?**
- **Mizzou plays Put-Put and there are no course penalties.**
- **Have weekly meetings.**
- **Remember to give everyone a specific job. Keeps them invested in the conference. Like this meeting, you're here to learn and take it back to your delegation and to get them excited. If they don't know what's going on they won't enjoy the conference. Also, as the leaders of your delegation bad things can happen. It's up to you to continue to think "Can I control**

**this?”, “Are we safe?”, “Did the bad things really matter?” “Is there any reason to be upset?”**

- **For your delegation to stay above water you have to stay up there as well to keep them afloat. You’re like a set of floaties... maybe a buoy.**
- **Don’t forget the Negative Nancy. To deal with them you need to stay calm and keep them engaged. How else do we keep them in line? We can sit them down for a nice talk. We’ll talk about the negativity 1-1. Make them sign a contract in which if they don’t follow it they have to pay back the fees. Also use examples from your Hall Governments. Lastly if you can get them enthusiastic before they convert you can keep them from morphing to the evil Negative Nancy.**
- **Remember that your advisor can help keep everyone actively participating. Your advisor is there for your help.**

#### **Contracts:**

- **Pros are that the contract keeps them in line. Really brings in accountability to your delegation. Proof and evidence for accountability.**
- **Cons are the imposing threat. It can be negative if you’re holding it over their head all the time. Ben says that’s it’s the wrong thing to do. You can also scare people away with this. Also sometimes there can be situations that maybe make it hard for delegates to fill their contract.**
- **Remember to be flexible and try to use the contracts possible. Make sure you keep your advisor involved. Are there any other methods besides the contract? There’s the nightly recap meetings to keep people in the loop and to go back over what everyone has done that day and to guide the delegates through the next day. Also make sure your delegation has the least amount of conflict. You’re crafting the delegation. Select open-minded and sharing people so you bring things back to your schools. Also the school recap is really important so everyone knows what’s going on and you know how the day is going/setup for your delegation. This works well with splitting up your delegation for programs so you can bring back the most to your schools. Breakfast and dinner can be a good time for this as well. Do it at both! Keep everyone together as a family.**
- **Programming: Is it alright to bring a group to help make programming comfortable? You can bring a buddy but you’re more likely to make friends if you’re on your own.**

**LUNCH TIME VOTE!!! The majority votes to eat from SUBWAY.**

**THEMES:**

- **I refuse to record the secret themes of the delegations. You could have found out if you were at our AMAZING retreat. ;) THEMES ARE IMPORTANT! There are going to be lots of schools dressed up crazy. It'll be really cool. \*Bethany Stafford sings Pokemon Theme song\***
- **Remember we're the MACURH Hippies! Bring everything spirit related but drugs.**

**TRAVEL PLANS: We're trying to set up so that everyone has set travel plans.**

- **UMKC is looking for two spots. Contact JR if you can take them.**
- **Lots of schools leaving around 8am; please remember it would be best to get to the conference around 2pm. I've heard minivans, schools vans, student cars, rental cars, and buses.**
- **Remember to try to pack light. You will be carrying all of your stuff to your rooms. Underwear is a necessity. Business attire is important. Bring your spirit clothes. Any MACURH items are encouraged. You won't need anything special for opening ceremonies or the socials. It should be rather warm so keep this in mind. You'll be informed of the times that you will be wearing regional shirts. Sunday is corporate so anyone here must be in business clothing. Remember clean clothes are important and we would like you to shower.**

**OKLAHOMA HAS TOLL ROADS!!!! BRING CASH/CHANGE TO TAKE CARE OF THIS!!!!**

**10 min. break.**

**SESSION 2:**

**TEAM BUILDING: It's a secret for all of you who didn't make it. ;)**

**LUNCH: We ate food. Rufus likes Sun Chips, the Garden Salsa Flavor. Get them at your local grocery store today! This add is sponsored by Sun Chips.**

**CONGRATS TO JR!!!! He's getting married and is going to have lots of JR babies. \*tears\* He's also leaving for Kansas University to intern for a big kid job. \*We're really sad\* \*Bethany brings out the cake\* R-O-C-K JR ROCKS, JR Rocks! We'll miss you.**

**CAMPUS TOURS: Should've been here to have as much fun as we did.**

## **MOCK BOARD ROOM:**

**Ben:** We're going to go over legislation and policies so that all of you are familiar with this whenever you see it in the boardroom. It's very important to read ahead of time to look over award bids AND LEGISLATION. At No Frills the board room seemed to run through it really quickly. Sometimes legislation can affect a very large or important aspect of regions and schools. It can also be very controversial and you should be able to go over it and make your own opinions and discuss the implications that it could have. Everyone will be part of the discussion. A Call to Question will not be excepted until everyone has been on the Speaker's List. Remember this is just a practice session and the legislation we're going over is not in any way expected to be submitted to the region or the nation and is in no way supported by Ben or those that helped develop the mock boardroom.

### **Agenda**

#### **A. Director Salary Legislation:**

**Motion to Bring to the Floor by (JR) and Seconded by (Nate).**

**Bethany:** Motion to waive the reading. No dissent.

#### **Q & A:**

**David:** Is there a specific way the money will be brought together from the fees to project an amount for the director? An amount from this year would range around \$9000. This would be budgeted around for one MACURH a year.

**John:** Does this affect any other officers? It only affects the director.

Is there a salary cap? No.

**Kayla:** Why are there two separate fees? One is for affiliation and the other is for delegates attending a conference.

**Tabby:** As a director you should want the position so how would this increase the motivation? This would help the director so that they can focus more towards the region if they are getting a salary.

**Sammy:** Most of these directors will be working on campus, will they quit their jobs? That'll be up to the director whether or not they feel that is appropriate and it also can be affected by the host school.

**JR:** Is there any concern about adding these added costs that it will double the costs possibly and drive away affiliation and attendance? The authors felt it wouldn't affect it.

**Matt:** Is there any way to regulate this payment if a director isn't meeting their duties? Then the region would have to call a recall.

**Laura:** The regional position is held for a full calendar year? From MACURH to MACURH. So someone is being paid \$9000 a year to live.

Is this amount of appropriate? The authors felt that this would be a fair amount since they will be living on campus. It will range to around \$750 a month.

Is this a student position? Yes it is.

**Josh:** How much work and time is spent on average per month for this position? It takes about 40 hours a week.

**Matt:** The affiliation fee is paid throughout the nation? Yes.

Are any other directors paid? No.

**David:** Have the issues for setting up tax issues been addressed? No, it would be done through the ADFR and advisor.

\_\_\_\_\_: Is there going to be a way that we can track how much the director will be paid for their work within a week/month? The director would be paid a standard monthly salary and the NCCs would just have to watch the performance of the director.

**POI (Kelly):** Is it supposed to be biased or based under payment clause? Based.

**Rexann:** Has there been any problems in the past filling the director position? No.

**Josh:** Are there any current benefits to the current Director position? You would have to ask the current director. It's fun and is great on a resume. Development and experience is good.

**Bradley:** Move to Close Q&A. No dissent.

#### **DISCUSSION:**

**JR:** I have a lot of issues. The salary can vary from year to year. It's very vague to what the director does and is getting paid for. I make the suggestion that the Director look at the host school for expenses for living before going to the region. It puts too much burden on the region.

**Matt:** It would free up the time of the director. Maybe on the past it could have been hard to get this position filled and this could be an incentive. But there is no problem so it isn't relevant to right now. It also doesn't make since to make our region's affiliation cost higher to pay our region when other regions don't pay their directors.

**Rexann: I don't feel the salary is sufficient to cover a full-time job.**

**: This might cause delegates decline in numbers that go to conferences. Usually the schools pay for conferences from the school.**

**Bradley: It offers an honorary support for the director. I think we should make an amendment to go to a stipend or room and board.**

**Jeff: this will give us a bigger pool of people running for this position.**

**David: Details in the financial portion don't include anything on tax information and there is no cap on the salary. It puts too much pressure on the ADFR. Not well thought out. Not proper legislation.**

**Sammy: I think the idea is good but I doubt this legislation is detailed enough to change policy. I like rewarding good deeds for work in our region. We'll stand out for our recognition.**

**Bethany: By paying our director he could do his job fully and to support his classes. It's good to show we respect education first and help to support our director.**

**Laura: I believe the amount given is too much.**

**Kristin: The director should be compensated in some way. There is no clear distinction on what he's being paid for. This also doesn't include that the schools already have several costs for conferences. This just adds more stress and pressure to schools.**

**Kate: I don't see how someone who steps up to this position thinking they can fulfill it appropriately can be motivated more by money.**

**Bonnie: We do need to acknowledge the director. But most campuses limit amount of work on campus. Around 20 hours per week. This would make the pay over \$9 and would be way above minimum wage.**

**Jeff: If this passes I believe we need to look to see if the director is looking to see if there is more work to be done for this position to see that it's being taken seriously.**

**Matt: While this salary may create a desire to run for this position I do believe it will take away from people running for other position. I assume we'll see less and less people run for together positions and more people will run for director. Also people won't fall into the other positions. Also it's a study that people tend to do better work through just motivation rather than payment. A volunteer position gets more rather than a position that just pays them and they'll just be feeling like they are filling a job and will just put in their 20 hours a week and be done.**

**David:** I believe this legislation puts more pressure on larger schools because they will be sending more delegates and they won't be able to send as many people because of the funding it will take to pay this fee for each delegate.

**Bethany: Yield to Steven:** Someone could just be bidding for the director position because they want the resume builder so money could be a better incentive.

If this position is such a big benefit as described money shouldn't be needed as an incentive.

**JR:** How many positions did we only have one person running for or none at all? This will make that worse and possibly make animosity for the other RBD members not being paid. If we voted this down we should write some kind of legislation to ask that a host school host their RBD for their hard work and dedication about paying for Room and board.

**Josh:** If we attach a salary to this position will we attract the right type of people for this position. They won't be thinking, I'll be doing a great job for this position and I can change things. They'll think Hey I can get money. There could be problems with schools whenever the director is encouraging more delegates. He could want more money instead of more delegates.

**Nate:** If we pay them the applicants still go through the view of the board? Hopefully we have some kind of check to watch these people as they rise to these positions. Hopefully they'll want to work on these positions rather than get money.

**Kelsey:** There is nothing saying the director will just focus their time on the region if paid.

**John:** Since the director is the only one being paid under this amendment we should amend later that the other officers please be paid.

**Call to Question:** No dissent. 6-17-0 Legislation failed.

**Motion to Adjourn by (Bethany) and Seconded by (Kayla):** Boardroom Adjourned.

**END MOCK BOARDROOM**

**PROGRAM INFO: Monday at Latest!!!**

**How Do We Bring Things Back From The Conference? :**

- Making people who go to conferences present on what was at the conference.
- Split up delegates to programs and they cannot go to same programs. They will have to fill out evaluations for it.

- **Some people hold/present conference programs but big this is accountability.**
- **Taking new RAs to gain new program experience to use.**
- **Put in contract that everyone has to bring a program back to the university.**
- **Gave worksheets to go over things in programs to bring back.**
- **Make a conference file/library.**

**Problems with bringing things back from conference:**

- **A lot of programs are huge and are hard to put on in the middle of the year (Try putting it on during orientation weeks or welcome weeks)**
- **Energizing people about MACURH programs so they keep up with it (Do have way marks over the summer or at the beginning of the year to help them keep motivated and show them how to implement their programs/presentations to your school)**
- **How do you set up worksheets for conferences (Name of the program, how it can be utilized on campus, what's needed, how effective was it, how can I make it better, what didn't I like)**
- **(Make sure you get a wide variety of programming)**

**\*Everyone claps for no apparent reason\***

**Goals for Next RCC:**

- **I would like to know that RCC would help new delegates.**
- **I want to affiliate SEMO.**
- **Keep up with retreats. We had no idea how to bid write. Please make a workshop. Make a list of schools that haven't re-affiliated.**
- **Figure out how to keep people who are new up-to-date so they can train in.**
- **Each school could give a presentation on how they are set up so everyone can understand how they are setup and how they can work to better each other.**
- **Waiting an hour and a half for food is ridiculous.**

- **Having are Sub- Region's Info on Our Schools all for easy accessibility**
- **Keeping up info on schools in sub-region**

**Survey Questions:**

- 1) Was this retreat beneficial to you? If not why? If so how?**
- 2) On a scale of 1-5 (1 being low) Rate this retreat?**
- 3) What did you not like?**
- 4) What do you want to see improved upon?**
- 5) What did you think about the host site? Rate on a scale 1-5 (1 being low)**
- 6) How would you better your host site experience?**