

Talent “Developments”

B V - A T D

RESPONSIBILITIES OF A DIRECTOR

SPECIAL POINTS OF INTEREST:

- Fiduciary Responsibility and Duty
- Texas Independence is in March
- Nonprofit Capacity Building—not required, but necessary

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A lot has happened since I became president. In January I took steps to provide our Board and Members with a protective shield in the unlikely event that if anything were to go wrong in the course of delivering our monthly programs and a court determined that it was our responsibility then we are protected by a Corporate Shield. There is a principle in corporate law known as “corporate veil” which is where a legal barrier separates the body of a corporation from it’s Managers and Members; the corporate body effectively becomes the responsible “person” as long as the Board acts in good faith and follows their duties; i.e., they cannot be held personally liable and

neither can the Members. I’m no lawyer but this is my broad understanding. The problem with corporations, however, is



Unincorporated Associations serve the greater good and fill a public need.

they are burdened with administrative requirements. Texas Legislature, out of an awareness that corporate requirements are costly and burdensome, passed the [Unincorporated Associations Act](#), providing for the same form of governance expectations and protections of a corporation but also provides for the fiscal and managerial realities of small nonprofit entities, such as ours. The process did not cost our Association anything. Historically, there have been many organizations of like-minded professionals who pay dues and gather for a common purpose with the best of intentions but once money exchanges hands or is compulsory then it is always a good idea to take the few steps required to formalize that groups purpose with the Texas Comptrollers Office in order to gain the protections of Business Organizations Code.

CALLING ALL MEMBERS SEEKING ENGAGEMENT OPPORTUNITIES

We were recently contacted by a Professor at A&M’s Human Resource Development (HRD) program who is looking for real world opportunities for her inexperienced students to learn and grow from. Specifically, she is looking for human resource professionals to pre-

sent on their experiences in the field of HRD and HR in general, to put the concepts and theories the students are being given into better perspective and context. She also mentioned that a question and answer presentation would be beneficial, at the very least. As

an affiliate chapter of ATD they present us with a set of expectations; one of those are to have a service project. The more expectations we meet the more likely we will be recognized at the national level and possibly win awards!

T O M M A R R S W I L L P R E S E N T M A R C H 1 2 T H
I N T E R P E R S O N A L S K I L L S

Dr. Tom Marrs is a licensed psychologist and an expert in the use of applied psychology. He provides clinical and consultation services to Texas A&M employees and their dependents through his role as a psychologist at the Employee Assistance Program. In addition to psychotherapy, Tom is

an expert on workplace communications, stress management, conflict, workplace behaviors, and interpersonal aspects of management. Beyond his roles as a psychologist, Tom also has a strong background in organizational dynamics and leadership through serving as a National Olympic

Team coach for 14 years at the U.S. Olympic Training Center in Colorado Springs, Colorado. Tom has a strong interest in sports psychology, through coaching and from his experience as a 2-time World Champion and 5-time All-American Team member in the discipline of shooting.



Dr. Tom Marrs

Chapters receive \$50 ChIP credit for each Learning System sold through the ATD Store when purchasers

C H A P T E R I N C E N T I V E P R O G R A M

The **Chapter Incentive Program (ChIP)** is a revenue-sharing program that offers chapters an opportunity to earn additional revenue. Through ChIP, chapters can earn thousands of dollars from business they generate for ATD programs and services. Each chapter is assigned a ChIP code.

Every person that uses the source code when making an online purchase on the [ATD Store](#) will be contributing to your chapter's financial health, further enabling you to accomplish your chapter's mission.
BV-ATD's ChIP Code is: CH7207

Our 2014 ChIP Revenues were **\$200.80**. Be sure to use our code for all your ATD purchases, even your employer's. It benefits us and adds no additional cost to the purchaser. Prior year revenue may be used to provide professional development grants for Members.

F E B R U A R Y ' S P R E S E N T A T I O N W A S A H I T !

Joe Bontke never disappoints. His February presentation on Generational Differences and Values was a refreshing take on a popular topic. The reality is that all generations need to get along and understand each other in order to

achieve organizational requirements. That begins with unloading some of the perceptions we acquired over our life and being open to new understanding. I have heard that it takes a "significant emotional event" to change one's

understanding; Joe says all it takes is a willingness to grow, an understanding of the faults in a rigid belief system, and being open the differences of others. That process begins with leaving our backpacks at the workplace door.



Bontke's presentation is posted in the Members only page of our website

IN THE SPOT LIGHT



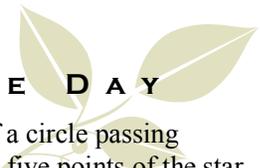
BV-ATD Members Are Our Strength

BV-ATD is 32 Members STRONG!

Our Members are where our purpose is drawn from and our efforts are focused on. So, this month we want to say THANK YOU for your continued support. Our Members are as diverse as the community: They are local and from other countries, government employees, commercial employees, all colors of skin and diverse in their background and experiences. Like any community, we all have one thing in common—our Association with a group of professionals dedicated to growth and competence. We are happy to

announce that BV-ATD remains fiscally strong and will continue to deliver programs to you and your guests for years to come—our Members are the only reason the ability to do that remains possible—to facilitate we will build on our common competencies, then later in the program year we will provide for area of expertise specific knowledge in Technology, Facilitation Skills and Training Delivery. For more program details visit our Members Only webpage at: brazosvalleyatd.wildapricot.org

MARCH 2ND IS TEXAS INDEPENDENCE DAY



Texas Independence Day commemorates the adoption of the Texas Declaration of Independence on March 2, 1836. This event marked Texas' independence from Mexico. Sixty delegates from all over Texas signed the declaration. Its language in many ways parallels the 1776 Declaration of Independence of the United States. The Republic of Texas was annexed to the US by joint resolution of the US Congress nine years after the Texas Declaration of Independence was signed. The US Congress then admitted Texas as a constituent state of the Union on December 29, 1845. Texas Independence Day is an official holiday in Texas. Sam Houston Day is also observed on March 2, marking the birthday of the man who led the Texans to victory over Mexican troops at the battle of San Jacinto. Texas Independence Day is an annual legal holiday in Texas. Texas Independence Day celebrations are held in many cities and towns throughout the state with festivals that include children's

March 2nd, Texas Independence Day celebrates the adoption of the state's independence declaration. It also marks Texas Flag Day

activities, re-enactments, band music, and chili cook-offs. Other activities include story-telling sessions about how Texas won its independence from Mexico and became a republic during the 19th century. Some state government workers may choose to have a day off on Texas Independence Day as it is a partial staffing day. Many schools have classroom lessons and activities about the Texas Declaration of Independence during this time of the year. Texas' Lone Star flag became the state's official flag on January 24, 1839. It consists of a rectangle with a width to length ratio of two to three featuring A blue vertical stripe one-third the entire length of the flag wide, and two equal horizontal stripes, the upper stripe white, the lower red, each two-thirds the entire length of the flag long with a white, regular five-pointed star in the center of the blue stripe, oriented so that one point faces upward, and of such a size that the

diameter of a circle passing through the five points of the star is equal to three-fourths the width of the blue stripe. Texas also has various other symbols such as the Bluebonnet (state flower), the Northern Mockingbird (state bird), and the horned lizard (state reptile). State historic sites include the Casa Navarro in San Antonio, Texas. It was the home of Tejano patriot Jose Antonio Navarro, who was influential in the fight for Texas' independence. Another important site is the San Jacinto Monument in La Porte, Texas, which is built on the ground where Texas won its independence from Mexico.





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“To promote the professional growth, competence, and effectiveness of workplace learning and performance professionals.”

FROM THE BLOGOSPHERE

NONPROFIT CAPACITY BUILDING

Nonprofit capacity building refers to activities that improve and enhance a nonprofit’s ability to achieve its mission and sustain itself over time.

“Nonprofits have an obligation to seek new and even more effective ways of making tangible progress towards their missions, and this requires building organizational capacity. All too many nonprofits, however, focus on creating new programs and keeping administrative costs low instead of building the organizational capacity necessary to achieve their aspirations effectively and efficiently... This must

change: both nonprofit managers and those that fund them must recognize that excellence in programmatic innovation and implementation are insufficient for nonprofits to achieve lasting results. Great programs need great organizations behind them.”

Report for Venture Philanthropy Partners (2001)
Mckinsey and Co.

This assessment from one of the seminal studies on capacity building is still true today. Capacity building is not just about the ca-

capacity of a nonprofit today — it’s about the future. Distinct capacity building projects such as identifying a communications strategy, improving volunteer recruitment, developing a leadership succession plan, identifying more efficient uses of technology, and engaging in collaborations with community partners — all build the capacity of nonprofit to effectively deliver its mission in the future. When capacity building is successful, it strengthens a nonprofit’s ability to fulfill its mission over time, and enhances the nonprofit’s ability to have a positive impact on others.