



SURVEY RESPONSES

2010

**Zone 24-32 Leadership Forum & Rotary Institute
November 2010
London, Ontario, CANADA**

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Overall Response Rate:

Two surveys were offered to all PDGs, DGs, DGEs, and DGNs in Zone 24 and 32. The shorter survey was designed to 1.) determine the priority ranking of important Rotary issues, and 2.) to foster discussion vis-à-vis the purpose, content, timing, and delivery of the Leadership Forum and Rotary Institute.

The longer survey invited discussion on a wide range of Rotary topics – with opportunity to insert additional topics of interest.

Both surveys utilized sets of statements. Most of these statements were developed using comments and ideas (some controversial) shared by PDGs at “PDG Forums” – one such forum held in Philadelphia in 2008 and the other held in Niagara Falls in 2009.

Participants were invited to complete one, the other, or both surveys at their preference. The overall response rate was approximately 21%. There was no appreciable difference between the response rates of those contacted via email vs. those contacted via snail mail. Of the total returns, 100 long surveys and 153 short surveys were completed.¹

TOTAL RETURNS		Long Survey Only	Short Survey Only	Both Surveys
Total Sent via EMail	782			
Email Delivery Problems	-23			
Grand Total Delivered	759			
Total Returned	160	38	89	33
Percentage Returned	21.08%			
Total Sent via Snail Mail	188			
Snail Mail Delivery Problems	-18			
Grand Total Delivered	170			
Total Returned	34	3	5	26
Percentage Returned	20.00%			
TOTAL ALL SENT	970			
TOTAL DELIVERY PROBLEMS	-41			
GRAND TOTAL DELIVERED	929			
TOTAL RETURNED	194	41	94	59
PERCENTAGE RETURNED	20.88%			

Although we jokingly hoped for a 100% return - in reality, 21% is a strong response rate.

We also tracked responses by year of service as district governor. Several past district governors sent personal cards or notes respectfully declining participation – citing their waning participation in Rotary due to health or other reasons. Several DGEs and DGNs hesitated to participate – wondering whether or not their limited experience “qualified” them to participate.

¹ There were some difficulties with email and snail mail addresses. Where possible, we updated the Zone database with new information – however, not before this year’s zone directory had gone to press. Up-to-the-minute database content has always been a moving target . . .

Those who questioned their “qualifications” were nonetheless encouraged to return the surveys.²

BY YEAR (% highest to lowest)	Total Sent	Rtn'd Long Survey Only	Rtn'd Short Survey Only	Rtn'd Both Surveys	% Response	BY YEAR (% highest to lowest)	Total Sent	Rtn'd Long Survey Only	Rtn'd Short Survey Only	Rtn'd Both Surveys	% Response
2009-10	36	3	4	6	36.11%	1989-90	19			2	10.53%
2004-05	38	3	7	3	34.21%	1992-93	20		1	1	10.00%
1962-63	3	1			33.33%	1979-80	11			1	9.09%
1970-71	3			1	33.33%	1981-82	11		1		9.09%
2008-09	37	1	4	7	32.43%	1996-97	33		3		9.09%
2005-06	36	3	5	3	30.56%	1983-84	14		1		7.14%
2007-08	37	1	6	4	29.73%	1994-95	28		1	1	7.14%
2003-04	36	3	5	2	27.78%	1986-87	18		1		5.56%
1980-81	15			4	26.67%	1988-89	20		1		5.00%
1984-85	15		3	1	26.67%	1991-92	25		1		4.00%
2010-11	37	2	3	4	24.32%	1952-53	1				0.00%
1982-83	13			3	23.08%	1960-61	1				0.00%
1993-94	27	1	4	1	22.22%	1961-62	0				0.00%
2002-03	33	2	4	1	21.21%	1963-64	0				0.00%
1997-98	34	2	4	1	20.59%	1964-65	3				0.00%
2006-07	37	3	4		18.92%	1965-66	1				0.00%
2000-01	32	2	3	1	18.75%	1966-67	2				0.00%
1999-00	35	1	4	1	17.14%	1967-68	1				0.00%
1990-91	24		4		16.67%	1968-69	3				0.00%
1995-96	26		2	2	15.38%	1969-70	4				0.00%
1977-78	7			1	14.29%	1971-72	1				0.00%
2011-12	36	1	3	1	13.89%	1972-73	4				0.00%
1998-99	32	1	3		12.50%	1973-74	4				0.00%
1987-88	26		2	1	11.54%	1974-75	3				0.00%
2001-02	35		1	3	11.43%	1975-76	5				0.00%
1978-79	9			1	11.11%	1976-77	9				0.00%
1985-86	9			1	11.11%	2012-12	5				0.00%
							708				

² All email respondents received a reply thanking them and confirming receipt of their survey(s). Some of the snail mail correspondents received telephone calls in response to notes and letters attached to their survey(s).

Short Survey (Part 1) – RESULTS

Priority Ranking of Issues (Responses and Comments)

This is a tabulation of the “Priority Ranking of Issues” as well as a transcription of the comments section of each survey. We added the votes in the top two scoring columns (*High Priority, Very Important*). We also tested the results using the top three scoring columns (*High Priority, Very Important, Important*) and found that the results did not change appreciably. As per the scoring, the issues were ranked from highest score to lowest score as follows:

%	Rank	High Priority, Very Important	%	Rank	High Priority, Very Important, Important
82.43	1	Membership Recruitment and Retention	90.54	1	District Training Programs
76.03	2	Rotary Foundation Programs and Polio Plus	87.84	2	Membership Recruitment and Retention
75.68	3	District Training Programs	86.39	3	Rotary Youth Programs
65.31	4	Rotary Youth Programs	86.30	4	Rotary Foundation Programs and Polio Plus
61.22	5	District Conferences	83.33	5	The Role of Past District Governors
54.86	6	The Role of Past District Governors	81.63	6	District Conferences
50.34	7	Future Vision	77.62	7	RI Strategic Plan
49.65	8	RI Strategic Plan	77.24	8	Future Vision
49.32	9	District Administration	71.83	9	Rotary Institute
42.96	10	Rotary Institute	69.86	10	District Administration

Basically, the top four issues are: Membership Recruitment and Retention, Rotary Foundation Programs and Polio Plus, District Training Programs, Rotary Youth Programs. **The details of the ranking (scoring) in each area appear in the table on the following page.**

In order to fully understand the results, one must also review the many comments offered by the respondents. In both of the short surveys, many included comments (the count of comments ranged from 16 to as many as 28 in each of the ten areas). Some observations:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.
- Late submissions were not included for the total counts – but the comments were included in this report.

The comments are listed (by category) beginning on page 7.

SHORT SURVEY PART 1:	Priority Ranking of Issues						
	1	2	3	4	5	N/A	TOTAL
1. District Training Programs	5 3.38%	7 4.73%	22 14.86%	43 29.05%	69 46.62%	2 1.35%	148 100.00%
2. The Role of Past District Governors	5 3.47%	17 11.81%	41 28.47%	51 35.42%	28 19.44%	2 1.39%	144 100.00%
3. District Administration	9 6.16%	17 11.64%	30 20.55%	30 20.55%	42 28.77%	18 12.33%	146 100.00%
4. Rotary Institute	7 4.93%	31 21.83%	41 28.87%	41 28.87%	20 14.08%	2 1.41%	142 100.00%
5. District Conferences	6 4.08%	20 13.61%	30 20.41%	41 27.89%	49 33.33%	1 0.68%	147 100.00%
6. Membership Recruitment/Retention	2 1.35%	7 4.73%	8 5.41%	24 16.22%	98 66.22%	9 6.08%	148 100.00%
7. Rotary Foundation Programs and Polio Plus	3 2.05%	8 5.48%	15 10.27%	32 21.92%	79 54.11%	9 6.16%	146 100.00%
8. Rotary Youth Programs	1 0.68%	14 9.52%	31 21.09%	45 30.61%	51 34.69%	5 3.40%	147 100.00%
9. Future Vision	5 3.45%	13 8.97%	39 26.90%	29 20.00%	44 30.34%	15 10.34%	145 100.00%
10. RI Strategic Plan	2 1.40%	18 12.59%	40 27.97%	34 23.78%	37 25.87%	12 8.39%	143 100.00%
TOTAL	45	152	297	370	517	75	1456
Percentage	3.09%	10.44%	20.40%	25.41%	35.51%	5.15%	100.00%

SHORT SURVEY PART 1:

Priority Ranking of Issues	1	2	3	4	5	N/A	TOTAL
1. District Training Programs	5	7	22	43	69	2	148
	3.38%	4.73%	14.86%	29.05%	46.62%	1.35%	100.00%

They need to know what to do. Getting them there is a problem.

unless asked by trainers or current leadership, it isn't important to PDGs

We should be available to the current DG if needed

as a Rotarian for more than 50 years, this is most important

we need training in order to be effective and efficient

More emphasis needs to be put into advertising these!

a training committee is needed at district level

we have to train our leaders for the job

unfortunately, may district training programs fall short

necessary for leadership development at the club level

Rotary is only as good as the training its members - on all levels - receive

training is very important

continue to find ways to access and upgrade Rotarians

each district has its own needs

some new presidents are not fully aware of their duties

Districts do not always manage a consistent level of training quality from one year to the next - or even from one district event to the next.

key to the future

potential to meddle - leave this subject to the DG

district assemblies should train club officers

these are the future leaders of the district

We have far too many leaders within the district who are not able to respond to questions from members - no familiarity with procedures; no familiarity with the Foundation.

sharing of ideas - what works, what doesn't

2. The Role of Past District Governors	5	17	41	51	28	2	144
	3.47%	11.81%	28.47%	35.42%	19.44%	1.39%	100.00%

Problem is most of us do not know our time is past and when to shut up!

valuable asset for training and mentorship

should be more than the oldies but goodies club - get away from the 'crown for life' attitude

use as mentors

DGs in our district are not "used" enough after their term of office

after 10 years out of office, you are past

Involving PDGs and past Rotary International leaders can sometimes block opportunities for newer Rotarians

has been neglected in our district but is being revisited this October

Don't know – some find a role, others do not. In D5550 it is not formalized

Strictly as motivators. Typically not long term

important to use expertise

Some DGs are afraid to utilize the PDGs as they always want to be center stage. DGs and PDGs forget it is about the clubs and the Rotarians - not about them.

important that they learn to work together with current and incoming governors

can be very good or very bad - depends on the PDG

With all of the \$\$\$ spent by RI on training, we need to do what we can to help and stay out of the way as well

District or zone level?

How do we keep them engaged and satisfied with their PAST position? What is their value and do we have the roles for them to fill. Not all PDGs have the same talents or capabilities.

every district committee should have a PDG as advisor only

Some PDGs have caused rifts in our district - and these wounds have never healed. Then there are those who are universally respected. The best "role" any PDG can play is to be supportive to the sitting DG and always - always - supportive to the clubs. BEST ROLE - go back to being a good Rotarian in your own club!

In our district, there is no role after your year. You are adrift unless you volunteer

too many PDGs still feel that they are in charge

This may be an issue each district needs to address but it is not important to me

Need to understand their role and serve as Advisors, Trainers, Fundraisers – lots of experience

Don't waste the knowledge available

PDGs have a unique perspective on the District and can be very helpful to new DGs. Additionally PDGs have already established relationships with the Clubs and can help out with membership, extension and the Foundation.

3. District Administration	9	17	30	30	42	18	146
	6.16%	11.64%	20.55%	20.55%	28.77%	12.33%	100.00%

Problem is it is geared from the top down instead of the bottom up.

Only on the position on committees that PDGs serve

potential to meddle - leave this subject to the DG

PDGs need to know what is going on at the district and zone levels

It would be good to see different approaches presented.

Must be kept as simple as possible

excellent district administration can make the club level more effective

Important - but should be in place already

always need records

critical that it be communicative and engaged with the clubs

plan "post Governor" opportunities

Should be done in DGE or DGN trainings - not for PDGs

Without effective administration the District can fall apart. We are already experiencing clubs with dwindling membership, clubs that have no or little interaction with the District. The Governor must be in regular communication with AGs and Committee Chairs - and the clubs - leaving that communication to others diminishes the respect in the office of Governor - it becomes little more than a figurehead

most Rotarians only need information from their club

Important to convey to DGEs and others

District administration works best when the clubs don't look upon "the district" as an "us-or-them" situation. If clubs see "the district" as an annoyance or as interfering in their business, then the district administration is, quite obviously, ineffective. Fix it!

This is what should be keeping everything working. However, I am referring to the total district functions, not just the administrative committees.

paid staff are an important element of district administration

4. Rotary Institute	7	31	41	41	20	2	142
	4.93%	21.83%	28.87%	28.87%	14.08%	1.41%	100.00%

Way too expensive. Sending out videos is better and much less expensive

Few PDGs of D5550 attend

Has grown too big and expensive

The PDGs must be involved – expenses are also an issue to some PDGs

engage them - give them involvement

Institutes become repetitious and primarily serve as a renewal of friendships - which is important, but does not move Rotary forward into the future.

a learning institute for ALL Rotarians

They need to cover all aspects of Rotary not just what is going on during this Rotary year!

important to keep PDGs informed

The district budget should support this more strongly.

personally, I found these sessions very valuable

Needs to pay for itself

Generally ineffective as a teaching model. Great to renew acquaintances.

expensive and repetitious - efforts should be focused at district level

Do I think Rotary Institutes are important for the DGs - yes - but not in the format they are today. Expensive - very expensive to get information that you can get online and in other sessions. Administratively, it is completely top heavy - where else does it need a committee of nearly 100 people to put on an event for 550? The sheer cost of time and \$\$\$ invested by all boggles the mind - how many polio immunizations can we do for the same investment?

very costly to attend

Necessary updating for all involved

It is a means of fostering discussion among the leadership, exploring issues and allowing for meaningful dialogue. I have enjoyed the programs but am not always able to attend the full institute because of cost and time.

5. District Conferences	6	20	30	41	49	1	147
	4.08%	13.61%	20.41%	27.89%	33.33%	0.68%	100.00%

Good attendance by PDGs

Especially important in large geographical districts

The PDGs look forward to this annual district event – it is like a class reunion

Great summary of the past year. However, it does not seem to motivate for the following year. This could be the timing of the conference.

best opportunity to motivate Rotarians and club leaders

Have to be made affordable, interesting and fun for attendance to be better

Cost to value - questionable - but motivational - critical

every two years

potential to meddle - leave this subject to the DG

as a Rotarian for more than 50 years, this is most important

gets incoming club officers going

Districts could consider a district conference chairperson to serve a three-year term. This chair (and committee) could handle all of the administrative tasks - and thus, free up resources to be used for the more creative needs of planning a district conference.

meet Rotarians and share goals and ideas

tremendous amount of work to serve only 10% of district Rotarians and their partners

to recognize and train Rotary leaders

poor attendance - too expensive

Similar to the Institutes, the material is repetitious. Possibly the inclusion of a very high profile, non-Rotarian individual could increase participation

again, what works, what doesn't - how to keep costs down

District Conferences have become prohibitively expensive; in some cases they are a competition to outdo prior conferences. As attendance decreases they lose effectiveness in outreach to clubs.

This is a place where current leadership can shine

Preaching to the committed. Those who attend are generally already knowledgeable and committed.

6. Membership Recruitment/Retention	2	7	8	24	98	9	148
	1.35%	4.73%	5.41%	16.22%	66.22%	6.08%	100.00%

Ask new members what "they" want to do instead of telling them what "we" want them to do

Not much involvement by PDGs

retention most important

critical to have positive energetic retention strategies - particularly to keep women and young Rotarians

without members there is no Rotary - so this should be top priority

Retention of members should be the highest priority as needs of individuals are changing rapidly

This is the greatest challenge for our clubs and district

No need to say anything further here - other than it is the lifeblood of Rotary

not enough time spent with new members

always need to work on membership

as a Rotarian for more than 50 years, this is most important

If you are a PDG, you know how important this is in order to be an effective Rotary Club

Pedal to the metal! Ask at the Institute wrap up dinner - have any of you brought in a new member this year?

has been neglected in our district but is being revisited this October

This is, absolutely, a key issue. Membership recruitment is easy - as long as one never stops the process. It is a continuous effort, the job is never done. Retention is all about being a club that welcomes and involves its members. Be that sort of club and retention will not be a problem.

Key to the future

life blood of Rotary - a continuing challenge

always important

Good place to provide a leadership role in the district

Everybody should be helping with membership

Rotary will die without this

Retention!!!

The two have to work together - we can bring in members but if we don't work to retain them we face extinction. When I joined Rotary in 1995 there were 1.2 million members; there are still 1.2 million members. We have to continuously recruit and nurture new members. We also have to be willing to accept people who might not have been accepted in prior decades - there are a lot of "Rotarians in spirit" who are not business executives.

Our most important challenge

7. Rotary Foundation Programs and Polio Plus	3	8	15	32	79	9	146
	2.05%	5.48%	10.27%	21.92%	54.11%	6.16%	100.00%

Polio Plus is going to eat into The Rotary Foundation until it is done

Let's End Polio Now – they participated and want to get to the finish line

Our bank for doing good in the world

Must be kept as simple as possible

a very important area that needs support

Let's get polio eradication over and done with - Rotarians are now in polio fundraiser/donor fatigue mode

many do not understand the scope of TRF

We must get rid of polio - a huge interest to me!

essential and critical

This is the heart of Rotary

Without the Foundation we would be just another service organization. The Programs we do through the Foundation not only help people who are not our next door neighbor (although we do that too) but it also fosters a deeper understanding and appreciation for the fellowship of humans. PolioPlus is important, but I fear it is depriving our other programs of needed contributions. None of our other Foundation programs receive the type of governmental and NGO support that Polio Plus does. Gates is not giving money to DDF or the World Fund. Instead of mandating that clubs donate \$2000 to Polio, we need to focus on their contributions to the Annual Giving Fund so that we can fund projects impacting water, health, education, economic development and peace. If you ask the average Rotarian, particularly one living in an area not impacted by polio, you will find their priority is not polio eradication

every district should have a Rotary Foundation Alumni Association

as a Rotarian for more than 50 years, this is most important

Imperative that Foundation and its programs flourish

This is a place where we can help if the DG wants help

I do believe TRF is our priority. However, I also believe if we build proud and enthusiastic Rotarians, Foundation support will follow.

To keep us all up-to-date!

8. Rotary Youth Programs	1	14	31	45	51	5	147
	0.68%	9.52%	21.09%	30.61%	34.69%	3.40%	100.00%

It is the future!!

The future of Rotary is in the hands of our young people

This is the future of Rotary

The youth are the future and if we do not cultivate them into leaders our future is in danger. Our youth programs not only foster leadership and team building, but it builds confidence in the youth to pursue greater accomplishments than they may have thought possible.

the life blood of Rotary

as a Rotarian for more than 50 years, this is most important

Important, but becoming too problem filled with possible legal costs

very important

youth is always important - and this is where new membership is

most important to our future as an organization

A personal preference for participation. A meeting outside the Institute for those who have the interest.

A lot of focus on this already - and not anything that needs adjustment - except the emphasis

future Rotarians

this is an area where Rotary can help society survive the current problems it is facing

ESSENTIAL - but the right people have to be in place to make them work

again, a life line to the future of Rotary

For the future of Rotary

they represent a pool of prospective members for the future

9. Future Vision	5	13	39	29	44	15	145
	3.45%	8.97%	26.90%	20.00%	30.34%	10.34%	100.00%

It is not understood

always important to know where we are going

This is critical for non-pilot districts to be able to hit the ground running in 2013

no thought given to grandfathering existing programs - these are being destroyed

updates critical

Good update for any Rotarian, but a potential role in their district

I sense this is one of the least understood process on which Rotary has embarked and appears to be an unfolding initiative

Many of our PDGs need to be educated and trained about the Future Vision plan

We need all of the info and help we can get to understand implications of the changes

have to keep up with changes - or lose

allow for lots of discussion

don't understand it well enough

This is important but some DGs are trying to put it in place in non-pilot districts before the kinks are all worked out

Need to know more

will need to work into this as we move forward

This is troubling because change is important but difficult to accept. Future Vision will focus our efforts - good. Future Vision with encourage clubs and districts to plan their actions, work together, and maximize the "bang for the buck". But unless we educate everyone about the benefits, it will be perceived as another attempt by The Foundation to tell clubs and districts what to do.

Conceptually, great. I am not sure about the functionality yet.

My District applied to become a Future Vision District but we were not accepted. Although I had a veto, I chose to accept the majority decision. I have serious concern about putting control of too many dollars in District hands.

10. RI Strategic Plan	2	18	40	34	37	12	143
	1.40%	12.59%	27.97%	23.78%	25.87%	8.39%	100.00%

PDGs need to serve as advocates

I believe the senior leaders are not walking the talk on this item. RI Presidents are not speaking to each other, reviewing and having an integrated plan to implement. Often, they just “do their own thing” and BOD does not hold them accountable.

More PR from RI

It is important to have a Strategic Plan but the Plan is not getting down to the District leadership - they do not know about it, don't understand the concept of strategic planning, and it is not achieving its intended goals - at least not in my District

Good update for any Rotarian, but a potential role in their district

definitely

a helpful roadmap, but needs to remain flexible to adapt to change

critical - PDGs have to understand this plan and the intent and focus behind it

always good to be grounded in this

very important to know what it is

What is it?

there is so much to do at the district level

a plan is always most important

can't go ahead without proper plan

have not taken time to go over it

needs to be better explained

I like to know what direction RI is going

TOTAL	45	152	297	370	517	75	1456
Percentage	3.09%	10.44%	20.40%	25.41%	35.51%	5.15%	100.00%

Short Survey (Part 2) – RESULTS
The Rotary Institute (Responses and Comments)

This is a tabulation of the statements regarding “Rotary Institute”. This time we highlighted the top results – the highest % is noted in **green**, the second highest in **blue**.

The results (both the scoring and the comments) demand a careful reading. For example, most respondents agreed that a Rotary Institute has become first a fellowship event, and second an educational event. However, the comments suggest that some would hope for more (or at least, equal) emphasis on education.

Note that a high percentage score is not “good” or “bad” – it only indicates agreement (or not) of a majority of the respondents with the statement.

SHORT SURVEY PART 2:	Rotary Institute						TOTAL
	1	2	3	4	5	N/A	
1. Rotary Institutes are too expensive for most PDGs to attend.	7 5.00%	7 5.00%	14 10.00%	55 39.29%	53 37.86%	4 2.86%	140 100.00%
2. For most PDGs, Rotary Institute is a fellowship event. Rotary education is secondary.	2 1.47%	14 10.29%	25 18.38%	58 42.65%	27 19.85%	10 7.35%	136 100.00%
3. Rotary Institutes should be open to other than only PDGs.	9 6.77%	17 12.78%	21 15.79%	35 26.32%	43 32.33%	8 6.02%	133 100.00%
4. Rotary Institute participation should additionally be offered to all active Rotarians within the district where the Institute is held.	12 8.70%	24 17.39%	16 11.59%	29 21.01%	49 35.51%	8 5.80%	138 100.00%
5. Rotary Institutes should be held every other year.	20 15.04%	14 10.53%	28 21.05%	27 20.30%	34 25.56%	10 7.52%	133 100.00%
6. Past District Governors will likely not attend a Rotary Institute unless they have a meaningful role to play.	7 5.19%	18 13.33%	15 11.11%	51 37.78%	37 27.41%	7 5.19%	135 100.00%
7. All 24/32 Zone Institutes should be centrally located.	15 11.72%	22 17.19%	19 14.84%	31 24.22%	30 23.44%	11 8.59%	128 100.00%
8. Rotary Institutes should be only one day in length.	38 28.57%	36 27.07%	23 17.29%	12 9.02%	12 9.02%	12 9.02%	133 100.00%
9. GETS training should be held “east” and “west” – not in conjunction with the Zone Institute.	28 21.21%	16 12.12%	21 15.91%	21 15.91%	23 17.42%	23 17.42%	132 100.00%
10. Hold Rotary Institutes and RI Conventions in alternate years.	41 30.60%	18 13.43%	20 14.93%	19 14.18%	25 18.66%	11 8.21%	134 100.00%
TOTAL	179	186	202	338	333	104	1342
Percentage	13.34%	13.86%	15.05%	25.19%	24.81%	7.75%	100.00%

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

SHORT SURVEY PART 2:							
Rotary Institute	1	2	3	4	5	N/A	TOTAL
1. Rotary Institutes are too expensive for most PDGs to attend.	7	7	14	55	53	4	140
	5.00%	5.00%	10.00%	39.29%	37.86%	2.86%	100.00%
<p>I don't know about "most" PDGs but I know they are too expensive for me</p> <p>Try every other year</p> <p>Agree, absolutely</p> <p>our district does not send anyone to the Institute - the cost is too prohibitive for most PDGs, so they don't go</p> <p>Distance a big factor, too. But cost is the real issue.</p> <p>depends on cost of travel to a distant site from home</p> <p>can't speak for others - however, they are an investment</p> <p>travel and lodging too expensive today</p> <p>most PDGs are retired - limited income</p> <p>in large zones, travel is a huge additional cost</p> <p>it is not the expense, but the value</p> <p>this will be the first institute we have missed in 10 years - we went to Montreal instead</p> <p>PDGs can be on fixed incomes and this expense is difficult to absorb.</p> <p>I have several PDG friends who do not attend for this reason</p> <p>More important than expense is . . . What does a PDG get from an Institute?</p>							

with proper changes could be made easier and cheaper

I resent unneeded VIP guests or friends of the RID coming free, which comes out of my pocket.

Expense for PDGs attending the district conference, zone institute, and international convention in one year is very expensive. PDGs have to prioritize which event or events to attend

Many of my PDGs stay home due to the cost

Add this cost to the cost of the international convention and it becomes too expensive to attend. We are no longer subsidized by our Districts and as we attract younger DGs and working DGs to ask us to leave work and spend a few hundred dollars more is difficult.

2. For most PDGs, Rotary Institute is a fellowship event. Rotary education is secondary.	2	14	25	58	27	10	136
	1.47%	10.29%	18.38%	42.65%	19.85%	7.35%	100.00%

Though it is great to see classmates, the info is also good

fellowship is what holds us together

I am looking for content, inspiration, information, and transformation

Yes, as I assume that you mean zone institutes. The RI Conventions have an institute attached as well

There is a real danger in this, although it is an opportunity to visit.

Rotary education is important, but there has to be a better way. Why couldn't the institute be attached to the Zone meetings - lower travel costs (sometimes) and we could take advantage of the talent and resources that are within our Zone that might not ordinarily be tapped at an International venue.

Bad question - all I can comment on is MY feeling. I attend the institute for education.

PDGs are expected to keep up-to-date on an ongoing basis.

Hummmmm

Somewhat agree. But I would like to see it more educational

Most PDGs want a job to attend. They forget about the education and fellowship - they want to be on stage!

based on my own observation – definitely

have been becoming more about fellowship over the years

I attend more for fellowship as a lot of things have been the same in the last 4 years

The further out a PDG is, the less importance is put on fellowship and almost no importance is put on education. Education can be gotten from other sources - RI website, local seminars, etc.

This is the main reason that my wife likes to attend. We did not get to know our classmates from the other zone and thus, class reunions are now less important as a reason for us to come to an institute. That will slowly change as the two zones are trained together

I have not attended one as the PDG and don't know what Rotary information will be passed to PDGs

3. Rotary Institutes should be open to other than only PDGs.	9	17	21	35	43	8	133
	6.77%	12.78%	15.79%	26.32%	32.33%	6.02%	100.00%

Governor-track members, as is done

The current restriction only feeds egos of PDGs in my view

I see little value in having an Institute and a district conference

We can have PDG sessions, but learning about Rotary should be open to all. Might also help attendance.

not sure if others would attend

not really sure on this one

Those aspiring to PDG should attend

Many institutes are open to non-PDGs

PDGs are in a position to be mentors and the institute is a plus

Excellent idea, allows other active Rotarians another source of learning.

on a limited basis if seats are available

Why - a costly way to get info you can get elsewhere - will not or must not replace the Convention

If Rotarians want the Rotary knowledge, they should have access to all opportunities

future leaders should be invited

I don't think too many will come if they are expensive

everyone can benefit from the training that is going on, why not open at least part of the events to others who wish to attend

Absolutely. When and how did we get so snooty about this? When is it NOT a good idea to offer Rotary education to anyone who wants it? And who other than PDGs to lead these educational sessions?

only if costs are lowered will they come

Maybe?

PDGs have a different perspective on issues important to Rotary - we have training venues for non-leadership Rotarians, and training for Leadership-level Rotarians, but very little to keep the attention of PDGs - this is our special chance to engage in discussion and maintain our learning experience

But limited to DGs and DGEs - not DGNs and the rest that now attend. Please see the bylaws.

Current DGs, DGEs, DGNs as well

both are important

4. Rotary Institute participation should additionally be offered to all active Rotarians within the district where the Institute is held.	12	24	16	29	49	8	138
	8.70%	17.39%	11.59%	21.01%	35.51%	5.80%	100.00%

Get these things on video and put them on the internet to share them with those not in attendance

PDGs have a different perspective on issues important to Rotary - we have training venues for non-leadership Rotarians, and training for Leadership-level Rotarians, but very little to keep the attention of PDGs - this is our special chance to engage in discussion and maintain our learning experience

Excellent idea, allows other active Rotarians another source of learning.

There is NO logic in this at all. Also, define an ACTIVE Rotarian

I see little value in having an Institute and a district conference

this would be a good fall back option if you don't simply open it to all

Special presentations (RIP, etc.) should be open to all Rotarians

if seats are available, yes

Offer to club directors, president, and president elect.

only incoming club officers or it will become a convention

Why not

Why not - planning has been done and space is available

This is graduate school

That will reduce participation of PDGs from other areas

Absolutely. When and how did we get so snooty about this? When is it NOT a good idea to offer Rotary education to anyone who wants it? And who other than PDGs to lead these educational sessions?

It should not be discriminatory favoring local Rotarians. Either all Rotarians or none.

But not just local. Others who are willing to travel should be welcome as well.

portions of it – probably

Here is an opportunity to attend one meal or portion of a day for active Rotarians

it is a great chance to see Rotary at its highest level

5. Rotary Institutes should be held every other year.	20	14	28	27	34	10	133
	15.04%	10.53%	21.05%	20.30%	25.56%	7.52%	100.00%

Would it lose momentum?

one way of keeping costs down

Assume DGE training will continue?

I see little value in having an Institute and a district conference

Yes, as I assume that you mean zone institutes. The RI Conventions have an institute attached as well

One Institute during the term of the director

it's a little like our Rotary meetings - we have them every week for a reason

Give this serious consideration

keep cost in line - and people are too busy

Okay, not the hill to die on.

the only hitch would be the intro of the new DG, which is a highlight

This would be a presidential decision as officially the institutes are at the President's calling

not essential

definitely an idea to consider

keep annual but make it more cost effective

Is there a need for an institute?

something to be considered

Once you miss one, you will have been away four years too long.

Get to know the director better

That might make it more affordable.

6. Past District Governors will likely not attend a Rotary Institute unless they have a meaningful role to play.	7	18	15	51	37	7	135
	5.19%	13.33%	11.11%	37.78%	27.41%	5.19%	100.00%

If it is not your area of interest, why spend the time and money?

lower costs will attract more

I had no role this year, just an attendee - last year I was on two panels. But the panels I attended and the roundtable with RIP Klinginsmith was priceless.

Activity will insure attendance

an RI Director should involves as many PDGs as possible

In fact, last year, many left after they completed their task.

to a point, however, they are most instructional and informative

seems that way

when you are a PDG 20+ years ago - you are past

I strongly disagree - it is not the participation that gets them there - it is the cost (value for \$\$ and time investment) that keeps them away

only if they wish to renew friendships

don't know about others - not so for me

Other than participation and some fellowship . . . why should a PDG attend?

give them a meaningful role and they will come

while I disagree with the statement, PDGs will more likely attend if they are involved

that has been my attitude

7. All 24/32 Zone Institutes should be centrally located.	15	22	19	31	30	11	128
	11.72%	17.19%	14.84%	24.22%	23.44%	8.59%	100.00%

Only works if "your" home is centrally located

What is "centrally" in our zones? They must be convenient to the majority

makes sense if they are to continue

if attendance is important

In large zones, such as ours, it may be best to substitute Regional Seminars and other events in lieu of Zone Institutes

OK

I strongly agree

in large zones, travel is a huge additional cost

geography now a challenge

Nice to visit new locations

would make things difficult for further-flung districts

often PDGs go to the institute because it is in a location that they wish to visit

The COL is held in the same place every year. So is the International Assembly. We could choose one central location in our two zones and gain some benefits (such as good pricing from our vendors, the ability of the districts to budget in advance, etc.). Perhaps the costs could be underwritten just a bit for those who travel from the furthest reaches of the zones.

transportation cost is minor - except from Russia

I'm not sure if same group would come all the time (not good). Maybe at various locations for variety and maybe every other year because of travel expense?

hard to say

What is central to Zone 24? It will always be inconvenient to some

North, south zones would be best solution. Oops, don't open that one . . .

I enjoy the opportunity to see different parts of the zone.

Considering that these two zones span 23 time zones, how do you define "central"?

Balance in distance traveled is fairer – alternate

Not an easy task

. . . and the cost for those that live in the outlying areas? BC and Alaska - and what about Russia - would they ever attend regularly?

zone institutes will need to be evaluated and held in regions so more PDGs can attend

Here's the problem - Zone 24 stretches over Canada and into Russia. Zone 32 is on the eastern seaboard. London, Ontario may be a central location - but maybe more so for Zone 24, Boston is not - but it is better for those of us in Zone 32. The former 31/32 configuration was infinitely more convenient.

In Zone 24, centrally located is still 1500-2000 km away for some

Compared to Zones 31/32 (which was eastern seacoast Maine to Maryland), Zones 24/32 = Russia to east coast USA, including the two largest countries in the world. It is a BIZARRE paring. If we choose a "central" location, it will be equally difficult to get there! Russia should be linked to Europe.

It's not fair for those on both end of the zones to always have to travel

Should be moved around the Zone, Alaska and Bermuda should not be forced to undertake long distance travel for every one.

How can one define central with a zone that encompasses 10+ time zones?

8. Rotary Institutes should be only one day in length.	38	36	23	12	12	12	133
	28.57%	27.07%	17.29%	9.02%	9.02%	9.02%	100.00%

Not worth the expense to travel any distance

It would not be worth the travel time or expense if it was just one day. But I do not believe we need all the additional add on days for DGN, RF and Trainers

Too much info to disseminate in one day

No one is going to travel a few hundred miles for a one day conference

only if you can travel by car

One day would not justify the travel time.

Good luck - I think we would lose people if we did

to fly to Alaska for a zone meeting for one day will not promote the institute for example

not really feasible if one has to travel great distances

I guess I would not spend the average \$800 airfare and 2 nights of accommodation of \$300 = \$1100 for only one day of participation

too far and too expensive for only one day

not worth the trip for just one day

If distance is an issue, less people will come for a one day event

How about a series of webinars?

much to learn, one day won't do it

Should one incur the expense of transportation for only one day?

would like to know the reasoning around this

Not sure. Depends on the agenda

too expensive and too far to travel for a one day meeting

for the amount of travel involves, this is not a good idea

I have only been to one – after a few more I will pass an opinion

I would not travel half way across the Zones for one day

depends

9. GETS training should be held “east” and “west” – not in conjunction with the Zone Institute.	28	16	21	21	23	23	132
	21.21%	12.12%	15.91%	15.91%	17.42%	17.42%	100.00%

Getting them all together is part of the magic

OK

A good opportunity to expose the future leadership to past leadership at zone

East and West perhaps, but whatever “coast” should be in conjunction with the Institute

transportation is NOT the expensive item - registration and hotel costs

I think it should be all together with Institute, east/west could alternate each year. Much of the energy, ideas and education comes from discussions with each other, not the training leader.

Do that and eliminate the Institutes

Great idea

makes sense - cuts cost and meet more people in your own zone

a good possibility

All zone DGEs should be trained together to interact and receive the same training.

Maybe

Good thought - this way you could mover into every other year, etc.

Not sure - having all together helps access for those that need to get a consistent message across

NETS, perhaps - then together for GETS

interesting - might help with the cost for individuals and districts

GETS forms the basis for lifelong friendships among DGEs. Larger group translates to more friends.

Agree

because of the size of our zones, this may become a necessity

should be held at zone institutes in geographical regions

It is getting expensive for districts to send Governor-track people - east and west would make it more affordable.

This and San Diego are the only opportunities to meet classmates

In a Zone like 24/32, that might be preferable. But you are still stuck with the location of the Institute

That would make sense for Zone 24

We in zone 24 and 32 should all meet in one place; after 300 or 400 miles of travel, 3,000 miles takes the same time

Strong bonds are made amongst the DGEs at the training sessions.

Good idea!

districts simply cannot afford the expense

10. Hold Rotary Institutes and RI Conventions in alternate years.	41	18	20	19	25	11	134
	30.60%	13.43%	14.93%	14.18%	18.66%	8.21%	100.00%

institutes don't come close to the impact that Intl Conventions have

totally separate events with different purposes

This might be a good idea. It has been suggested in the past to have "Hemisphere" conventions every other year to offset RI convention. Not sure if that got investigated at all or not.

Int'l Convention, maybe

conventions are becoming too expensive

Good idea!

each RIP should have a Convention in their year

Now that sounds affordable - but if the Convention offers a chance for the out-going RIP to have their last hurrah and a formal intro to the new RIP, alternate years do present a problem. Another fact - advances in our programming are ongoing - waiting two years may be too long. This discussion requires a review of the objective of the Institutes and the Convention.

an RI convention and Rotary institute not comparable

Not sure, I have to think seriously about this.

That could work!

conventions each year - institutes not essential

Unlikely I will attend either anyway

DEFINITELY - I get the impression that a convention every year sucks the energy out of RI

Yes, as I assume that you mean zone institutes. The RI Conventions have an institute attached as well

would need a change in constitution, article 9, section 1 . . . Plus the bylaws and code of policies

I might wish to attend both - GETS in Bangkok?

Great thought - cost impact plus reduced duplication of info

People look forward to these events. Miss one and you will be four years apart instead of two. Not conducive to future attendance.

Not entirely the same group of people involved.

Each attracts a different audience. Conventions are of interest to spouses and families where institutes do not hold the same appeal.

That would mean switching the RI Convention open to all Rotarians to alternate years. Not gonna' happen.

Not sure of the questions - is this International Conventions? If so, the answer is no.

As long as all Rotarians are invited to the Institutes.

we need convention every year - and institute is a different issue

makes sense

TOTAL	179	186	202	338	333	104	1342
Percentage	13.34%	13.86%	15.05%	25.19%	24.81%	7.75%	100.00%

Long Survey (Part A) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

District Training Programs

A. District Training Programs	1	2	3	4	5	N/A	TOTAL
1. The District Trainer should always be a Past District Governor.	17	15	12	22	33	0	99
Comments	17.17%	15.15%	12.12%	22.22%	33.33%	0.00%	100.00%
<p>Not necessarily. It is probably more important that the trainer has experience of training. Of course, the trainer must also have extensive knowledge of Rotary.</p> <p>The trainer needs to have sufficient knowledge of Rotary</p> <p>PDGs may not be experienced trainers. Let the most suitable candidate do the job.</p> <p>A competent Trainer has often different skills</p> <p>We have had very good trainers that are not PDGs</p> <p>Not always possible</p> <p>I find that the definition of a district trainer varies by district. Our district trainer trains the DG.</p> <p>I know many districts don't use a PDG but I think it should be Someone who has been through the process. They understand better what needs to be done.</p> <p>Our district has used both PDGs and up an coming Rotarians</p> <p>PDG Have the knowledge needed to do the Job</p> <p>competence should be the primary criterion</p> <p>Sometime, there are very capable & excellent professional "Rotarian" trainers</p> <p>Strongly disagree. Trainers should be selected via their ability to be effective Trainers.</p> <p>The District Trainer should be an experienced Rotarian which in many cases is a PDG. However, the door should be open to a qualified Rotarian as well</p> <p>Trainers should be selected by their skills in presenting/facilitating and not their Rotary pedigree. Sometimes best facilitators are ones who know little about the topic and then they do not lecture/preach as much.</p> <p>not sure anyone else would have the knowledge to do it</p> <p>It is hard for a non-PDG to give advice for something they have never experienced</p> <p>We have a lot of talent in non PDGs.</p> <p>Should be the best person suitable for the role. Believe way too much emphasis on PDG skills. While some are excellent, many others are not & in a lot of cases not prepared to take on a challenging role. Had this rule been in place, I would not have become DG. This was my entry to District team. This would also shut out many Rotarians within the District who have the required skillets to be effective Trainers. Not all PDGs make good trainers and if the emphasis is on growing leaders then persons new to the District or those who may wish to contribute in this way are the better way to go.</p>							
2. The District Trainer serves an important role on the Multi-District PETS committee.	7	2	8	21	35	11	84
Comments	8.33%	2.38%	9.52%	25.00%	41.67%	13.10%	100.00%
<p>absolutely</p> <p>We have a single District PETS.</p> <p>Northeast PETS (NEPETS) does not include trainers on the PETS committee.</p>							

We do not hold Multi-District PETS. The District Trainer in this District does take a lead role in our PETS/SETS training sessions – the Trainer works with the incoming Governor to set the agenda and makes all of the logistical arrangements to ensure the sessions provide optimal education and sharing to the incoming officers.

He should be the leader for the District

If a DG uses them

Maybe as Discussion Leaders

Maybe they should, but it doesn't happen now.

n/a

Not all districts participate in a multi-district PETS. In those districts, the District trainer has a very important role.

Not in our PETS. Trainers are selected via past experience, interviews etc.

Our District is not involved in Multi-PETS.

The District Trainer has never been a part of the NE Multi-District PETS

We are not part of a multi-district PETS

We do not have a multi-District PETS. In a PETS like ours he/she is the most important person.

Yes – absolutely need to know the background and curriculum

3. The district holds quarterly meetings of the District Leadership Team (IPDG, DG, DGE, DGN, DGND).	1	2	3	4	5	N/A	TOTAL
	8	5	15	20	45	5	98
Comments	8.16%	5.10%	15.31%	20.41%	45.92%	5.10%	100.00%

we do

This happens serendipitously in our district. Only important if IPDG can be helpful to those in the governor track.

Our District, under my leadership holds a monthly Board meeting by conference call. We also hold monthly conference call meetings with our AGs and as well as other District Team Leaders (i.e. Membership, Public Relations, etc.)

Yes – how else do you plan training?

10 per year

Whenever the need arises

our DLT meets monthly. DLT includes AGs and is open to Committee Chairs.

I think it should be mandatory quarterly meetings and no spouses. When spouses attend it tends to be a social event.

It develops continuity, communication and cooperation in the District

monthly

Not a bad idea – does it happen?

Not possible due to travel costs

Not quarterly but often

This should be done monthly as we do in our district

Urge they be monthly w/AGs Trainer, Treasurer

We call it council board. It is convened by the current DG and is open to all governor line.

We hold regular meetings but at 6 month intervals.

Yes

4. The district holds an annual Team Training Session for incoming district officers, committee chairs, and assistant governors.	1	2	3	4	5	N/A	TOTAL
	2	1	3	23	65	5	99
Comments	2.02%	1.01%	3.03%	23.23%	65.66%	5.05%	100.00%

We do and they are normally very well attended

As our District is so large, we cannot afford to bring our team together. This will be the first year this is done. To plan the year, as incoming DG I brought together 25 members of our district to discuss and develop 12, 24 and 36 month plans on the focus areas of Membership, Public Relations, Communications, Foundation and Recognition as well as a session for our AG

A chance to put everyone on the same page

As above

It is usually held in April but can be held at the discretion of the DG

We do this at the District Assembly

We should but haven't lately

Yes

5. The district holds a "mid-year" meeting for all club presidents and other interested Rotarians.	1	2	3	4	5	N/A	TOTAL
	11	12	16	14	39	6	98
Comments	11.22%	12.24%	16.33%	14.29%	39.80%	6.12%	100.00%

This has never been done in this District because of travel costs. This is not possible in this District due to its geographic size and the monetary requirements to make this happen. Development of an on-line or virtual meeting is being explored.

In 7890, "other interested Rotarians" are not included. The meeting is strictly the sitting governor with current club presidents.

We hold Presidents Club meetings each second month; meetings for other officers/interested parties quarterly

we hold one every 60 to 90 days.

We call it a District Assembly

Are you asking the importance of doing this, in which case I answer 4 . . . or are you asking if our district does this, in which case I answer 2.

Can be done on-line

our district does not hold such a meeting.

I'm not sure this is necessary

Individual clubs have at least three general assemblies within their own club

No but our assistant district governors hold regular meetings with the presidents in their area.

Not possible due to travel costs

Status Report

We hold 4 such sessions annually.

We hold a COP (Council of Presidents) meeting Quarterly

We hold a mid-year meeting for the sitting presidents, president-elect and Vice President which has worked well for our district.

We like the idea but have only done it once.

We will be holding two Foundation meetings. One in the north and one in the south end of the District. We will also be holding 3 membership meeting in north, south and center.

	1	2	3	4	5	N/A	TOTAL
6. The district trainer works well – IF you have a dynamic trainer.	7	2	9	25	52	4	99
Comments	7.07%	2.02%	9.09%	25.25%	52.53%	4.04%	100.00%

Of course, the Trainer should be dynamic. How would he/she be appointed to the position if not? depends on the role of your District trainer. Being dynamic does not mean the person is a great organizer, preparer and deliverer of the essentials of whatever training is needed. You need someone well organized and willing to put in the effort to make the training worthwhile and beneficial to those attending. It is much more critical to have someone who is well organized and can get multiple events going in many locations.

Assembly

also needs to be inspiring and well educated on Rotary

agree

All you really need is a great organizer to get good trainer

Depends on the training team

District Trainer is wrong term to begin with. S/b District Training Chairman in my view. Their job skills need to be coordinate/organize/motivate. They can recruit others to do the actual training.

Dynamic is good as long as the person isn't overpowering or a bully! Each DGN picks his or her own Trainer to follow assist them.

I have not experienced anything but a dynamic trainer

IF you have a strong effective trainer. Dynamic is not part of the job description nor should it be

If you have an organized program

It really depends on the person. Also, should not do 2 years in a row.

The Committee concept is a good idea - advisors to the District Trainer

Works pretty well with non-dynamic trainer too, if a good speakers help deliver content

Yes

	1	2	3	4	5	N/A	TOTAL
7. Your district has a "training committee" in place to assist the District Trainer.	11	16	11	14	26	13	91
Comments	12.09%	17.58%	12.09%	15.38%	28.57%	14.29%	100.00%

Not formally, but in reality

Yes the Assistant Governors

we do not; in some years, we have had a couple of people willing to focus on training but, distance is a significant challenge for us.

Being set into place at this time

Don't know

No we don't the Trainer will reach out to district staff for help

Not yet but working on it

partially

we have an assistant trainer

Should have

The district trainer is responsible for all training as well as RLI, and our on-line Rotary Information course.

Trainer takes the leader with informal input of PDGs

Yes

	1	2	3	4	5	N/A	TOTAL
8. The district trainer serves a three-year term in your district.	16	6	10	11	36	12	91
Comments	17.58%	6.59%	10.99%	12.09%	39.56%	13.19%	100.00%

That's the norm. Changes may occur if the trainers job situation changes

Bad, bad, bad idea. There must be a very strong personal connection between the trainer and the trainee. Having to accept someone simply because of an appt a year or two before does not appeal to me.

that has been the norm in the last number of years unless there was a reason to replace

Usually runs for 2 -3 yrs.

with a new person starting the second year to work side by side

Between 2 and 5 years dependant upon the trainer

Each DG selects his or her DT. It might be a repeat.

Good idea

I'm not certain three years is a good idea.

If approved by the incoming governor.

It is a bad policy. A trainer has difficulty doing two years in a row well.

No

no

No. Each DGN selects his/her own

The district trainer is follows the DGN through his DGN, DGE and DG. until they are done as DG.

Usually longer if dynamic and effective

yes

I see no reason trainer should serve more than one year

YES

Yes

Yes – if possible – but they keep getting other Zone or RI jobs and have to move on!

	1	2	3	4	5	N/A	TOTAL
9. The incoming governor and the incoming club presidents hold multiple "fireside chats" or "round table discussions" in advance of taking office.	15	14	13	17	24	4	87
Comments	17.24%	16.09%	14.94%	19.54%	27.59%	4.60%	100.00%

Yes, we run at least 2 President Elect meetings prior to PETS, plus District Assembly.

Excellent idea but not something that has happened in our district to my knowledge

absolutely not .. this has never happened to my knowledge. It would be hugely beneficial if RI could organize a vehicle that allowed districts to conduct online session or teleconference session when districts are large. Not possible in this district due to geographic size and the high cost of travel between provinces (i.e. airfares, ferry costs and significant road travel).

Not always possible in large districts. An online session may be more useful.

DGEs hold a meeting with groups of PEs before PETS using roundtable.

Fireside Chats or Pre-PETs meetings are held in our district.

I am trying to visit as many of the club as possible before the official visit. It takes over 7 hours of hard driving to get from one end to the other. Not to mention the time it takes at the border.

It started in 2009-10 and continued this year.

No

No, but a good idea

Not done in our district

Not fireside chats but we meet as a group to discuss responsibilities goals and expectations

Not possible due to travel costs

Only at PETS with the DGE. In our district, the AGs do that role.

Our geography limits this option but the more work done together in advance of the year, the better the result

Pre PETS and PETS and last COPS meeting of the year
 Round table discussions are most helpful in preparation
 several
 Some, but not multiple
 We do not do this
 Yes – and can all be online – the ideal – does not always happen

10. RI should provide a survey vehicle for clubs and districts to ascertain general training needs.	1	2	3	4	5	N/A	TOTAL
	7	5	20	30	26	2	90
Comments	7.78%	5.56%	22.22%	33.33%	28.89%	2.22%	100.00%

It might help/be convenient, but otherwise I believe we know how to get the status and needs for the Clubs
 These surveys must be tailored to fit the specific areas in which they are carried out – needs and challenges differ from District to District and Zone to Zone.
 Good idea
 Ask the immediate PDG or someone other than the DG. DG is toooooo busy.
 Each District is different, has different needs, etc. I think a generic one from RI might be helpful but a district one would be equally or more important.
 Let RLI do it
 No comment
 Not just the survey, also help with defining training needs and plan to address them.
 Planning Guide is a good tool for this purpose.
 That would be nice
 There are many tools already
 Yes – good idea

Long Survey (Part B) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

The Role of Past District Governors

B. The Role of Past District Governors	1	2	3	4	5	N/A	TOTAL
11. The experience and training of Past District Governors is effectively utilized in my district.	11	12	15	29	26	3	96
Comments	11.46%	12.50%	15.63%	30.21%	27.08%	3.13%	100.00%
<p>We tend to use every PDG who wants to be involved in District affairs. Most want to stay involved.</p> <p>PDGs are consulted on individual issues depending on the nature of the question. They are not front and centre to all district efforts. There seems to be distinct conflict between PDGs and what incoming DGs want to do. There is always an inherent risk of PDGs becoming a “mafia” in that they wish to control and question the decisions and opportunities within the District. While it is more than appropriate for PDGs to offer their experiences, input and service, they should not dominate or expect to dominate the decisions made.</p> <p>I need to more clearly understand what you mean by effectively used. Use of PDGs is challenged by their style, interest, motivation, and acceptance by others. Not all PDGs are interested unless asked to do something of value to them. We have PDGs in clubs that are in significant difficulty yet they focus on areas of personal interest instead of trying to save the club in question.</p> <p>PDG are not utilized as they could limited we want to do better at this. Depends on the DG in office at the time. For the most part the PDG’S are active, but we need to do some education for those not active If politics does not get in the way It depends on the skill and ability of the PDG. Some are great and others are not no Not for the last few years. The district governors who want to be are included by the DG. We use willing PDGs. Others are either not interested or do not have the necessary skills. Yes depends on the sitting governor YES YOU NEVER KNOW WHAT YOU WILL NEED, AND HOW I am currently 81 and active in my club <i>only</i></p>							
12. RI should maintain a database of the skill sets of individual PDGs (perhaps by Zone) and offer them as resources to other nearby districts.	4	5	14	32	33	6	94
Comments	4.26%	5.32%	14.89%	34.04%	35.11%	6.38%	100.00%
<p>I believe the District could do instead. RI might come up with a template, but leave it to the individual and districts to keep it updated. If it were to be done by RI, it will take resources that must be funded. Who will decide on the person’s “skill sets?” There is value in maintaining a database of this kind, however, the cost of travelling PDGs into other Districts may be prohibitive. Also those who are not PDGs</p>							

But it might be better to do this by zone and not RI. Too many language and geographical differences.

Good idea

Great Idea

It would be a good idea to know the skill sets but travel would expensive.

No opinion

Not just PDGs. Our district will function better if we have such a data base for our members

This could be good, but should not be burdensome to maintain.

We need to have a district list of classifications for the same reason

Yes Strongly agree

Yes, it is amazing to me how we let great leaders slip through the cracks. I had great achievements during my DG term and received lots of RI praise, yet nobody followed up to ask how I did that, which could have been a huge benefit for others.

	1	2	3	4	5	N/A	TOTAL
13. PDGs should never be allowed to serve again as Club Presidents.	48	9	18	8	11	4	98
Comments	48.98%	9.18%	18.37%	8.16%	11.22%	4.08%	100.00%

Why not? It might actually be very beneficial for the Club, having a very knowledgeable President. We have examples of this.
 "never" is a red flag — it is possible this would be necessary on rare occasions
 Only in extreme instances should this occur. If a club is recycling Past Presidents, then there is an evident problem and this should be addressed.
 They have all the knowledge which could benefit the club
 If a club is in trouble or has a leadership problem, a PDG could help.
 If he/she comes from a small club why throw all that expertise away,
 No disagree
 That should be a club decision
 Too authoritarian – this view may not reflect the reality in some clubs.
 What does this have to do with training?
 Why not – This would be a club decision
 Why not?
 Why?? What about a small club
 I know of PRIDs who are serving second term as club president and do well.

	1	2	3	4	5	N/A	TOTAL
14. PDGs should never be allowed to serve again as Assistant Governors.	34	6	18	10	20	8	96
Comments	35.42%	6.25%	18.75%	10.42%	20.83%	8.33%	100.00%

I don't see the reason for this either. The challenge is with the DG who appoints AGs to make sure that such a move doesn't prevent 'up-coming' Rotarians to serve as AGs
 Only in extreme instances should this be permitted. I believe that if a District is healthy and there is much education ongoing around the role of Assistant Governor, then there will be a number of Past Presidents who could be groomed over a period of time to undertake the role
 "never" is a red flag — it is possible this would be necessary on rare occasions
 Utilize their experience and their skills
 Depends on situation and let District decide.
 I think we should make room for new blood.
 If they are, then the district is not properly training Rotarians to be leaders.
 No disagree
 Poor leadership is the downfall of clubs
 The AG position provides a post to give others the opportunity to serve.
 Why not?
 Why??
 Yes – I agree – give other Rotarians a chance

	1	2	3	4	5	N/A	TOTAL
15. The District Rotary Foundation Chair should always be a Past District Governor.	13	13	15	20	34	5	100
Comments	13.00%	13.00%	15.00%	20.00%	34.00%	5.00%	100.00%

Yes, unless there is a complete lack of PDGs in the District

Seems preferable, but the word “always” causes me to disagree with this statement. Special circumstances may warrant someone having the position

A non-PDG could serve as an effective DRFC, but being PDG is a big plus.

It must be someone who is interested and cares about the role. Our District has had PDGs before in this role. Unless they are interested enough to learn the ins/outs of TRF, they pay lip service and the district loses. The role cannot be asking for money – instead, it must be about showing the benefit and value of TRF to the average Rotarian. If the TRF does not wake up and smell the roses soon, I believe a large percentage of average Rotarians will abandon contributions. They have to make it simple and not be so picky with detail. Being more flexible with movement of money from DSG & MG would help. In my view, the TRF District Chair should be the person who can bring all of the Clubs onboard and one who has walked the walk and talked the talk. Just because someone is a PDG doesn’t mean that they necessarily have the passion to encourage Clubs to work with the Foundation. Knowledge is gained in many ways and as is evident in this District there are many Rotarians who are knowledge and skilled with the intricacies of how to work with the Foundation.

In the past in this District the focus has always been on funding the Foundation – not on creating ownership and interest. A significant change was made this year to engender true interest and ownership. The TRF Chair is not a PDG but a Rotarian who has much credibility and stature with the Clubs.

An experienced Rotarian with knowledge of the Foundation and a graduate of RLI

Can the incumbent effectively build a team to raise funds? We have not demonstrated strength in this area using PDGs

competence is first criterion

Definitely

Depends on the individual

I think that this limits the talents of other Rotarians.

Not necessarily so. Use the person with the best knowledge and skill set.

Pick best person for the job, not go by Rotary pedigree.

Someone in the district should be found to join the leadership team.

The foundation chair should likely be a PDG just because to the knowledge level.

The knowledge is useful.

Hard to have enough experience or knowledge unless PDG.

16. All Past District Governors either sit as chair or serve on an important district committee.	1	2	3	4	5	N/A	TOTAL
	25	15	22	19	12	4	97
Comments	25.77%	15.46%	22.68%	19.59%	12.37%	4.12%	100.00%

It is important to invite PDGs to serve on various district committees and use their expertise. It should not be mandatory; however, our experience is that most want to stay involved.

We have some rather old PDGs; it is enough to have them participate in meetings of our College of Governors. Of course, age is not the primary factor. One or two of our most senior PDGs are the best trainers.

great way to ensure you kill Rotary. PDGs should offer themselves as mentors but not act as Chairs – unless there is no other option or alternative. How can a District expect to grow leaders if there are no positions open to which to aspire. Having this will ensure there is no leadership path and no interest in the role of DG.

“All” is too strong. Most” is better

They could be utilized to some extent in various capacities

but good idea

Depends on the Individual

If a DG was no good at the job, why would you want them to do more?

If he or she wants to

More recent PDGs, yes. Not so from governors from years past.

No – nor do they want to

No strongly disagree

Some of D7430 senior PDGs are not able to serve any longer.

The good ones are.

There are some that would not be effective.

There needs to be sunset on mandatory service in this way by PDGs to enable new energy and ideas

17. Past District Governors and their partners should attend major district function as guests of the district.	1	2	3	4	5	N/A	TOTAL
	41	12	18	16	8	4	99
Comments	41.41%	12.12%	18.18%	16.16%	8.08%	4.04%	100.00%

No. They should be encouraged to attend, but should pay like everyone else.

PDGS should lead the way — want to attend. Paying one’s own way is the way to demonstrate that.

I might support this if I understood why. I would not support any move in this direction. Once their DG year is over, they should contribute just like everyone else. I am becoming very disillusioned about the PDG unit and them feeling entitled. They should be recognized at functions as past officers of the District, however, they should not be a cost to the District. There are others who make significant contributions to District operations in their own right and they are not held in the same light as PDGs and that is not appropriate.

this has caused a problem for us. PDGs need to pay to attend events

They put in a lot of their own time. It would be a nice gesture

Any PDG that wishes to serve after they are DG should be willing to pay their own way. This cost should not be passed on to clubs who can't afford to pay for some of their own members to attend.

Budget considerations prevent this from happening

Certain functions only as decided by the District Governor

IF THE DISTRICT CAN AFFORD THIS

I already do attend many as guests, but generally offer to pay my way unless I'm the guest speaker or asked to do some presentation, etc. If district/club has a budget then fine, but I do not want to go on the backs of the member's pocketbook.

Might be cost prohibitive

No – PDG does not stand for: Perpetual Dinner Guest!!

No the district cannot afford that. But if they have a job at the function then it may be well to cover their expenses.

Not possible due to travel costs

Skill sets should be noted and make room for non PDGs.

That would be nice for us. However it would be a financial burden on the district

That's the only way to get some there, but it makes events too costly

We sometimes forget that not all PDGs have enough funds to be able to say yes to the invitations received

They can pay to go.

non-PDGs will resent paying for PDG meals

18. It is important that Past District Governors continue their Rotary education for the good of the districts and clubs.	1	2	3	4	5	N/A	TOTAL
	5	0	17	32	40	5	99
Comments	5.05%	0.00%	17.17%	32.32%	40.40%	5.05%	100.00%

Yes, if they want to stay involved. We don't want to have PDGs who talk about things as they were in their year, particularly if they are in any kind of training/leading capacity.

unless they KNOW IT ALL, this make sense. Just because any individual serves as DG does not mean they have any superior ability than the average Rotarian. Yes we are exposed to things but anyone interested can learn. If a PDG wishes to continue to serve the District in any capacity – be it as mentor or as an officer, then he/she must ensure that their knowledge is current.

They should remain a strong asset to their district and clubs and should serve as a resource

Absolutely critical as Rotary must keep up

If not already burned out

If they want to

It certainly can add to Rotary's performance.

More important is the leadership creating motivation and inspiration for the PDGs to want to do it. Also keep in mind personal finances.

Only if they have continued interest and resources to do so.

PDG s can probably afford more than the regular Rotarian.

Too many PDGs are never seen at an Institute once they are done as DG

Yes if they play an active role

Yes, A PDG should always be willing to assist his club as well as his district

This is why we have Zone Institutes

19. All District Governors should receive a performance appraisal by a PDG from another district appointed by the Zone Director within 90 days of the end of their term.	1	2	3	4	5	N/A	TOTAL
	44	14	18	10	8	4	98
Comments	44.90%	14.29%	18.37%	10.20%	8.16%	4.08%	100.00%

No. We are talking about volunteers. There is a limit to what we should do to people. Words travel fast, so we learn pretty fast who is good, who is not as good.

Egads. Think of the politics in our apolitical Rotary world.

I agree with the concept and feel it should not be after the fact because it changes nothing about what can be done in the district. I do fear the cost implications especially for a district like ours that is struggling to do orientation and training. As an alternative, possibility a 3 person committee from their own District. One appointed by the DG, one by the District Board and one appointed by Zone. I would be much more in favour of having a PDG from another district visit the DGE prior to assuming office to work with him/her to ensure they have everything in order before the year begins.

results are self-evident. Too late after end of term
 Depending where the other district gets their information from
 Criteria, purpose needs to be communicated/discussed
 After it's over it's over. It's like locking the barn after the horse is gone.
 Great idea but not sure if it would work or be well received. Also, what would purpose be? If job is done, too late for corrective action unless it is training needs assessment tool.
 Hmm – may be a very good idea
 How would this be administered?
 I am not sure what benefit that would be to the future DGs.
 If they want to remain useful to the district, people should stay informed.
 It is very unlikely that a PDG from outside the district could give a fair evaluation. Whether they know them or not, it may not be objective. Also, the fear of giving a bad evaluation because they know who did it could cause it to not be fairly done either.
 Never.
 Not necessary. It is too late to do any good.
 Only if it suggests things that might help the DG in his/her role.
 Only if they were close and familiar with the ongoing of that District Governor. I would think the International RI REP would have some feedback on his observations while at the District Conference.
 Performance review of a DG should be done in the District by the District
 Some people do great jobs some not so great but let us remember this is a volunteer position. We don't need outside of the District people judging.
 What would the purpose of this be?
 To what end? This will create a burden and potential liability. Don't do it!
 What purpose would it serve??
 Horrible idea!
 maybe club presidents should do this?

	1	2	3	4	5	N/A	TOTAL
20. All Rotarians holding a Zone, RI, or Foundation appointment should receive an annual performance appraisal.	19	6	27	20	17	2	91
Comments	20.88%	6.59%	29.67%	21.98%	18.68%	2.20%	100.00%

No. We are talking about volunteers. There is a limit to what we should do to people. Words travel fast, so we learn pretty fast who is good, who is not as good.
 Depends on who is performing the appraisal — if it is an objective person from Evanston, perhaps. If it is someone who wants to be upwardly mobile in Rotary or may have an agenda, absolutely not.
 If this is another way to give a perk to PDGs by having them visit areas of the world, I am opposed to it. It really depends on how it will be done, what will be reviewed and who does it. To get a realistic appraisal of success, suggestions for improvement etc it has to be independent and a true critique. All evaluations or appraisals should be carried out by the Rotarians at Club or District level – the audience they serve.
 but depends on who does the appraisal
 Would be very helpful
 we all need info to improve
 Again this is Volunteer and what are the standards you are judging on?
 Again, why?
 If their performance is poor are you going to fire them?
 Interesting concept but would Probably be buried in politics
 Needs to have some objectivity. What are the parameters?
 Only if they are to continue in that Position.
 Very difficult question. Would they be removed from office if they had a bad report? Who would do the appraisal?
 We monitor the performance of each individual on committees and if necessary would make changes
 What would it accomplish? What would the information be used for?
 Why not!
 Yes
 Yes, but it should start with a clear outline of what is expected and also person needs to be given resources. We also need more transparency in how individuals are selected. I'm often selected for RI positions, but never sure how or why. I also see other colleagues who have not interest or skills in the role they are doing, yet others better qualified are not utilized. Seems to be an old boys club at times, I sense.

Long Survey (Part C) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

District Administration

C. District Administration	1	2	3	4	5	N/A	TOTAL
21. The District administration should implement applicable elements of the Club Leadership Plan at the district level.	2	5	15	34	30	6	92
Comments	2.17%	5.43%	16.30%	36.96%	32.61%	6.52%	100.00%
<p>makes sense</p> <p>Believe a plan is a good idea but should start from scratch, not try to adjust the club plan.</p> <p>This is now occurring within this District and appears to be working well.</p> <p>It would depend on what element would be suitable.</p> <p>Not sure what you mean by “implement” – Training covers this with clubs.</p> <p>We have developed a three to five year strategic plan</p> <p>Yes</p> <p>Yes strongly agree</p>							
22. Finding willing and capable DG candidates is becoming more and more difficult.	1	2	3	4	5	N/A	TOTAL
	4	5	16	33	36	3	97
Comments	4.12%	5.15%	16.49%	34.02%	37.11%	3.09%	100.00%
<p>Not really. We tend to have a group of potential candidates. We also have enough time to train them.</p> <p>Agreed – the Assistant Governor role should be a training and leadership program for future DGs, however, with three year terms AG’s are often “burnt out” at the end and take time to re-evaluate. The commitment to be DG is huge and with more and more people working later in life, the time required for Districts such as our own where you are away from home for nearly 4 months when doing official visits, it is simply not possible. Nor is it possible for a younger person with a family.</p> <p>Depends on the ‘spirit’ of District Leadership and how political the scene is.</p> <p>JUST ASK</p> <p>Not really</p> <p>Some years yes; other years we have had an abundant number of candidates</p> <p>We have been fortunate in this area</p> <p>Yes the time commitment is killing</p>							
23. District Governors and Club Presidents should serve two-year terms.	1	2	3	4	5	N/A	TOTAL
	50	19	9	6	8	5	97
Comments	51.55%	19.59%	9.28%	6.19%	8.25%	5.15%	100.00%
<p>I believe the one year terms in Rotary is one of Rotary’s absolute strengths. It would be a big mistake to change that.</p> <p>Depends on the district and the club. I, for one, might be willing to serve two years as DG simply because it seems a waste after all the training and experience on the job to have it end after just twelve months.</p> <p>There is some merit to this thought – the workload would be less in the second year, however, the level of commitment to the life of the role would increase and this may not be feasible for most people.</p> <p>not should but may be allowed would be better</p> <p>Club Pres may as an option; not DGs</p> <p>Club Presidents – Okay Dist. Governors - No</p>							

DG No and Club Presidents do in some smaller clubs in our district

I like the idea of 2-year terms especially for DGs as you are fully aware of the demands the second time around but I doubt very much that anyone would consider it.

I think the answer is being better prepared and not doing the planning during the term. We need to create more opportunities to serve not less.

most are working prior to their DG year already.

One year keeps you focused and limits your reach, in a good way. It leaves room for others to contribute.

ONE YEAR OUT OF YOUR LIFE IS ENOUGH

Rotary's idea of changing leadership every year has worked for the better

That option should be open to all.

The one year is good. Ownership of projects should be by the club not the president.

What happens if they are doing a poor job?

few people could be DG for two years and survive

24. All District Governor candidates should be RLI-trained before serving as a DGE.	1	2	3	4	5	N/A	TOTAL
	16	6	18	30	24	3	97
Comments	16.49%	6.19%	18.56%	30.93%	24.74%	3.09%	100.00%

The important thing is that they know about Rotary. RLI is not particularly good, so to make that mandatory would be a big mistake. We have GETS as well as Zone Institutes and the International Assembly.

RLI has its uses. I definitely have benefited from some of the sessions. Making it mandatory is not a good idea.

Agreed – provided the opportunity to receive RLI exists. In our district many people would be excluded because of lack of available courses or cost to get to the location of training. This should be a district decision because RLI is not an RI program

too costly

Some could definitely use more training

Although commendable, I don't feel it is totally necessary nor should it be mandated. It would certainly limit our recruitment of DGs if implemented.

But there should be exceptions.

Fully trained (I-III and G)? Or just at least one course?

I think this is a good idea

It is a good idea and would be helpful. Rate this a 3

Nice idea but impractical where RLI is not present in the district or neighbouring districts

Our District training to be a DG made most of the institutes a review.

RLI or equivalent – must walk the walk

There are more training programs than RLI. Our district has an excellent one on-line.

We do this now at the Institutes and District Seminars.

YES

25. Leadership continuity is important – all district leaders must reach consensus and work together.	1	2	3	4	5	N/A	TOTAL
	5	4	10	25	47	2	93
Comments	5.38%	4.30%	10.75%	26.88%	50.54%	2.15%	100.00%

Continuity is important and it is very good if everyone is pulling in the same direction; however, sometimes one can't reach consensus. A decision has to be made.

"must" is a red flag — how about "should be encouraged to"

As much as possible

Critical

In my year, we began working and planning as a team, the DG, DGE, DGN so we are moving in the same direction with similar goals.

Need to do this at RI level as well. Currently not done well.

Of course

Starting something new must be agreed on or we are wasting our time and resources.

THERE COULD BE WAR IN SOME DISTRICTS

You should not manage by committee. The DG has the final word.

We hold a monthly continuity meeting

26. The District Governor is fully "in charge" during their year in office.	1	2	3	4	5	N/A	TOTAL
	8	7	13	25	39	4	96
Comments	8.33%	7.29%	13.54%	26.04%	40.63%	4.17%	100.00%

Well, if the DG feels/believes he/she is fully in charge and can ignore the will of others, I believe we have made a mistake when appointing him/her

No one person can be everywhere. There are some decisions only an RI officer can make, but there are many things which other Rotarians can oversee.

In consultation with the Assistant Governors and the District Board of Directors.

“in charge” of what is applicable during their year. Planning for future years and aiding to correct specific problems should be shared with PDGs interested in assisting.

in theory

with support from Board

EXCEPT FOR THEIR SECRETARY

Governors with this attitude do not help districts to become better.

He/she is responsible for what is happening in the district but it is not a dictatorship.

It depends on the strength and ability of the DG

It depends on what you mean by “in charge”. They should not run every committee, let the chairs do their job and give guidance as needed.

The DG should work with and develop a sense of cooperation with the DGE, DGN, IPDG

The Governor is a leader and should be there to help where needed and serve as a problem solver as well. Let those who are doing well alone.

Ultimately but it takes a village (expert team) to make it work

We lead by invitation. It can be frustrating but we are not in charge. We lead by example and by invitation through visioning, team building, and delegation of responsibility. Just because we are a DG, it does not give us entitlement to be fully in charge. That’s not Rotary.

Yes – but as the head of a team

The clubs are in charge. The DG works for them.

27. District Governors Elect and Nominee should attend the official club visits along with the District Governor as often as possible.	1	2	3	4	5	N/A	TOTAL
	18	19	22	23	12	3	97
Comments	18.56%	19.59%	22.68%	23.71%	12.37%	3.09%	100.00%

I don’t think that is a good idea. In some cases, yes, but overall I believe it should be the DG who is in focus. DGEs and DGNs should be encouraged to visit Clubs on their own to make themselves more familiar with the Clubs.

We are doing this in our district for the first time since the mid-nineties. So far, I believe it is important. My trainer suggested that I do this.

Disagree – they can attend their home clubs but if they attend with the DG it detracts from the current DGs visibility and certainly will be cost prohibitive for some districts.

club leaders would feel threatened and if attended DGE DGN should be “quiet”

As DG they will have plenty of traveling to do

BUT ONLY AS AN OBSERVER. SPEAK WHEN SPOKEN TO

but they should at least attend one meeting of clubs, with DG

I believe the DGE and DGN should visit the clubs prior to their year independently. You don’t want to diminish the DGs role. When the DG visits my club and the clubs looked after by our AG, I like to try to be on hand.

I think it should be up to the individual and not be required. I think It would be more beneficial if they went on their own.

I would think the DGE should attend as often as he or she can

If they all got mileage it would be very expensive.

If they do, their attendance MUST be unobtrusive.

Nominee should attend only if DGE cannot

Not sure if time would allow although in my year, I included the DGE in multiple club and board visits. I think a few visits with DG and DGE is helpful.

This is the Governor’s show. Bringing in the troops takes away from this.

When possible and practical without “burning them out” and creating issues within their own business.

When possible, the E should be invited and welcome. It is a good chance to get to know the clubs. However, it should not be required.

Would put a lot of stress on the DG and invite interference

Yes if possible – but costs? Who pays?

28. Districts exist solely to serve the clubs.	1	2	3	4	5	N/A	TOTAL
	4	5	12	14	58	4	97
Comments	4.12%	5.15%	12.37%	14.43%	59.79%	4.12%	100.00%

Yes, the District should not have its own agenda. However, sometimes the District may have to take an initiative to get the Clubs to support a project or an activity.

... and the Rotarians and RI

To provide leadership and serve as resource

I firmly believe in serving the club needs but there are other responsibilities such as RI and District goals that need to be met. I believed that my role was to inspire the clubs to meet all obligations at all levels, to give them credit and assist where needed.

Mainly serve, but also provide framework & resources to help, plus inspire and motivate.

THIS POINT MUST BE DRIVEN HOME AT EVERY OPPORTUNITY, TO CLUBS & COMMITTEES!

Totally agree

Without a doubt

Yes, of course and the Rotarians

29. All District Governor candidates should have served as an Assistant Governor prior to their selections as a DGN.	1	2	3	4	5	N/A	TOTAL
	12	9	18	26	26	2	93
Comments	12.90%	9.68%	19.35%	27.96%	27.96%	2.15%	100.00%

Yes, I believe being an AG gives good experience that is very valuable for anyone servicing as DG

Since Rotary has prodded districts to have AGs serve for three years, there is not always a slot for a candidate. That was my experience.

Where possible – yes, but it should not be a barrier to nomination.

Other District Positions prepare them for the job just as effectively. but not practical

Certainly, but other key district positions can be excellent training grounds

I did not – and did not do too badly!! In fact because I was not part of that political scene I had advantage.

I did not serve as an AG. Although this would be helpful, there should be exceptions.

I did not. Reports are that I served successfully.

It gives the district an opportunity to assess their leadership ability

Nice idea but not necessary if the Rotarian has extensive experience. Besides, the roles are quite different. One is to be a leader and the other is to be more of a relationship manager. Relationship management may not create the best DGs

No I think this would eliminate a lot of good people including myself.

Not absolutely necessary depending on the individual's knowledge but being ADG is so very helpful. It should be a desirable trait.

Suggest either AG or District Committee Chair. If AG can work well with a few clubs, they are predicted to be able to do similar with more. However, if they only work within their cluster and not across the district, they have little knowledge/experience/relationship with other clubs/members.

The experience is most helpful

Too constraining. Our 2009-10 DG was not an AG, but was a great DG!!

That would be helpful, but to serve as YE Chair would be better.

30. Districts should provide a written report to RI every year detailing their activities in support of the clubs.	1	2	3	4	5	N/A	TOTAL
	6	7	27	28	22	2	92
Comments	6.52%	7.61%	29.35%	30.43%	23.91%	2.17%	100.00%

I am not sure exactly what the question is. However, I am generally concerned to make more reports to RI. It takes time for the DG as well as RI will have to set resources aside. It really would have to be evaluated why this would be required.

Just as the completion of the application for a Presidential Citation encourages clubs to evaluate how they are doing, such a report would cause the district to evaluate its most important function.

DGs do that now.

more paper to be filed and not acted upon

should not be required, but encouraged

Absolutely – how else does RI know what is going on

I recommend an Annual Report by the District Governor

Is this not the purpose of the Report of Official Visit?

It would be nice to have this compilation. Districts do not report to anyone although we take money from RI.

Not necessary

This should be done by a district committee not by the outgoing DG.

Was in contact with RI regarding my clubs activities. During my year I developed a massive list of all their activities and participation of youth programs, listed all their fundraising activities, local as well as international programs

Well, what is the purpose and as a result of RI receiving this report what will happen? Too many reports just get filed with no corrective action taken to address issues.

What would R.I. do with the information?

Who will read 530 reports and what will they do as a result of them?

Who will read them? If you want "best practices" send a survey or questionnaire once in a while.

Who would read it? Who reads the current reports?

Long Survey (Part D) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

District Conferences

D. District Conferences	1	2	3	4	5	N/A	TOTAL
31. Districts should be allowed to hold conferences every other year.	32	15	17	14	13	3	94
	34.04%	15.96%	18.09%	14.89%	13.83%	3.19%	100.00%

Comments

If a District feels it works, I can't see a reason why not.

For our district, I do not believe this is a good idea. During my visits this year, I am hearing over and over how much people get from these conferences. Several have told me they became Rotarians at a District Conference.

Conferences are an honor and celebration for the DG, every DG should have his or her own conference

A conference is a fellowship opportunity to celebrate accomplishments and to be challenged.

Conferences are too important as a fellowship and learning experience to hold just every other year.

Conferences are very expensive and really do not accomplish much

District Conference should be every year to highlight the accomplishments of the district to the clubs

I think District Conferences take too much time/energy/money for the small number of Rotarians that participate. In Asia and other countries, they get much higher participation rates but you cannot continue to do what we do in America and only get 100 Rotarians, with spouses and youth = maybe 250 registrants. Has to be a new and better way to get more ROI on the resources expended.

I would have to see the advantage of this – rather change the culture of the ‘want’ to attend.

it is the highlight of each DG, why not allow them the glory of the conference.

Not fair to each DG serving

Only if DG has two year term

What kind of conferences are you talking about?

32. Conferences are too long, too expensive, and under-attended.	1	2	3	4	5	N/A	TOTAL
	16	9	19	27	23	0	94
	17.02%	9.57%	20.21%	28.72%	24.47%	0.00%	100.00%

Comments

Difficult to generalize. The aim should be to design district conferences that are interesting, entertaining and affordable, so we get good attendance.

I agree the conferences I've gone to have been under attended even from clubs within driving distance and I am uncertain why. I believe it is expensive to travel - \$500 for airfare and 2 nights hotel at \$200 is a \$1000 and if you take a partner and include meals and registration it becomes prohibitive for some.

Provide for excellent training, inspiration, education and fellowship. Clubs should be encouraged to sponsor attendees.

25% of our district usually attends

due to conference, AGM & Assembly held at same time due to costs not much choice

Conferences ARE under attended. Some formats can be long and expensive. That is a marketing challenge.

Conferences can be inexpensive and people should be able to attend “a la carte”

Depends on the conference and speaker

Either a District Confer or a District Day should be held at a reasonable fee

In our Zones yes. In other Zones they have great turnout.

It could be in some districts. Rather I believe it is a question of creating value. Fundamentally why did we join Rotary? We get the results we set out to achieve. I've been to many very large district conferences that were fun.

It gets to expensive when DGs try to outdo their fellow DGs. Keeping up with the Jones syndrome!
 NEED MORE MOTIVATION TO ATTEND
 not in our district
 This can be controlled by those planning the conferences.
 Totally concur
 You have to give value for the time and \$\$ commitment, fellowship and fun.

33. Fellowship and celebration should be the main purpose of a district conference.	1	2	3	4	5	N/A	TOTAL
	7	12	24	29	21	1	94
Comments	7.45%	12.77%	25.53%	30.85%	22.34%	1.06%	100.00%

Those things are important, but there should also be a large portion of Rotary training and information
 While Fellowship is terribly important, especially in a diverse district like ours, it is also important to create enthusiasm in those members who attend. Even if conferences were held every two years, I do not believe our convention would be any better attended because it was combined with PETS for a long time and it is engrained in clubs that sending many people is not likely to happen. Our district is working hard to change that view.
 inspiration and education as well.
 YES!
 and motivational speakers
 Conferences should be about learning as well.
 District Conference should be every year to highlight the accomplishments of the district to the clubs
 Education, Recognition and final event of the sitting Gov's year
 I agree with that but we also need to showcase all of our good works during the year. The clubs in our district ask for it
 I would add SHARING INFORMATION.
 INFORMATION THEN FELLOWSHIP
 That is what our upcoming conference will do.
 This is a great opportunity to help new Rotarians to understand Rotary.
 Why not make the "education" fun and fellowship opportunity – plus celebration!
 We need to use the venue to challenge us to further action.

34. District conferences should be a one day event only.	1	2	3	4	5	N/A	TOTAL
	25	21	23	10	15	0	94
Comments	26.60%	22.34%	24.47%	10.64%	15.96%	0.00%	100.00%

Again, it should be up to the district to decide.
 Depends on District Rotarian's needs
 in the case of our district, I do not believe a large percentage of people would attend for one day due to the cost of travel alone. I can see it being Friday and Sat nite hotel. In most cases it is also Thursday evening hotel.
 minimum 2 days
 Absolutely not. Who would travel such distances and incur expenses for what?????
 Again - \$\$\$'s spent vs. time investment if you have far to travel.
 All the needs of a District Conference cannot be fulfilled in one day. However, those who can only attend one day should do so.
 Allow it; don't mandate it
 I prefer three days and two nights or two days & one night (Depends on registration) one day event at least
 Let the District decide. I personally favor minimum two days but segment so participants can choose when they register.
 Rushing to jamb more content in a shorter time doesn't directly lead to better results.
 Should be left up to district, not mandated
 Should be up to the district.
 This is a worthy discussion.
 To travel for 2 days for a one day event in my opinion would kill the event.
 Two days.
 We presently offer that option. A Rotarian may register for one day only.
 You cannot have meaningful fellowship in just one day.

35. President's Representative should be allowed to fully participate in all aspects of the conference.	1	2	3	4	5	N/A	TOTAL
	4	5	7	16	58	2	92
Comments	4.35%	5.43%	7.61%	17.39%	63.04%	2.17%	100.00%

I thought that was supposed to happen. So maybe my response should be 5 instead.

if the individual or partners are coming all that way, I do not understand why they cannot or should not be fully involved.

As required by RI. absolutely

except business meeting

Absolutely

Aren't they now?

He certainly did and enjoyed every bit of it.

The representative is our guest and should be welcome to all events.

They should be invited to participate over their requirements set by RI as long as they don't take over each event they take part in.

We have had Presidents Reps in the past in my opinion thought they were better than the rest of us

What is "fully participate"?

Your schedule is the DGs schedule in the District that you are visiting.

Why not??

36. All Presidents' Representatives MUST be good speakers.	1	2	3	4	5	N/A	TOTAL
	2	4	13	24	46	2	91
Comments	2.20%	4.40%	14.29%	26.37%	50.55%	2.20%	100.00%

Hopefully they are but there are examples of excellent representatives who are very knowledgeable and interesting but may not necessarily be good speakers. In addition, such a rule may limit the opportunities to get a very good representative, whose native language isn't the one spoken in the country.

unless they can communicate a good message, their value is lost. I have attended several conferences where the quality of the presenter as RI rep left an awful lot to be desired. They added little value to attendees. In other cases they were fabulous and inspiring.

sure helps

Only the best

Certainly should be if district is required to allow them several opportunities to speak.

If we must have Pres. Reps, they should engage their audience. The DG should be allowed to insert the Pres. Rep. presentation into the program as where he/she believes will work best. AND, no more than a 20 minute speech. Preference would be to opt out of an RI Pres. Rep.

It certainly helps to be a good speaker with personality and knowledge of Rotary and the goals of the President

Not sure about that. I think personality, sociability, presence and other factors can come into play

Not totally necessary but should be able to speak the local language

Often times they are someone's friend that is why they are chosen and are lousy speakers!

Place change "good" to "excellent" speakers and also highly involved in their own zone and/or district.

Strongly!!

That's only if the way of extracting value is through the microphone.

The rep is attending for the RIP and the message needs to be conveyed.

This is vital

This is wishful thinking.

yes and have good topics to speak on.

Yes, Yes, Yes!!

still, not everyone is a Cliff Dochterman

37. District Conferences should only be held within the geographical confines of the district.	1	2	3	4	5	N/A	TOTAL
	32	14	21	9	18	1	95
Comments	33.68%	14.74%	22.11%	9.47%	18.95%	1.05%	100.00%

No, leave it to the District to decide. For instance, has anyone tried to hold the District Conference in connection with the RI convention?

if a district in Canada decided to have a conference in Florida and the clubs agree – why not!

not always possible to find suitable site in district

Keep travel time to a limit

We always have

At least every other year conference should be in the district so that those who cannot travel can attend.

IN MY DISTRICT, LOCAL CONFERENCES WERE THE POOREST ATTENDED

It depends on the geography of the district. To ask our district to only have its conference in ____ County would not be very exciting.

Not all districts have a great location for a conference, while some districts have a number of good locations. This should not be something mandated "from above."

Not always possible – but cheaper if held a little closer to home

Ofentimes discussed. We have not always stayed within the confines of the district although in my year, we celebrated our Franco-American Heritage at FAHC a state of the art center. FABULOUS!!!!!!
 or be combined with another district.
 Or within a short distance if the venue is attractive.
 Some Districts are not so blessed with suitable facilities and sometimes it is nice to "splurge."
 Some of the best Discons are outside the district and this also gives Rtns a bigger purpose to go.
 You hold these at good locations so that more Rotarians may participate.
 Until 2009 there was no facility large enuff in district; our 2010 conf was on a cruise ship.

38. Joint District Conferences should be mandatory (at minimum with two districts).	1	2	3	4	5	N/A	TOTAL
	57	14	17	5	1	2	96
Comments	59.38%	14.58%	17.71%	5.21%	1.04%	2.08%	100.00%

No. We may want to encourage it, but it should be left to the Districts to decide. After all, we are saying Rotary is a bottom up organization
 I think these should be done as an experiment in our District. And I can see them alternating every other year.
 resent word mandatory
 More costs and politics
 One per District. Keep it personal
 Allowed, not mandatory.
 Been there and done that. It tends to be taken over by one of the two districts.
 First you may not have much in common. Programs could be different and to manage who will showcase what would be difficult. You would need more time.
 Good idea but again, let the districts decide.
 I don't think there is any chance of that working. Who is partnering with whom? How chosen?
 Most don't do this so mandatory would be a radical change. Some areas would be geographically difficult. It would be like zone institutes.
 Please NO! We did it in 2008 and it was awful
 Should not be mandatory
 This has been tried with less than stellar success
 Up to the districts; should not be mandated by RI.
 We have had some bad experiences here – One very strong DG and one not prepared to get into a fight.

39. Hold District Conferences and RI Conventions in alternate years.	1	2	3	4	5	N/A	TOTAL
	36	20	22	10	9	1	98
Comments	36.73%	20.41%	22.45%	10.20%	9.18%	1.02%	100.00%

see no value in this at all. The average Rotarian in Canada is not going to travel to Australia or England or Taiwan to attend an RI Convention. There is no relationship between the two. Interested Rotarians will go to RI Conventions but the cost becomes prohibitive.
 nice idea
 Good idea
 It is not fair to the Leaders holding office each year - consistency
 My love of Rotary comes from the people I have met outside my club. My international activity is enhanced by the both activities annually
 Not fair for the current Governor would worked so hard to achieve desirable outcomes
 Possible idea. Or pair districts to alternate every other year.
 They are so very different, but both serve a purpose. As a Rotarian, this is not a big issue for me. I will attend them when they are offered.
 Two entirely different functions and purposes.
 Finding ways to make the conference cheaper for the delegates is important
 interesting idea
 I am worried about continuity

40. Blank
Comments
This is a trick question

Long Survey (Part E) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

Membership Recruitment/Retention

E. Membership Recruitment/Retention	1	2	3	4	5	N/A	TOTAL
41. Clubs with fewer than 20 members for two or more consecutive years should be required to merge with another Rotary club.	54	26	7	5	4	1	97
Comments	55.67%	26.80%	7.22%	5.15%	4.12%	1.03%	100.00%
<p>According to our experience, it has never worked well to merge Clubs. To force them to do it would be asking for a disaster. Maybe a better way to encourage Clubs to grow would be to raise the minimum number RI will charge to 15 or 20 from currently 10</p> <p>There are several clubs like that in my area and I know they should merge. I believe it should be a mutual decision of the two clubs and the DG. If the smaller club does not agree, I believe the DG Council should be permitted to enforce it. By DG Council, I mean the immediate Past DG, DG, DGE and DGN.</p> <p>dislike word required</p> <p>One functions better than others. Only if they don't function well I world agree.</p> <p>Although I see the benefits and it some cases we have done that, we have some small clubs that have a great impact in their communities and would lose that it combined</p> <p>for some districts that is geographically impossible.</p> <p>Geography will make this difficult. Should clubs be larger, of course!</p> <p>I know of an 8 member RC that does more than a 40 member RC in a year</p> <p>No, we should have a swat team to go in and help them get to 25 members. "25 to Survive, 45 to Really Thrive" is my motto.</p> <p>Only if they are not doing anything – community service, Fundraisers, etc. then this should be required.</p> <p>Several of our small clubs are in very small communities. To ask them to merge would mean asking them to turn in their charter. They do very good work in their communities.</p> <p>Some communities are very small</p> <p>Some of our good clubs are small.</p> <p>Sometimes small clubs accomplish Much more than larger clubs – they have their own community needs</p> <p>The communities they help would suffer. Many under 20 work very well.</p> <p>some of the most active clubs I've seen are under 20 members</p> <p>We certainly need to work with small clubs to grow, but a requirement like this is not a good idea.</p> <p>the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members</p> <p>some communities are too small to support clubs of 20 members and towns too far apart</p>							
42. All evening and noontime clubs should be required to sponsor a breakfast club or "after-hours" club in their community or in a nearby community that does not currently host a Rotary club.	56	15	1	7	5	1	85
Comments	65.88%	17.65%	1.18%	8.24%	5.88%	1.18%	100.00%
<p>Again, we are talking about volunteers. Rotarians are taking of their free time to be members. It is more important they get their own Club in order as well as participate in project organized by their Club than spending time on such ideas as mentioned in this statement.</p> <p>Required is too strong. It is my view that the DG should have some say in those required or not required to meet this criteria. Besides what if they cannot find 20 members willing to form a club that meets at breakfast or after-hours. Be careful on imposing rules that cannot be enforced.</p> <p>'Required' is not the language of invitation or engagement. Are there opportunities for these clubs in our communities? Yes! Will we act on the opportunity? Yes!</p>							

because "BIG BROTHER" says so????

dislike word required

Does not work in all areas.

Again, requiring this seems not a good idea. However, encouraging this is an excellent idea!

Clubs don't like to sponsor other clubs and requiring them to do it would be very controversial and negative.

I am not a fan of "required" actions like this.

It should not be required but suggested.

It should not be required, but strongly recommended

Maybe not suitable for the community!

NOT REQUIRED, RECOMENDED

RI has always said that clubs have a great deal of autonomy. To put this restriction on them is not necessary.

Should sounds a lot like must to me.

Suggest; don't require it

that would be great. It would not have to be a new club, but rather a club within a club, offering alternatives.

We have so many demands/goals from RI, District, and other unexpected events such as Haiti, I think it's unreasonable to make such a demand. However, it is notable to do so when possible and if needed in the community.

don't dilute the club

Who are we to give dictums like this? All clubs are autonomous and wouldn't do it if forced. Who would ever Police this? "Change the wording Should be ENCOURAGED then I'm in favour.

You should not "require" Clubs to do anything other than pay there dues and follow the Constitution and By laws

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members some rural areas in the world cannot possibly do this

43. Every district should be required to hold a Membership Seminar. All clubs should be required to send one or more club members to this seminar.	1	2	3	4	5	N/A	TOTAL
	8	5	12	30	42	0	97
Comments	8.25%	5.15%	12.37%	30.93%	43.30%	0.00%	100.00%

We already do. Clubs are encouraged to send representatives. We really don't have the means to force them to do it.

I agree this should be done but how it is done should be a choice of the district. For districts in a large geographic area, travel costs may be prohibitive and some clubs may not be able to afford the travel and accommodation costs. If RI were assertive, they would develop a webinar that would assist district bring this type orientation to all clubs without incurring travel costs. We need to become much smarter in using technology.

Would be beneficial

(with the exception of "requiring the club to have a rep) We should "strongly encourage" and not be dictatorial with clubs.

All clubs should be encouraged (not required) to send representatives.

We hold several Workshops at locations closer to the Clubs to encourage participation. District Conference would offer the opportunity to attract a "big" speaker.

In theory this is a good idea

Not possible due to travel costs

Or a Rotary Success Seminar in conjunction with the TRF Seminar

Problem with required. All clubs should be represented but why just one representative?

They should do so but again dislike the word required, what happens if they don't?

Too many "requires"

We do

we do that already, in half of our district. Need to find the right people to host it in the remaining district.

We will hold three this year.

What is with this "required" approach? If we cannot attract Rotarians to a membership seminar then we are not doing the job.

Why not

Yes, again I'm wordsmithing with "required" but agree in concept.

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members good idea but what if clubs do not sent a rep?

44. Clubs should be required to re-certify their charter in writing every year to RI.	1	2	3	4	5	N/A	TOTAL
	59	9	19	4	2	3	96
Comments	61.46%	9.38%	19.79%	4.17%	2.08%	3.13%	100.00%

RI has more involvement with clubs now than is necessary for smooth operation. If this is a requirement of RI, I believe the DG should obtain that certification of charter during his/her visit. RI must be more cognizant of the amount of effort it imposes on District, District Committees, Clubs and Rotarians. I get the very strong impression the tail is wagging the dog. I believe it is time for RI to start paying much more attention to the needs of clubs ... to do so, they need to ask clubs, not PDGs who are often far removed from club operations. As the DG reports to RI at the end of their year regarding the health and stability of all of the Clubs in a District, doesn't that essentially fill this role?

??????

dislike "required". Why?

Under certain circumstances perhaps

Are you serious?

Clubs are very busy. This would be a nightmare.

Every 5 Years

Is this not the purpose of the Official Visit?

no

Some clubs could use a reminder that they are, in fact, Rotary Clubs.

RI could not afford the staff

Unsure why this is an issue.

We do not need more bureaucracy

WHY?

Why? Who's paying attention at RI?

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members

this type of bureaucratic baloney destroys clubs!

45. Clubs should be required to submit the names of the President Elect AND President Elect Nominee by January 1st of each year.	1	2	3	4	5	N/A	TOTAL
	11	7	16	17	42	3	96
Comments	11.46%	7.29%	16.67%	17.71%	43.75%	3.13%	100.00%

Encouraged yes, but not forced. Whatever we do, we will have clubs that come up with their Presidents Elect and Nominee later than that date.

Since succession planning is such a huge part of what should be happening in Rotary Clubs, I believe when the name of a President is submitted, the PEN should be required to be submitted at the same time. In other words names of Presidents for two-years.

dislike "required". Encouraged, yes.

Prior to December 1.

will not happen

Actually, if RI is going to do this (thought they already did), deadline should be Dec. 1st, so DGE can get information in time to plan for PETS.

Aren't they already to do this? For RI Directory?

BACK IN MY DAY.....IT WAS IN DECEMBER OR IT WAS NOT PUBLISHED IN THE DIRECTORY

December 1st

If possible – CLP mandates this

It would be very helpful for training.

Probably a good idea but may not be practical

Some clubs are not always ready I would recommend March 1st of each year

They should but don't always so I developed a document where you simply write in the names, add. Etc. of the incoming officers during my club visits and turn them over to the DGE by September. Voila!

This is already required!

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members

You can try. I just got my last 2010-11 Pres on July 7th

46. Cost of membership should include dues, meals, and participation in district training events.	1	2	3	4	5	N/A	TOTAL
	39	19	15	13	9	0	95
Comments	41.05%	20.00%	15.79%	13.68%	9.47%	0.00%	100.00%

in our district that would be the death of Rotary. Rotary would become very elitist and recruitment would become a disaster. It is expensive enough now. Unless I have read the Q wrong. Cost of membership currently includes, dues, insurance, meals, fines, tickets, gas travelling to events, holidays and time away from family. If you are suggesting the Cost of Membership be the amount a person pays each year to the club – it will not work – we will lose members in droves

every district and club is different

Depending on the culture of the club. Those with a large number of make ups would pay double.

Could effect club memberships

It might be too expensive for some small clubs

IT WORKS WELL THAT WAY

Let each club handle its own finances

NO, NO, NO -- It is too expensive already!!

Not everyone can attend all district training events so they should not be required to pay for it. DUES are too high now in many clubs!

Not meals

Or District Dues cover training cost as of this year. Meals are up to the club

Paying "a la carte" makes it easier to afford for members.

Should be up to the club. My club helps pay for members' attending district training events, such as the district assembly.

Some clubs do that but it should remain optional

The club pays this expense.

This is club business, not ours.

This is strictly a Club decision. Do not limit the options to address concerns about cost of membership.

This would make it too expensive to be a Rotarian

We should take meals out of the equation. It could include participation fees but that will be a selling job.

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members

some members do not want to eat

47. A district task force should be made available to assist weak clubs.	1	2	3	4	5	N/A	TOTAL
	4	1	5	28	47	3	88
Comments	4.55%	1.14%	5.68%	31.82%	53.41%	3.41%	100.00%

We have that; however, it is important that it is the Clubs that request the assistance. It won't work otherwise

This is one of my goals this year to pilot with 4-8 clubs who seek assistance from district. So far, 6 clubs have asked for help with Membership, Strategic Planning, and Foundation. Asking 1-2 people to do this is challenging. I believe this is a potential use of PDGs as long as they go to clubs to listen and offer suggestions and ideas and not tell them how to run their club.

but recommend same, not require it

but travel costs too great

ABSOLUTELY!! BUT a Club must request the assistance. This might follow "encouragement."

Although we don't have a task force, I had a Membership Extension committee that served that function and needed their assistance for one club

Good idea but what is the AG for?

I've been preaching this forever. Membership Committee should have mandate to focus on clubs under 25.

If they want it. It's okay for weak clubs to die out. It's not okay for weak clubs to remain weak. Up or down? Clubs shouldn't be 'projects' of District Leadership any more than members should be 'projects' of their clubs.

Our district has a PDG team that helps club develop a long term mission and goals

There should be one already in the membership committee

We do this in my district but sometimes by the time the help arrives it is too late.

We tried to form one last year and expect to have it working this.

Weak RCs won't admit their need and will not accept "district" help, i.e., interference

YES

Yes – a great way to involve inactive PDG'S

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members

this could easily be the membership committee

48. We should take steps to reduce the cost of Rotary membership – to include lowered dues to International and to the District.	1	2	3	4	5	N/A	TOTAL
	8	16	23	26	20	2	95
Comments	8.42%	16.84%	24.21%	27.37%	21.05%	2.11%	100.00%

Every attempt possible should be made to lower charges to RI & District. On the other hand, it is also a matter of services provided

This I wholly agree with. I heard Zone was trying to get a club to go to London just to have someone say grace in French. This does not meet the 4-Way Test. I believe corners can be cut in much of what is done now and how RI spends members' dues. I am dissatisfied with some of what I see and observe some significant waste

depends on district - but I would wager most districts agonize each yr at budget time

As long as RI and the district keep their expenses in line this may not be necessary

Commendable but not easy to do

Cost of meals is the greatest cost of Rotary membership. Club, District and RI dues are minimal in comparison.

District & RI dues are the only fair way to access every Rotarian equally for the cost of supporting all the programs the district & RI provides.

Everything we can do to keep costs down means more money to help others. The meals are the biggest cost.

I think it is the meal costs that add to the burden.

I think that is already being done. That is why we must resist adding things that have no clear Club benefit.

In my area, dues are not the main issue. Other “costs” such as participating in some functions are more significant.

Relative to what? We need to be inclusive but we also need to have strong Rotarians from business and professions. They pay much higher dues elsewhere.

Sounds good. What will we each cut from our programs?

Too many clubs and District have elaborate budgets that inflate the Dues. Budgets should be based on actual expenses not so governor types can spend what they want on elaborate hotels, big name speakers for every event, etc.

We should look at all budgets – the district & RI budgets are also important

WHAT WOULD HAPPEN TO RI THEN

Yes to reduced costs – but dues to RI and District are minimal already

Yes, we do waste a lot of money.

Dreamer! Everyone wants lower costs for more services

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members

our senior leaders should exercise restraint

49. The classifications should include talented community members who may not be employed in a “traditional” business or profession.

1	2	3	4	5	N/A	TOTAL
1	5	13	23	53	0	95
1.05%	5.26%	13.68%	24.21%	55.79%	0.00%	100.00%

Comments

It already does

many clubs are already doing this and I fully support having anyone in a club who can contribute to the Five Avenues of Service, are good citizens and wanting to make our world a better place to live. Absolutely! This is being done now

Absolutely!

Be imaginative with classifications

Don't we do this already?

I don't think classifications are keeping people out. Most clubs are very creative if they have a quality prospect.

I thought the classification of Community Volunteer was available?

Let's not create obstacles to membership

Most definitely

Sure we can use all the help we can get

The description of Rotarians is “business, professional and community leaders.” That would allow this.

WHAT CLASSIFICATION... YOU MAKE ONE UP FOR A HOT BODY

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members what a creative idea

50. Membership in Rotary should be open to all – as opposed to being offered “by invitation only”.

1	2	3	4	5	N/A	TOTAL
32	22	13	9	11	10	97
32.99%	22.68%	13.40%	9.28%	11.34%	10.31%	100.00%

Comments

Anyone who expresses interest in joining Rotary should be invited to join subject to ethical tests

Agree Fully. In the last two weeks, two people approach me to join. One club in our district had a person walk in off the street to a Rotary meeting because they saw the club's website and wanted to join. Think we should deny membership?

... what? Then it would not be elitist and you are treading on very hallowed ground!

Invitation makes it “special”

Must do some “weeding out”

I think it is open to all who are approved by the board

Invitation is what keeps us able to instill the good business ethics in all our candidates for membership

It depends on whether the invitee is willing to meet the expectations of all Rotarians

Most Clubs follow this already, though there is still an invitation required.

Quality before quantity. Some of our problems are from bringing in members not qualified or oriented properly

Semantics. If someone approaches my club, we do our best to figure out how they can fit in, including inviting them to our meetings.

That would change Rotary into Kiwanis.

We do need to screen potential Rotarians

We include most everyone. But there is always someone who does not meet the standards.

the type of thinking shown on this list is one of the major reasons for Rotary membership decline and lack of Rotary appeal to prospective members

Where is the chemistry? No doubt our clubs and districts should reflect the broader communities (and the world) in which we serve. But the prospective member must be of good character etc.

Long Survey (Part F) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

Rotary Foundation, Programs, PolioPlus

F. Rotary Foundation, Programs, and PolioPlus	1	2	3	4	5	N/A	TOTAL
51. All clubs should be required to send one or more representatives to the District's Foundation Seminar.	14	5	8	25	45	0	97
Comments	14.43%	5.15%	8.25%	25.77%	46.39%	0.00%	100.00%
<p>Again, use the word encourage, not required. We are dealing with people who offer their volunteer time. To put pressure by requiring things won't help us.</p> <p>I again refer to opportunities for RI to step up and create these Foundation Seminars that people can attend on line. Expecting people to travel long distances at high expense .. will not work</p> <p>encouraged better word than required -- what happens if required and club doesn't send a member?</p> <p>no dictates to clubs</p> <p>Again, I do not favor "requiring" Clubs to do things like this. Strongly encouraged, yes.</p> <p>Encouraged, inspired, motivated but not required. I have a friend in the entertainment business and he says "If people don't come to our shows, we are not doing something right," it's not their fault. If they do not come, then we need a different approach.</p> <p>Good idea but not required. Also not limited to one person per club.</p> <p>How do you censure a Club that doesn't?</p> <p>In an ideal world, we would get the officers and the foundation chair.</p> <p>Not possible due to travel costs</p> <p>Should and must are very close for a volunteer organization</p> <p>That "requirement" thing again.</p> <p>The word required is a tough thing to use in a volunteer organization</p> <p>We required at least two per club—current president and chair of club foundation. More attend though.</p> <p>who comes up with such foolish ideas?</p> <p>We want them there. If it becomes "required," what is the remedy when they don't show up?</p>							
52. All clubs should be required to hold at least two club meeting programs related to TRF or to PolioPlus each year.	15	3	10	22	44	0	94
Comments	15.96%	3.19%	10.64%	23.40%	46.81%	0.00%	100.00%
<p>I am sorry, but the word required that comes back on a regular basis in this questionnaire drives me nuts. If we can motivate and encourage our members, we are in trouble. Forcing them to do things won't help.</p> <p>not an enforceable requirement. I think clubs should be encouraged to do so. Might even be an opportunity for RI to development a full year calendar with ideas for clubs for every meeting of the year.</p> <p>encouraged better word than required -- what happens if required and club doesn't send a member?</p> <p>no dictates to clubs</p> <p>good suggestion but how is it monitored.</p> <p>Again ideally this would be great.</p> <p>How do you censure a Club that doesn't?</p> <p>I think that's already being done by most clubs. Many of our club do a Foundation minute at their meeting</p>							

I would say 4 club meetings because the foundation involves so much. Polio – top priority

Most clubs do more than that now.

No

Required?

District should provide speakers list

Stop with the “required.” I cannot agree.

who comes up with such foolish ideas?

Strongly encouraged, rather than required. Perhaps amend the Effective Club definition to include this.

53. TRF should not run two major giving programs simultaneously.	1	2	3	4	5	N/A	TOTAL
	7	6	26	23	28	5	95
Comments	7.37%	6.32%	27.37%	24.21%	29.47%	5.26%	100.00%

What are we talking about here? A complement to Polio Plus? No, finish one before taking on another.

Having two major giving programs does create confusion. Clubs, once they understand both, often decide to support either one or the other or split their giving between the two. It is often influenced by any members who have had direct experience with Foundation programs. The problem for the Permanent Fund comes when there is a push for a specific effort – i.e. Polio. All contributions are then focused there and away from the traditional programs, especially the Permanent Fund.

Everybody has a different definition for major

Folks still only support the ones they believe in.

I agree no more until Polio is done!

It might be difficult not to do two at the same time.

Most of us give to multiple charities. We give to multiple charities within our own club.

No people can choose where they want to put their resources

Rotarians are supporting MANY programs now, in addition to PolioPlus.

What are we getting at here?

who comes up with such foolish ideas?

everyone will be glad when PolioPlus is finished!

54. The Paul Harris Fellow recognition should be limited to those individuals who contribute \$10,000 or more to TRF.	1	2	3	4	5	N/A	TOTAL
	64	11	9	5	3	2	94
Comments	68.09%	11.70%	9.57%	5.32%	3.19%	2.13%	100.00%

my advice is to work harder at orienting people who receive PHF to pay it back when granted by their club. We have untold number of clubs who use PHF as recognition – the club pays the \$1000 USD and the recipient never pays any of it back. I believe there should be an appeal to all recipients to contribute and PAY IT FORWARD.

If started in 1957 with \$1,000. I know \$1,000 in 1957 was a lot more than it is now but a PH is a PH no matter what year.

It should be higher than \$1,000, but not sure about \$10,000

Let us not forget that recognition is so important even for \$1,000 donors – major donors are a different category

Nice idea but how does one make the change. What is an amount that is a thoughtful response to the programme? In Uganda the average income is about US \$300. In the US it's about \$45,000. In Canada, it's about US \$34,000.

Put recognition out of reach and people will not even try.

That level would certainly make it an exclusive honor! What would be given in its place?

Then you won't have any PHF. This will be limited to the few rich Rotarians and not necessarily to those who merit these awards. BAD IDEA!!!!!!!

This is dumb especially in this economy. To many Rotarians especially younger ones \$100 is a lot of money.

Why eliminate those who cannot afford \$10,000

You cannot change a program mid-stream. We already have the major donor for this.

don't turn the clock back - it once was the equivalent of this

perhaps raise from \$1000 to \$2000

it is a charitable donation - NOT an award!

by keeping a PHF at \$1000, more people give at higher level

PHF should have three categories: Club, Community, Donor

who comes up with such foolish ideas?

The people who can give \$10,000 already have special recognition. Leave something special for the masses.

55. Paul Harris Fellow Recognition that is bestowed upon non-Rotarians should be called by a different name.	1	2	3	4	5	N/A	TOTAL
	51	5	20	8	12	0	96
Comments	53.13%	5.21%	20.83%	8.33%	12.50%	0.00%	100.00%

I like the idea of being recognized as a Rotarian for contributing to my Foundation. I think it would be very beneficial to have another recognition clubs can use to reward members and non-Rotarians while at the same time not degrading it for people in clubs who feel they should not "buy" their PHF good idea

How about? PHF Recognition for Rotarians & PHF Recognition for Friends of Rotary

It's an honor for anyone.

Many are still confused by the notion of buying a Paul Harris. I've bought many and will continue to contribute to TRF as long as I am able. How else can I show my partnership with Rotarians from around the world in trying to make it a better place for all?
no

Paul Harris fellowship should have nothing to do with a donation of dollars. An award named after our founder should be given to both Rotarian and non Rotarians on merit, not dollars.

What is the reason to segregate?

Why? Is there a reason for this/

PHF should have three categories: Club, Community, Donor

who comes up with such foolish ideas?

Why?????

56. TRF sanctioning of other non-TRF programs (such as the Wheelchair Foundation or Shelter Boxes) should be handled through the APF for Paul Harris Fellow recognition points.	1	2	3	4	5	N/A	TOTAL
	29	9	34	9	9	6	96
Comments	30.21%	9.38%	35.42%	9.38%	9.38%	6.25%	100.00%

Totally Agree – clubs want PHF credits whenever they donate to TRF. I sometimes believe those running TRF are not in tune with the average Rotarians needs and wants. People feel it is an incentive and an encouragement to get those PHF credits and likely more funds would come from the average person if it was simplified. What does it matter how the funds get there as long as they do.

good idea

Great Idea

I think we need more interaction with joint partners. The major point here is to have them partner with us and contribute \$ to our Matching Grants, rather than have our Rotary money go to them. This is what we do with Wheel Chairs. They help fund some of our MG projects.

Since RI has no control over these programs they should remain as they are

Will have to think of the implications of this – but tend to think absolutely no!

Yes – if they agree with TRF Policy

who comes up with such foolish ideas?

In truth, TRF provides scholarships and grants to the programs devised by the RI Board. This balance has gone way overboard and now "programs" are becoming non-existent (RCC, Rotary Volunteers, University Teachers, etc.).

57. Rotarians should be permitted to allocate their Foundation donations to the Annual Programs Fund to one of the Future Vision focus areas.	1	2	3	4	5	N/A	TOTAL
	19	7	31	21	12	3	93
Comments	20.43%	7.53%	33.33%	22.58%	12.90%	3.23%	100.00%

No, don't complicate things further

too costly to control

Allowing that is another avenue of choice

If RI would set up DAF accounts for the major focus areas that could tie in with RAG interests and allow this flexibility for Rotarians. Each has their own passion and will give more freely if they can support this area of interest, rather than feeling it is going into a big black hole as many do now. Also need capability to do DAF's in Canada. We've talked about this for 4 years now. Local banks are doing it, why don't we show some leadership and get it done?

It might even help giving as people will know where their money is going.

Let's see how future vision works out first

We're micromanaging if we go to that level of engagement. The needs are broad and we need to be able to respond to the projects and programmes presented

Why what purpose does this hold?

who comes up with such foolish ideas?

should be allowed for major gifts of \$10,000 or more

58. Trustees of The Rotary Foundation should be nominated from Zones and elected by the member- ship in the same manner as RI directors.	1	2	3	4	5	N/A	TOTAL
	8	1	20	31	32	3	95
Comments	8.42%	1.05%	21.05%	32.63%	33.68%	3.16%	100.00%

No, but we should try to find a better way to get a broader membership on the TRF board. Maybe some people who have been involved in projects should be chosen to sit on the board.

Totally agree – this opens the door to more buy-in at the Club Level – right now it is seen as an appointment from a high level set of people and there is a total mystery of how people are appointed

I don't know how they are nominated.

If it ain't broke why fix it?

There is no transparency on the process for nominating Trustees, and the Chair. It is all part of the Old Boys Club and I agree with this, with the provision that a person has adequate financial management and board of director experience in related fields. Trustees are not a popularity contest. These people are carefully chosen and know what is going on in Rotary.

Why not

WOW, what would happen to all those PRIPs who are trustees and eventually chair of TRF.

should be a quota - women plus visible minorities

Yes

Yes – why is it different anyway?

who comes up with such foolish ideas?

There needs to be a different system. It should not be a requirement to be a lawyer or rich!

59. All pending vacancies to Zone, RI, and Foundation volunteer positions should be posted and all eligible candidates permitted to apply for the positions.

1	2	3	4	5	N/A	TOTAL
7	3	15	33	32	6	96
7.29%	3.13%	15.63%	34.38%	33.33%	6.25%	100.00%

Comments

Again, I believe we are creating too much administration.

think this is a great idea especially if a job description is included as well as time commitment and financial expectations are clearly laid out. I for one would be willing to do more in Zone but need to understand the expectations. Totally agree – we are missing some of the most talented Rotarians by not doing this.

good idea -- open up to all

I thought that all pending vacancies were decided by past performances

OK I guess

Posted, yes, but where? The RI site under Member Access would seem to make most sense.

Sounds good

This could be an avenue to find qualified candidates.

This is a great idea, because now we have friends of friends, many of whom have no interest or skills in the area they are assigned to. Many just want ego stroked by having their name in the RI Directory. We have lots of young talent we overlook, merely because they are not PDGs. Time to change!

This would be a great way to find out what talent is out there. But there is no greater compliment than to be 'asked'

What type of positions?

Yes with a full selection committee

The status quo does not work anymore. A parade of mostly elderly men with a spouse on their arm to make it look balanced. There is a need for better representation. The message as it stands is no women or visible minorities aspire (or apply)! Ditto on statement #60.

who comes up with such foolish ideas?

Interesting

60. All Zone, RI, and Foundation positions should be selected by a zone nominating committee who recommend the best candidate (to Zone Director, RI President, or Trustee Chair).

1	2	3	4	5	N/A	TOTAL
7	2	21	31	24	7	92
7.61%	2.17%	22.83%	33.70%	26.09%	7.61%	100.00%

Comments

Again, I believe we are creating too much administration.

Reality for those of us farther down the organization – this process is "the boys" looking after their "buddies". If you are not rich and someone's friend, you have no chance to get involved at this level. There are no "ordinary" Rotarians working in any of these roles.

As an alternative to the above

Does the Zone Director appoint them, or endorse them to the President or Trustee Chair?

Don't understand this question!

I don't know how they are nominated.

I think this has merit same as previous question. However another viewpoint is a Committee Leader or RID may want to influence who is on his team, based on prior relationship or performance/experience. It is hard for a leader to lead if they have not got people on the team they are comfortable with and confident in.

Sounds good but impractical.

Wouldn't that mean only PDGs got to vote

The status quo does not work anymore. A parade of mostly elderly men with a spouse on their arm to make it look balanced. There is a need for better representation. The message as it stands is no women or visible minorities aspire (or apply)!

who comes up with such foolish ideas?

Interesting

Long Survey (Part G) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

Rotary Youth Programs

G. Rotary Youth Programs	1	2	3	4	5	N/A	TOTAL
61. The Youth Exchange program should be limited to one-semester or one summer-long stay rather than a full year.	46	21	19	7	3	3	99
Comments	46.46%	21.21%	19.19%	7.07%	3.03%	3.03%	100.00%
<p>No, as I believe it will create problems for the student. If one were to be attending school in a foreign country for one semester, it will create problems in most countries when you come back.</p> <p>I believe this should be an option to clubs, potentially 3 types of programs clubs can sign up for – summer, semester, full year., This will tell RI what clubs want because they will only sign up for the program best suited to their needs. It also has the potential to involve many more people.</p> <p>A full term gives them a better feel for what the exchange is all about. It sometimes takes a full semester for the student to acclimate to their new environment.</p> <p>Becomes just another exchange</p> <p>Depends – there are pros and cons of each</p> <p>I think you get 80% of the value in three months</p> <p>The academic year stay has the greatest impact on a student.</p> <p>The present program is working well. Why screw it up?</p> <p>This would dilute the programs effectiveness</p> <p>We have short exchanges now.</p> <p>Having had the opportunity for 3 of our daughters to experience the YEX experience for one year, I strongly urge this opportunity continue.</p>							
62. Students should be required to maintain a “C” average each quarter or be returned home for non-performance.	17	18	9	28	12	4	88
Comments	19.32%	20.45%	10.23%	31.82%	13.64%	4.55%	100.00%
<p>There are other values to the exchange program than grades. Many reasons can explain why a student won't make the local equivalent of a passing grade. Even if a student fails the program, he/she may still have had a very valuable experience and been a positive force when it comes to international exchange.</p> <p>Agreed – it is a fact that some students use the experience as a way to “drop out” of having to perform. For example, students coming from Europe to Canada have already graduated from school and are simply taking a “gap year”. Their requirement to achieve is minimal. It also suggests that the semester program may be a better fit for many youth.</p> <p>A hard and fast rule is not appropriate for all circumstances</p> <p>C average or better.</p> <p>Good thought, but some GREAT exchange students just do not do well academically. Passing should be OK.</p> <p>Ideally</p> <p>Impossible – different education systems and language</p> <p>It could be a language issue!</p> <p>Some students are in a year that has no academic meaning to them. Also what impact does language have on results?</p> <p>This makes no sense since many schools do not even require classroom study</p> <p>Till they get the language mastered it would be very hard. The youth going to some countries are used to a different school system and it might be impossible no matter how hard they tried.</p>							

63. The Youth Exchange program should be funded to allow clubs to provide modest stipends to host families.

1	2	3	4	5	N/A	TOTAL
16	13	26	23	14	4	96
16.67%	13.54%	27.08%	23.96%	14.58%	4.17%	100.00%

Comments

Agree – clubs in our district now provide an “allowance” to our students. should be a labor of love for children.
 BUT not by RI or TRF. Clubs do that now, as a part of participating.
 Clubs provide a stipend to the YEX in our district.
 I do not think it is cost that affects getting hosts. I think it is a lack of information and understanding of the opportunity.
 Many clubs already do this
 Our club already gives a stipend to host families
 Since the addition of the 5th Ave of Service we have increased District dues to include all youth program cost except the stipend to the incoming student. If the club want to subsidize the host family why not?
 Would be nice
 I fear the loss of the great host families who participate now because they believe in the program and the transformation. To some who are looking for a stipend.
 the student stipend should suffice

64. The Youth Exchange program should be a “true” exchange – thus families that wish to participate MUST accept a student in return in their home.

1	2	3	4	5	N/A	TOTAL
21	18	18	19	19	3	98
21.43%	18.37%	18.37%	19.39%	19.39%	3.06%	100.00%

Comments

Again, we should encourage, but there are situations where a very qualified student could be chosen and that the parent/s can't host a student. Single parent families would probably be particularly hit by such a rule.
 All hosting families must be carefully screened prior to taking in a student
 I couldn't agree more!!
 I know that in some parts of the world this is the expectation. Or at least, that might influence the selection process if a family agrees to host.
 Ideal, but some situations will not support it. Do we reject a great candidate?
 students must stay with a Rotary family
 If at all possible
 Not necessary
 Not sure about that. What if the home is not suitable
 Some students would not be able to participate. We would be exchanging only with the “elite”
 That's a limited view of an exchange. It doesn't take into account the circumstances of the host family.
 We might not want them as host families. Might not pass the background check????
 Requiring a family to host does not always result in the best experience.
 not always possible or desirable

65. Clubs that sponsor an Interact or a Rotaract Club must hold a minimum of four joint meetings each year.

1	2	3	4	5	N/A	TOTAL
18	16	21	30	11	1	97
18.56%	16.49%	21.65%	30.93%	11.34%	1.03%	100.00%

Comments

Why this MUST all the time? You will be more successful with a carrot than a stick. Encourage them, but not force them.
 They should meet together because they want to – not because they have to. It is important to maintain that link with the Rotary club. I'm not sure what the correct number of joint meetings really is. I would be cautious in imposing a number.
 “Should be encouraged” to hold a number of joint meetings, NOT required.
 “must” is too strong, encourage better
 I believe ours do
 Must? Like ‘required’ I don't like “must”. It reads like I am trying to get a badge from Boy Scouts.
 Not a bad Ideas
 Our club tries to have joint meetings. It is difficult to schedule and four would be impossible.
 Should, must, four might not be enough or four might be not needed.
 That requirement thing again
 Why are we trying to dictate all this?

66. RYLA students must provide a written report of their experience to be shared with their high school administration and with their sponsoring Rotary Club.

1	2	3	4	5	N/A	TOTAL
9	6	13	33	31	3	95
9.47%	6.32%	13.68%	34.74%	32.63%	3.16%	100.00%

Comments

Invite them to speak. If they want to write a report or use social media, fine, but don't force them to write reports that no one will read. It is more important that the clubs follow up and stay in touch with the RYLA students.

I think this should be a decision of the sponsoring Rotary club or district. I see no need for RI to be involved

A simple thank-you note to the club gives the members a chance to see how much it works for the students.

A talk to the club with questions and answers would be better.

In addition to visiting the sponsoring club as a program

Most do write up some of their experiences and most will speak at their sponsored club about that experience

Please stop with requiring people to do things. Don't you think they can manage a program on their own without RI demands?

The students should be let know it's expected.

They received a benefit so they need to report.

67. Earlyact clubs should be encouraged as a club activity as a means to develop future Interact club membership.	1	2	3	4	5	N/A	TOTAL
	5	6	22	28	15	16	92
Comments	5.43%	6.52%	23.91%	30.43%	16.30%	17.39%	100.00%

No we finally get it. Encouragement!

Anything that "encourages" Rotary participation is good. Just be careful with the imposition of rules

"Rotarians are dedicated at healing the planet. When one child suffers, Rotarians must act. No one should be without good drinking water, homeless, suffer hunger, die from curable diseases or be illiterate."

Do not know "Earlyact" clubs

Encouraged is a nice word

I am not convinced that one leads to the other. Interact seems to be more a function of the faculty advisor.

We have three early acts and it's a great way to show our young what Rotary is all about. My granddaughter made this statement after seeing me in this position.

68. Clubs should organize a combined annual meeting of the Earlyact, Interact, and Rotaract clubs in their community.	1	2	3	4	5	N/A	TOTAL
	13	6	27	24	12	9	91
Comments	14.29%	6.59%	29.67%	26.37%	13.19%	9.89%	100.00%

Encourage

Agree – mixing young and old is always a good idea.

different maturity levels do not mix well

Annual meetings occur within their sponsored clubs but including all three is commendable

Difficult to schedule. Tough mix of age groups.

Great if they wish to.

Rotaractors do not see themselves on the same level as the others. Perhaps they could run the event!

Should they choose to do so

69. RI should also consider a "MiddleAct" program for middle school students.	1	2	3	4	5	N/A	TOTAL
	21	14	26	13	8	9	91
Comments	23.08%	15.38%	28.57%	14.29%	8.79%	9.89%	100.00%

Is it really needed? Let's get what we have working first.

Give me a break.

Have not thought of that but sounds like another avenue

How many youth programs do we need?????

Interact should be for Middle School and HS

Let's work on the ones we have already until they are go big we want to get another level going.

The age for Interact was just lowered to the point that these students are included.

Rotary clubs should just do this and refer to it as Interact in Middle schools. If you wait for RI it will never happen and who knows why? I have been trying for 25 years.

70. Blank

Comments

Another trick question

Long Survey (Part H) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
- Comments were transcribed verbatim for the most part – some corrections to spelling or syntax were added. Changes were also made to remove identifying information (names, district, year of service, etc.)
- Some handwritten comments were illegible and, thus, not transcribed.

Future Vision

H. Future Vision	1	2	3	4	5	N/A	TOTAL
71. Non-pilot districts should be invited to participate in the training of pilot districts – to give them a “heads up” understanding of the forthcoming changes.	4	8	16	33	24	5	90
Comments	4.44%	8.89%	17.78%	36.67%	26.67%	5.56%	100.00%
<p>Non-pilot districts should be given information and training about the Future Vision and how it develops. while it is termed a “Pilot” none of us believe this is nothing but a done deal. Many of us agree with the concepts presented and support RI direction on the idea. The problem for non-FV districts is trying to find out what they can and cannot do and with whom.</p> <p>Absolutely and hooray for mentioning it</p> <p>Could be very confusing to them unless they already understand TRF very well!</p> <p>How?</p> <p>I think future vision is getting too much press time for the only 100 districts involved. What about the other majority 400? Don't waste energy training anybody until you know what the final produce and outline is going to be.</p> <p>Non-pilot Districts should be called Traditional Districts – Non sounds negative</p> <p>Not until the future vision districts figure out what they are doing.</p> <p>The program will undergo many changes during the 3 yr trial so why confuse everyone.</p> <p>They should be able to train WITH pilot Districts.</p> <p>Things may change. It would be too confusing. We need to perfect the pilot program first.</p> <p>This is a trial to see what works the best</p>							
72. Pilot and non-pilot districts should be able to work together on Matching and Global grants.	3	3	13	30	35	5	89
Comments	3.37%	3.37%	14.61%	33.71%	39.33%	5.62%	100.00%
<p>Don't change the rules again. We are running a pilot project for a reason.</p> <p>The decision to not allow this is the silliest action I have seen in my time as a Rotarian. We have clubs who developed strong relationships with districts over the years and RI has made it very difficult to work with them using grants.</p> <p>Absolutely. RI lost an opportunity to use \$300,000 just because it refused to let an ongoing water project in Kenya continue. That was one of the most stupid things the “visioning” bureaucracy did. It killed a very effective project.</p> <p>At the end of the pilot only or how will we know the pilot is working.</p> <p>Beginning in 2013 we will all be on board</p> <p>I agree with this in concept but isn't the question redundant? These decisions have already been made and we have little control now, over this process.</p> <p>Start right now! Current rules are in the way,</p> <p>The Future Vision Pilot is penalizing my district and its partners</p> <p>There are ways to do so in current structure.</p> <p>Very confusing fro RI</p> <p>Yes on that also</p>							

	1	2	3	4	5	N/A	TOTAL
73. Future Vision is very complex.	7	11	21	24	20	6	89
Comments	7.87%	12.36%	23.60%	26.97%	22.47%	6.74%	100.00%

Some people make it complex. Too many are trying to find ways around the rules

I am not totally versed on what Future Vision truly means so my comments may not be factual. From what I know, it seems difficult for anyone to truly understand what you can do if you are a Non-FV district as we are.

thought so at first but only because of confusing current version vs. future.

yes and no – depends on training

at the moment

Actually I sometimes think the Future Vision is a joke. I see little future actually, just repackaging of the old trying to make something old new again. There are many new and innovative things other organizations are doing which we really haven't even contemplated yet based on my limited knowledge.

Complex - only for those not trained

It isn't so complex but moving the work from RI to the districts is a logistic pain in the you know where

May seem that way but not really

Only til we understand what it is.

	1	2	3	4	5	N/A	TOTAL
74. Future Vision is uncomplicated and understandable.	13	24	26	15	3	6	87
Comments	14.94%	27.59%	29.89%	17.24%	3.45%	6.90%	100.00%

By and large, yes

it's new. Always takes time to understand

As above – depends on training

I'm not in a pilot district so let them do their stuff and I'll learn all about it when the final draft is proposed.

Much still needs to be determined

The main problem is the design is flawed and unfair.

We don't know that for a fact

	1	2	3	4	5	N/A	TOTAL
75. Future Vision centralizes more control with Foundation staff.	6	17	36	11	5	11	86
Comments	6.98%	19.77%	41.86%	12.79%	5.81%	12.79%	100.00%

I don't find that being the case

I cannot envision a time when TRF will make it easier for us to operate. While staff are excellent to work with and know the rules, there is far too little flexibility and trust in Districts.

Control, within guidelines, is more dispersed, but so is responsibility and liability.

Don't think at this stage – we will see!

I cannot rate this as I don't know that for sure. I do know the needs of the non visioning districts are being ignored as all the attention is on the visioning districts.

To me, the future vision will merely download a lot of the admin costs and time to Districts.

What is needed is more attention paid to the needs of clubs and districts

the weakness will be that staff loses control of district funds

	1	2	3	4	5	N/A	TOTAL
76. Future Vision gives greater influence and flexibility to districts.	3	11	25	33	10	7	89
Comments	3.37%	12.36%	28.09%	37.08%	11.24%	7.87%	100.00%

Yes

Districts may have more autonomy, but TRF will still maintain a much stricter report regime that district struggle to cope with.

And cost and responsibility

Greater influence, within prescribed boundaries. MUCH greater responsibility and accountability.

I hope Future Vision does not give too much control to districts. Volunteers come and go.

I hope so

In theory but given the heavy handedness of RI toward non visioning clubs I am not sure that will be the case

It would be a definite wish to have this happen.

Maybe

Yes and no. Certain programs that were paid for by RI now needs to be shared and some districts that aren't affluent may not be able to do as much

77. We do not need a three (3) year trial – Future Vision should be implemented universally and immediately.

1	2	3	4	5	N/A	TOTAL
33	11	24	9	6	7	90
36.67%	12.22%	26.67%	10.00%	6.67%	7.78%	100.00%

Comments

Now we have the three year trial, so let's keep it.

I am totally convinced this is a done deal. If so, implement immediate and stop the nonsense.

A trial is needed. No one kid themselves that everything is yet crystal clear.

How can you implement something in development and not have breakdown?

If DDF is increased that may not be so

It is apparent there are lessons to learn and changes to be made before a full implementation.

Let's not put all our eggs in one basket. 3 years might not be long enough to know if it really works?????

This is way too big without a test.

We are told that a three-year trial is needed to demonstrate the results desired. But we know that there are lots of reasons to move in that direction now. The problem is that some districts do not have the trained personnel or the budget to require this type of oversight

We did need to test the vision with the pilot program before we move forward

We need to get the bugs worked out first!

What have we learn so far nobody is sharing the good and the bad

78. The minimum \$30,000 budget for a global grant is far too high.

1	2	3	4	5	N/A	TOTAL
13	14	31	21	8	5	92
14.13%	15.22%	33.70%	22.83%	8.70%	5.43%	100.00%

Comments

Again, run the pilot and find out at the end. It would not make sense to change the rules already now.

thought so at first, but understand the cost of management.

Argument can go both ways

Depends on the project

Depends on the purpose of the grant

Let them work the bugs out first

Partner!

We need to cut our costs at RI and keeping the minimum high is the least painful way I can think about.

What is too high, is the current need for 13 signatures for us to do a \$5000. Grant and the lack of a true on-line MG process promised 5 years ago by Luis Giay.

The Clubs and Districts need to know that the Team approach to International Understanding still continues even though the title and concept changes

I do not support the approach TRF is taking with grants of any kind. I feel for certain amounts such as DSG, districts should be permitted to do with those funds as they please. Districts raised the money in the first place and should be trust sufficiently to use the funds in any Rotary way they deem appropriate. There is just too much control and direction on what we do from TRF. It may be wise for RI to conduct a survey of clubs to see how much money is currently going into international efforts that DOES NOT pass through the Foundation. I believe TRF will be amazed – I suspect my district gives more internationally now outside the TRF

No. It is much too low!

79. Blank

Comments

80. Blank

Comments

Long Survey (Part I) Results:

Again, in order to fully understand the results, one must also review the comments offered by the respondents. Some observations bear repeating:

- Some respondents misunderstood or questioned the meaning of the statement, which suggests that some of the statements may have been poorly constructed. In any event, the comments certainly gave rise to the development of different (or additional statements) to generate discussion for the PDG Forum.
- Some respondents took the statements at strict face value, as opposed to provocation to generate ideas for discussion.
- Most comments were thoughtful, humorous, insightful – or all of these.
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- Some handwritten comments were illegible and, thus, not transcribed.

RI Strategic Plan

I. RI Strategic Plan	1	2	3	4	5	N/A	TOTAL
81. The average Rotarian does not know about the 2007-10 Strategic Plan.	0	2	7	29	53	1	92
Comments	0.00%	2.17%	7.61%	31.52%	57.61%	1.09%	100.00%
<p>Probably true</p> <p>and I would go so far as to say the average Rotarian cares little about RI plan as any impact will come only after they realize how it impacts them, their club, their District or what they try to active as a Rotary club. As an example, I honestly believe the Future Vision Pilot will have significant impact on Non-FV districts as they try to do work with existing partners in other parts of the world. I expect it will create significant animosity by many clubs and Rotarians.</p> <p>Absolutely – never mind their own clubs plans!</p> <p>Also the revised/new strategic plan, 2010-2012</p> <p>Foundation is confusing. Our district is moving towards the New Vision slowly as we are not 1 of the 100 chosen.</p> <p>I HAVE NO KNOWLEDGE OF THIS</p> <p>I would concur with that statement</p> <p>I'm not very well versed in it myself</p> <p>Most Rotarians do not know what is going on in Rotary beyond their own club</p> <p>The average Rotarian doesn't know much past the club level.</p> <p>It is too nebulous and a president can change it at will</p>							
82. The RI Strategic Plan should be required as a training session at all multi-district PETS.	4	3	13	35	36	1	92
Comments	4.35%	3.26%	14.13%	38.04%	39.13%	1.09%	100.00%
<p>Probably a good idea</p> <p>I would agree if RI created a DVD or online presentation that is exactly the same for every district. My concern is some are much better than others at presenting and I fear something may be lost if the same message is not created and delivered.</p> <p>Let the districts decide what the needs are</p> <p>And single District PETS as well.</p> <p>At the expense of what else? And why only multi-District PETS?</p> <p>It should be required at RID and RIP level. It is talked about but not practiced or implemented well based on my observations/experiences.</p> <p>Just publish it and put it on the PEs' flash drive</p> <p>Surveys now need to say "at all multi-district PETS and District PETS"</p> <p>The more we inform, the better our club's understanding</p> <p>We already have too much to cover. It would be good to do in the AG sessions.</p> <p>We already include it</p> <p>YES!</p>							
83. Districts should be required to develop a strategic plan for the district.	5	3	10	33	40	0	91
Comments	5.49%	3.30%	10.99%	36.26%	43.96%	0.00%	100.00%

Also makes sense
 Our District has and I fully endorse not only doing it but requiring that it be updated annually – possibly having someone at Zone review and comment on it.
 “encouraged” to develop
 “required” too strong – encouraged much better
 Encouraged, promoted, motivated vs. required. People do not like to be told what to do!
 I agree but there is that “required” thing again
 It should be encouraged but not required.
 Not REQUIRE
 Once developed it should be posted on the District Website for all to see!
 We do
 we have one adopted this past year.
 We have.

	1	2	3	4	5	N/A	TOTAL
84. All clubs should have access to the “club vision” process.	0	0	10	29	49	2	90
Comments	0.00%	0.00%	11.11%	32.22%	54.44%	2.22%	100.00%

In our district, they do. That doesn't mean they will all take us up on it.
 I struggle to understand why it would be any other way. Why would they be denied access to where the organization is going?
 “access” is key word—encouragement should follow.
 Again posted on the District Website.
 All of our clubs are given the opportunity to take part in visioning. Not all have acted upon the opportunity.
 As time goes on we will have more people trained but we need to share people who can do this for clubs.
 BUT who defines the process and will a District be allowed to structure its own, using talents within it?
 I am only about half up to speed on the vision process although our membership committee I understand is coming close.
 I believe that a club should express the need or desire, then they will be more in the proper frame of mind to follow and implement it. The vision is only good if the implementation happens and often that is the link left undone.
 Okay – I am lost here.
 Or to some form of goal setting on a formal basis
 Our district has one and my club has participated
 Sure why not?
 They do in our district

85. Blank							
Comments							
86. Blank							
Comments							
87. Blank							
Comments							
88. Blank							
Comments							
89. Blank							
Comments							
90. Blank							
Comments							

Long Survey (Part J) Results: Other Topics?

J. OTHER TOPIC(S)?	1	2	3	4	5	N/A	TOTAL
91. Requirement for Pres. Elect to attend PETS							
Comments							
I cannot see how a person can serve as club Pres. and be effective if they have not attended PETS. HOWEVER, the reality is that some do not and were we to remove them from that position there would be more bad will that would not be worth the year with that "untrained" Pres.							
92. Costs/Attendance - Zone Institutes and Conventions							
Comments							
us who would like to attend every year but cannot.							
For us to register for New Orleans we will spend \$600 plus hotels, travel, etc. (you do have some great hotel deals and we are already registered for ours.)This is well known by you folks and you have huge expenses. Just know that there are a lot of us who would like to attend every year but cannot.							
How can Zone Institutes be made more accessible to those who do not have the time or resources to participate, but still have the desire?							
Zone Institutes and the RI Convention are far too expensive.							
Institute registration fees, I believe, are proportionately higher that Convention registration fees and cover very few meals							
My husband and I are both PDGs who feel fortunate to be a part of Rotary and to have served as DGs. As retirees now, the cost of attending Zone Institutes and Conventions have become prohibitive for us. Unfortunately, I do not have a solution to this. We do miss the chance to meet with fellow Rotarians from around the world and around the Zone. That is our problem, I know. HOWEVER, at present we plan to attend the Convention in New Orleans. Since our District has connections from the Katrina era and now the oil spill, we are combining our trip to New Orleans with our "vacation" to see how life is for our Rotarian friends there.							
Zone Institutes should include Assistant Governors - our future leaders							
it costs more to attend some Zone Institutes than it does to attend RI conventions - there needs to be some cost controls on Zone Institutes							
93. PDGs and Future Leaders							
Comments							
No more topics.							
PDGs should be kept in the loop more							
strategies/assistance to help younger Rotarians become DG							
I found this survey interesting and have answered the questions honestly and to the best of my ability or knowledge							
This was a long survey. I also just finished completing three surveys for RI. Give me a break.							
94. 5th Avenue of Service							
Comments							
More education & information needed							
Rotarians should recognize the reasons that some youngsters do not attend school							
Rotarians should be concerned about adolescent pregnancies							
95. Top Priority of Rotary after the Eradication of Polio							
Comments							
Water, Hunger, Poverty, Literacy							
Rotarians should know how to prevent HIV/AIDS by testing programs							
Governors have become a fundraising tool for The Rotary Foundation. Polio Plus was supposed to e over in 2005. Nobody wants to kill the goose that laid the golden egg (Polio Plus) and has so many paid employees. It seems a classic case of the tail wagging the dog.							
Rotarians should know how to prevent HIV/AIDS by testing programs							
96. Rotary International Magazine coverage							
Comments							
More coverage in the Magazine from the Northeast area							

97. Administrative issues

Comments

For the purpose of administering clubs in their giving to the Annual Fund, Polio Plus, etc. and as follow-up on delinquency of dues and possible termination, access to various reports should remain open to the IPDG for a period of two to four weeks after the July 1st cutoff.

Are we becoming structured to the point of calcification? Requirements and positions, and procedures accumulate but are not easily eliminated.

revise RI website to make it more user-friendly

the report to RI by the President's Rep should be shared with the DG

The role of RI is to assist districts and clubs, provide information, advise, encourage. Quote from Paul Harris: "If ever a national officer attempts to direct the policy of any club, it will be clear that such officer will have gone too far." (*The Rotarian, September 1912*)

club meetings: discourage less than weekly with possible "seasonal" breaks

RI: drop the silo approach. More cross-referencing

pay RI staff better - better service, less turnover

de-formalize Rotary at the upper level

thanks for doing a survey to find out what we think. Now that you know - do something!

The selection of individual PDGs for non-elected zone roles should be better understood

98. Rotary Education

Comments

Rotarians should know and understand Rotary Volunteers and Rotary Village Corp

review presentation strategies - sessions are formulaic, rigid. Break loose in presentations. All plenaries are painful in the format - only the topic changes!

99. Membership

Comments

It should be the responsibility of every Rotarian to invite one new member yearly (or at least every five years)

corporate memberships, family memberships, couple memberships

promote membership of women

women in Rotary - how to break through the glass ceiling

100. Blank

Comments

Summary

Again, most of these statements were developed using comments and ideas (some deliberately controversial) collected from PDGs at “PDG Forums” (one such forum held in Philadelphia in 2008 and the other held in Niagara Falls in 2009). The purpose of these statements (particularly the more provocative ones) is to generate discussion.

If a summary of this survey were to be offered, it should include this: PDGs care deeply about Rotary and are committed to improving the Rotary experience for their clubs and districts. PDGs have strong opinions and they are not afraid to share these opinions with others. It appears that many PDGs may feel as though their ideas and talents are not fully utilized – and perhaps do not feel as included as they would like to be. However, this does not discourage them from sharing their time and energy.

Finally, it truly is not about personal recognition for PDGs. It is about recognition for good ideas and good processes. It is about inclusion and participation. It is about “Building Communities and Bridging Continents”.

Survey Committee:

Kenneth Grabeau, Rotary International Director 2010-2012

Allan Hardy, District Governor 2004-2005

G. Holger Hansen, District Governor 1993-1994

Terri Marcucci Fitch, District Governor 2006-2007