



THE STANDARD

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PRESIDENT
BILL SKINNER

REPORTER
SHEILA TYMINSKI

EDITOR
ASHA PAUL

MEETING NOTES



There was a real buzz in the Gunn Dairy barn this Friday morning, and the warm greetings by Lynda Campbell added to the vibe. Door sales crew, Marlene Doherty, assisted by Velma Noble and John Radermacher, were no less welcoming.

President Bill Skinner rang the bell at 7:00 and welcomed our visitors: Christina Hassan (District Governor), Kate Paulsen, Ashley Yu and Morgan Craig-Broadwith (guest speaker). By way of land acknowledgement, Bill spoke about the tragic forced relocation of Inuit by the federal government in the 1950's, from Pond Inlet where they had lived for centuries, to the high arctic, where they had no traditions or skills to live. The government's purpose was for Canada to assert its sovereignty in the Arctic.

Following a Rotary invocation, we went off to the buffet table for breakfast.

PROGRAM

Linda Craig introduced our guest speaker, Morgan Craig-Broadwith, who happens to be her daughter. Morgan is a senior advisor with AB Investment Management Corporation. She holds a BA in psychology, MSc in exercise physiology and an MBA.

Morgan's work focuses on HR and supporting companies to better understand and manage cross cultural differences. Her work is based on that of Erin Meyer, who has authored a book called "The Culture Map: Leading successfully in a multi-cultural globalized environment" and under whom Morgan has taken training. The aim is to decode how people think, lead and get things done across cultures. Being open to individual differences is not enough, as cultural patterns of behaviours and beliefs frequently impact our perspectives, cognitions and actions. There are 8 cultural dimensions: (1) evaluating, deciding and leading; (2) communication (hi context or learning to read the air, vs low context); (3) trusting (task vs relationship focus); (4) scheduling (linear vs flexible time); (5) persuading (principle first vs application first); (6) disagreeing (confrontational vs avoids conflict); (7) Evaluating (direct vs indirect negative feedback); and (8) Leading (low power distance vs high power distance).

After showing us these dimensions, Morgan talked about the last 2 dimensions, evaluating and leading. She showed differences on the high/low continuums for each of these by country, and it was surprising to see the differences between people from different cultures/countries and how, by country, people can be high in one dimension and low in another. Bottom line is that it's critical to understand these differences in any team, as there will be people from different cultures who will have different expectations and assumptions. She recommended to: adapt one's style by leveraging the dimensions; bridging (find someone in a local culture to help explain such differences); talk, talk, talk (focus on relationships), and mutual adjustment. Bob Clark then thanked Morgan and assured her he will buy the book! Morgan was presented with a certificate to vaccinate 20 children against polio in her name

FRIDAYS 7 AM. GUNN'S DAIRY BARN, HERITAGE PARK, 1900 HERITAGE DRIVE SW, CALGARY



ROTARY BUSINESS

Bill and Christina then took the podium to speak. From Bill: As Rotarians, and as members of the board, we respect the well-being of all Rotarians, the club, and everyone with whom we serve and interact. The incident occurred in 2018 and was dealt with by a small number of club and district leaders at that time, doing their best, applying the limited RI procedures at the time. The original decision has unfortunately not provided a final resolution. We were recently asked to make a follow-up and final decision. Since then, additional information has been provided to us. We want to ensure that this decision is made with all available information, and that we follow proper and fair procedures. This is a serious matter of concern for our club. It is also something with which we lack experience. Following discussions with DG Christina Hassan, we are investigating the costs and methodology of an investigation by a third party. An investigation would not necessarily require the agreement and cooperation of Fran and the other party. We have communicated to Fran that we regret the stress she has already experienced, and that we do not want to create additional stress. We do, however, want to arrive at a final resolution..Christina then added that we have a strong board that recognizes the importance of good governance. She said she has spoken to Fran and we have her permission and willingness to proceed with the investigation.

In answer to questions, the following additional points were offered:

In 2018 at the time of the incident, RI had no formal rules regarding such incidents. There are such policies now, but it leaves us in a grey area.

ROTARY BUSINESS (CONTD)

The investigation will take a bit of time, so we're asked to be patient. In response to the possibility of the case being handled by the police, Christina noted that Rotary has a fiduciary duty to investigate from our end; it is not our obligation to go to the police. We have not identified a 3rd party investigator yet, but it's a high priority to do so and get things going. We don't have a clear time frame at this point but are hoping no more than a month or so. Christina is looking into whether our insurance will cover investigation costs. We don't want this to distract from all the good work our club does. We will keep the club apprised regarding progress.

WINES OF THE WORLD

Jamie and Jim Davis led the draw; Ashley Yu pulled the tickets from the drum. The big winner was Martin Harvey; the list of winners will be posted on the website. Our club made over \$16,000. Jim thanked our supplier, Highlander Wines & Spirits (who provided a generous discount on the wines), and El Molino/ Source Marketing. And thanks to everyone who supported this great fundraiser (including Jamie Powell and Jim Davis).

ROTARY MINUTES

The Lunar New Year celebration is going ahead, it's on January 23rd

To conclude the meeting we sang Oh Canada and recited the 4-way test. Bill then adjourned the meeting.

DUTY ROSTER

JANUARY 17, 2025

GREETER**GRAHAM DRAKE**
DOOR SALES.....**RANDALL DYCK**
INTRODUCE & THANK.....
REPORTER.....**EVE ROBERTSON**

**If you are unable to fulfil your duties please
find your own replacement.**

BIRTHDAYS & ANNIVERSARIES

BIRTHDAYS

LINDA CRAIG.....JAN 11
ART SUMNER.....JAN 12
JESSIE ZUK.....JAN 16

ANNIVERSARY

JIM & NORMA SAWERS(49YRS).....JAN 17

ROTARY ANNIVERSARY

JIM DAVIS (35YRS).....JAN 4
TED WOOD (13YRS).....JAN 6

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