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“LET’S SIMPLIFY MEMBERSHIP!”

Article by Jim Henry, PDG D-6960

Rotary Club of Sarasota, President 1988-89, 2011-12

Rotarian of the Decade D-6960 2001-2010

Recipient 2011 R.I. Service Above Self Award

Rotary Leadership Institute Sunshine Division Chairman Emeritus

Rotary Foundation Major Donor and Bequest Society Member

Regional Rotary International Membership Coordinator, Zone 34, 2008-10

Regional Coordinator, Zone 34 2010-11



In reality, the only true measure of a successful Rotary club is whether or not it attracts and retains members i.e. creates Rotarians.

Rotary International's Club President's Manual (222-EN (312) defines an effective club as one that is able to:

1. *Sustain or increase its membership base*
2. *Implement successful project that address the needs of its community and communities in other countries*
3. *Support the Rotary Foundation through both program participation and financial contributions,*
4. *Develop leaders capable of serving in Rotary beyond the club level*

These elements of an effective club can increase clubs' ability to meet their goals in each Avenue of Service and achieve the Object of Rotary (see appendix 1).

The only purpose of Rotary International (R.I.) and its member clubs is to create Rotarians. Their objective is to advance the Object of Rotary. That objective doesn't have a chance of being achieved without first creating Rotarians just like competitions cannot be won without first creating athletes and businesses cannot turn a profit without first creating customers.

Items 2, 3, and 4 are attributes. Listing any attribute as being equally important to sustaining or increasing membership dilutes the importance of creating Rotarians and diminishes the fundamental principle that attributes are only as good as the number of Rotarians they help retain and attract i.e. deliver something present and potential Rotarians consider to be of value. Any organization that allows attributes to become equal to or greater than creating supporters is an organization in trouble.

It matters not how many service projects a club implements, how much it participates in or supports The Rotary Foundation, how many leaders it develops to serve beyond the club, or if its members are white, black, red, yellow, brown, male, female, old, young, middle-aged, blind, deaf, or purple with green polka dots as long as the clubs attract and retain people qualified to be Rotarians from within their local social fabrics. Then, and only then, can clubs go about advancing the Object of Rotary.

Rotary clubs do not make communities - Rotary clubs make communities better.

Jim maintains a BLOG titled Retention Central.

Consider visiting it at <http://zone34retentioncentral.blogspot.com/>

“ HOW TO GET THE BEST OUT OF YOURSELF IN MANAGING A TEAM IN ROTARY ”

By Philip Archer Rotary Public Image Coordinator Zone 8



The reality for most leaders is that the team's performance takes precedence over our own performance. But how much of the team's performance relies upon our effectiveness as an individual?

Ever watched a TV program like "The Apprentice" and wondered how those people supposedly 'leading a team' can be so unaware of their own performance and impact upon the team? From their position they can see exactly what each of the other team members need to do, but don't have the perspective to step back and see what is required of themselves.

Yet we at home find it relatively easy to see. If we were that leader's manager, we could show them exactly what they needed to do to gain better results for both themselves and the team.



Gaining Perspective

For the leader who is caught up in the moment rather than watching from a distance like a TV audience, finding appropriate points of comparison upon which we can compare our performance to is critical to gaining perspective. By selecting an appropriate benchmark, we can establish where our performance is at currently, and where we need to go to improve it.



Benchmarking Best Practice

Determining the best we are capable of is an essential part of optimizing our performance. A leader with a clear idea of the best they could conceivably do has a basis on which to build his or her goal setting and planning of how they can achieve their goal.

A simple question to ask might be *"If I were on top of everything and at my best, what would I be doing?"*

If we work out what our ultimate performance really is, we can build realistic, individualized expectations of ourselves, and recognize the factors preventing us from achieving this performance on a daily basis.



Trying To Do Too Much

For many leaders, a common trap is simply trying to do too much – we forget that even at our best, there are factors which prevent us from doing more. There are only a certain amount of hours in a day. Some of our team members are always going to require assistance. If we get home later and sleep an insufficient amount, our functioning will suffer the next day.

To try to attempt more would mean sacrificing in other areas, and instead of accomplishing more, what we end up doing is performing below our best in the areas that really count.



Redefining Your Best

By recognizing our limitations and the factors that get in the way of us achieving what we initially thought was our 'ultimate performance', we recognize that we must redefine a more realistic idea of what this performance is – some areas to think about might be:

- ✓ Redefining your 'personal best' to include attending to the team's needs as part of it, rather than running counter to allowing you to achieve your best,
- ✓ Redefining your 'personal best' to recognize the inevitability of obstacles,
- ✓ Attending to less and doing a better job within the areas that you do attend to,
- ✓ Attending to more and recognizing that your best is subject to parameters (e.g. how much assistance you can give in the hour you have assigned to do so),
- ✓ Recognizing and concentrating upon the core areas upon which you rate your performance, and reducing attention to non-core areas,
- ✓ Recognizing more efficient ways of doing tasks,
- ✓ Recognizing unnecessary obstacles that can be easily overcome,
- ✓ Redefining your role itself, recognizing areas which would be better served through delegating them or empowering your team members to accomplish them independently.

While you are acknowledging reality as an inherent factor in your performance, remember that you want to set yourself an idea of the ultimate that you can strive for, and it is from this that you can derive your goals.

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“What does the team need from me?”

Before deciding finally on the benchmarks for your ultimate performance, it is wise to ask what the team needs from you – is your best helping them? What do they really need?

It’s time to ask them.

Going back to our original question, *“how much of the team’s performance relies upon our effectiveness as an individual?”*, we realize that if we have taken the team’s needs into account, our effectiveness as an individual should be benefiting the team as well.



“What do I need from me?”

Recognize that for you to be at your optimum at work, you’ll probably want your mind to be there with you. Maintaining a healthy balance away from work means that you can dedicate yourself more fully to tasks at hand both at work and away from it.



Putting It Into Practice

Now that you know where your best is, to derive meaningful goals which will get you to that ultimate performance, you need to figure out where your performance is currently at.

A marathon runner wanting to run less than 2 hours for the 42km needs to not only know that 2 hours is his goal, but needs to know how much he must improve from his current times, and what changes in his race he will need to achieve this.

As a leader, we can take a similar approach. What are the behaviours that will make the difference between where you are now, and where you want to go?

Once you’ve identified those behaviours, it’s time to make a ‘SMART’ goal around each one

A SMART goal is:

- **Specific** – It is clear, not vague and leaves no doubt what is to be achieved,
- **Measurable** – It is evident whether the change has occurred / how much change has occurred,
- **Agreed** – All parties are behind this goal, or where it is yours solely, the goal has your commitment,
- **Realistic** – It is something you are capable of achieving in the real world, not just the ideal world,
- **Time Oriented** – There is a date of completion or follow up at which you can assess goal attainment.



While all these steps are not earth shatteringly revolutionary, they stand the test of effectiveness. When caught up in leading others, common tendencies for many leaders are to either neglect to compare our work to any benchmark or to compare our work to that of the people we are surrounded by. Take the time to step back and re-assess what you are doing.

Some Practical Tips For Bringing Out Your Best

- ✓ Know where you are going – define your best before you try to chase it down,
- ✓ Recognize your limitations including sleep, personal commitments, hours you have available during the day, and time you need to assess your own performance,
- ✓ Know what your team needs from you,
- ✓ Step back and gain perspective,
- ✓ Consult your Rotary team,
- ✓ Keep balance in your life,
- ✓ Set yourself SMART goals and follow up on them.



By maintaining a focus on how we define our best, what our best can be, and how we can achieve it, we are able to benefit Rotary at the same time.

“JOIN THE JUMP FOR POLIO”

Article by PP Grahame Sweeney Rotary Club of Berry, D9710

Imagine jumping off one of the World's highest peaks, then paragliding over ice cliffs, crevasses and valleys, being buffeted by freezing cold winds, descending through cloud and fog, and finally landing back on ground at Base Camp some 3 kilometres below.

That's the goal for Berry Rotarian Ken Hutt as he joins a small intrepid group of mountaineers in April/May 2014 climbing the World's 6th highest mountain, Cho Oyu in Tibet ... just 600 metres short of Everest ... all in the name of raising money and awareness for Rotary's International PolioPlus campaign.

Cho Oyu stands at 8,201metres, and just climbing it is a huge challenge. Ken will spend 20 days on the mountain acclimatizing to the high altitude, transporting equipment including oxygen, climbing equipment and provisions to a number of higher camps, fixing ropes on technical climbing sections before making the final 10 hour ascent starting at 1am on summit day.

The time on the summit in the “death zone” is generally brief, as climbers must hastily descend to the relative safety of lower altitudes. Ken however, will aim to accomplish a rare feat ... to launch a lightweight paraglider off Cho Oyu mountain and fly back to Base Camp ... believed to have been attempted only once before.

Ken is a member of the Rotary Club of Berry and is no newcomer to extreme mountaineering. He has been involved in mountain sports for some years and has previously climbed in South America, New Zealand, Pakistan and Nepal and two years ago conquered Kilimanjaro as part of a team representing Amnesty International. He began paragliding 2 years ago with Cho Oyu in mind, and last year tackled the NZ Southern Alps where he test practiced his climbing and flying quest. But nothing as high as 8,200 metres!



This expedition to Cho Oyu will be his first attempt at extreme altitude where the careful planning will not only take into account the weather extremes, but also debilitating issues including acute mountain sickness, oxygen deprivation and the lack of any outside emergency assistance. Although Cho Oyu is attractive to serious high altitude mountaineers there is only one known previous attempt to paraglide from the mountain. Cho Oyu is often closed to international climbers due to political issues, and special permission must be obtained to undertake this attempt.

Ken's motivation has always been working for the community good. He is a former Police Officer with Emergency and Rescue service and in 2004 he worked with Father Chris Reilly in Banda Aceh following the catastrophic Asian Tsunami.



This time, his motivation is fuelled by his desire to raise funds and awareness for the PolioPlus campaign which is aiming to rid the World of polio for good. Polio is a highly infectious viral disease that causes swift and irreversible paralysis. To date, Rotarians around the World have raised over \$US1Billion toward the Global Polio Eradication Initiative. Polio cases have been reduced by 99% worldwide since Rotary's first project to vaccinate children in the Philippines in 1979. Along with its global partners, Rotarians have assisted to immunize more than 2 billion children against polio in 122 countries. We are closer than ever to ending this crippling disease forever ... but the job is not yet complete.

Ken is looking for assistance from all Rotarians, friends and family to donate a few dollars to really support his efforts to raise funds for ending polio. Every dollar donated goes to Rotary's End Polio Now campaign ... and every dollar donated is another child protected from this hideous disease for life.

Join the Jump for Polio: Please discuss this venture with your Club, your workmates and your family – even awareness of the “End Polio Now” campaign will have a beneficial impact on Rotary's goal for a Polio Free world.

Donations can be mailed to:

The Treasurer
Rotary District 9710
PO Box 6137, SUSSEX INLET, NSW, 2540

Or deposited directly into the District Trust Account:

Account Name: D9710 Nominees Pty Ltd
BSB: 112-879
Account Number: 485 555 812

If donors would like a tax receipt for deductibility then they should provide their full name and address, as well as email details.

To speak to Ken or his team, or if you can assist with fundraising, we welcome your enquiry. Email: berryyjetz@bigpond.com

“For the Record”

Rotary speechwriter Abby Breitstein interviewed Huang in November in Jerusalem, at the Rotary institute for zones 14, 19, and 20. Extracts from the interview, which appeared in *The Rotarian* March 2014 edition.

Rotary’s president-elect Gary C.K. Huang wants to increase membership so we can match our resources to the world’s needs.

THE ROTARIAN: *Is there a specific group of potential members Rotary should be targeting?*

HUANG: We should focus on alumni – people who were in Group Study Exchange and former Rotaractors. We currently see former Rotaractors who are over 30 as graduates. They should become Rotarians. Rotaractors already have the basic knowledge and experience of Rotary. Many of them go overseas or into military service, or study, and they forget about Rotary or become too busy. We should keep track of these people. If we can sponsor clubs with short meetings and no big meals, that will help keep them. We’ve been doing this successfully in Taiwan. Past Rotaract presidents and representatives become good Rotarians.

TR: *What do you tell people about Rotary to encourage them to join?*

HUANG: I tell them that Rotary is special. It’s people helping people, and they are having fun, like good friends. Some qualified people say they are too busy to attend weekly meetings. We should tell them that they don’t have to attend all the meetings, that they can participate in service whenever they can. And they have to eat anyway, and it is only one meal. I tell them that, when they travel abroad, they can eat well and cheaply at Rotary make-up meetings and be among friendly people who know the local language and customs.



TR: *What are the obstacles to recruiting new members?*

HUANG: So many people still think this is only a men’s club. And some Rotarians think it should be. I ask them, “Are you sure your wife is not qualified? If you don’t want your wife in your own club, that’s OK. But don’t say she is not qualified to be a Rotarian. She can join a different club.” These people are too conservative. This is one of the reasons that Japan is losing membership. But Korea, Taiwan, India - it’s all changing, now we have more female members. It’s the same with younger people. We have to give them the opportunity. They are our future. In a few years, they may be wealthier and more successful than we are.

TR: *How confident are you that Rotary can attract new members? Do you have a strategy to make that happen?*

HUANG: This coming year, we are going to emphasize that Rotarians should invite their spouses and other family members to join Rotary. If you can’t do that, don’t tell me you’re going to invite somebody else! It is not that difficult to invite people who interact with Rotary. In Australia, at the Canberra institute, I invited two of the speakers. They both joined. One of them was the female CEO of a major bank. When I invited her, she said she wasn’t sure if she was qualified. The CEO of a major bank? That’s ridiculous. I gave her my pin. I took it right off my jacket, and I inducted her that night.

That’s something we should all try – something I have done with success. I invite speakers, or sometimes even guests of honor, at meetings to join Rotary. Many Rotarians think those people are too busy, or too important, that they don’t have time for Rotary. But it’s wrong to assume that.

“INDIA BEATS THE ODDS, BEATS POLIO”

Message from Rotary International General Secretary John Hewko

I just wanted to share a story that recently was aired on CNN on polio where Rotary is given significant coverage.



"India beats the odds, beats polio," has now aired on [CNN International](http://www.cnn.com) (200 million subscribers around the world) and posted on [CNN.com](http://www.cnn.com) (22 million unique visitors each month).



The feature story was also selected to be posted (along with the photo) on CNN’s Facebook page (www.facebook.com/cnn, 10 million fans) and to CNN’s Twitter feed (<https://twitter.com/cnn>), 12 million followers). Rotary’s general and “End Polio Now” Facebook and Twitter feeds have also re-posted and shared.

Both the video (by Mumbai-based CNN International correspondent Mallika Kapur) and the online feature showcase Rotary and our National PolioPlus Chair Deepak Kapur, who was interviewed.

Rotary International is credited as “the organization that led the effort to rid India of polio,” which the video calls “one of the biggest global health achievements of recent times, and a triumph for India’s government and partners that fought the disease.”

You can see and hear the feature and read the full text at: <http://cnn.it/Q0Tjxh>

“THE DREAM LIVES ON!”

Vale PP David Rusk Rotary Club of Brownhill Creek

Article supplied by ARC D9500 and D9520 PDG Malcolm Lindquist. Photos courtesy of Bryan Charlton

When David Rusk died on November 7th 2013 after a short battle with Cancer at the age of 65 he had accomplished so much in his life but had so much more to do, especially for the **Dalit** (untouchable) orphans in Kathmandu, Nepal.



Since his retirement as a Primary School Principal David had inspired members of the **RC of Brownhill Creek** and the **RC of Blackwood** to assist the educational opportunities for poor and orphaned children in the poorer areas of Kathmandu.

As a result of his efforts he was able to facilitate:

- Establishment of sister club agreement with the **RC of Dillibazar**. This club oversees many of David's Projects.
- The visit of Nepalese teachers to Adelaide to improve their teaching skills and experience new ideas in education.
- The sponsorship of over 100 disadvantaged students to allow them to complete their elementary education.
- The sponsorship of the head boy, Ishwor Ghimire, from the Golfutar orphanage by Pulteney Grammar School to allow him to attend the school on a full scholarship.
- The annual visit of groups of students from Pulteney Grammar School to Kathmandu as part of their Social Justice program. In Nepal the students have worked with children in local schools and the Golfutar orphanage. Part of their fundraising activities has resulted in new bunk beds for the orphanage, sponsoring underprivileged students and supporting scholarships for 12 students to attend senior schooling in Kathmandu.
- Sponsorship of students at **Blue Sky School in Kathmandu** by students of **Unley High School** and the supply of books and science equipment by Unley High School.
- Transport of books and equipment to Nepal using the resources of the South Pacific School Aid group which operates out of its premises at Pasadena High School. Using the resources of the Rotary Club of Brownhill Creek the Blue Sky School now has a fully stocked Library. This was established when a team of Rotarians and partners visited Kathmandu and worked with local Rotarians at the end of 2011.



Unpacking gifts with David, Mother Rajan and beside them Ishwor Ghimire the scholarship recipient

However David's greatest dream was to provide a school for the 100 students of the Dalit Mahila Utthan Kendra Orphanage at Golfutar that had been established by an equally inspiring lady known as Mother Rajan. Because the students are orphans and Dalit (untouchable) they are often excluded and not accepted in local schools. As a staunch advocate for Social Justice David set about providing a school to be attached to the orphanage. He was able to rally friends, family, Rotarians and members of the public to contribute funds to allow a school to be built.

At the time of his death David had raised over \$200,000. This amount was sufficient to allow the purchase of land and finance the construction of a modest but excellent four storey school adjacent to the orphanage.

As a tribute to David and his dream Past District Governor Malcolm Lindquist and members of the Rotary Club of Brownhill Creek have pledged to oversee the completion of the building along with members of the Rotary Club of Dillibazar.

As well as completing the building the Rotary Club of Brownhill Creek is hoping to set up a Trust fund to enable the ongoing maintenance of the school once it is completed. The project has been accepted as a Rotary World Community Service (**RAWCS**) project and as a result donations to the project through RAWCS are tax deductible.

If you can assist, you too may be able to ensure that David's dream lives on!

Donations to the project can be forwarded to RAWCS, PO Box 105 Port Adelaide SA 5015 with reference No. 25-2012-13 Nepal Orphanage Golfutar.

Nelson Mandella's famous words can equally apply to David's work; **“What counts in life is not the mere fact that we have lived. It is what difference we have made to the life of others.”**

“ALASKAN ROTARIANS SEE MEMBERSHIP HIKE WHILE UNITING TO BUILD PARK”

By Daniela Garcia, Rotary News, 27-Mar-2014

The **Rotary Club of Eagle River Area in Alaska** experienced a 50 percent increase in membership after building a playground designed for children with disabilities to play alongside their classmates.

Former club president Tonya Gamble says the club is always looking for ways to increase membership, but it wasn't until they took on the park project that the club saw its membership rise from 29 to 43 members. Rotary members helped raise funds and assemble the park equipment.

"When children get together and play, they realize they have more in common than differences," Gamble says. "That concept is what the community really liked."

Club members sent fundraising letters to local businesses, held a community meeting, spoke at the chamber of commerce, and had their project featured in the local newspaper. "With this project, we had such good PR in the community that we had people coming to us," Gamble says.



Members with some of the parents and children who will benefit from the all-inclusive playground the club helped build.



Members and local volunteers worked together to erect the playground equipment.

Photos Credit: Courtesy of the Rotary Club of Eagle River Area

The project resulted from a suggestion made by club member Seth Kelley, who was also the executive director of FOCUS Inc., a local nonprofit that provides services to the families of children and adults with disabilities. The parents of his clients had expressed their desire for a playground that their children could also use. The playground area in the local park had just one set of swings and a couple of other playground pieces that had been hand-me-downs.

Thomas Wilder was one of those people who responded to the publicity. After retiring and settling down in Eagle River in 2008, he started looking for a place where he could make a difference among friends.

"The Eagle River Area club clearly had a lot going on. My friends were always talking about service projects, firesides, and other activities that appealed to me," Wilder says. "But what sealed the deal [of joining the club] was the ability to immediately get involved in a big, worthy, and tangible project."

The idea to build the first all-inclusive playground in the state came out of the club's five-year plan, which Gamble says was essential in determining their club's overall goals. Finding what members deemed a "signature community project" would help the club fulfill its goal of working to build healthy communities.

As a new member, Wilder says he enjoyed having an immediate effect on the community. In addition to helping construct the playground, he secured a grant that helped pay for it.

"It's bigger than myself, something that makes a positive impact," Wilder adds.

Share your Club or District Service Project

We would like to hear from clubs or Districts telling us what they have done. Please include a summary, contact details, and a couple of photos, and email to [Issa Shalhoub](mailto:Issa.Shalhoub@rotary.org), this Newsletter's editor.

“EASY GIVING”

Use Rotary Direct for simple, safe donations

Rotary Leader March 14 edition

Contributions made to The Rotary Foundation fund thousands of humanitarian projects in communities worldwide every year. Since 2011, **Rotary Direct** has given Rotarians and friends an easy, secure way to contribute that also reduces administrative costs, so more money can go to these lifesaving efforts.

With the Rotary Direct online tool, you can set up an automatic recurring contribution, selecting monthly, quarterly, or annual payments. Recurring gifts that go to the Annual Fund, the main funding source for Foundation activities, support Rotary’s humanitarian activities year-round.

THREE GOOD REASONS TO ENROLL IN ROTARY DIRECT:



1. Save time.

With Rotary Direct, you never need to remember to donate. Scheduled giving is especially helpful for Rotarians who are working toward donor recognitions. These donations also count toward club recognition banners.



2. Save money.

By giving online, donors are provided with receipts in the local currency, helping avoid foreign transaction fees. And donors can receive tax advantages where the law allows. Online donations are also the most secure way to contribute to The Rotary Foundation.



3. Save lives.

Online giving helps the Foundation make the most of your donation by saving money on check processing and administrative fees.

Ø [Enrol in Rotary Direct online.](#)

Ø [Learn more about giving online.](#)

“PRESIDENTIAL MESSAGE”

Ron D. Burton, President 2013-14, April 2014, RI website.

Like attending a Rotary club meeting, reading Rotary magazines is an essential part of the shared experience of being a Rotarian. When you pick up a Rotary publication, whether it's Rotary Down Under in Australia and New Zealand, or The Rotary-No-Tomo in Japan, you'll find that every single one does just what it's meant to do: It informs, and it inspires. It keeps you up to date with Rotary news, brings you new ideas for your Rotary service, and tells stories that are relevant and meaningful to you. To me, these publications around the world are a tangible representation of Rotary's greatest strength: that each club is a local, community-based entity, engaged in a truly global network.

Because each one of our Rotary publications belongs to the family of Rotary magazines – each one is, like every Rotary club, both fully local and fully part of our international identity.

**All past editions of the “Rotary on the Move”
Newsletter can be accessed by clicking [HERE](#)**

If you wish to receive an electronic copy of this Newsletter, or you know of someone who would like to receive one, please email the editor; Issa Shalhoub shalhoubissa@shoal.net.au

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