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"ROTARY CLUBS – ONE SIZE DOES NOT FIT ALL!"

Article by Noel Trevaskis, RI Director 2016-2018

Some people would have you believe that the membership woes in Rotary in the western world are unique to Rotary.

This is not the case.

Organisations such as scouts, guides, golf clubs, bowling clubs and other service groups and sporting organisations are all going through challenges of membership. Probus, for so long held up as an example of growing membership, is now losing membership in significant numbers.

Then we have people saying that past members or leaders in Rotary are to blame for our current position of membership decline in the western world ...

Wrong. No specific group is to blame for where we are at with our membership. Lifestyles in the western world are changing and we need to accept that and move forward.

Some people have been adamant in saying our weekly meetings are causing people not to join or to leave Rotary. That is nonsense. Any Rotarian can attend Rotary as often as they like – weekly, fortnightly or monthly - it is up to the individual Rotarian. Yes, people want to do good in the world but do not blame weekly meetings for our drop off in membership. It is how we 'sell' conditions of membership to prospective members that has the greatest impact.

Two of the main reasons people join and leave Rotary are identical. People want to be involved in community service and they want to make new friends. What actually happens is that we aren't providing the members with sufficient service opportunities and we aren't taking due care to be inclusive at our club meetings.

"I go to Rotary to sit with and enjoy fellowship with my friends – not to babysit strangers" is a common response when members are requested to seek out different company each meeting.

Clubs have individual characteristics and are ALL completely autonomous.

- If clubs want to meet weekly, fortnightly or even on line, it is up to their members to make that decision - and no-one else.
- If Clubs want to have a sergeant's session - and they enjoy it, keep on doing it.
- If Clubs want to have an invocation that is also their decision. Such practice is a sign of respect and caring – and there are plenty of non-religious examples available.
- If clubs want to have a meal or not, make that decision. There are successful examples with both formats – and even options where the decision is left up to individual members.

We should not try and dictate to clubs how they conduct their meetings. During my service as your Rotary International Director, I have visited dozens of outstanding Rotary clubs operating under a myriad of different conditions and systems.

There are new clubs that have chartered with different functions and guidelines in direct contrast to older, established clubs and that is great, but it does not give them license to proclaim their new format for meetings is the best and only way in the future.

However, if clubs are in obvious decline and struggling, they do need to undergo a genuine program of self-appraisal.

The best way for a club to survive and prosper is to give members a voice in meeting procedure and project selection.

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I think one of the best stories of a club 'reinvention' comes from the Rotary Club of Adelaide. The change this club went through is an incredible story of self-appraisal and success - and a lead that every struggling club should follow.

The New Rotary Generation clubs in New Zealand provide another excellent example of clubs being different and achieving great results. Invercargill in New Zealand's deep south is one such club – focus on fellowship and service whilst controlling costs and ensuring that Rotary's goals and ethos remain the same.

If your club is struggling, I encourage you to talk to leaders within the Adelaide Club and judge for yourself if their changes 'fit' your club. Likewise, the NRG Clubs were featured in the [last issue](#) of 'Rotary on the Move'. This is a great story of new vibrant clubs.

The Council of Legislation in 2016 gave new Rotary clubs - AND existing clubs - freedom to be different which was a genuine breakthrough for Rotary. However, there will always be a place for traditional style clubs. Agree with their practices or not, whilst ever they enjoy success, they are still relevant and important to Rotary's future.

Who is to blame for our membership woes? No single person or group. We all share the challenge of future growth and success.

Let's just get on with the job of making sure Rotary Clubs provide options for all current and prospective members, and continue to meet the needs of their communities - giving service and ensuring all members have some 'ownership'.

In the words of RI Immediate Past President John Germ ... 'If you want to do something about membership of your Rotary Club – ask, ask, ask'.

"THE YEAR OF THE TREE"

From Rotary Weekly, 23 March 2018

RI President Ian H.S. Riseley issued a challenge last year. He wanted Rotarians to plant 1.2 million trees – one for every Rotarian in the world – between 1 July 2017, when he took office, and Earth Day, 22 April 2018. Clubs around the world have embraced that challenge.

"We want everyone to keep going, after 22 April 2018. And it's not just planting the tree. It's nurturing the tree to ensure that it thrives. Planting a tree is a commitment to the future." Ian said.



"MEMBERSHIP MINUTE"

Article by ARC PDG Stephen Lamont

At a recent club meeting we discussed some points that we look at when we are considering someone as a potential member of our club. There were some common discussion points and boxes that we considered needed to be ticked:

- Do they have a good community mindset and desire to assist the community?
- Will their personality fit in and complement the mix of current members?
- Are they able to bring greater diversity to our club?
- Will they broaden the skill set of the current membership?
- Are they able to afford membership?
- Do they have the time to be part of Rotary?

While it was felt that all the points were important, it was the last two that perhaps **we** should not decide, and in fact they become a block to even approaching someone to consider Rotary membership. If we decide that "they shall be unable to afford Rotary membership from a financial or time perspective", then we are making a very bad judgement call!

It is not **us** that should make this call, rather it should be the person that we approach!

So, the consentaneous was that if we do not start a conversation with a potential member, then we have no hope of them joining. Ninety five percent of our membership came about by someone simply starting that conversation. We were asked to consider Rotary – and then let to decide ourselves if we wished to become a member. This is a very simple fact ... but sometimes we forget that we simply need to take a minute and ask. This is the most important box that we need to tick.



"MANAGING CHANGE AND OPINIONS"

Article by RC PDG Tim Moore

Well, I must say how pleased I was from the amount and quality of the feedback I received from the last Rotary on the Move. This displayed the quality of the articles, plus their ability to challenge many of our beliefs. 'Rotary on the Move' is a Zone Membership resource, just one of them, but provided and sourced from Australia, NZ and overseas Rotarians.



While we prefer Australian and NZ examples we like to use and share best practices from around the world to our diverse, and vast, audience.

Not all of our readers agree with some of the propositions put forward from these wide-ranging articles. Where possible I will ask these detractors their permission to reproduce or summarise their thoughts – we have a number in this edition.

As I move around our Zone at training sessions, district assemblies, seminars and conferences Rotarians are keen for ideas to use to help them bring about change in their clubs, while retaining our current membership. I know of many using the 'Seven Deadly Sins' as a club discussion starter.

Our articles are only as good as our contributor's thoughts and experiences, please feel free to send your positive thoughts and success stories to us, in 300-400 words. You are our greatest resource, and we want to share these so others can benefit from them.

We hope you take on board those ideas that you feel will work with your district and clubs, use them to bring about a positive solution to strengthening and growing Rotary, that is our aim!

"THOUGHTS AND PRAYERS ARE NOT ENOUGH"

Article by PDG Euan Miller, D9520 Membership Chair

The official reaction to the Florida Parkland school massacre keeps reminding me of Rotary. When VP Pence keeps saying now is not the time to change the laws, now is the time to pray and grieve with the survivors; I often think we do exactly the same when one of our club's long-serving members passes away.



While we want to honour our friend and support the surviving members of the family, isn't now also the time to reflect on what that loss means to the club? If our club is not to die with our friends who pass on, we need to replace them and replace them now.

Every club, at this time of the year, should be making an honest assessment as to which members will not be renewing their subscription dues at the end of the year. We have a 3-month window to find new members to replace them if we are not going into negative territory on July 1. Now is the time to act.

"ENDOWMENT AND MAJOR GIFTS ADVISOR (EMGA)"

Article by PDG Ron Geary, rongeary@people.net.au, Endowment and Major Gifts Advisor Zone 8, Director Rotary Foundation Australia Ltd

My fellow Rotarians as the name states we are Advisors to District Governors, Elect's and Nominees, along with District Foundation Chairs, and their nominated personnel. Our prime aim is to assist the Districts maintain and increase their funding to the Foundation, as this will in turn build a stronger base financially for the Districts to do good in their communities and the international communities, "Our tomorrow depends on what we do today".



We are trained to help, train and advice and set-up Paul Harris Societies, Endowment, Bequest and Major Gift committees within the District. This in turn could lead to Million Dollar Dinners being successfully run. We are always available for PETS, Assemblies and as a Guest speaker for Conferences and club visits. This would be at no cost to the District as Monica and I have a budget for travel and accommodation, maybe a meal would very appreciated. We work with District Foundation personnel to put together a presentation program that would suit the individual District and ensuring the integrity of the District and their interests remains, we are all that little different in our interest of Rotary programs.

Work with the EMGA District personnel to help identify Philanthropic Humanitarians that have a passion along the lines of our Six Areas of Focus, this would also include the corporate sector. As Monica and I are trained to interact with the larger Philanthropic sector we could work on the Districts behalf to secure the donations for the Foundation. Any Endowment or Major Gift would be credited to the District involved and appear in the District Designated Funds (DDF). My Rotary Friends we are a resource available to you from Evanston, to help build Rotary for the better by doing Good in the World.

"SURF'S UP: WHO SAYS ROTARY CAN'T BE FUN?"

From Rotary Voices, posted on February 20, 2018

Article by Brett Morey, chair of Surfers Unite Rotarian Fellowship and past president of the Rotary Club of La Jolla Golden Triangle, California, USA



High school students enjoy a bonfire event in 2016.

Have you ever thought of turning a hobby or passion into something even more beneficial through Rotary? I am a third generation Californian and grew up bodyboarding at Huntington Beach and Del Mar, before starting to surf 34 years ago. Back in May, I got this crazy idea to do something with my interest in surfing.



Brett Morey, left, with his surfboard full of signatures in Atlanta.

For years, we've all heard Rotary leaders talk about making Rotary fun, bringing youth into Rotary, and pushing our membership beyond 1.2 million members worldwide. It struck me, why not create a Rotary Fellowship that generates exciting activities and involves those we mentor through Youth Service programs? If there's one thing I've learned as a member of Rotary, it's that anything is possible.

So, I called staff at Rotary International Headquarters in Evanston, Illinois, USA, and at their urging, attended the 2017 Rotary International Convention in Atlanta. Roaming the halls and mingling in the House of Friendship, I collected more than 150 signatures on a surfboard, and met with several Rotarians active in Rotary Fellowships including Curtis Reinhardt from Arroyo Grande and Colin Weeks from the United Kingdom. We assembled an amazing leadership team of Rotarians from Hawaii, the United States, Australia, Mexico, and Kenya, and with the help of Scott Carr, our governor in District 5340, Surfers Unite Rotarian Fellowship (SURF) was born.

Since then, we have made tremendous strides. We have been approved and recognized by Rotary International. We have already completed 16 events, established our [website](#), and grown in membership daily. We now have more than 320 members in over 20 countries. Our mission is to connect Rotarians interested in surfing, and attract youth into Rotary, while raising funds for Rotary causes.

On 27 January, more than 30 SURF members gathered to support the Boys to Men Mentoring Foundation with a 1 Wave Challenge and 5K Beach Run. Rotarians from several clubs, Rotaractors from University of California San Diego, and Interactors from James Madison and University City high schools took part in an attempt to set a world record by exceeding 110 surfers on the same wave at the same time. Sadly, even with 172 surfers, we weren't able to grab the record. But we did have tons of fun and raised \$90,000 for charity!

We will have a booth in the House of Friendship at the 2018 Rotary International Convention in Toronto. You can check us out on [Facebook](#) and [Instagram](#) @SURFSurfersUnite, and find out about upcoming events. If you are interested in being a Chapter Director or Rotaract SURF Ambassador, contact us at surfrotary@gmail.com.



More than 25 Rotarians, Rotaractors, and Interactors take part in a 100 Wave Challenge for Boys to Men Mentoring in September, sponsored by SURF.

"CONNECTIONS!"

**Article by Sherri Muniz, Rotary Membership Coordinator, Zone 21B
From Rotary Zones 21-27, Newsletter October 2017, number 3**

Which is more valuable to your Rotary club?

- A. One new member?**
- B. One retained member?**

The answer is definitely B ... a member retained is a satisfied member- engaged and fully involved in the work of making our world a better place!

We often focus so heavily on recruiting new members that we forget how vital it is to the health and vibrancy of our Rotary clubs to retain engaged members.

Here is a simple, yet powerful way for you to help engage your members:

Pick up the phone and start creating connections.

Nothing engages a member more than a personal connection. It's a smart strategy that a lot of membership organizations have used to grow. In fact, Sarah Rintamaki, the Founder and Executive Director of Connecting for Kids used personal connections to help grow her organization over 300% in just the first year.

"Personal contacts are invaluable," says Sarah. "Whether it's business, or non-profit, or whatever, everything truly is a personal relationship. Whether it's a donor, or a family, or a professional, or a member, they need to have a conversation with somebody."

It works for new members . . . but unengaged members love a phone call, or at least a personalized email. It may be the one thing that keeps a member engaged so they don't leave your club.

Past Rotary International President Ron Burton tells his personal story – had it not been for one phone call from one member of his Rotary club during a time in his Rotary life when he was unengaged and considering leaving, Ron would not still be a Rotarian today.

Give it a try. Make a commitment to reach out to one unengaged or even lost member every single week. Put it on your calendar right now. Friday afternoon at 3pm, schedule your first call.

Sometimes that extra nudge ... that connection with another Rotarian ... is all that's needed to retain a member.



**Rotary Coordinators for Membership,
Kelly Atkinson (Zone 27) and Sherri
Muniz (Zone 21B).**

"PRESIDENTIAL MESSAGE"

Extracts from RI President Ian H.S. Riseley's January message

In Rotary, our diversity is our strength. ... One of the most pressing aspects of diversity to address in our membership is the age of our members. When you look around at almost any Rotary event, it becomes immediately obvious that the age range in the room does not promise a sustainable future for our organization. Our membership is near a record high, and we are bringing in new members all the time – yet only a small minority of those members are young enough to have decades of Rotary service ahead of them. To ensure a strong and capable Rotary leadership tomorrow, we need to bring in young and capable members today.

We also cannot discuss diversity in Rotary without addressing the issue of gender. It is difficult to imagine that just three decades ago, women could not join Rotary. Although we have come a long way since then, the legacy of that misguided policy is still with us. Far too many people continue to think of Rotary as an organization only for men, and that idea has had a detrimental effect on both our public image and our membership growth. Today, women make up just over 21 percent of Rotary's membership. While this is certainly a great improvement, we have a long way to go to meet what should be the goal of every club: a gender balance that matches the balance of our world, with as many women in Rotary as men.

Whatever brought each of us to Rotary, we stay because we find value in Rotary membership and believe that our service has value to the world. By building clubs that reflect that world in all its diversity, we will build even more enduring value in *Rotary: Making a Difference*.

"TELL ROTARY'S STORY AS 'PEOPLE OF ACTION'"

Article by **Laura Spear**, Zone 32 Assistant Rotary Public Image Coordinator
From *Beyond Borders/the Newsletter of Zones 24 & 32/March 2018/page 11*



Every club and District can tell its story as "People of Action" in your respective communities. All you need is a good photo! Everything else is available for you on rotary.org to create your own ads — customized to the work your club or District is doing — for social media or print advertising.

Stories about fundraisers, contributions, or international service are an integral part of what we do, but they're not necessarily People of Action stories. The People of Action campaign is designed to help better inform our local communities about Rotary and the work we do for the places we call home. To let the rest of the world know who we are, doesn't it make sense to let our neighbors know first?

A People of Action story connects with people—by showing the positive impact Rotary Clubs have on our communities. The best way to do this is by incorporating certain elements effectively into your story, including:

- A clear focus on a Rotary project in your local community.
- A description of how you or your club identified a challenge.
- An explanation of how club members and others in your community found a solution to the problem.
- A depiction of how your club saw that project through to completion, whether it's in the works, ongoing, or completed.

Customizable toolkits are available! Go to rotary.org Brand Center, then click on the "Learn More" button on the Brand Center home page. Click [here](#),

PEOPLE OF ACTION

Use these resources to increase public understanding of Rotary and drive engagement within your community. Use the ads that Rotary has provided ... or create your own using photos of your club members. Click [here](#).

END POLIO NOW

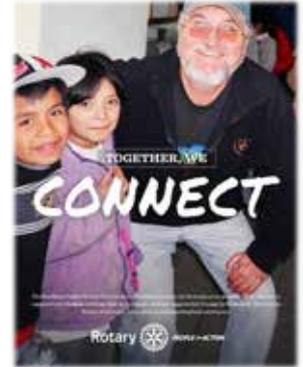
Eradicating a disease is a big job and we need your help. Use these resources to help Rotary advocate, fundraise, and educate communities on the need to end polio now. Click [here](#).

ROTARY GLOBAL REWARDS

Use this kit to encourage other Rotarians to explore Rotary Global Rewards to find discounts and special offers, along with opportunities to give back to Rotary. Click [here](#).

Telling our Rotary story helps the world to better understand who Rotarians are: People of Action, driven by a desire to strengthen communities, mobilize problem solvers, and find solutions to the tough challenges affecting people around the world. Check out the People of Action materials in the Brand Center. Questions? Email pr@rotary.org.

Laura's note: Excited by the possibilities, I created the People of Action ads at right using photos of members of my own club. If I can do it, you can too!



"BALDIVIS!"

Information supplied by **Kero O'Shea D9465 Membership Chair**

How the [Rotary Club of Palm Beach](#) (WA) created a new and very dynamic Rotary Club at Baldivis. Learn from their success: what worked and a few things that didn't.

Club adviser Laurie Smith (Palm Beach) will join Charter President Leanne Knowler to share the story of the remarkable success of the Baldivis extension.

Join us on 1 May 2018, 7:00 PM, for this not to be missed event. **Webinar Registration, click [here](#).**

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, a couple of captioned 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.

"EMAILS TO SHARE"

Compiled by Issa Shalhoub, editor of 'Rotary On The Move'



The **March 2018** edition of the Newsletter has received an unprecedented number of emails that are worthwhile sharing with the readers.

Email from Bruce Thomas:

This is a great issue. I particularly like the articles on "The seven deadly sins of Rotary" and "the Five Rotary Membership Myths". They are gold. My club, Kooweerup-Lang Lang, is experiencing a laissez-faire period and needs a needle of change and/or motivation. My observations! I will ensure our current Board receives this missive immediately, as I believe we will slowly disintegrate unless we re-engage to the Twentieth Century.

Email from Bryn Styles, Aide to TRF Trustee Chair 2017-18:

I want to congratulate you on great newsletter. The articles are relevant, well written and express the issues and solutions to our membership concerns. I know most of the authors that you have used and each one presents a different perspective. I will be sharing with my membership contacts in Zone 24.

Email from Past RI Director Kenneth Collins

RI Director 2000-2002, TRF Trustee 1997-2000, RI International Exemplary Rotarian 1991:

In 2008 my daughter was obliged to leave Rotaract because she had reached the age limit. She advised me that she had been invited to join several Rotary Clubs but did not want to join any of them for the following reasons:

- 1. Many start their meetings by singing 100-year-old songs*
- 2. They have fines sessions*
- 3. They have a meal*
- 4. They say pledges or sing the National Anthem.*

Having watched Rotary in WA and Australia slowly die since 1989 I had often thought of starting a new club based on true service alone.

Within 6 weeks I had gathered together 28 new Rotarians, including a Rotary Foundation Ambassadorial Scholar who had up till then resisted all efforts to get him into Rotary.

On 19th December 2008 the Rotary Club of Freshwater Bay was chartered in D9455 with 30 members, 15 men and 15 women. Our meetings start at 6.00pm with drinks and nibbles with the meeting proper starting at 6.15 consisting of welcome, reports, a guest speaker, drawing of a raffle and close at 7.00pm allowing members time to go home for dinner or off to her functions. We agreed that we would not be a cash cow for large organisation but would carry out projects in our own name. Attached is a list of projects carried out in the first 5 years.

At present we have 23 females and 14 males, 38% of whom are under 40 and 51% are under 50. Nationalities include, Australian, English, Irish, French, Italian, Malaysian, Indonesian, Nepalese, Iranian, Filipino, American and Sri Lankan.

After the Council decision in 2016 we met twice a month for several months but a unanimous decision was made to revert back to weekly meetings.

This year we are the only club to have qualified for the Rotary Citation, doing so as soon as we paid our second instalment of our Semi-Annual dues. We have 26 projects listed on Rotary Club Central and our signature project "Microscopes in Schools" has attracted support from 115 other Rotary Clubs all around Australia and several overseas countries.

Several months ago, we began streaming our meetings live on Facebook attracting viewers from as far as the UK and the Philippines. I agree that other clubs could follow suit if they were inclined. You do not have to be a "NRG" Club to adapt. Our club was started by a visionary 72-year-old.

Email from Alacoque Welsh, Rotary E-Club of Greater Sydney:

Thanks for publishing Rotary on the Move. I did laugh when I read 7 deadly sins, that's exactly the land-based club I left 5 years ago, it still operates same boring way, I visited a club recently in Sydney and it still has most of the 7 sins as part of its meeting! I visited another club - it was enthusiastic, casual & modern, meeting weekly, but needing more members. Cost can be a huge deterrent for young membership unfortunately.

Email from Alan Wilson, President Rotary Club of Maleny:

The Seven deadly sins of Rotary Clubs.

I disagree strongly with Sin 3. Traditional Rotary had a Christian Grace and Australian is a Christian country. Rotary is big enough to respect all values and ideals as is our religion without having to compromise everything away.

Why do we had to continue to defend our values and way of life against those who do not understand or care.

I do not see why we have to compromise our value for those select few. I am sure that our overseas brother and sister Rotarians have the save view about their beliefs and values.

We need to supports those values and ideas that the founding father had when Rotary was founded. We have had a 10% growth in our club and we are still growing.

Issa Shalhoub's, Editor of 'Rotary On the Move', reply to the above email:

Thank you for reading the Newsletter, and thank you for sharing your views on the 'opinion article' by PDG Euan Miller, published in the March 2018 edition.

As a Catholic and a Rotarian with 36 years of continuous membership, I tend to agree with the sin you are referring to.

Recently in my Club I asked about 30 members; Who says Grace at home before a meal? Two members said they do. So, if the majority don't at home, why should we at a meeting. This is the grace that we recite in my Club; which is a service grace:

"For good food, good fellowship, and the privilege to serve through Rotary we give thanks."

Rotary (not Australia) is a non-political, non-religious humanitarian organisation, and we need to move forward to attract the young members. I used to love to sing it like as we used to in the 80s, eventually it became a habit, but please look around the meeting room when you do say or sing Grace, and if you have visitors or guests, the look on their face(s) is one of surprise and one of 'What The?'

Regards and congratulations on the continuous growth of your Club.

"GOONDIWINDI ROTARY CLUB MEMBERSHIP STRATEGY"

Article by *Rotary Club of Goondiwindi's President Peter Corish.*

Article supplied by *PDG ARC Wendy Scarlett, Rotary District 9640 Trainer*



In order to improve membership diversity, our club's "2017-18 President Objectives" included a commitment to increase our net membership by, throughout the year, inducting 6 new members including 2 new female members and 2 new members under the age of 40. All our club objectives for the year are included in our weekly club bulletin.

At the end of February, with 4 months of the Rotary year to go we have inducted 3 new female members, 2 of which are under the age of 40, 5 new male members and we have 1 additional new female member to induct in March. We also have two potential new members and two transfers from other clubs underway.

There have been a number of quite simple strategies that we have adopted to achieve this objective-

- We have focused on ensuring that Rotary is positioned in a positive and inclusive way in our community by publicising our activities in the local media. As well we ensure that all members wear our distinctive harlequin shirts at all events where the club is involved.
- In line with our District Governors Objectives, each member of the club was asked to bring at least one guest to a meeting or function during the year.
- We go out of our way to ensure that each guest is made to feel welcome and included in the meeting.
- Members are then asked to follow up with their guests to answer any questions they may have and to determine if there is a level of interest in becoming a Rotarian.
- We try and keep meetings interesting. For example, having guest speakers from different backgrounds and with different stories to tell. Also, we try and change the location and format of meetings on a regular basis.

Having new members join the club is fantastic but keeping them involved as active Rotarians is an even greater challenge. In order to achieve this, we have adopted the following –

- § Keeping our meetings interesting as per the point above
- § Appointing a mentor for each new member.
- § Trying to find a specific role or job for each member.
- § Encouraging newer members to attend district functions and learning opportunities.

While there have been suggestions that we should consider forming a satellite club in our community, we have decided that one strong active club in a town of 6,000 people is a better strategy in our case.

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 COORDINATORS TEAM 2017 - 18 ZONES 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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