



This year is winding down so fast. Some would say just as well but in and of itself, I think that the world needed this Great Pause to reflect and reconsider many things. Leadership seems to be an overriding theme throughout. Like myself, I am sure a lot of people are closely watching how world and industry leaders have behaved during times of crisis, hopefully to learn from, emulate and avoid particular behaviours that we can relate to, identify or totally get turned off by.

Last week, I attended a CPA Congress which was kicked off by a very inspiring speaker, Carla Harris – Vice Chairman and Managing Director of Morgan Stanley who talked about Leadership in Unprecedented Times. She was appointed by then US President Barack Obama to head the National Women's Business Council in August 2013.

She said that the millennials and Z-ers demand different attributes from leaders than previous generations. They demand transparency, inclusivity and feedback. As such, to be a powerful, impactful and influential leader in these times, one needs to be **intentional** around eight hard-earned and hard learned "pearls".

- 1) Authenticity: This *draws* people and elicits trust. Be visible, transparent and empathetic. Even in a virtual environment, this is visible.
- 2) Trust: Be intentional in building trust by delivering over and over, and over again. People always tell you what they value. Create a safe place for them and give them room for them to tell you.
- 3) Creating Clarity: Define what success looks like. If it cannot yet be defined, continuously work to define it. Once defined, your team will overshoot those targets.
- 4) Creating other leaders: Be methodically focused in creating future leaders to amplify your impact in the organisation.
- 5) Diversity: This does not just happen. We are all vulnerable to unconscious bias. You have to *intentionally* fill the gaps to be able to come up with diverse solutions. Diversity allows you to be the people's organisation of choice.
- 6) Innovation: Be possessed around innovation. Have a positive and constructive reaction to people taking risks and obtain the learnings to approach new things. If you fail, fail fast and learn from past mistakes.
- 7) Inclusivity: Solicit other people's voices. Everyone values being heard so invite and engage others. By doing so, you have asked everyone to put everybody's fingerprints on the blueprint. Everyone is equally invested in the success or failure of that endeavor.
- 8) Give Voice: Acknowledge, identify and articulate. Call out what needs to be called out and do not give in to fear. Fear has no place in your success equation. Fear after all is just **False Evidence of things Appearing Real**.

It takes courage to be intentional about all of these. Courage is the strand that keeps all these pearls together.

As with all learnings I come across, I ask myself how I can put all this into practice. I would like to share this with you so that you too, can gain insights on how we can all be better leaders.

Best Regards,

Grace

Grace Ramirez
Manager, International Office and Financial Services

FINANCE

CLUB INVOICE COLLECTION STATUS

There are only 1.3% of clubs in Zone 8 that have yet to pay for their membership dues and 6.9% in the Philippines. That's 17 clubs left in Zone 8 and 64 clubs in the Philippines.

Officers of these clubs will be getting reminder letters within the week. With COVID and the recent typhoons in the Philippines, we are aware that some clubs may be struggling to meet this financial obligation, let alone maintain their normal operations and activities. Mindful of the circumstances that these clubs may be in, kindly let their finance representatives know if these clubs will be needing more time to pay.

PROCESSING PHF APPLICATIONS

RI has limited days for dispatches so the cut-off dates for processing all PHF applications are as follows:

- 9 December for Australia (need allowance for Mail Post deliveries) Any applications processed after these dates will be shipped for January 2021 next year.
- 8 December for NZ (need allowance for Mail Post deliveries) Any applications processed after these dates will be shipped for January 2021 next year.
- 7 December for Philippines (need allowance for FedEx deliveries) Any applications processed after these dates will be shipped for January 2021 next year.

Please note, we can't accommodate any last minute PHF requests because of the restrictions and postage delivery delays.

ELECTRONIC REGALIA'S

Electronic Regalia's are now available for clubs and districts to be used as an alternative.

There are also E-Pins available, which are easier to use, will not get lost and with the current use of technologies you can display them via I-watch, I-phone and your iPad.

With RI transitioning to the future of Electronic Regalia's we are staying mindful of the environment.

For any questions please email risppo@rotary.org

DONATIONS TO THE ROTARY FOUNDATION IN AUSTRALIA

You can transfer your donations (*e.g. Centurion, PHF, EREY, Global Grants, Annual Fund, Polio Plus*) to the bank accounts below.

IMPORTANT: Please always email risppo@rotary.org on or before the transfer so that your donations can be identified.

For Club and District donations:

St. George Bank

Acct Name: The Rotary Foundation

Acct No: 100345225

BSB No: 332 084

For individual and business donations (or Clubs that need a tax deductible receipt):

St. George Bank

Acct Name: The Australian Rotary Foundation Trust

Acct No: 551038195

BSB No: 332 084

NEW ZEALAND DOLLAR CONTRIBUTIONS ON MYROTARY

With the recent changes in tax deductibility requirements in New Zealand, contributing online via MyRotary will no longer accommodate the issuance of a tax-deductible receipt. Please send your contributions to NZ Rotary Clubs Charitable Trust (NZRCCT) through Rotary Oceania Zone Operations (ROZOPS) account as follows:

ANZ Bank Account Number: 06-0193-0905286-30

Please provide a reference of either Surname or Member ID for individuals or Club Name or Rotary Club ID for clubs. Kindly email nzrcct@rotary.oceania.zone the details of the remittance.

MEMBERSHIP

USEFUL MEMBERSHIP LINKS

- If you missed the membership leads webinar for club leaders: *Connecting with Prospective Members in Your Community* you can [access the recording here](#).
- Considering starting a new club? Use this [list of resources](#) as a starting point.
- President Holger Knaack was recently a guest speaker at a special Zone 8 membership champions zoom meeting, where he shared his insights about membership. Rotarians in our region were also able to submit their questions. [View the recording here](#).
- Rtn Grant Godino, president-elect of the LGBT Rotarians and Friends Fellowship and member of the Rotary Club of Strathmore gives [helpful tips](#) about how to make your club more LGBTQ+ inclusive. Grant was also a panelist on the second DEI webinar [The Power of Connection with Diverse Communities](#).
- During this extraordinary year, continue to pay attention to Rotary's current membership data and trends, who's joining and who's leaving and what opportunities exist to strengthen membership. Utilise the customisable [State of Membership Presentation](#) to share this information at future meetings and training events.

Comparison to 1 July

[Worldwide](#) – as at 31/10/2020

[Australia, New Zealand and Pacific Islands](#)

[Philippines](#)

Demographics

[Australia, New Zealand and Pacific Islands](#)

[Philippines](#)

Membership leads

[Australia, New Zealand and Pacific Islands](#)

[Philippines](#)

*As at 16 November, 2020

MEMBERSHIP STATISTICS



HELP US IMPROVE THE ROTARY EXPERIENCE

Rotary's members are what makes our organisation so great! If there are ways to enhance the membership experience, we want to hear about it. The Rotary Member Census is going out to all Rotarians and Rotaractors this month. This survey will ask each member about their club experience (including satisfaction with their club and its activities), the costs and value of membership, their interests and their demographics. The Member Census shouldn't take more than 15 minutes to complete and will be open until mid- December. For more information [visit the FAQ page](#).

ROTARY DIVERSITY, EQUITY, AND INCLUSION (DEI) TASK FORCE

As a global organisation, Rotary is committed to creating an environment that sets the standard for valuing and living the principals of Diversity, Equity, and Inclusion (DEI). After adopting the DEI statement in January 2019, the Board has taken active steps to create a concrete plan to ensure DEI is ingrained into our actions as an organisation.

As part of this commitment, we have tapped into the expertise of Rotary participants from around the world to create a DEI taskforce, who is charged with shaping a comprehensive action plan with achievable, measurable, and meaningful outcomes for Rotary. [Meet the members of the DEI task force](#) and let's work to make Rotary a more inclusive experience for all.

CLUB AND DISTRICT SUPPORT

CHARTERS AND MERGERS

District Governors may be receiving notifications of clubs wishing to hand back their charters or merge prior to the next RI billing cycle in January 2021. Please ensure the clubs have made contact with Club & District Support to ensure the requisite paperwork is furnished to us by Friday, December 11th which will provide time for processing prior to Christmas.

RECORDING DISTRICT APPOINTMENTS

District Governor-elects can commence recording District Appointments in My Rotary ready for 2021-22. Having your District appointments recorded by **31 December** and before IA would be of great assistance. A procedure guide is attached [here](#).

ANNUAL FINANCIAL STATEMENTS

Immediate Past District Governor's please send your Audited District Annual Financial Statements for the year ended 30 June 2020 to Andrew, Trudy or Mary Jayne along with notification of when your meeting to adopt the Financials is scheduled. A copy of the formal minutes noting adoption of the Financials will be required once available, and prior to 30 June 2021.

DEI WEBINAR

Last week, the second webinar in a multipart DEI Webinar series called "The Power of Connection with Diverse Communities" was held with a very positive result. 1472 people registered, and 554 people attended live. The panelists for this webinar were incredible and so much was covered in just 45 minutes.

The recording is now available - please feel free to share this link with others.
<https://vimeo.com/channels/rotarymembership/478966944>

Outcomes:

- 94% said that the webinar increased their knowledge on the topic and 91% said they would highly recommend it to others.
- While most people who registered were Rotarians, 26 people who registered had no club affiliation.
- People attended from 37 different countries!

ROTARY CITATION 2020-21

The [Rotary Citation](#) is a great way for clubs to frame their goals and activities for the year.

RI President Holger Knaack has provided a list of 25 goals and requested Rotary clubs to identify at least 13 of these which they will work on this year. To achieve the Rotary Citation, these goals and achievements need to be recorded in [Rotary Club Central](#) (RCC).

At present for Zone 8 clubs, we have only 32% of clubs who have recorded a Membership Goal in RCC and 29% who have recorded a goal around their contribution to the Annual Fund. This is a great time of year to have goals set and recorded, ready to complete in the next seven months.

Citation goals are also available for Rotaract and Interact clubs. Please check My Rotary – [Rotary Citation](#) for details.

UPDATE ON THE 2021 INTERNATIONAL CONVENTION IN TAIPEI

The RI Board is fully aware of the global pandemic and its effects on various Rotary meetings to date. The situation remains dynamic, and we recognise that this creates concerns about the expected timeline for a decision regarding the International Convention. The Board receives guidance from the World Health Organization, local medical experts in the host city, our travel agency, various contract service providers for airfare, and experts in the meetings and events industry. A decision will be made in early 2021 based on all available resources and the recognised science and safety standards available. We understand this may seem late, but we are doing all we can to take decisions that are safe for all concerned. Keep up to date here <https://convention.rotary.org/en/taipei/frequently-asked-questions>



REPORT 2020-21 RCC PRESIDENT INFORMATION

Please report the 2020-21 RCC president information for each RCC your club sponsors by using the following online form: [RCC president reporting form](#). The form takes approximately three minutes to complete and submissions **must be made no later than 1 December 2020**.

For your convenience, the form will also allow you to fill out the 2021-22 RCC president information, if known at this time. If not, you will be asked to provide the 2021-22 RCC president information in June 2021.

Please feel free to share the link with your club's RCC Advisor or the sponsored RCCs' President as they are also eligible to report this information. If your club is sponsoring multiple RCCs, please report the RCC president information for each RCC separately. You may view the list of RCCs your club sponsors through [Rotary Club Central](#) > Reports > Service tab. If the information in this report is incorrect, please email rotary.service@rotary.org to inform us of your updates

FOUNDATION

FOUNDATION MONTH ISSUE OF ROTARY DOWN UNDER

This month's [Rotary Down Under](#) magazine celebrated Foundation Month by devoting almost 50 pages (most of the issue) to stories about The Rotary Foundation.



The lead story described the **Impact Multiplier**, which we discussed in last month's RISPPPO Newsletter. One question we've been asked is how it's even possible that a local contribution of \$1.00 can be transformed into \$1.83, in the form of Foundation grants coming back to A/NZ clubs and districts. And \$2.02 in the Philippines!

The simple answer is that our clubs and districts do a fantastic job of attracting their fair share of grants. What other form of charitable contribution delivers this level of impact for Rotarians in your district?



CHANGES TO ROTARY GRANTS STAFF

You may have heard that we've just restructured our Grants Team. This was a response to pressure on the World Fund resulting from Rotarians' strong interest in implementing global grants.

In our region, Steven Sundstrom will continue to manage grant activities in Australian districts, Annie Shin continues with New Zealand / Oceania, and in the Philippines, activities will be managed by Cecelia Walter, Annie Shin and Mary Han. For details, please review the [Rotary Grants Staff Contact Sheet](#).

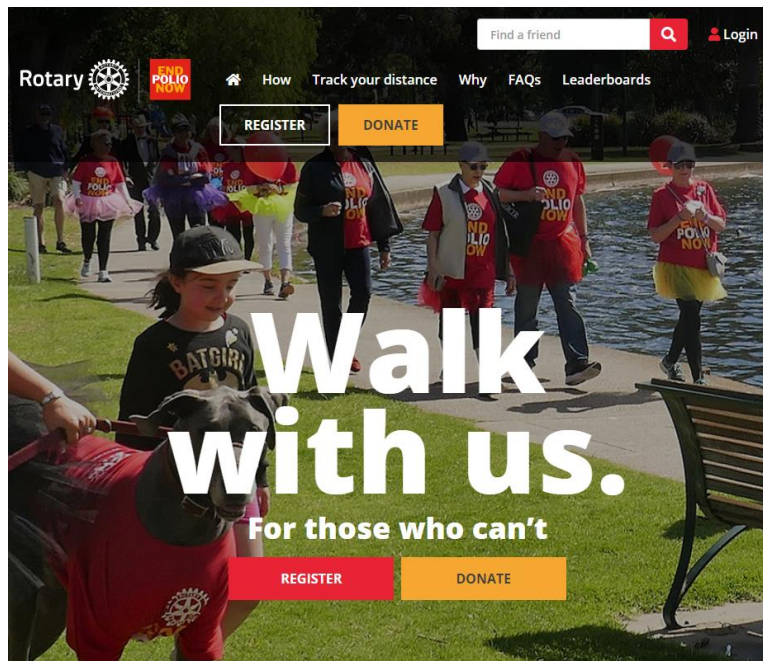
In case you missed them, there were profiles of Annie (p.20) and Steven (p.27) in [this month's Rotary Down Under](#).

ROTARY WALK WITH US – ENDING POLIO

During October and November, there have been lots of outstanding fundraisers for the Foundation, especially for PolioPlus. In Australia and New Zealand, scores of clubs have run Polio Movie Events, there have been Train Ride events in several major cities, plus many, many other great events. Another activity that deserves special mention is *Rotary Walk With Us – Ending Polio*.

A small but energetic team of Rotarians in Melbourne attracted funding from Bendigo Bank to create a [website](#) that would act as a fundraising platform. The idea was to allow Rotarians and others to become fundraisers by asking their friends and colleagues to sponsor them for going for a walk. The program attracted participants from all around the world and raised over A\$120,000 / US\$86,000, with all funds going to PolioPlus. Congratulations to the team in D9800 for an outstanding event.

By the way, it's not too late to sponsor a participant; just go to <https://www.rotarywalkwithus.org/>



AREAS OF FOCUS

We've been receiving quite a few enquiries regarding the new Environment Area of Focus and how our communications will be updated to incorporate it. The RI Board and the Trustees are meeting this week (17-18 Nov) and we expect to have more to report soon. We understand that there will be new AOF icons (and guidelines for usage) available in the brand center in December.



TRANSFERRING DDF

We've been receiving queries regarding the process of using District Designated Funds.

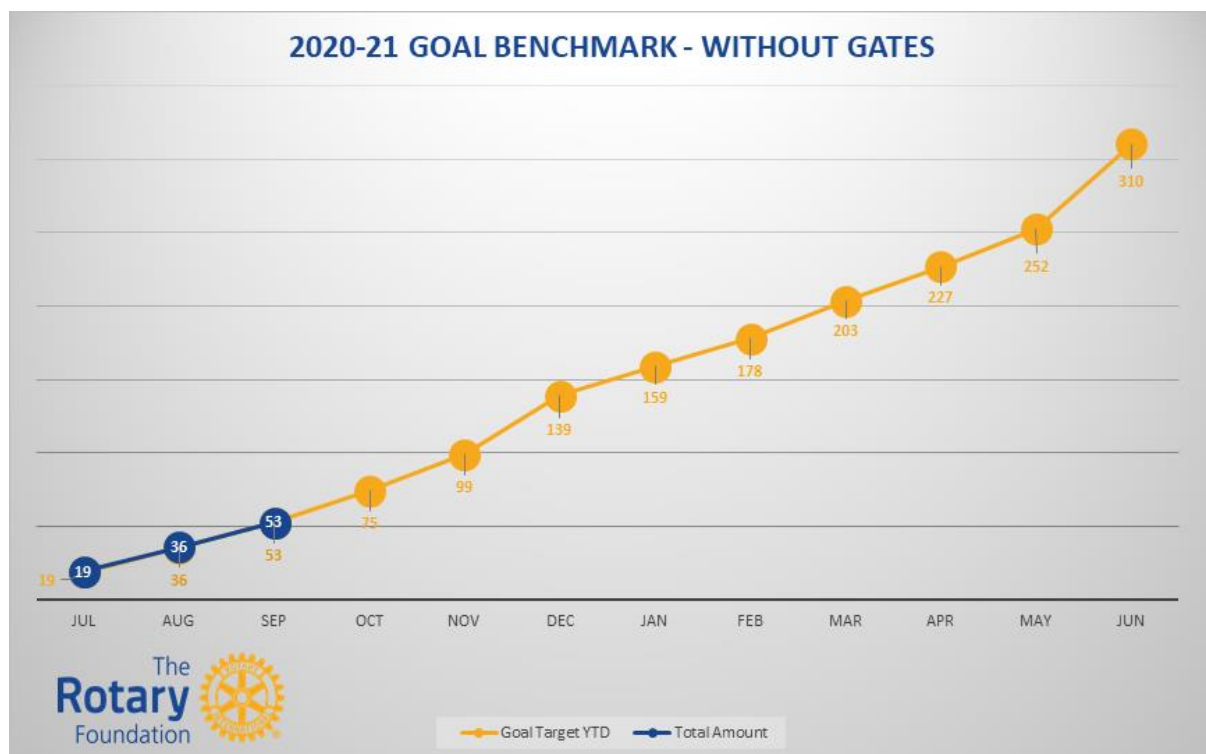
To transfer DDF to a specific global grant, go to the Grants Center and ensure your district is included as a sponsor in the grant application. The DG will be asked to authorise the allocation as part of the application process. When the grant is approved, the DDF is then transferred automatically.

For transfers of DDF to various TRF funds, such as PolioPlus, the World Fund and others, we have transitioned from a paper form to an online form. Here's the link, for use by DGs and DRFCs:

https://rotary.qualtrics.com/jfe/form/SV_9ztdKml8KEamNmt

GLOBAL RESULTS

Despite all the challenges facing the world this year, The Foundation is right on target in its fundraising:



Perhaps this is not surprising? Rotarians and our many other supporters recognise that when the going gets tough, ***Rotary will always be there to address the needs of our communities.***



Don't forget to like [@risppo](#) and keep up to date with us.

COMMUNICATIONS

TALK TO YOUR LOCAL PRESS DURING THE CENTENARY

Rotary members in Australia and New Zealand are celebrating the 100th anniversary of the first Rotary clubs in Melbourne, Auckland, Wellington and Sydney.

Rotary Clubs and Districts are holding events, raising funds and carrying out impactful initiatives to bring about positive change in the region and throughout the world.

The centenary year is the perfect time to increase public awareness and understanding of Rotary to set the stage for the next 100 years.

Each club should work towards generating positive media coverage about the Centenary year and the programs/initiatives in their respective locations.

The positive news is that media needs stories now more than ever - journalists require fresh information to plug into websites, papers, radio slots and television slots.

Rotary members can take advantage of the news cycle by sharing stories that bring the Rotary experience to life. This could attract a new audience and inspire them to think something about Rotary's actions.

One of the main priorities for public image is to expand our reach. By doing so we are demonstrating our relevance in our communities.

Contacting media can be done via email or phone and follow up is suitable after several days. Please note, media need some notice if they are being asked to cover an event so by giving suitable notice it is increasing the likelihood of coverage.

Ideally, local publications need to be pitched a story 2 weeks in advance.

When you are contacting media think about why this is relevant to the news organisation's audience, be concise and include the 5 W's – who, what, when, where and why?

For further information on how to contact your local media this Centenary year please contact Rotary's Senior Coordinator, Communications and Public Relations angela.stavro@rotary.org

WHAT'S ON AND HOW TO GET INVOLVED

Pollination is vital for our global food security. Learn how to create your garden, balcony or rural field into an oasis for pollinators.

YOUR GARDEN - OUR FUTURE

Join Buzz for a Zoom Webinar

With Expert Presenters



Costa Georgiadis
ABC Gardening Australia Presenter
& **FIONA CHAMBERS**
CEO When Bee Foundation



Date: Thursday 26 November 2020

Time: 7.00 - 8.30pm

Register at:

<https://www.trybooking.com/BMIAB>

Entry: Free event

Enquiries: John McCaskill

johnejmresources.com.au

Mob: 0414477444

Your valued optional donation supports Rotarians For BEES' contribution to the NGIV's Victorian Schools Garden Program.