**Encourage Clubs to Make Leadership Roles More Accessible & Invite More Members into These Roles!**

Rotary Club leadership is an exciting and amazing experience! Many Rotarians say that serving as president of their clubs is the best experience they have had as a Rotarian.

Club leadership provides outstanding opportunities for the Rotarian leader to have a significant impact serving others; meet and develop wonderful friendships within and outside their clubs; and to build upon their leadership and other professional skills.

Yet, many Rotarians in all age groups get somewhat overwhelmed with adding club leadership responsibilities to their busy family, work, and other priorities.

The following shows some suggested steps that Rotary club and district leaders can take to help make club leadership more attractive to encourage all members to be interested in club leadership and show how members with full time jobs and/or young families can be club leaders.

**Suggested Actions for Club Leadership:**

1. *When a new member joins your club either as a new Rotarian or a transfer from another club:* 
   1. Your club should have an active orientation process that includes each new member having a mentor. This is the recommended first step on the road to having an engaged member who can better help your club grow and thrive as well as become interested in club leadership.
   2. Clubs should have a mentor – mentee program with a checklist. Refer to District 5710 web site, Membership Tab, Membership Club Resources to find out what could be included on this checklist as well as what are expectations of a mentor.
   3. Go to District 5710 web site, under the Membership Tab, Membership Club Resources and click on “*What to Consider Including in Your Clubs New Member Orientation Program”* to find out what is suggested to be included in a robust club orientation program.
   4. As part of your mentoring orientation process the mentor should periodically meet with their mentee and to continue to get to know them and the mentee you. During these times together, learn *why they joined your club,* *what types of service they are passionate about –* especially in your community – and *what are their skill sets*. Sample questions are listed in “*New Member Topics at Orientation*” also under Membership Tab, Membership Club Resources
   5. Once you learn what types of service your new member is passionate about - assign them to a committee that they would like to serve or to a project/cause that they are passionate about.
2. *Encourage a new club member to take a leadership role especially in a project they are passionate about.*
   1. New club members leading a project they are passionate about can be a next step towards club leadership along with joining the club committee responsible for this project.
   2. When available suggest they attend a district Rotary Leadership Institute (RLI) program. To find out more about RLI, click here: <https://rotary5710.org/page/nbsp-rotary-leadership-institute>
   3. As they successfully lead projects and get to know more members in their clubs then they could be asked to be a committee chair, or a committee vice chair followed by becoming a committee chair
   4. Suggest and encourage your new committee leaders to attend an online Kansas Leadership Center (KLC) class. To learn more about the KLC Leadership Path and what courses are available by being a District 5710 Rotarian, click: <https://kansasleadershipcenter.org/the-klc-path/>.
   5. Hopefully these steps could lead to members wanting to participate in more club leadership positions and being considered for them.
   6. Throughout this process, club committee chairs, presidents, and other club leaders should be visiting periodically with members sharing what their positions entail as well as encouraging them to step up to become a club leader.
3. *Club leadership and nominating/selection committees should:*
   1. Select leaders who are representative of your community and your club's membership.
   2. Encourage people from underrepresented groups to take on leadership positions and support them when they do. Introduce them to Rotary leaders from these groups.
   3. Have selection committees for leadership positions that are made up of diverse members. Ensure these committees have members with diverse backgrounds and perspectives.

**For District Leadership to Consider:**

* + 1. ***Assistant governors***
    2. Visit and get to know your club leaders and members. Share with them ideas to help their clubs recruit and develop future leaders.
    3. Share with these members about your club presidency and other leadership positions you have had.
    4. ***District Executive Leadership***

1. Support *District Trainers* conducting, promoting, and encourage Rotarians to attend RLI and other leadership development events such as the Kansas Leadership Center classes Encourage them to share ideas re how to apply what they learn within their clubs.
2. Support our AG’s through specific training such as Rotary Leadership Institute (RLI) PETS, Learning Center courses, and conversations with district leaders.
3. Attend Zone Institutes and when possible International Conventions to learn what other districts do to help their clubs better recruit future leaders.

**Ways that Younger Rotarians Lead their Clubs – Some Suggestions – *Some Advice -***

* *2022-2023 Rotary Club of Emporia President (under 40, works full time and has children)* – at our District May 8, 2023, Quarterly Membership Conversation she stated:
  + *“*What Rotary does – share and sell this on a local level to help people decide if they want to be involved.
  + As a club leader do not try to do it all. Delegate and ask someone to fill in for you when you are unable to be there – such as when one of your kids are sick. Ask people to help you. Don’t be bashful and not ask – most Rotarians will help you.
  + When you are club president or in another club leadership position put other things on hold – time management is important. Perhaps a club could schedule a speaker or speaker series to teach time management skills if needed.
  + When non-Rotarians and/or new club members ask you how do I get involved – be aware so as to be able to help to show them how to get involved – steps in their club they can take.
  + Keep putting things out there at club meetings. It may not be the right time for someone to get involved in club leadership but maybe at a later time – next year for example – if things are more manageable for them.
  + New members should join a committee so as to get their foot in the door and club leaders and mentors should strongly suggest they do so.
  + Club leadership needs to ensure that their committees are functional and more than a committee of one.”

The following suggestions are from **“**Never too Young to Lead**”,** *Rotary; May 2020*

* An *Australian Rotary Club enacted policies* encouraging working parents to rise through the Club leadership ranks. Their club culture is such that they:
  + Welcome children at many meetings.
  + Schedule board meetings outside business hours.
  + Empower aspiring leaders to shape their years in club leadership to accommodate their jobs and responsibilities as parents.
  + Encourage leaders to communicate with colleagues, friends, and family about their Rotary life. When things are explained, most Rotarians will strive to be as accommodating as possible.
* A *club and district leader in Indiana* managed his many roles as husband, father, business manager and Rotary club leader by compartmentalization.
  + He sets aside two workday evenings and weekends for Rotary business.
  + He doesn’t generally take [Rotary-related] calls or emails during workdays unless it’s an emergency.
* A *Virginia club leader* manages by being clear about her priorities to maximize time with friends and family. She has looked for opportunities to include them in Rotary functions.
* *Leaders of other clubs in many districts* continue to encourage young and new members to play an active role in their club leadership.