

# CNH | KEY CLUB

PRESIDENT'S Quice

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introduction



**CONGRATULATIONS** on being elected as your club's President!

The position of President is a huge role to take on in your club. As the leader and role model for your club, you are held up to high standards. However, the experience and skills that you will gain throughout the term will be extremely rewarding!

A President's duties can be ambiguous at times—no one is specifically there to direct you. Do not worry, CNH is here for you! This guide will help to guide you throughout the term and provide you with some useful tips and tricks, ranging from a general outline of what to expect to tips on how to run a meeting.

With time and effort, we know that you will BEEcome an amazing President! You can do this. We are cheering you on!

#### - 2022-2023 LTGs

Division 13 West Lieutenant Governor, Janelle Sangmoah Division 16 West Lieutenant Governor, Jaren Jimenez Division 39 Lieutenant Governor, Brighton Quintana

### PRESIDENT'S GUIDE | INTRODUCTION



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### PRESIDENT'S GUIDE | TABLE OF CONTENTS

# *gection* 1: MAIN DUTIES EVERYDAY



The Key Club term is divided into four quarters, each averaging about 3-4 months. Both your duties and focuses will develop and shift throughout these quarters. The events and ongoing projects in each quarter is fairly consistent throughout CNH. However, the Division you serve may require more time or less time for certain projects or may have unique projects planned.



### OUARTER 1

- Set quantifiable goals of your term for your club
   It is okay to change your goals throughout the term!
- $\star$  Help club officers adjust to their roles
- ★ Promote Officer Training Conference (OTC) to your members and officers
- ★ Attend Officer Training Conference (OTC)
- ★ Attend club visitations with LTG to observe and take notes
- ★ Build relationships with the Kiwanis division, Faculty/Kiwanis Advisors, Region Advisors, club officers, and general members.

### **QUARTER 2**

- ★ Plan and participate in club rush and begin the First Member Recruitment Campaign
  - Continue recruiting members throughout the term
- ★ Promote and attend Region Training Conference (RTC)
- ★ Prepare for and promote Fall Rally
- ★ Promote and attend Kiwanis Division Events
  - Kiwanis DCMs, Service Projects, etc.
- ★ Prepare dues payment
- ★ Promote and attend Key Leader / Summer Leadership Conference (SLC)

### **QUARTER 3**

- ★ Continuation of Fall Rally preparations
- ★ Promote and participate in PTP Week (Pediatric Trauma Program)
- ★ Collect dues and meet the dues payment deadlines
  - Resources about the dues process can be found on the CNH Cyberkey.
- ★ Promote Candidate Training Conference (CTC)
- ★ Send two (2) dues-paid members to Conclave
- ★ Remind members and officers about preparing for Annual Achievement Report (AAR), Member Recognition Program (MRP), and all district and international contest deadlines

### **QUARTER 4**

- ★ Aid members and officers on member recognition/district contest submissions
- ★ Apply for you own district and international recognition
- ★ Promote various scholarships and apply for them (if applicable, seniors only)
- ★ Promote District Convention (DCON) and help with club registration and recruiting 2 delegates for House of Delegates at DCON.
- ★ Help clubs with elections and the training of new officers
- $\star$  Prepare and plan for division banquet.
- ★ Promote and attend International Convention (ICON)

### **Personal Timeline**

Keep in mind that though this guide provides an outline of your duties throughout the term, you are the president of your own club. Make your own goals specific to your members and for yourself as well. Remember to schedule yourself to give time to activities out of key club like academics, family, friends, and more. Keep your mental health as a priority and enjoy your term!





As President, you will be leading your officer board for the entirety of the term. Because of this, you will be the one responsible for delegating tasks and inform them of their responsibilities. This section will give you an understanding of each position and what each officer position calls for throughout the term.



### Sidekick & right-hand person

Can serve a specific focus based on the needs of your club (EX: VP of Service, Fundraising, Technology etc.)

### TASKS

- Aids YOU, the President, with your duties •
- Takes over when President is absent
- Aids all other officers with their duties

Secretary

### Stenographer, & dependable best friend

Records the status of the club

### **TASKS**

- Records club activity through MRF, Meeting Minutes, etc.
- Records service hours of EVERY member
- Updates Member Update Center with any new members



Treasurer

### Finance guru & thrifty companion

 Assists in dues payment & fundraising

### TASKS

- Assists in dues payment
- Creates fundraisers
- Records club funds and costs

Editor

# Tech guru, designer, publicist, & communicator

• Responsible for all club publicity and media

### TASKS

- Manages social media, website, etc.
- Creates newsletters, Articles & Visuals
- Creates Advertisements for events and for the club

committee

#### What is a club committee?

Club committees are groups of officers that are assigned one specific focus for the club. Having committees for your own club is **OPTIONAL**, **BUT RECOMMENDED**!

#### Things to remember:

- High performing clubs share leadership amongst all members
  - Committees provide an opportunity for leaders to emerge & grow in your club
- Create committees only when they're relevant to the work or needs of the club

**Examples of committees**: Public Relations, Service Projects, Member Recognition, Fundraising, etc.

# DELEGATE tasks

As President, you are responsible for leading your officers and assigning them tasks to run the club. These tasks should reflect **the necessities of your club** and aid in accomplishing your **goals**.

#### **Set Deadlines**

Always try to respect your officers' time while still encouraging efficiency. Make sure to remind them and give specific instructions to ensure tasks get finished!

#### Show Appreciation

Remind your officers that their work is appreciated! Thank them, encourage them, and make sure they know how important they are. **BEE** their support system!

#### **Be Proactive**

Make sure that you are giving yourself and your officers enough time to complete tasks and plan events. Be prepared for the upcoming months by planning ahead.



Strong **communication** is the foundation to a successful officer board. One way to achieve this is through regular board meetings where important information and ideas are discussed.

The following list includes general topics to cover in a board meeting: 1. Attendance **Reflection of Old Business** 2. Discussion of new event ideas 3. Discussion of club strengths and weaknesses 4. 5. Event planning and task delegation Relay of Division/District/International Business 6. 7. **Officer bondings! Open Floor (Questions, Comments, or Concerns?)** 8. The main purpose is to keep your officers updated!

Hold board meetings at **least once a month** and try to keep the frequency **consistent**. You can utilize platforms like ZOOM or Google Meets to hold virtual meetings.

TIP: BUILD HEALTHY RELATIONSHIPS WITH YOUR OFFICER BOARD TO ENSURE A GOOD WORK ENVIRONMENT (EX: Host Officer Bondings)

# gection 3: PROFESSIONALISM



As President, you REPRESENT your club. You are the role model for your members and the first point of contact in communication. To establish healthy relations with those around you it is VITAL that you make a good impression Remember, your members look up to YOU!

behavior

Always show **RESPECT** to those around you!

 This includes adults, advisors, and Kiwanians.

 Attend all events in which your attendance is requested. Stay focused and don't slack off!

 Such as DCMs, Division events, all club events, etc.

 Avoid any inappropriate actions.
 Try to keep a positive perspective. Having a negative perspective can create stress for your members..

Remember, you are the ROLE MODEL for your members. Your words, actions, direction, motivation, and attitude will reflect on your club.

langnage

### \star 🛛 BEE SAFEKEY

- Avoid using slang terms and profanity. BEE mindful of your word choice!
- $\star$  Know the audience you are speaking to.
- ★ Address adults properly.
- ★ Speak **clearly** and **calmly**.
  - Confirm with your members to ensure they can hear you!



Throughout the term, you will send emails to your Lieutenant Governor, advisors, school, and more. It is **IMPORTANT** to follow proper email etiquette in order to stay formal and professional in your emails!





### DO'S & DON'TS

### DO

- Promote events that have been approved by your advisors.
- $\star$  Provide updates and reminders.
- ★ Promote Key Club and spread awareness of the organization.
- $\star$  Post using respectful language.

### DON'T

- Inform others on lengthy topics (that's what emails are for!)
- Post inappropriate content or use inappropriate language.
- ★ Make hurtful comments.
- Post content without an individual's permission.

### Always stay SAFEKEY online! Don't share personal information and THINK before you post.

section 4:

### **CONNECTIONS & COMMUNICATION**



In this section, you are going to learn about the importance of communication with not only your board, but also your division! Please remember what you went over in the Social Networking segment as that overlaps into this section!

# Reaching out to...

#### loading...72%



### **Advisors**

- ★ Email, it's always the safe way to go!
- ★ 3rd party apps, your advisors should always be in any KC official group chats you have!

### Kiwanis

- Attending meetings, most of these folks are a little on the older side. Going out to meet them \*safely\* is one of the best things to do!
  - Email, always safe with an email!



### Always check your school district's approved platforms and programs for communication!

Social Media platforms are **BEEyond** useful! This is a great way to reach out to new members and keep old members informed! Here are a few platforms commonly used for Key Club.



Here are platforms <u>MOST</u> school districts do not approve on and are recommended avoiding!





section 5: GOALS



Setting goals is a major part that will help lead your club! Goals allows you to plan and identify the strengths and weaknesses of your club for the term. Goals should be realistic but also high enough that they will allow your club to continuously grow and move forward!



Set SMART goals for the year! SMART goals are:

S pecific
Measurable
Achievable
R ealistic
T imely



Create a strategic action plan to ensure that your club reaches its goals by the end of the term! Set **quarterly** or **monthly** check-ins and brainstorm ideas to implement in your club in order to reach your goals. Actively work towards reaching your goal!

THINK: HOW are you going to reach your goals?

### The following are some ideas for club goals:





BEE sure to consider how your club will contribute to the 2022-2023 CNH District goals!

35,000 Dues Paid Members
 \$225,000 raised for PTP and YES initiative
 850,000 Service Hours



When setting goals for your club, it is important to consider its strengths and weaknesses. What does your club excel in? What is your club struggling with? Every club is unique, **tailor** your goals to your club! Below are some examples of weaknesses and strengths.

### WEAKNESSES

- Low attendance at meetings
- Pride and spirit is lacking
- ★ Officers and members lack Key Club education
- ★ Faculty advisor and Kiwanis advisor **involvement** is low
- Members are not active in the Division level and above
  - Members do not attend conventions and training conferences
- ★ Officers are inactive or disorganized
- Meeting minutes and agendas are not on file
- Members do not attend the sponsoring Kiwanis Club's meetings

### **STRENGTHS**

- ★ Member recruitment and member education is successful
- Officer board meets regularly and is active
- \* Activities/events/meetings are planned **well in advance** 
  - Fundraisers and service events are consistent
- Club is involved in the school environment and is well-known
- ★ A functioning **committee system** is in place
- \* Members are active in the **Division level and above** 
  - High attendance at events, interclubs are also planned
- Submissions (MRF, Articles & Visuals, etc.) are submitted on-time or early



Figuring out the foundation of your club is an important part of planning your goals! Firstly recognizing whether your club has more weaknesses than strengths, YOU and your board can build up or maintain your foundation throughout your term.

### **WEAK Key Club**

- Officers and members lack Key Club knowledge, and do not understand the purposes and concerns of Key Club
- \* No System for recruiting and educating members
- ★ Lack of pride and club spirit
- ★ Lack of Club Meetings
- \* Members are not active in the **Division level and above** 
  - Members do not attend conventions, training conferences, DCMs
- ★ Officers are inactive or disorganized
- **Meeting minutes and agendas** are not on file
- \* Lack of Kiwanis Advisor support, communication, and participation

### **IDEAL Key Club**

- Officers and members are well educated about Key Club, understand the purposes and concerns of Key Club
- The club has an organized system of recruiting and educating new members.
- There is pride and spirit in the club
  - High participation at event and fundraisers
- Meetings are held weekly with members, officers and advisor in attendance
- The club uses a system to raise funds for the club and Key Club's preferred charities
- Kiwanis interest and support are evident, and a Kiwanis representative attends all meetings and projects

gection 6: RECOGNITION



There are an abundance of opportunities members have to earn recognition on ALL levels of Key Club. Awards range from applying for district and international contests, to having them be monthly awards from you, their president. This section will go over the various awards your club can earn during your term as President.



The **Annual Achievement Report (AAR)** is an international recognition platform used for all Key Clubs, which recognizes clubs who go above and beyond the call of duty in service. There are two types of recognition that clubs can earn: Distinguished and Diamond Distinguished.



There are also other various opportunities your club can gain recognition through district and division contests. Here are the options that you can find on the CNH CyberKey:

- ★ Club Attire
- ★ Club of the Year
- \star Club Poster
- 🛧 🛛 Club Video
- ★ Most Improved Club
- \star 🛛 Year in Review

Find the rules and details for all these awards by going to:

- → cnhkeyclub.org
- → Recognition
- → Contests



Your members can also apply for their own international, district, and division awards. The following can be found on the CNH Cyberkey:

- ★ Member of the Year
- ★ Sandy Nininger

Find the rules and details for all these awards by going to:

- → cnhkeyclub.org
- → Recognition
- → Contests

★ Talent

Recognition goes beyond filling out applications for contests and creating e-portfolios. As President, **you** can give your members recognition in **your own ways**. Here are a few examples:

#### Member of the month

• Every month, you and your officer board can choose an outstanding member to be rewarded with member of the month. You can create a certificate or even a prize to thank them for their dedication and hard work.

#### Officer of the month

• Similar to member of the month, you can choose an officer to award as officer of the month.

### **Social Media**

• When at events or fundraisers, you can post pictures of members doing service or repost their stories to share their experiences on your club social media accounts. You can also thank them in the post, showing appreciation for all their hard work.

### "Thank you for coming", "Great job!"

• Even the smallest things count, like letting someone know they did well at an event or that you were glad they were there. Recognition can be as simple as a positive phrase.

# gection 7: RUNNING A MEETING



As President, one of your tasks is in-charge of planning and running meetings! At these meetings, you will keep your members informed on any events or updates. Keeping your members engaged during meetings can be especially tricky, this section will include tips and tricks on how to change up your meetings!



The following is a general outline of a meeting:

- 1. Call to Order
- 2. Pledge
- 3. Old Business
- 4. New Business
- 5. Open Floor (Questions, Comments, or Concerns?)
- 6. Adjournment

The main purpose is to keep your members updated!



Creating meeting agendas in the form of a **document or slide presentation** can be extremely useful for planning your meetings. Here are a few tips of what to include to make your agendas much more engaging:

- $\star$  Bright colors
- 🛨 🛛 Bold words
- 🛨 Photos
- \star 🛛 GIFs

Make sure to send out your agendas/meeting minutes to your members, so they can reference them if needed or so members who weren't able to attend can still stay updated!

icebreakers

Meetings are not **just** for updates, they can be a great opportunity to **bond** with your members too! Add icebreakers to the beginning or end of your meetings. Some examples of icebreakers are:

- Simple Questions (go around in a circle and each answer a question)
- ★ Kahoots
- ★ 🛛 2 Truths & a Lie
- ★ Soulmate
- ★ Guess the Song

Try not to make your icebreaker too long or members can get bored!



### Keep your members involved at your meetings! Some ways to do this are by:

- ★ Greeting members at the door
  - A little interaction can go a long way!
- Allowing members to lead the Key Club pledge or ring the bell at the start of the meeting
- Passing it on to your fellow officers to talk about old/new business
  - EX) Treasurer talks about upcoming fundraisers
- ★ Getting feedback from members on recent events
- Hold a Service Event after the meeting!

section 8:

# **SERVICE PROJECTS & FUNDRAISING**



In this section, were going to talk about what you need to do in order to set up service projects and fundraisers. It is important to work with your board when setting up all projects! Here is a quick overview of what you need to look out for and help your board with!

service ideas do's & don'ts

Finding service projects can be difficult, but it doesn't have to be! Some of the best things you can do is: working with your local Kiwanis and having a sustainable project!

Sustainable projects are projects you keep going through the year! EX: Plarn, dog toys, book cleaning, food bag donations, ext...

### Do's

- Make sure your advisor approves of all projects
- If a project is with another school, make sure you fill out an ERF!
- Follow the advisor to Key Club member ratio of 1:10

### Don'ts

- Not speak to your advisor when planning your event! Key Club is student led BUT we still need adults!
- Fill out the ERF days before the event.
- Exclude members from joining due to personal reasons.





### **Event Request Form**

#### **Kiwanis**

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#### **Event Request Form**

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#### **Event Request Form**

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Key Club District Policy - Section 185.6: Oversight Punctions

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- b. Attendance of any Elevanic Family coveragital function or averaging insend to attend a function by any Key Eleki member rand in approved in advance by the Regional Advisor, for Administrative or a designated alternate.
- c. Extended steps by club members of more than 34 hears conside the home Division (such as interclub youn) must be approved by the Excelly or Kinemia Adviser in vertices.
- Approval of the aparam addiance school advisor, principal or other appropriate school official must also be obtained in advance.
- Each Key Clob member must provide the completed District Medical Release//gproval form below gaining admittance to any overhight event.

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Approved 10-00-12

The ERF looks like a lot BUT it is needed for events that involve more than one school. Please check with your Advisor, RA, or LTG if you need to fill out an ERF. **DON'T FORGET** ERF's must be filled out at least <u>three</u> weeks prior to the event!

covid waiver

#### RELEASE OF LIABILITY AND ASSUMPTION OF RISK

The individual named below (hereinafter referred to as "Member") is a member of Key Club International (club or District) (hereinafter the "Company"), and the individual's parent or legal guardian ("Guardian") and desires to participate in-person in a Kiwanis sponsored event on \_\_\_\_\_\_at\_\_\_\_\_ (hereinafter the "Activity"). As lawful consideration for being permitted by the Company to engage in the Activity, Member, on behalf of himself or herself, and Guardian, on behalf of Member and himself or herself, agree to all the terms and conditions set forth in this agreement (this "Agreement").

1. Member and Guardian are aware of the highly contagious nature of bacterial and viral diseases including, but not limited to, the 2019 novel coronavirus disease (COVID-19 (collectively known as the "Disease") and the risk that Member and Guardian may be exposed to or contract the Disease by engaging in the Activity. Member and Guardian understand and acknowledge that such exposure or infection may result in serious illness, personal injury, permanent disability, death, or property damage. Member and Guardian acknowledge that this risk may result from or be compounded by the actions, omissions, or negligence of others, including Company volunteers or employees. Member and Guardian understand that while the Company has implemented preventative measures to reduce the spread of the Disease, the Company cannot guarantee that Member and Guardian will not become infected with the Disease or other infectious diseases while engaging in the Activity and that engaging in the Activity may increase my risk of contracting the Disease. NOTWITHSTANDING THE RISKS ASSOCIATED WITH THE DISEASE, MEMBER AND GUARDIAN ACKNOWLEDGE THAT MEMBER AND GUARDIAN ARE VOLUNTARILY CHOOSING TO ENGAGE IN THE ACTIVITY WITH KNOWLEDGE OF THE DANGER INVOLVED. MEMBER AND GUARDIAN EXPRESSLY ACKNOWLEDGE THAT MEMBER AND GUARDIAN HAVE BEEN PROVIDED AN OPPORTUNITY TO ATTEND ALL MEETINGS VIRTUALLY, AND THAT MEMBER AND GUARDIAN WILL NOT LOSE THE OPPORTUNITY TO VOTE OR VOICE MY OPINIONS IF I ATTEND THE MEETINGS VIRTUALLY. MEMBER AND GUARDIAN HEREBY AGREE TO ACCEPT AND ASSUME ALL RISKS OF PERSONAL INJURY, ILLNESS, DISABILITY, DEATH, OR PROPERTY DAMAGE RELATED TO THE DISEASE, ARISING FROM ENGAGING IN THE ACTIVITY, OR TRAVELING TO PARTICIPATE IN THE ACTIVITY, WHETHER CAUSED BY THE NEGLIGENCE OF THE COMPANY OR OTHERWISE

 Member and Guardian hereby expressly waive and release any and all claims, now known or hereafter known, against the Company, and its officers, directors, employees, agents, affiliates, members, volunteers, successors, and assigns (collectively referred to as the "Releasees"), on account of injury, illness, disability, death, or property damage arising out of or attributable to engaging in the Activity and being exposed to or contracting the Disease, whether arising out of the negligence of the Company or any

Releasees or otherwise. Member and Guardian covenant not to make or bring any such claim against the Company or any other Releasee, and forever release and discharge the Company and all other Releasees from liability under such claims

Member and Guardian are familiar with federal, state, and local laws, orders, directives, and guidelines related to the Disease, including the Centers for Disease Control and Prevention (CDC) guidance on the Disease. Member and Guardian will comply with all such orders, directives, and guidelines while engaging in the Activity, including, without limitation, requirements related to hand sanitation, social distant and use of face coverings. Member and Guardian will also follow all instructions of the Company while engaging in the Activity. Member and Guardian agree not to participate in the Activity if either Member or Guardian is experiencing symptoms of the Disease, such as cough, shortness of breath, or fever, if Member or Guardian has a confirmed or suspected case of the Disease, or has come in contact in the last 14 days with a person who has been confirmed or suspected of having the Disea

Member and Guardian shall defend, indemnify, and hold harmless the Company and all other Releasees against any and all losses, damages, liabilities, deficiencies claims, actions, judgments, settlements, interest, awards, penalties, fines, costs, or expenses of whatever kind, including reasonable attorney fees, fees, and the costs of enforcing any right to indemnification under this Agreement, and the cost of pursuing any insurance providers, incurred by/awarded against the Company or any other Releasees in final judgment, arising out or resulting from any claim of a third party related to the Disease due to my engaging in the Activity.

This Agreement constitutes the sole and entire agreement of the Company, Member and Guardian with respect to the subject matter contained herein and supersedes all prior and contemporaneous understandings, agreements, representations, and warranties, both written and oral, with respect to such subject matter. If any term or provision of this Agreement is invalid, illegal, or unenforceable in any jurisdiction, such invalidity, illegality, or unenforceability shall not affect any other term or provision of this Agreement or invalidate or render unenforceable such term or provision in any other jurisdiction. This Agreement is binding on and shall inure to the benefit of the Company, the Releasees and me and our respective successors and assigns.

All matters arising out of or relating to this Agreement shall be governed by and construed in accordance with the internal laws of the State of California without giving effect to any choice or conflict of law provision or rule whether of the State of California or any other jurisdiction. I hereby waive California Civil Code § 1542 that states:

"A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of

Due to the 2020 Pandemic, Covid Liability Forms were created to ensure safety at in-person events. Especially at bigger events it is **REQUIRED** for all members to fill out in-order to attend.

other info

- The advisor of the event will collect the forms  $\star$
- Temperatures should be taken and logged  $\star$
- Anyone above the threshold (100.4 degrees) should not ★ participate
- The forms must be kept three years after the event by the  $\star$ sponsoring Kiwanis Club

adilice

"With great power, come great responsibility," and while that may just sound like a quote from Spider-man, it also applies to being a Key Club president! It's important to remember that you are serving not only your own club, but also your Division, Region and District! As a president, you should be prompt, and continually encourage members to serve their communities. Being a good president does not necessarily equate to raising the most funds for PTP through fundraisers, or earning the most service hours from community service; being a good Key Club president means to serve with honor, and passion—to ensure you are upholding Key Club's core values of leadership, character building, caring and inclusiveness! As a leader, you want to be able to provide members with opportunities to grow and perform acts of service. Volunteering can range from cleaning up parks, assisting senior citizens, or even organizing food drives. Serving a club means to create an inclusive and comfortable space for all members to enjoy. While presidency can be stressful and tedious, with the deadlines and planning, the outcomes of your events and hard work is definitely rewarding. Being a strong Key Club president means being a dedicated and resilient leader.

#### Rolling Into Service, 2021-2023 Lincoln Key Club President Faye Nguyen

A good president is good at making decisions, but also at r**elying on their board** and those around them.

**BEE confident** and assured in your decisions; it's important to have faith in yourself, as then others will have faith in you too. Especially if you use all the resources available to you, including past choices and recognition of what has worked for other presidents, you can be sure that you're doing what's best for your club. **Know the basics of what a president does** ( such as meeting, delegating stuff, events and major events ) and always be able to reach out to your LTG or help because there were a lot of small things that weren't ever explained. So there's a lot of problem solving so asking the Itg or other presidents for advice never hurts

Finally, **BEE communicative and on top of things**. It is much less stressful to know what you're doing and what plans you have, and communication is a great tool to make sure plans are sorted out.

### Bubbly in Service, 2020-2021 El Camino Real Key Club President Kelly Chen

### PRESIDENT'S GUIDE | ADVICE

resources

### **OFFICER POSITION MANUALS**

Treasurer Manual

Secretary Manual

### **ONLINE RESOURCES**

AAR Manual

Chartering New Clubs

**Division Resources** 

**Builder's Club Manual** 

CTC Manual

Submissions Manual

Dues Manual

Vouching Manual

### FOLLOW CNH KEY CLUB!

- <u>Instagram</u>
  - <u>Website</u>

<u>Twitter</u>

Youtube

### PRESIDENT'S GUIDE | RESOURCES

acknowledgements

The CNH Key Club District would like to acknowledge the following individuals who have contributed to this guide.

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thank you for reading!

