Clubs Requiring Special Attention/ Support

Some clubs need
extra support

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"I can't turn down the thermostat. We don't have a committee or budget for that."

- Declining membership
- Poor attendance
- Lack of motivation/enthusiasm
- Failure to meet minimum standards
- Other reasons?

Minimum Standards

- Meets regularly (at least twice a month)
- Implements service projects that address needs in the local and international communities
- Accepts the visit of the assistant governor, or any officer of RI including the District Governor
- Ensures members subscribe to a Rotary World Press publication
- Pays per capita dues to RI and district dues
- Acts in accordance with RI Constitution and Bylaws
- Provides accurate membership lists
- Maintains cooperative relations with the District and RI
- Resolves club disputes amicably

(Page 8, AG Manual)

What do we Do? . . . (pages 6-8)

(Resources listed on pages 12-14)

"Reaffirmation"

- determine commitment of club
- do inventory – what expectations/minimum standards are they meeting? – what not?
- gap analysis to where they are and where they want to be

Club Survey:

Ask Members:
–what brought you to Rotary?
–why do you stay?
–use an assessment tool

What would the community be like without Rotary?

– what will it take to move the club forward?
- Club to set goals
- Use assessment tool plus District Strategic Plan

Action Plan:

- outline plan of action to support the club
  - identify key goal(s)
  - steps and actions to achieve the goals - set time lines and identify who is respondsible
  - resources – district officers, on line assessment tools, local support etc
  - timelines
  - indicators of success

Mentor

- Partner club with a mentor club
- Identify a key person from outside the club
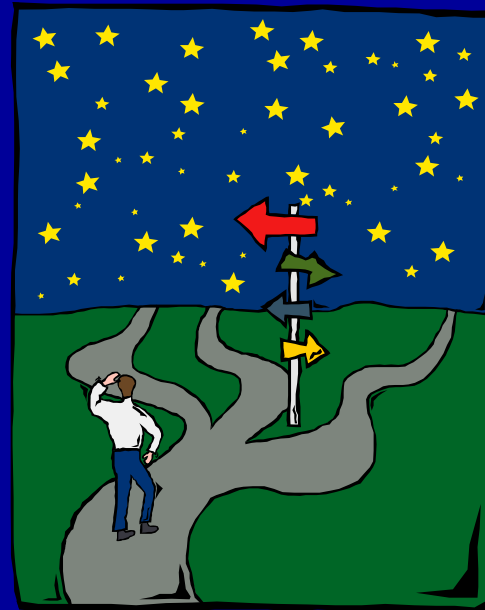
And if they say no . . .

Recognize it is the club's decision:

• articulate minimum standards of a Rotary Club

• outline a plan of action to support the club to meet the minimum standards

Conflict arises . . .

"Normally I'd be optimistic that we could work out a little problem like this."

Three Main Threats Resulting in Conflict

- Resources
  - Who controls the critical Materials & Resources, territorial claim - power in the hands of a few

- Psychological needs
  - Power, control, self esteem, sense of belonging

- Values
  - Belief systems

Conflict Resolution Strategies . . .

1. Avoidance
2. Confrontation
3. Accommodation
4. Compromise
5. Collaboration

Avoidance

- People hope the problem will go away
- Differences may go away
- Problem never solved

"Hey, Pete, what are you doing out here, Pete? Trying to avoid me, Pete? Huh, Pete? Huh, Pete?"

Compromise

» Bargaining is the hallmark of the compromise approach

» Parties can identify where they can compromise

» Sometimes results in an interim solution when a full resolution is not possible

Confrontation

- Assertiveness is the hallmark
- Involves high levels of emotion
- Can evolve into hostilities

"Usually his head turns 360 degrees, and then he calms down."

Collaboration

» Involves parties working together

» Both sides come to the table with win-win attitudes

» Preferred strategy

Accommodation

- Emphasizes cooperation instead of assertiveness
- Often occurs when a party is not significantly invested in securing a victory
- People put the larger interest first

Questions? - Discussion?