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"POSITIVE GROWTH IS GREAT NEWS"

Articles by RC PDG Jessie Harman



Rotary membership in Australia is growing at a respectable rate of 1.14% according to the latest membership figures produced by RI.

Membership data for the year to May 2015 shows that the number of Rotarians in Australia is currently 30,730, up by 346 from July 2014. Membership growth has also been recorded in neighbouring countries in our region. In the Philippines, the rate of growth is an impressive 12.42%, while Rotary membership in Indonesia has increased by 5.35% since the beginning of July.

The recently released data also shows that female membership rates are on the increase. The proportion of female Rotarians in Australia now stands at 24.45%, well above the global average of 20%.

In other pleasing membership news, clubs in Australia and New Zealand have been actively laying the foundations for future Rotary membership. Six new Rotaract clubs and 14 new Interact clubs have been chartered since 1 July 2014. In addition, two Rotary Community Corps have also been established.

These positive membership results are great news for Rotary in our region.

"RETENTION DELIVERS RESULTS"

In Australia, an important driver of recent membership growth has been improvements in retention. More clubs are working hard to ensure that Rotary membership delivers value for its members, particularly for members who are new to Rotary.

Clubs have been employing a number of strategies to improve retention. These include:

- Taking care to ensure that prospective members have realistic expectations about Rotary membership,
- Developing mentoring or 'buddy' programs to support new members,
- Ensuring that new members get involved early in their Rotary membership,
- Conducting annual member satisfaction surveys,
- Revitalising club speakers' programs, and
- Conducting efficient meetings which start and finish on time.

In an innovative approach, several Australian clubs set aside funds each year and ask new members to work together to determine a local community cause which is worthy of support. This is an excellent way for new members to get involved early, whilst experiencing first-hand the positive impact of Rotary.

Several other initiatives are also likely to support member retention in Australia. For example, the recent increase in Australian districts participating in Rotary Leadership Institute (RLI) is a positive response to current research which finds that Rotarians who connect with Rotary 'beyond the club' experience higher levels of satisfaction with Rotary membership.

Similarly, uptake of 'Visioning' and other methods of strategic planning suggest that clubs are keen to ensure that all members contribute actively to future directions and activities in the club.

Most importantly, clubs are making a concerted effort to ensure that members are 'having fun'. Having fun is arguably the most important reason why members stay connected to Rotary.

"Contemporary Leadership in Clubs"

Article by PDG ARC Keith Roffey

It would be fair to say that all of us appreciate the need for positive and proactive leadership and this was emphasised at the Annual Conference of [District 9685](#) held in March this year.



One of the breakout sessions held on the Saturday afternoon was titled "Club Leaders", it was facilitated by DG Ian Scott & Geoff Brennan and focussed on contemporary leadership in Clubs.

The session was popular and attended by current and incoming Presidents and with the professional facilitation of both Ian and Geoff many thoughts and ideas of leadership were discussed and debated. What really stood out from people's perceptions was that *Club leadership was paramount to Club membership* and leading volunteers is distinctly different than leadership say, in a corporate environment. My personal experience in this was when I was Club President and I had a time slot of 20 minutes each week to change my tact from running a company with 150 staff to leading a Rotary Club with 45 members.

I won't speak for the members of my Club however as a Company Director my weekly Rotary experience, I believe enhanced and made me better at my job at work.

The session I thought was a good lead in to the *National Rotary Success Conference* coming up in September. So with reference to my notes from the session, and some help from my old text books, I thought some observations on leadership were in order.

We have all heard the expression "He/She is a born leader." Are all leaders born? Or can leadership be learned? There is no question that genetics plays a great role in determining leadership skills, however, leadership can be learned.

Some points to consider for leaders, who volunteered, were elected or appointed to help them effectively lead their groups.

We all have leadership potential, just as we have some ability to sing or run. Some people may be better than others, but each of us has a starting point to build on with training and practice. Leadership is a process that helps a group to achieve its goals.

In order to inspire and lead others, a leader must possess tremendous honesty and integrity, and be a role model who leads by example. Leaders with a strong sense of character and humility have a sense for doing the right thing because it is the right thing, not because they expect something in return.

Leaders must have a sense of the big picture and the ability to communicate and mobilise people around a shared vision. Being able to translate the vision and goals into the language of each person is seen as a critical skill. Collective movement toward a shared vision motivates and inspires people to communicate.

Today's leaders need to put their people first, translate the vision, and empower their people to achieve it by providing the knowledge, skills, and the opportunity to perform. Involving others and encouraging them to take ownership instils a sense of pride that can unleash performance and productivity.

Failure to provide appropriate feedback and failure to involve people in decisions that impact on their areas of responsibility can have a devastating impact on performance and morale.

An effective leader must take the time to recognise and reward people for what they've done. Individuals may become tired, bored or frustrated with a particular task or goal. They are often tempted to give up. A leader must provide the encouragement to motivate members to carry on.

Too often I hear of cynicism with authority and a growing anger at the lack of moral fortitude.

Recognition may be as simple as a word of encouragement: "You did a great job, thanks." Whatever the method, give credit and praise when and where it is due. And do not forget to reward yourself. Showing a genuine concern and respect for your work, your people and your community may be the best strategy in reaching your goal of outstanding leadership.

Failing to set clear goals and objectives creates situations where people cannot develop to their highest potential, which in turn impacts the productivity and performance of an organisation as a whole.

It is important for a leader to know his/her own abilities, knowledge and values and how others perceive them. By knowing your own strengths and weaknesses, you can also develop a plan to work on those areas you may wish to improve.

A successful leader makes an effort to learn and practise skills. Some of the more essential components are: the knowledge and understanding of specific tasks; the skills and ability to communicate, build teams, vision, and take risks; and, a value for individuals, the group, and its responsibilities.

He/she should understand parliamentary procedure, the role of the chairperson, and the purpose and design of an effective agenda.

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We tend to think of a good communicator as a good speaker. This is only partly true. Good communicators can express themselves clearly and with confidence. However, a key and often forgotten component of effective communication is listening.

A good listener hears not only facts but also feelings.

Effective leaders insist on the support and assistance of those affected by the project. They think in terms of "we" not "I." The old notion that a leader is "the top of the pyramid" is false. An effective leader is involved and in touch with members and I ascribe to the saying "I am a leader, I must follow my people".

We want Rotary to be an organisation of choice, as Rotarians our objectives are to serve communities and to serve each other, by having positive, proactive and

inspirational leadership in our Clubs we can cover all bases and in turn encourage membership.

A person who exhibits leadership is... someone that makes things happen that would not happen otherwise. And I liked Geoff Brennan's parting comment learnt from experience. "Just get out there and make it happen".

"Vision without action is merely a dream. Action without vision just passes the time. Vision with action can change the world." - Joel Arthur Baker.

Well done DG Ian Scott and Geoff Brennan, you staged a very good session on leadership.

And I am looking forward to the National Rotary Success Conference in Canberra, a forum where; *Contemporary and Positive Club Leadership can be learnt.*

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"ROTARY'S LEARNING CENTER"

Article received from PDG RIDE Noel Trevaskis

Professional development is right at your fingertips with the Rotary Learning Center, which offers members a range of interactive courses on navigating Rotary's online resources and developing leadership skills to prepare for new Rotary roles.

Anyone with a My Rotary account can take a free course in the Learning Center. Among the many courses available are How to Run a Webinar, How to Propose Legislation, and Rotary Club Central Resources.

Get started by finding the Learning Center under the LEARNING & REFERENCE tab on Rotary.org. View the How to Navigate the Learning Center tutorial to help you get started.

Here are five ways to use the Learning Center:

1. Learn more about Rotary when and where it's convenient for you
2. Track your progress through each course
3. Print a certificate once you have completed all requirements
4. Require attendees to bring printed certificates to in-person training sessions to ensure that they review relevant material before the session
5. Request scholarship recipients and vocational training teams to view the Orientation course before they travel.

Take a look at the [course catalog](#) to see what courses might interest you.

"EXPERIENCING MORE FLAVORS OF ROTARY"

Article from *Rotary Voices*, Posted on **May 5, 2015**

By **Mark Huddleston**, a member of the **Rotary Club of Edwardstown, South Australia**, and **District 9520 Membership Chair**

Adapted from **Mark Huddleston's blog *D9520 Membership & PR Pulse***



My son can be a particularly picky eater. One of his favorite meals is ham and pineapple pizza. We occasionally make pizza at home, and I wouldn't ever bother putting anything on his pizza but ham and pineapple, because he would just pick it off. If we order a pizza when we're out, that's exactly what he does.

So, what's this got to do with Rotary? Many members approach Rotary like my son approaches his pizza.



I sort of think ham and pineapple pizzas are a bit on the boring side. If my Rotary experience was a pizza, it would be a super supreme. There's a bit of everything. If I think over my greatest Rotary experiences, they would include the three conventions I've attended, including last year's in Sydney. For a Rotarian, it's the greatest show on Earth. The second greatest experiences have been the numerous district conferences I've attended. A few weeks ago I drove my wife and kids seven hours to Ballarat for an amazing experience. I enjoyed a remarkable conference, and my family enjoyed Ballarat.

But apart from me, only 228 Rotary members from our district made the trip. I've been scratching my head, wondering why under 17 percent of our district would come to such an amazing event. I ran a catering business for five years, and wiping out a weekend meant saying no to five or six functions; I just couldn't do it. Affordability can also be an issue. While the registration is quite reasonable, accommodation, gas and meals add up. Some members are getting upward in years and health precludes their attendance and sometimes it can clash with important events in our lives. I get that.

But I feel the overwhelming majority of Rotary members who elect not to attend a district conference are just not interested in "super supreme" Rotary. They like ham and pineapple, and will pick off anything else.

Assemblies, training events, visits to other clubs, attending fundraising events, service projects, and district events like a Rotary Day or Rotary Anniversary celebration offer more variety to the Rotary pizza. And taking on a role at the district level is like walking into a pizza shop — there is so much variety on offer.

But here's the kicker. If you never even try those extra toppings, you'll never know what you're missing. I fear that so many Rotarians are not getting the most out of their Rotary experience, and many end up leaving the organization because ham and pineapple got a little boring after a few years.

Rotary has so much to offer beyond weekly meetings. Not everything is for everyone. Even I will pick the olives off my pizza. But you'll never know how good pizza can be if you pick off everything that's not ham or pineapple.

Find [membership resources](#) to keep your club active and thriving

"POLIO UPDATE"

From **Regional Public Image Resources Blog**, [PDG **Leanne Jaggs (Zone 7b)** and **Philip Archer (Zone 8)**]. **Posted 14 May 2015**



Results are getting better every day and so is ending Polio for good.

CASE COUNTS

Country	2014 (calendar year)	2015 (to date)	Date of last case
Pakistan	306	20	17 Mar 15
Afghanistan	28	1	21 Jan 15
Somalia	5	0	11 Aug 14
Nigeria	6	0	24 July 14
Cameroon	5	0	9 July 14
Equatorial Guinea	5	0	3 May 14
Iraq	2	0	7 April 14
Syria	1	0	21 Jan 14
Ethiopia	1	0	4 Jan 14
Total	359	21	

"THANK YOU ROTARY INTERNATIONAL!"

Testimonial by Keith Abraham, Founder of Passionate Performance Inc.

D9500 Governor John Campbell: "At the D9500 Conference, Keith Abraham was a main platform speaker on Day 1, I received the below email from Keith Abraham that he blogged to his followers (Australia wide and worldwide). It is an unbelievable unsolicited testimonial for Rotary and Rotaract and RYLA and one that I hope will attract traction by our Rotarians in their Membership Development quest".

Hi John, if you have read my book or heard me speak, you will know that my personal development journey started when I was invited to attend a Rotary Leadership Program called RYLA. It is one of their youth development programs that has been going for over 50 years for 18 to 28 year olds. Well, 30 years ago I attended my first RLYA as an awardee and over the past 30 years I have been so appreciative that someone believed in me more than I did and provided me with that opportunity.

Over the last 29 years I have been going back almost every year to present a two hour workshop on goal setting, only missing 2 years due to my travels or flooding.

If you have ever watched the movie Sliding Doors, with Gwyneth Paltrow, the story is based on showing two parallels of a life. What if I chose to take this action rather than pursue another path, what would have happened? For me I wouldn't be writing this blog, I would not have written the books I have written, I would never have joined Rotaract or moved to Brisbane, met my loving wife, have two beautiful daughters etc., etc.

If you are not familiar with Rotary, they have an award named after the founder of Rotary International, Paul Harris. To give this award to someone a Club or Rotary District must make a donation of US\$1,000 to the Rotary Foundation, which has been responsible for so many great achievements and virtually ridding the world of polio. In 1990 I was awarded a Paul Harris Fellow by the Rotary Club of Broadwater Southport for my contribution to Rotaract.



D9500 Conference, DG John Campbell presenting Keith Abraham with PHF Sapphire

A couple of weekends ago I spoke to 350 Rotarians from District 9500 where to my surprise I was awarded another Paul Harris Fellow for the work I do for RYLA. I need to say it is quite unique to receive one award if you are not a Rotarian, which I am not, but to receive two is beyond belief.

Now enough about me, I wanted to share my heart-felt gratitude to Rotary for not only the work they do but the impact they had on my life. I encourage you to go along to a Rotary meeting. Their motto is ... Service Above Self. But there is so much more to Rotary than community service. There will be a club near you that either meet for breakfast, lunch or dinner and I know you are busy, however, the time you give will come back to you tenfold.

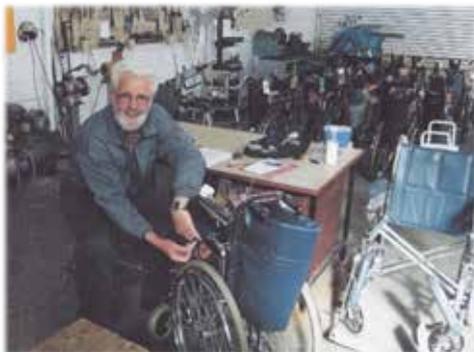
If you are aged 18 to 28 get yourself on RYLA, or if your children are this age encourage them to attend - it will be life changing and you will make friends that will stand the test of time.

I am so grateful for all that Rotary has done for me and for this prestigious award, it should be me who is giving the gifts to you. **Thank you Rotary International!**

"LARGS BAY PROJECT KEEPS ROLLING ALONG"

Article submitted by District 9500 Governor John Campbell

The Wheelchair Restoration Project now in its twenty sixth year is the longest running project of the [Rotary Club of Largs Bay](#), and quite possibly the longest continuous running hands on project in [District 9500](#).



Rotarian Errol Chinner in the workshop

Members of the Rotary Club of Largs Bay have been instrumental in collecting discarded wheelchairs and walking aids from Donations in Kind and other private and public bodies in the Adelaide area since 1989.

Many of the wheelchairs are damaged when received, club members and volunteers, working from a donated shed, restore or rebuild the wheelchairs by welding, servicing them, fabricating any missing items, before redistributing them to needy people in the local community or via Donations in Kind to overseas disadvantaged communities.

Since 1989, over 3,000 wheelchairs have been restored and distributed to communities in Papua New Guinea, Solomon Islands, Tonga, Fiji, Tuvalu, Bali, Vanuatu, Vietnam, Sudan, Philippines, South Africa, Zimbabwe and Timor Leste to name but a few.

" A RAINBOW OF GLOW STICKS BREAKS THE RECORD "

By Jo Kwok, RC Hampton, D9810

Article received from Tony Thomas, Secretary RC Central Melbourne Sunrise.



At the wail of a klaxon, 1298 kids and adults at Sandringham Beach, Melbourne, smashed the Guinness world record for glow stick snapping at 6.45pm on Saturday April 18. The previous record was 836 at Los Angeles in 2013.

The twilight super-carnival, in aid of childhood brain cancer research, was run by the [Rotary Club of Hampton \(D9810\)](#) with help from 170 volunteers from dozens of community groups. Other Rotary Clubs involved were Beaumaris, Bentleigh Moorabbin Central, Brighton North, Chelsea, Noble Park, and Aspendale, with individual members coming in from all over Victoria.

The event was inspired by Rotary International's 110th birthday theme to "LIGHT UP the world". The crowd of several thousand included kids from nearly 20 kindergartens and schools – primary, secondary, government and private. Sports groups, lifesavers, coast guards and scouts were there in force.

Organiser Jo Kwok says the record will now go to Guinness for verification. Everyone had to snap their stick within 5 seconds and get it glowing within 30 seconds. Profits (yet to be determined) are for the Robert Connor Dawes Brain Cancer Fund.



Photos credit "Paul West Photography"
"Glow" kids warm up at the fairground



Aerial panorama of the fairground event



1,300 glowsticks light up Sandringham Beach

Hampton RC's success in mobilizing schools was a pace-setter for all of Rotary, including d9800. Schools sending excited contingents were Brighton Beach Primary, Hampton Primary, St Mary's, Gardenvale, Blackrock, Bentleigh, Beaumaris, Beaumaris North, St Joan of Arc, Brighton, Brighton Grammar, St Leonard's College, Firbank, Haileybury, Wilson Street Kinder, Helen Paul Kinder, and Hurlingham Pre-School.

Kwok says a storm nearly wrecked the day. "Our afternoon was sunny. Then as dusk fell, winds roared up the beach, buckling the DJ's marquee and squelching the loudspeakers for organising the crowd. We got them going and minutes after the glowsticks fired up, rain dumped down.

"I've never seen a community get so strongly behind a cause. We got free bread from Brumby's Bakery Southland, for example, and we raised \$1000 from raffling a flight in the fighter. We had 15 sponsors including Bayside Council.

"Our 'Glow For Good' was a fabulous symbol of the community spirit and Rotary as an enabler of an awesome projects! We got there because of great work from Dick Garner, PDG District 9810, and a team coping with everything from Portaloo to Event Controlling, trouble-shooting, Guinness liaison, and ticketing and bar-code commandos."

Contact: Jo Kwok jkwok@hamptonrotary.org.au or PP Dick Garner richard.f.garner@gmail.com or Tony Thomas tthomas061@gmail.com

"MEMBERSHIP GROWTH AT WAIKATO SUNRISE"

Article by Tony Dicks, Director Membership Committee RC of Waikato Sunrise, submitted by ARC PDG Raewyn Kirkman



Over the last couple of years the [Rotary Club of Waikato Sunrise D9930](#), in Hamilton New Zealand, has had some success with the recruitment of new members, it has just won the district award for the highest percentage increase of members for 2014-15. The club has a different demographic to many – the split between male and female is almost exactly 50/50, and the below 50 years of age versus over 50 split is also nearly equal, giving an average age of just over 50. This is something the club is proud of and it is working hard to ensure that the younger member cohort continues to grow.

Tony Dick, the driving force behind membership growth, shares some of the things the club has done:

- We've worked hard to make our website is inviting and we try to respond promptly to any queries received via the site. This year we have had three new members who found us on our website and made contact. Without an inviting and interesting virtual door these three members would not have come through our real door.
- Every members is encouraged to actively and collectively engage in recruitment, we have a weekly 'Bring-a-Guest' duty where we ask members to bring a guest, not necessarily a prospective member. The guest approach is less threatening for both the member and their guest that the prospective member approach. Meetings are such fun that many of these guests do morph into prospective members down the track.
- Prospective members can attend three meetings at the club's expense to give them the chance to get to know members and hear about what we are up to. The membership committee follows up, gently, with prospective guests if they stop coming along to see if there are any reasons for that that we can help with – sometimes it is just a timing thing and without the follow up they may feel that they have lost the connection and can't come back for another visit.
- Each morning as part of the opening of the meeting before we sit down for breakfast, our guest master introduces all of our guests, having had a conversation with them to ensure the introduction is entertaining and friendly. Some weeks we will have three to four guests and this introduction right at the start makes it easy for members to network with guests as they feel they know something about them to connect through
- Whilst we welcome new members from any age group, we are targeting the younger demographic. The laws of critical mass definitely work – now that we have so many members under 30, when another young person comes along they feel right at home
- Our meetings are fun – everyone goes off to work having had a good laugh, and that is something that our visitors regularly comment on.
- The new member approval process is handled in a non-threatening, prompt, encouraging and fun manner.
- Proposers of new members are tasked with the ongoing responsibility of being mentors to their protégés, helping them settle in and ensuring that Rotary systems and processes don't remain a mystery. Interestingly this helps the nominating Rotarian with their Rotary knowledge as well as we have found that it is our newest members that are most active as recruiters.
- A new member information evening is held a couple of times a year, this is a casual event with some drinks and nibbles, where our directors and other leaders describe some of the lesser known aspects of Rotary and its workings.
- All members are allocated to a standing committee as soon as possible after joining – this gets them involved in Rotary and our projects quickly.
- We have an ongoing fundraising commitment at the local sports stadium that requires members to help out every few weeks - new members and prospective members are encouraged to help and this is a good opportunity for everyone to get to know each other better.

The face of Rotary is changing and the old ideas of membership-for-life, strict attendance at meetings, and so on are changing. We must meet the new generation on their ground and make sure we run the organisation in a way that they see as most inspiring and valued. They may only be members of Rotary for a season but let us make that season the best that we can.

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.

"SUCCESS IN GAINING NEW MEMBERS"

*Article by Ruth Byers secretary RC of Seymour,
submitted by ARC PDG Tim Moore*



One Club in our District 9790 was very successful in gaining new members. Ruth Byers from the [Rotary Club of Seymour](#) answers some questions about how the club did it.

In the last year we bought in 14 new members and had 2 returning members. Unfortunately we lost 2 members so the club had a net gain of 14.

1 - What was your plan? Firstly I set a goal for the year of a net increase of 12 new members to bring our membership up to 50 and then to retain that number. (You have to start with a goal so you know what you need to do and know where you are going).

2 - How did you get started? My plan was to keep requesting all members to keep thinking of potential members to invite along to a club meeting or to submit their names so they could be invited to our Information evening. In the New Year the club carried on the momentum from the year before introducing 6 new members by November. So this gave us a great start. Our members were constantly challenged with "who do you know". I also reminded them that it is all our responsibility to introduce new members so as to rejuvenate and reinvigorate our club so we can maintain and grow our membership.

3 - What areas did you look for new members? By asking all our current members who did they know? Suggesting it could be a neighbour, friend, family member, business associate, someone who serves them in one of our local shops etc... I encouraged them to look amongst their own peers but to also look at their children's peer group and in some cases their grandchildren's peers. (I wanted to gain some younger members)

4 - What do you think encouraged these members to join? Several reasons they are- Our club has good standing in our local community and we are a very active club within our own community. PR in the past couple of years has been extremely good and this works hand in hand with membership. The information evening we ran was professional and informative. Our members are very friendly and warm.

5 - When these members came to your club meeting - what impressed them to stay? The quality and fun of our meetings. Guest speakers, theme nights and fellowship evenings all play an integral part of this. The warmth and friendliness of our members.

6 - How have they settled into the club? Well I think. We gave each new member a mentor to help them settle in. We involve all new members in service activity and give all new members rostered jobs as we do with all our members. We also ran a new orientation session after the first month to help them along and to check and see if they had any questions or issues.

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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