

In this issue:

1

Mount Isa Rodeo

2

Membership New Ideas

3

- Welcoming Best Practice
- RI PE on Membership

4

- Upcoming Webinars
- What Came First?
- RI President Message

5

- Polio Eradication
- Membership Stats

6

- Service and Fun
- Rotary's Image

7

A Plan Succeeds

8

- Essential Brand
- The Team

“ROTARIANS GROW MOUNT ISA RODEO TO A WORLD CLASS EVENT”

Article received from District 9550 Governor Moorthy Karuna

The Mount Isa Mines Rotary Rodeo, the largest in the southern hemisphere, was born of the fledgling Mount Isa Rotary Club's desire to “think big”.

Now in its 56th year, the rodeo is a three-day festival held the second weekend of August, attracting the best competitors, stock and around 25,000 visitors to the north-west Outback Queensland city.



The young service club had only been operating a few months before it decided to tackle something big. It joined forces with the [Mount Isa South West](#) and [Mount Isa](#) Rotary Clubs and created the Mount Isa Rotary Rodeo Inc (MIRRI) and the MIRRI Management Committee to run the rodeo.

But in true Rotary style, MIRRI also ensured the Isa Rodeo is like no other. The event is not for profit, and has donated more than \$3.6 million to charitable, sporting and service organisations.

A rodeo of this size takes many, many months of planning and organisation, and literally relies on the efforts of hundreds of people. A 700 strong team of volunteers fulfils many roles within the event, from running the bars to providing a warm welcome at the onsite swag city.

This year saw the highly successful introduction of the inaugural Mount Isa Rodeo School with former Australian champions teaching young riders the techniques and skills of bull and bronc riding and rodeo clowns (who help protect bull riders).



Preparations are already well underway for the next event, to be held from August 7 to 9 2015 in Mount Isa's spectacular purpose-built Buchanan Park stadium.

“There's nothing like it in Australia,” said MIRRI chairman Darren Campi. “We are very proud to stage a world-class rodeo in the Queensland Outback which will continue to give away its profits to help our local community. If you haven't already, come visit us in August and say g'day – we'd love to see you.”

For more information visit www.isarodeo.com.au and <https://www.facebook.com/isarodeo>

" PROMOTING MEMBERSHIP WITH NEW IDEAS, EVEN SOME THAT CHALLENGE TRADITION "

By Ryan Hyland, Rotary News, 21-Jan-2015

Strengthening Rotary's membership is not just important for incoming district governors, it's critical. That's the message they received from several key speakers at their training event, the 2015 International Assembly in San Diego.

For membership to grow, leaders must be willing, for example, to ease stringent club meeting protocols and make other efforts to accommodate a younger, digitally oriented demographic.

Seventy percent of Rotary members are 50 years or older, while half of the world's population is under 30, according to Rotary leaders. The contrast shouldn't be something to fear, but rather something to embrace, said Rotary member Michael McQueen, a bestselling author who studies social change, youth culture, and cultural issues and whose consulting firm, The Nexgen Group, specializes in demographic shifts and social trends.



Michael McQueen
Photo Credit: RI
Monika Lozinska

To engage this young demographic, McQueen says that staying relevant is crucial. He shared three key ways that enduring organizations can do that: recalibrate, re-engineer, and reposition.

But relevance does not involve compromise, McQueen stressed; the values, priorities, and commitment of Rotary should never change. "Any organization that is willing to compromise its DNA in order to stay relevant never lasts. After all, if you don't stand for something, you'll fall for anything," said McQueen, a member of the Rotary Club of Crows Nest, New South Wales, Australia.

RI General Secretary John Hewko expressed a similar view when he addressed the assembly. He said it's clear that members have been able to accomplish a great deal, but asked what they are "willing to do" to make Rotary stronger.

"So I'm asking all of you, in the coming year, to be voices for doing everything we can in Rotary, not just everything that's comfortable or easy or the way things have always been done," he said. "Be advocates for thoughtful, positive, and lasting change. We have a great tradition in Rotary, but it's our tradition. We made it, we own it -- it doesn't own us; if it no longer serves its purpose, we can change it."

McQueen suggests adjusting some of the traditions, processes, and protocols that "could be the very things that cause us to lose relevance."

In McQueen's native Australia, the [Rotary Club of Toronto Sunrise](#), New South Wales, has three members sharing leadership responsibilities for a year as co-presidents. The club reports that having the skills and ideas of three leaders is prompting other changes, and has already resulted in a 25 percent gain in membership.

According to McQueen, change and innovation are led by people with fresh perspectives. Rotary members can draw new ideas from new members, guest speakers, family members, even children who tag along to club meetings.

"The beauty of people with fresh eyes is that they don't know how things have always been done because no one has told them yet," said McQueen. "They have no trouble thinking outside the box because no one has told them what the box even looks like."

And young people, he said, "represent an enormous opportunity for this organization from a membership point of view. They are an ambitious bunch of natural networkers who, contrary to popular opinion, have a strong sense of civic duty."

Change is never easy, McQueen conceded, but Rotary members must be open to it. "We must avoid the trap of ever feeling we have arrived at the winning formula, which we then set in stone. After all, the moment you think you've made it, you've passed it."

Growing membership is a major goal of Rotary President Gary C.K. Huang. Engaging youth, inviting more women into clubs, and embracing change are all important to increasing and keeping members, Huang said.

Sometimes, he noted, adding a member is as simple as asking someone to join. Since he took office on 1 July, Huang has recruited several dignitaries while traveling, including Ed Royce, a U.S. congressman from California; Mulenga Sata, deputy mayor of Lusaka, Zambia's capital; and Beatrice Lorenzin, Italy's minister of health. All of them, Huang said, praised Rotary's work before being asked to join.

"All of you are going to be busy people next year, and I urge you to make a habit of asking other busy people to join. Don't leave them out," said Huang, "Maybe some of them will say no, and that's OK. But I don't want any of them to say they are not Rotarians because nobody ever asked."

He added: "Our membership and services are what make Rotary powerful and strong. To keep it strong, membership recruitment and retention have to be a priority for every incoming Rotary leader."

" HOW WELCOME DO YOU FEEL AT YOUR CLUB OR AT A CLUB YOU MAY BE VISITING? "

Article from **RI Zones 33 34 Newsletter Dec 2014**

By **Claudia Merti D6900, Rotary Coordinator Zone 34**



Making our members and our guests feel welcome is one of the ways to ensure that they'll be back.

The Rotary Club of Clayton County, GA, in District 6900 decided about 6 years ago that we would institute a Greeter program, complete with Greeter Manual.

Below is a copy of that manual developed by then Sergeant-at-Arms, Raymond Baggarly. Perhaps you can use this or develop your own to make everyone feel welcome in your Club.

The Rotary Club of Clayton County, GA, Rotary District 6900, Greeter Manual

The purpose of "Greeter Manual" is to establish a Best Practices and Procedures for the "Greeter" to ensure a consistent and well-defined model that will exemplify Rotary ideals when Rotarians or Guest visit our club.

The Greeter should be a Rotarian that enjoys fellowship and sharing the joy of Rotary.

Best Practices and Procedures:

- It is recommended that two Greeters be appointed and provide support and back-up to each other and work as a team.
- The Greeters should arrive at 11:45 AM or 15 minutes prior to the start of the meeting and be the first welcoming hand and smile the Rotarians and Guest see when entering the room. The Greeter should remain on duty until opening comments by the President. To encourage on time participation a Greeter should enter the food service area 5-minutes before the meeting starts and gently announce the meeting is starting in 5 minutes.
- Rotary badge, Greeter Badge and Rotary pin must always be worn.
- The Greeter should introduce him or herself, shake hands and give welcome comments. The Greeter should visit any guest or Rotarian's table in the event they slip by the Greeter.
- Guests should be introduced to the Sgt.-at-Arms and briefed on the sign-in procedure. The Greeter should introduce the guests to the Rotarian responsible for introductions, if possible.
- Guests that are alone should be introduced to other Rotarians and ask one of them to escort the guest to the cafeteria line while offering assistance with food selection, desert and drinks.
- When returning to the meeting room the Greeter should again greet the guest and make sure he or she is comfortable and is seated with the escort.
- If time permits the Greeter should introduce the guests to the President and Guest speaker.
- Guests of Rotarians should receive the same courtesy as above but the Greeter should help locate the Rotarian and escort the guests to them if arriving separately.
- Visiting Rotarians should receive the same courtesy as above but the Greeter should inquire about the home club, occupation, if banners need to be exchanged and pass the information on to the Sgt-at-Arms and President.
- The Greeter should be at the door to bid farewell to Rotarians and guests at the conclusion of the meeting and present each guest with a brochure or memento from our club.

The main goal of the Greeter is to make each Rotarian and guest feel completely welcomed and comfortable.

"RI PE ON MEMBERSHIP"

Excerpts from an article by **Ryan Hyland, Rotary News, 18-Jan-2015**

RI President-elect K.R. "Ravi" Ravindran discussed some of Rotary's challenges, including membership, at the opening session of the 2015 International Assembly in San Diego.

"We have to find a way to bring back the fundamentals that built our organization: the emphasis on high ethical standards in all aspects of our lives, and the classification system that encourages a diversity of expertise in each club," he said. "Too often these ideas are viewed as little more than inconvenient obstacles to increasing our membership. But they have been essential to Rotary's success, and we ignore them at our own peril."



K.R. "Ravi" Ravindran

The focus on branding is essential to helping Rotary grow. "We need to reposition our image, which we recognize has faded in many parts of the world," he said.

Rotary also needs to continue to raise funds for The Rotary Foundation, attract new members, and encourage greater participation from current members, he added.

"REGISTER FOR UPCOMING WEBINARS"

Rotary International

Our Membership Matters! webinar series continues in 2015, member engagement, and strengthening your Rotary club. Each webinar includes best practices, current trends, and actionable items that your club can start immediately. Register for upcoming webinars today!

MEMBERSHIP ENGAGEMENT: THE KEY TO RETENTION Wed, 25-Mar-2015 10:00am US Central Time (60 min) = Sydney AEST 2:00am Thursday 26 Mar;

This webinar will focus on member engagement as a path to member retention. Clubs that keep existing and new members involved in club leadership, decisions, and activities are much more likely to have members that feel connected to the club and as a result, have higher retention rates.

HOW TO RECRUIT NEW MEMBERS AND STRENGTHEN YOUR CLUB Wed, 6-May-2015 10:00am US Central Time (60 min) = Sydney AEST 1:00am Thursday 7 May;

This webinar will focus on growing and strengthening clubs by inviting new and diverse groups of professionals to club meetings, asking friends and colleagues to participate in service projects, and reaching out to Rotary program alumni.

"WHAT CAME FIRST; THE CHICKEN OR THE EGG?"

Opinion article by PDG Harold Sharp, District 9685 2002-03



Let us go back to basics and ask the same question concerning Rotary International. What came first in the establishment of Rotary? The answer is membership because without membership there would be no clubs and without clubs there would not be Rotary International.

So what is the difference between the original concept of Rotary clubs and today?

When I joined my first Rotary club in 1977 the three priorities of the club were: Community Service, Membership and International. Please note that at no stage is the word fundraising mentioned.

In my role this year with district 9685 as chairman of membership apart from addressing the president elects at pets and the membership chairmen at district assembly I have been invited to address throughout the year so far some 65 of 77 clubs on the subject of "membership acquisition and retention". Without exception at each club I visited the main discussion apart from my address was fundraising. Rarely was there a welfare report on sick members, presentations on Rotary programs and projects. The knowledge of Rotary is abysmal.

The argument of course will be put forward that without fundraising clubs are unable to fund projects and programs and the Rotary Foundation. However I believe that unless a club is having fun and fellowship then they will be unable to successfully fundraise.

If Rotary International is to survive and increase and maintain its membership it must change its priorities and downplay the importance of fundraising. The majority of Australian Rotarians are hardworking middle class and whether you like it or not money is now an important issue in deciding whether to join a club.

I have been a Rotarian since 1977 and intentionally have never worked out how much it has cost me. As I have a background in fundraising and marketing I assure you my experience tells me that if we concentrate on fun and fellowship then fundraising will be a bi-product and your club will continue to successfully raise much needed funds

Never in the history of this troubled world has RI been more needed. Let us return to basics by making our clubs vibrant and informative and a haven for persons both male and female who desire to make the world a better place.

"RI PRESIDENT'S MESSAGE"

GARY C.K. HUANG, January 2015

"The goal of a Rotary Day is to shine a light on Rotary. For many years, we in Rotary felt that it wasn't appropriate to boast about our good work. We felt it was best to serve quietly. But today, in many communities, people aren't even aware that they have a local Rotary club. Not because the clubs aren't strong, or because they aren't serving well. They are. But if Rotarians don't talk about their work, people will never know about it.

It is time for us to *Light Up Rotary* and let people know what we are doing.

And if you haven't planned a Rotary Day yet, why not? It's a great way to share your love for Rotary with your community. When we tell others about Rotary and let them know how membership can enrich their lives, we share a gift that was given to us when we were invited to join our clubs. By passing that gift on, we help ensure that Rotary, and its service, will endure for generations to come."

"THE AMAZING ROLE OF AUSTRALIANS IN ERADICATING POLIO"

*From Rotary Voices, posted on January 26, 2015 by Rotary International
Article by Susanne Rea, past president of the Rotary Club of Cairns Sunrise, Queensland*

I was four-years-old when I contracted polio. I was fortunate to have made a complete recovery, but defeating polio has remained personal for me. I am also proud to be an Aussie. You can bet I was cheering loudly during the 2014 Rotary International Convention in Sydney when our Prime Minister, Tony Abbott, [announced a pledge of \\$100 million over five years to help eradicate polio.](#)

On Australia Day (26 January), I reflected on the significant contribution Australians have had on polio eradication. Past RI President Clem Renouf (1978-79) had the vision to involve Rotary in ridding the world of this crippling disease. Rotary member Jenny Horton has spent her life on the front lines, immunizing children against polio in endemic countries.

I am trying to do my part. As my district's polio chair, I dreamed up the [World's Greatest Meal](#). Partnering with my friend Mukesh Malhotra, a past district leader in the United Kingdom, we pulled together a team of talented individuals who have harnessed the power of social media to encourage clubs and individuals to hold their own meal events, and donate the proceeds to PolioPlus.

In 2014, Rotary members through the World's Greatest Meal raised enough money to vaccinate nearly four million children against polio. I have been moved by the variety and creativity of ideas, from a simple gathering of members over coffee to an amazing auction of Pele soccer memorabilia in Brazil.

I recently accepted an invitation to step out from behind Facebook into the real world, and promote our concept in person in India. In New Dehli, I found a cacophony of noise, but also serious young Rotary members excited by the opportunity to serve. In Mumbai, I met and enjoyed support from past RI President Kalyan Banerjee and past Rotary Foundation Trustee Ashok Mahajan. In [District 2980](#), I toured 91 clubs, and that was just half the district!



Susanne Rea and a friend during her visit to India.

I am now hooked. I am booked on an eight-country tour, which will see me returning to India in February, assisting with a Presidents Elect Training seminar in Dubai and Austria, floating down the Nile and visiting pyramids in Egypt, attending district conferences in the United States and Canada, and embarking on a magical mystery tour of England. All this is possible thanks to our wonderful team of 40 volunteers, six who work daily on the effort.

The beauty of our idea is its simplicity. Anyone and everyone can participate. Just plan an event and visit our website to register it with our Before Event form. Hold the event, take pictures, send the money to The Rotary Foundation for polio eradication, and return to our website and fill out the After Event form to add your results to our global tally. We even have a "how to" video that explains the whole process. You can follow us on [Facebook](#) or on Twitter at either [@WGmeal](#) or [@wgmealsusanne](#).

Has the effort been scary and lonely? At times, yes. I am seriously out there. But this grandmother would not change a moment, and I consider myself one of the luckiest district polio chairs in the world.

- Find out more about the [World's Greatest Meal](#)
- Learn how [Rotary is working to eradicate polio](#)

"MEMBERSHIP STATISTICS AS 10 JANUARY 2015"

From RI SOUTH PACIFIC & PHILIPPINES OFFICE REGIONAL BULLETIN - JANUARY 2015 VOL.8 No. 7

Area (Zone 7 & 8)	Districts	Clubs	Rotarians	01-July-2014	+/- 01-July-2014	Percentage
<i>International</i>	536	34,886	1,215,645	1,188,539	27,106	2.28%
Australia	21	1,131	30,526	30,384	142	0.47%
New Zealand & Pacific	6	267	8,654	8,736	-82	-0.94%
Philippines	10	845	22,859	21,235	1,624	7.65%
Indonesia	2	106	2,217	2,262	-45	-1.99%
TOTAL	39	2,349	64,256	62,617	1,639	2.62%

“HOW DOES ROTARY FULFILL YOUR NEED FOR SERVICE AND FUN?”

*From Rotary Voices, posted on January 15, 2015 by Rotary International
By Evan Burrell, a member of the Rotary Club of Turramurra, NSW*



Evan Burrell

I've been volunteering with Rotary ever since I was a kid. Well, since I was 18. Originally, I joined for my own selfish reasons. I wanted to meet new people and find a girlfriend. I didn't join because of some great desire to help change the world. I hadn't had much experience with that at the time. But I soon realized what a difference I was making.

The fulfillment I get out of Rotary is knowing I have done something to help improve someone else's life. I think wanting to make a difference in the world is one of the most important virtues a person can develop.

I'm inspired by the people I meet in Rotary, the passion they pour into their roles, and the results they get. These people live, eat, and breathe the culture of the organization. And this is rewarded by the huge amount of goodwill and support that Rotary receives.

It's also about the fun. "Fun is good," said Dr. Seuss. So I put my own unique perspective on the Service above Self mantra by trying to inject liveliness in all our club's volunteering efforts. If we didn't enjoy our Rotary service, we wouldn't turn up!

I enjoy making a contribution to my community, and I enjoy the fun I can have in Rotary. It gets me out of my own circle. I meet people from all walks of life, and basically feel like, "It doesn't matter where you come from, we're all equal as Rotarians." Our world today is fast-paced, and it's easy to forget how important it is to build community and have fun. If everyone in the world made an effort every day to have a positive impact on someone's life, especially people they don't know, the world would be a vastly better place.

I guess it's kind of ingrained in me by now. That's part of the reason why I joined Rotary and stayed with it for 16 years. How does Rotary fulfill your need for service and fun?

“WHAT IS YOUR IMAGE OF ROTARY?”

Rotary Voices. Posted on February 9, 2015

Abstracts from an article by Evan Burrell, a member of the Rotary Club of Turramurra, NSW

If you are a member of Rotary, you probably already know that it's one of the largest and oldest service organizations, that we try to attract good people and equip them to be even better, and that we are all about doing good works in our local communities. But what does the general public think about Rotary?

Surveys suggest that a majority of non-members see the organization as mostly old, mostly male, and mostly white. Now, I know I have been to the "Rotary Club of Jurassic Park" once or twice, but I also know we are much more than that. So how do we best counter this common perception of our great organisation?

The importance of a good photo

Simple. We absolutely have to be out in the community showing the public the many different faces of Rotary.

Smart public relations is integral to sharing the story of Rotary. When we do any publicity for our club – press releases to media, social media posts, stories on our club website – we have to make sure the photos we select show off our diversity. We need to look for images of people of different ages, of different gender, of a mixture of ethnic and cultural backgrounds. It is up to us to accurately reflect the diversity in our clubs.

But even more importantly, it is up to us to make sure our membership does indeed reflect that diversity. (If you do not know if your club reflects the diversity of your community, the [Club Assessment Tool](#) is an excellent place to start).

Clubs need to get more involved with our youth programs – [Rotaract](#), [RYLA](#), [Interact](#), and [Youth Exchange](#) – and be seen by the community interacting with these future leaders. When people see Rotary members and Interactors involved together in a service project or when they see experienced club members mentoring beginning professionals, this will go a long way in changing the way the public views us.

And if that doesn't break a few stereotypes, I don't know what will! What is your image of Rotary?

"A PLAN SUCCEEDS"

Article by District 9710 Governor Rowley Tompsett

To assist Clubs promote Rotary and attract new members, DG Rowley Tompsett ([D9710](#)) and the Board have made available to all Clubs (Including Rotaract Clubs) a grant of up to \$500 for any public image or membership related project. So far, 13 Clubs have used the grant for a variety of projects, ranging from putting on information nights, purchasing display and promotion material, developing and producing club brochures and in one case, paying the membership of a former Ambassadorial Scholar for one year to enable her to join the club and assist them by developing a membership program to attract younger members to the Club.



The [Rotary Club of Cooma](#), a rural club with 40 members, decided to use the grant to implement the 'Yass Membership Model' (article 'Rotary Stories Encourage New Members' in 'Rotary On The Move' Newsletter [October 2014 edition](#) page 6). With advice from District Membership Chair Judy Ford (a member of the [Rotary Club of Yass](#)) the Club set about following the Model, including every detail and changing nothing.

A keen committee of five Rotarians was established. A list of prospective members was developed; every Rotarian was asked to simply provide the names (and contact details where known) of those community members they thought could make good Rotarians. The list eventually comprised 147 names. Each prospective member was sent a personal letter from the President and a printed invitation to attend. 145 invitations were posted out with an RSVP for two weeks before the event (two addresses could not be found).

From the 145 invitations, seven responses were received with four acceptances. Ten members were delegated with the task of ringing the remainder of the invitees. As a result, 35 indicated they would attend; 25 attended.

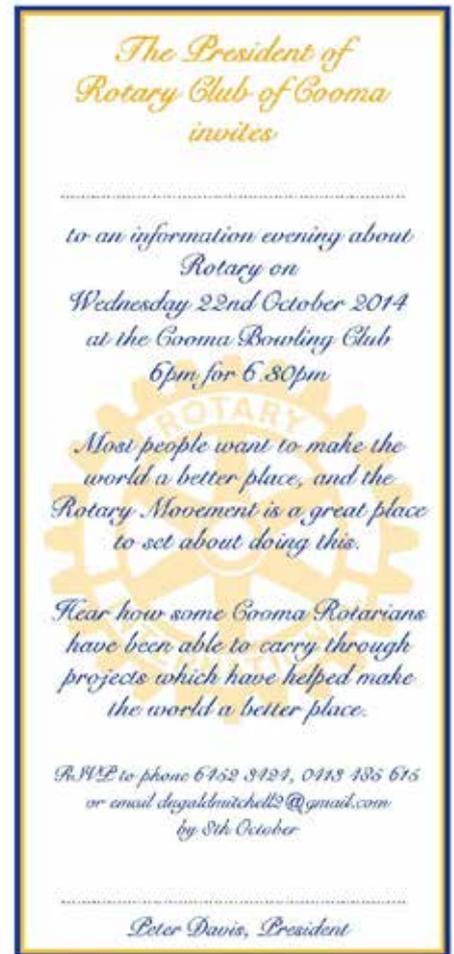
The Club tasked each member with speaking with at least three prospective members on the night. Each member was provided with a sheet outlining '10 Reasons to Join Rotary' as a conversation prompt.

During the evening, a cocktail function with drinks and finger food—funded by the District grant—four Rotarians gave a three minute Rotary Moment on 'I haven't got time', an International experience, a Community experience and doing something for the Cooma community—the presenters selected because of their passion for a particular aspect of Rotary. The evening was low-key, social and informative; no 'hard' sell.

In the week following the function, every attendee was phoned, asked how they enjoyed the evening and invited to dinner at the Rotary Club. Those who had indicated and did not attend were also contacted.

As a result, the Cooma Club now has 11 new Rotarians to induct (an increase of almost 30% in membership), 12 who would like further contact and will consider joining by the end of the Rotary year and five wanting to become friends of the Club.

An outstanding result because the Club followed the Model without amending it. They have been rewarded for their desire to increase their membership, to do the hard work and to have provided reasons for prospective members to join them in serving their community.



SHARE YOUR CLUB OR DISTRICT SERVICE PROJECT AND MEMBERSHIP BEST PRACTICES.

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](#), this Newsletter's editor.

We also would like readers to share their experiences and stories on Best Practices in their Clubs and what has worked for their Clubs in gaining new members and also what has helped in keeping members.

"DESPITE GLOBAL SUCCESS FOR ROTARY'S BRAND, STILL WORK TO DO IN THE COMMUNITY"

From RI website

From governments to worldwide NGOs to large corporations, Rotary is trusted to create positive change around the world. But Rotary's image needs strengthening in local communities, said RI Director-elect Jennifer E. Jones.

"We are the greatest story never told," Jones said. "Quite simply, strengthening our brand is essential to Rotary's future."

"For so long we did our good work quietly and not for recognition," added Jones, a member of the [Rotary Club of Windsor-Roseland](#), Ontario, Canada, and past Rotary public image area and zone coordinator.



RI Director-elect Jennifer E. Jones talks about the importance of Rotary's brand at the 2015 International Assembly in San Diego, California.

"While this was noble, it made it difficult for people to understand the good work of Rotarians and why we exist. What we've learned is that when we tell our story, like-minded people want to join us."

More than a year ago, leaders launched the [Strengthening Rotary initiative](#) to enhance and simplify the organization's story, visual identity, and digital experience. In her address, Jones outlined the essence of Rotary's brand: Join leaders. Exchange ideas. Take Action.

"We have taken the right steps towards better clarifying who we are, what we do, and why it matters," she said.

Here's what a few incoming governors had to say about the initiative: **David Maurice Stack, Rotary Club of Taree On Manning, NSW, (District 9650)**: "Rotary is more than 100 years old. Many clubs are about that old. But there are new clubs popping up all the time. We need to be able to use the brand to communicate better, in a simpler way, so that no matter how old your club is, you will have the same identity as all the others."

Doug Cook, Rotary Club of Collegeville, Pennsylvania, USA (District 7430): "A lot of my clubs have used the new brand. My role will be to get the rest of them on board. Some of them may not have noticed our new brand, and some may be sitting back and wondering when is it going to change next. I will have to make sure they know this is the direction we're headed."

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

ROTARY COORDINATOR TEAM 2014 - 15 Zone 8 and 7B

Zone 8; Australia, Papua New Guinea, Solomon Islands, Timor Leste and Nauru.

Zone 7B; New Zealand, New Caledonia, Norfolk Island, Vanuatu, American Samoa, Cook Islands, Fiji, French Polynesia, Kiribati, Tonga and Samoa.

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