

THE AVENGERS

YPO Mid-America Chapter

Discovery, Unguarded, Deliberate, Unassuming



THE AVENGERS

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PURPOSE

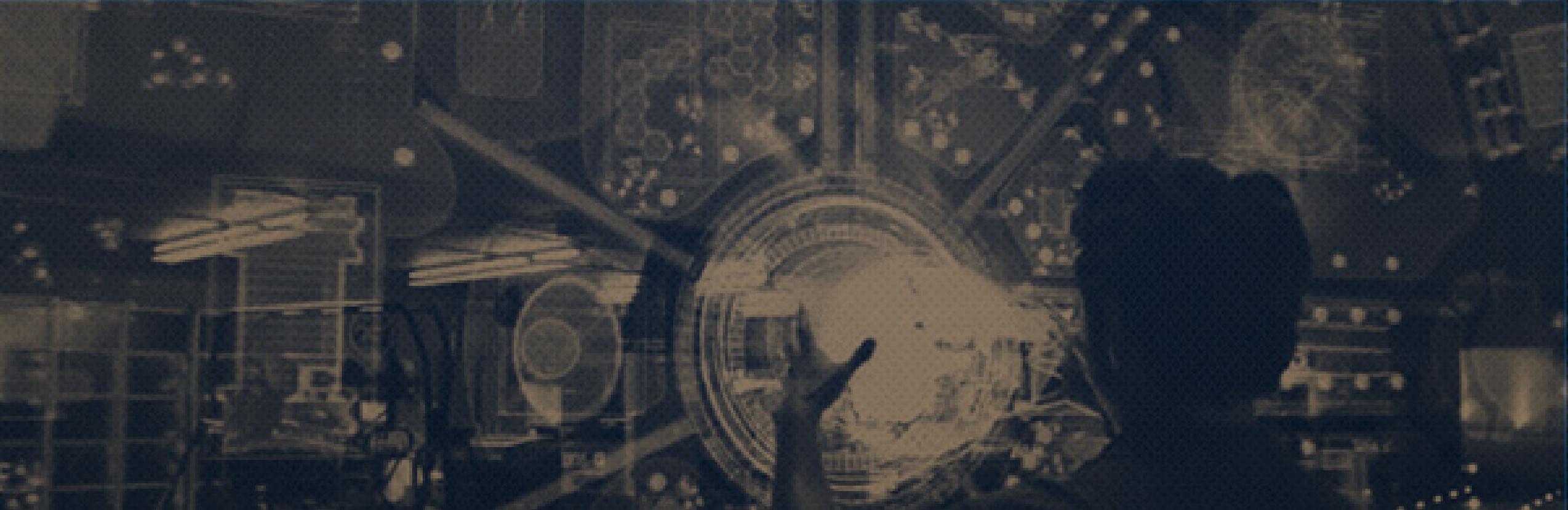
To Become Better People by Sharing our Personal, Family and Business Lives in an Atmosphere of Confidentiality, Trust, Respect, and Intimacy

- ★ We commit to ourselves and to each other the time, resources and opportunity to achieve the personal, professional and spiritual growth we desire.
- ★ We desire balanced content - business, family and personal.
- ★ We like to have fun, are closely connected and supportive of one another.
- ★ Our families are a priority in our lives, we are not exclusively business focused.





CORE VALUES



Discovery



We are incessant learners, constantly curious and can learn from each other as well as from anyone we engage. We strive to learn together from various experts at each location we visit.



Unguarded



We are authentic, supportive and demonstrate the highest trust in each other by offering and sharing our deepest thoughts and feelings without hesitation. We aspire to no judgment, with empathy and curiosity about each other and ourselves.



Deliberate



We purposefully identify learning opportunities at each location and throughout our gatherings. We keep our updates current, communicate with each other in-between meetings and commit to any research or preparation necessary prior to our meetings based on the topics identified. We are fully present at each meeting and make our time together a high priority in our lives.



Unassuming



We are humble and never look to “one-up or impress” each other or other people. We are self-aware enough to know our strengths and where we need improvement and readily admit to those areas. We enjoy fun in our time together.

A circular collage of various Marvel superhero icons and symbols, including Iron Man's helmet, Thor's hammer, Hulk's fist, and the Avengers 'A' logo. The icons are arranged in a circular pattern around a central 'A' logo. The word "MEMBERS" is overlaid in the center in a bold, orange, sans-serif font.

MEMBERS



Jody Lavoie,
Female Strong
& YEA! Chicago
2015
Chicago, IL



Bob Newmark,
Bryan Cave
Leighton Paisner
2015
St. Louis, MO



David Trogden,
Probo Medical
2015
Indianapolis, IN



Scott Winicour,
Gibraltar Business
Capital 2016
Chicago, IL



Mike Meier,
Venture Global
Solutions
2018
Detroit, MI



Kevin Token,
BSA LifeStructures
2015
St. Louis, MO





ROLES

Member

- Commit full attention to the content and agreed communication processes of forum, including our purpose and core values.
- Each member will explore a presentation topic at least once per year.
- Actively shows enthusiastic support for each and every member in the forum. Commit to response time of no more than 24 - 48 hours to all other forum members.



Appointed/Volunteer Roles

- **Retreat Planner** – plans budget, location, activities, resource and meals in conjunction with moderator and the members' goals and expectations. One-year term, rotating.
- **Day Chair** – plans local activities, meals, lodging and meeting venues for forum meetings. May include reaching out to local YPO and YPO Gold chapters. Appointed/volunteer for each forum meeting based on location.



Elected/Rotating Roles

- **Moderator**

Leads the forum in our purpose and values. Observe the group dynamic. Prepare and distribute meeting agenda, ensure presenters are selected, facilitate meetings, lead scheduling, prepare the annual calendar, ensure other roles are filled and executed and always lead by example. Must have attended a Forum Moderator and Leadership Development workshop prior to starting role. Two-year term.

- **Moderator Elect/Parking Lot & Timekeeper**

Document and capture meeting follow ups and potential parking lot topics, manage time during meetings, backup meeting moderator. Must attend Forum Moderator and Leadership Development during term. Two-year term.

- **Treasurer**

Handle all forum finances including, but not limited to, maintaining bank account, reimbursement of members within three weeks of expense submission and making sure we always have adequate funds throughout the year. Two-year term and can be renewed.

CALENDAR & MEETING LOGISTICS

Calendar



- A calendar will be organized by the moderator at the start of the year that includes all relevant meetings and activities outlined in our norms. The moderator will reach out to the incoming MAC chapter Learning Officer to coordinate Forum meetings with local MAC events. We regularly make adjustments to schedules as needed.
- We plan to have 8 meetings per year plus one retreat. Our fiscal year runs from 01-July to 30-June. Our first meeting is typically in September and our last meeting in June.
- 4 of our meetings will be in-person, the other 4 will be virtual.
- The retreat is scheduled outside of our region and in a warm climate during the first quarter. We may go outside the country to the South.
- At the last meeting of the fiscal year we elect and appoint all new roles, review parking lot and schedule next years' meetings and retreat.



Meeting Logistics

- We are a regional traveling forum. Expect to travel a minimum of 4 times per year for forum, plus 1 time for retreat.
- We prefer our meetings to be in the Central or Eastern time zones but occasionally may schedule a location outside of those time zones if we have unanimous consent.
- We try to schedule around MAC chapter events, but not required.
- Virtual meetings are typically 3 hours.

RETREAT 2020





Meeting Logistics

- Each forum meeting is expected to be 24 hours via an overnight stay plus travel. The forum meetings are always conducted during the work week and can include updates, presentations, local tours, outside presenters, get together with local chapter members, etc.
- We schedule retreats during the week so we can meet our familial goals over the weekends. Retreats are 2-4 nights with a budget of \$2000-\$3000 per person plus air travel. We may offer the opportunity for spouses to join outside of the working portion of the retreat. We work with professional facilitators and are serious about content to ensure high take home value. We are not a boondoggle forum.



FORUM NORMS

Forum Norms

Commitment

We make forum a priority in our lives as reflected in our purpose and core values.

Confidentiality

It is total and forever. Everything said and done in forum, regardless of how trivial it appears, is assumed to be confidential. Only the member who owns the information may make it otherwise. Suspected breaches are brought before the group, before or after resolution. Any breach can result in expulsion.

Attendance

- We meet 8 times per year and 1 annual retreat. While 100% attendance is expected, we allow two absences in a year for good and valid reason. A third will require open discussion about forum membership status. Retreat is mandatory. Missing retreat will require open discussions about forum membership status.
- We expect everyone to arrive on time and stay for the entire meeting. As we are a traveling forum, there is some leeway. However, your memberships status is at risk if your attendance does not live up to expectations and tardiness or absenteeism becomes the norm rather than the exception.
- If you are going to be late or absent, please be respectful and alert the moderator with as much advance notice as possible.

Forum Norms

Presence

We expect every member to be fully present and participate. Electronic devices must be turned off in order to avoid distractions. You are permitted to take notes on your laptop or tablet provided you turn off your internet and cellular connection.

Meeting Management

- All meetings will have a clear agenda, an identified moderator, diligent timekeeping and prepared presenters. See Roles for more information on meeting management.
- Every effort will be made to develop and follow a meeting agenda with member presentations scheduled in advance. Members with issues that are important and urgent may be moved to the top of the agenda.

Emergency Meeting

Any member can call an emergency meeting to be coordinated by the moderator. Attendance is not mandatory but strongly encouraged.

Forum Norms

Membership

- Our forum will consist of members who have no conflicts of interest. New members must be unanimously accepted and agree to our purpose and values. They will attend Forum Fundamentals within their first year of joining the Avengers.
- If a member no longer maintains eligibility within our chapter, or YPO at large, they are no longer eligible to be in forum.
- Members agree to treat one another with dignity, professionalism and respect.

Conflicts

- Members will avoid conflicts of interest, competitive situations and engaging in business relationships unless unanimously approved by the members. If an un-approved conflict develops, the member whose circumstances created the conflict may be forced to resign from the forum.
- Our forum is a safe space for all. We have no tolerance for inappropriate actions or language that would in any way make a member feel uncomfortable. If a situation were to arise, an open discussion with the group would occur and if necessary, appropriate action will be taken.

Communication

- The forum members make an effort to stay in communication in between meetings to update each other on important developments in our lives.
- We utilize various methods of communication. We will continually look to improve communication through the use of the best tools available for the purpose.

Forum Norms

Diversity

We believe in diversity of thought and perspective. We embrace diversity in gender, race, sexual orientation, expertise, spirituality, industry and experience.

Budget

- The budget will be set at the first meeting of each year, unanimously approved by the members and managed by the Treasurer.
- Members agree to pay their portion of the budget within three weeks of receipt of invoice.
- The treasurer will reimburse members for approved expenses within three weeks. Invoices and/or receipts are required for all reimbursements.
- Once a member pays any funds to the forum for annual dues or for specific purposes such as a retreat, the member forfeits those funds entirely if they resign from or are asked to leave the forum.

Issue Clearing

The moderator will begin each meeting by asking if there are any issues to clear. If so, the moderator will follow the YPO issue clear protocol.

Forum Norms

Forum Health Survey

The moderator will use the Forum Health Survey to diagnose the forum's health every year prior to our retreat.

Enforcement

- Members agree to hold each other accountable for meeting these norms and adhering to our purpose and core values. Members who are unwilling or unable to meet these standards agree to leave the group voluntarily.
- It should not fall to the moderator or another member to tell someone he or she should leave the forum. Each member, by his or her behavior, determines the relationship with the group. A clear violation of our standards implies a member has voluntarily resigned.

Written Norms, Purpose and Core Values

We agree to record our norms, purpose and core values in written format. We will review, make any edits as needed and renew our commitment to them at our annual retreat.



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