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The Foundation periodically updates grant terms and conditions to clarify them and incorporate policy changes. Here are the most recent changes:

**Eligibility**
- Added information about projects in and travel to countries sanctioned by the U.S. Department of the Treasury’s Office of Foreign Assets Control

**Restrictions**
- Reiterated that global grants cannot fund undergraduate (bachelor’s degree) studies
- Clarified that grant applications that are not formally submitted within 12 months after they are started will be cancelled

**Travel policies**
- Removed the requirement that domestic grant-funded travel and Youth Exchange travel funded by district grants must be booked through RITS
- Clarified the details of travel insurance coverage for domestic travellers
- Explained that traveller orientation can take place either online or in person
- Clarified the types of activities that sponsoring clubs may ask travellers to participate in

**Cooperating Organizations**
- Increased the limit on global grant approvals for projects that involve a single cooperating organization from five to six per Rotary year

**Payments**
- Added information about the 5 percent additional support for global grant cash contributions
- Clarified procedures for managing cash contributions to the Foundation that exceed the amount pledged and procedures for managing contributions designated for cancelled grants
ADOLESCENTS AND ADULTS WITH DYSLEXIA

Beyond school, reading proficiency is just as important for job success. As we grow and mature, more and more is expected of all of us. But for individuals with dyslexia, the demands of school and the workplace are especially great.

**Factors for Job Success**

Individuals with dyslexia may not be alone when struggling with the reading and writing demands of the workplace.

Approximately 40% of high school graduates lack the literacy skills employers seek (Achieve Inc., 2005). An adult with dyslexia may have difficulty with work-training courses, even literacy classes, if these are not presented in ways that accommodate their learning needs.

Adults with dyslexia can succeed in the workplace with training and other written materials in an accessible format, restructured job tasks, and assistive technology, for example, text reading systems, reading pens, speech recognition systems, and portable word processors with spell and grammar checking. The **Americans with Disabilities Act of 1990 as amended 2008 (ADA)** is a federal civil rights law designed to prevent discrimination and enable individuals with disabilities to participate fully in all aspects of society.

The ADA protects an individual’s right to request reasonable accommodations for the hiring process and on the job. A key principle of the ADA is that individuals with disabilities who want to work and are qualified to work must have an equal opportunity to work.

To be protected under ADA, you must have a disability as defined by the ADA, and you must also be able to do the job you want or were hired to do, with or without reasonable accommodations.

While early intervention is the best way to help students get on track with their reading and writing, it is never too late to help older students and adults make progress and succeed. With proper evaluation and appropriate instruction and accommodations, adolescents and adults can achieve their goals, too, and make their own unique contributions to the workforce and society.

*Information extracted from The International Dyslexia Association website.*
A Club Project Feature -
The Business Challenge Programme

Since 2011 the Rotary Club of Barbados South (“RCBS”) has undertaken an annual Business Challenge Programme for students under its vocational service mandate.

The Business Challenge Programme aims to start the paradigm shift among our youth from being “job takers” to becoming “job makers”.

The programme, which is entrepreneurial in nature, is focused on teaching 21st century skills for success and raising the aspirations of students by helping them to understand the skills needed to be successful in business today.

The stated objectives of the RCBS Business Challenge programme are:

- To give the students a good understanding and experience of the skills required to become economically engaged in the 21st Century Caribbean.

- To motivate them to raise their aspirations and take ownership of their future.

- To experience social issues and to learn how to become engaged with them – tomorrow’s leaders must be grounded in the realities of the whole social environment.

To date, RCBS has successfully facilitated four Business Challenge programmes exposing over 100 students to the business skills needed to manage successful enterprises. The Club has been very fortunate to have had the excellent support of our inaugural title sponsor, First Citizens Investment Services (Barbados) Limited, which has now sponsored the programme multiple times. With their support and the endorsement of the Barbados Entrepreneurship Foundation, the Club engaged the services of the UK based organisation Entrepreneurs In Action to deliver a 5-day programme, to take our youth on a journey of a lifetime.

The students are presented with “real life” business problems – A “real life” business challenge is set by an executive from a partner business framing a challenge based on one of their business’ priorities.

Thus far organisations like, Automotive Art, LiME, Digicel and Virgin Atlantic have set “challenges”, with the President of Virgin Atlantic, Sir Richard Branson delivering the Virgin Atlantic business challenge himself to students in 2013.

The students are given specific roles - CEO, Vice President, Project Manager, Heads of Departments etc. and divided into teams to find solutions.
The challenge culminates with students being given the opportunity to present their ideas formally to senior executives of the challenge setting organisation, in the Boardroom, in their assigned roles, on the final day of the programme.

In the first Business Challenge programme, the students organized themselves into a company they called “DIVICON”. DIVICON was established by a diverse group of young people drawn from secondary and tertiary schools across the island, to solve the challenge put to them by Automotive Art (a regional auto accessories company) which involved revamping the company’s website so that it would attract the attention of an audience of 16 to 45 year olds.

The second Business Challenge programme group created the Company “ELITE”. ELITE answered the challenge set for them by LIME regarding their marketing approach to capture more market share among the age group 18 to 35 years.

The organisations setting the challenge in the past have noted that by participating in the programme, their organisations gained the chance to:

- Get real business ideas from young people, tomorrow’s citizens, who often have a very fresh perspective
- Add real value to and empower emerging young leaders
- Showcase talent, with a possible outcome of identifying a talent pool for nurturing through follow on involvement (e.g. work experience / projects)

Feedback from all the stakeholders, the Business Challenge setters, the Students, Parents, Schools and the Ministry of Education, indicate the programmes have been extremely successful in meeting the set objectives. Several parents, all of whom have witnessed the remarkable transformation in their children, have been urging RCBS to expand the programme to get more students involved in this transformational programme.

The Club’s tracking of the programme alumni has confirmed that this programme has often had positive life changing outcomes for most of the students.

As the club readies its plans for its 2015 Business Challenge that fact remains in the forefront in our minds and drives the club to ensure each programme is bigger and better than the last.
Our District 7030 Social Media team has been doing a fabulous job!!

If you haven’t done so yet, remember to:

**Like our Facebook page**
We need 29 more Likes to get to 1000

Facebook

**Follow us on Twitter**

Twitter

Checked out the re-designed District 7030 website:

*District 7030 – Home Page*

**Presidents:**

Register for the upcoming Presidents’ meeting to be held in Antigua on September 19, 2015

*http://www.123contactform.com/form-1551371/Conference-Registration-Form*

**Club Secretaries and Club Treasurers:**

Please be reminded that RI Membership Dues and District Dues are now overdue. Thus far 42 of the 69 clubs have paid their RI Dues

Register for RLI Training (Part 1) – to be held in Antigua on September 20, 2015

*http://www.rlitraining.org/*
**Tropical Storm Erika Impacts Dominica**

Tropical Storm Erika became the fifth named storm of this year’s Atlantic Hurricane Season on August 24, 2015.

CEDMA has indicated that the centre of Tropical Storm Erika passed about 90 miles to the North of Dominica at its nearest point with the storm producing intense rainfall across the island. The Canefield station recorded 12.64 inches of rain in a 12-hour period from Erika on Thursday, August 2015. Heavy rains caused flash flooding which affected most parts of the island.

Dominica’s Prime Minister Roosevelt Skerrit has been reported as stating “the extent of devastation is monumental”. Assessments indicate that seven of Dominica’s ten parishes have been impacted. Many of the communities are isolated as a result of damaged or destroyed bridges and impassable roads.

As the District Team awaits the completion of the needs assessment, the District Governor has been liaising with the Assistant Governor for Dominica. A.G Haynes has advised that a special bank account has been established in Dominica, where monetary donations can be sent. The account details are as follows:

**Beneficiary Bank:** Royal Bank of Canada, Roseau, Dominica  
**SWIFT CODE:** ROYCDMDM  
**Beneficiary Name:** Rotary Club of Dominica, P O Box 2109, Roseau, Dominica.  
**Account:** 09655 –1015783

Though assessments are still being conducted, at this time it seems that the most pressing need is bottled water. Over the next few days we will be communicating the priority items required and planned District relief effort.
SAVE THE DATE
5–7 NOVEMBER 2015
GRENADA
DG Official Visits

**SEPTEMBER 2015**
- 1st – 3rd – Dominica
- 7th – 11th – Trinidad Central
- 16th – Montserrat
- 17th – 18th – Antigua
- 19th – 20th – Pres. Meeting
- 22nd – 24th – Tobago
- 28th – 30th – Martinique

**OCTOBER 2015**
- 2nd – 4th – Martinique
- 4th – 10th – French Guiana
- 18th – 25th – ZONE

**NOVEMBER 2015**
- 3rd – 4th & 8th – Grenada
- 5th – 7th – RYLA
- 15th – 21st – Suriname
- 30th – Trinidad East