



2023-2024

FACULTY --- PART II

The Rotary Leadership Institute

About Your RLI Program. The Rotary Leadership Institute (RLI) is a multi-district, grassroots leadership development program of member districts organized into regional divisions throughout the world. It was recommended by the R.I. Board of Directors and strongly endorsed by the Council on Legislation at three of their triennial meetings. RLI conducts a series of quality leadership development courses for potential club officers and all other club members, including those who have recently joined a Rotary Club. The courses emphasize both leadership skills and knowledge of Rotary around the world. All course sessions are completely interactive. RLI believes that leadership education has a positive impact on membership retention by creating enthusiasm and furthering engagement for Rotary. For more information on RLI, see our web site at [www. rotaryleadershipinstitute.org](http://www.rotaryleadershipinstitute.org).

The RLI Recommended Curriculum. RLI recommends a curriculum and provides outlines and faculty materials to all its divisions. The curriculum has been continually revised and upgraded over the years. Because of the growth of RLI, it is expected that major revisions will be recommended every four years in order to give divisions a sufficient opportunity to orient their faculty members and to provide translations where necessary. Important changes in Rotary are provided annually to all divisions. All curriculum materials and available translations are posted on the RLI materials web site at www.rliiles.com.

The RLI Curriculum Committee. RLI has determined to also hold Curriculum Committee meetings in various parts of the world. The current plan is to meet in the United States in two of each three-year period and at one or two various international sites each Rotary year. All RLI Divisions will be given notice of such meetings with a request that RLI Divisions, member Districts/Clubs be requested to send their comments/suggestions to the International RLI officers. Building on actual RLI experiences around the world will enhance the value of RLI courses. **Any RLI Division may send representative(s) to any curriculum committee meeting at any location.**

RLI Part II – THE ROTARY CLUB

TABLE OF CONTENTS

The Rotary Leadership Institute (RLI) is a multi-district leadership and Rotary development program using facilitation in small groups to engage Rotarians and strengthen clubs.

RLI is a recommended program of Rotary International but is not an official program of Rotary International.

Our Mission: The Rotary Leadership Institute is a grassroots, multi-district leadership development program whose mission is to strengthen Rotary clubs through quality leadership education.

Material in bold and italics is for Faculty use and is not included in Participant guides.

COURSE MATERIALS

Event Agenda, Faculty, Upcoming RLI Events, Division Leadership, and Welcome Letter are included as a supplement to the course materials or online. Outlines and materials are online at rlinea.org.

Rotary Opportunities	4
As I further my Rotary journey, I can explore the many opportunities available within Rotary for personal, community and professional growth and development.	
Effective Leadership Strategies	11
As I further my club membership in Rotary, I will engage in more complex and skillful use of my leadership skills and seize opportunities to lead.	
Attracting Members	15
I can lead and promote my club's re-examination of its distinctive position in my community and the quality of members we attract. I want to work with service-minded people!	
Club Communication	19
I can serve by leading and promoting effective communications to my club's internal and external audiences. Refine and practice my skills.	
Team Building	25
I can lead and promote my club's collaboration in effective and motivated groups to accomplish our goals of service. Harness the real power of Rotary clubs and Rotarians!	
Foundation II: Targeted Service	31
I can lead and promote my club's participation in unique, significant and targeted service opportunities through our Foundation. Understand the key concepts of Rotary programs!	

Rotary

Opportunities



As I further my Rotary journey, I can explore the many opportunities available within Rotary for personal, community and professional growth and development

Session Objectives

Gain an understanding of RI's structured programs

Discuss the benefits of Global Networking Groups to me

Discuss each program's relation to Rotary's goals and to a Rotarian's Rotary experience

Materials

- ❖ Insert RO-1: The Programs of Rotary International
- ❖ Insert RO-3: Partial List of Rotary Fellowships?
- ❖ Insert RO-4: Partial List of Rotarian Action Groups
- ❖ Insert RO-5: Rotarian Action Groups flyer
- Online: Global Networking Directory (**sign-in required**)
https://map.rotary.org/en/project/pages/project_showcase.aspx
<https://my.rotary.org/en/exchange-ideas/club-connections/rotary-clubs>

Session Topics

A. Rotary International's Structured Program

- 1) What are Rotary International's structured programs? *See the list on Insert RO-1 and discuss.*

If Participants struggle with naming the RI Structured Programs, Faculty can describe aspects of the programs not identified, and see if Participants' memories can be refreshed.

For example, there is a program of RI that is primarily set on college campuses today, although they can be based in communities for young people ages 18-99. ROTARACT.

Continue naming/describing the various programs; i.e., Interact, RYLA, Youth Exchange, New Generation Service, etc.

The participants' difficulty in naming the programs also allows faculty to ask: Why don't we know about these programs?

- a) What is your or your club's involvement with any of the listed programs? If not currently participating, what can your Club do to begin participating in these programs?

Invite District leaders, committee chairs or your AG, for a Club program. Then, look for ways to combine or expand a current club activity or project with these programs. Find a club champion for a particular interest, vocation or service activity, etc.

b) How can Rotary Clubs use these structured programs?

To supplement or enhance opportunities for Rotarians to engage in Rotary service and/or fellowship.

c) For several of the programs, discuss how they fit Rotary's mission.

Review Rotary's Mission: "To provide service to others, promote integrity, and advance world understanding, goodwill, and peace through [the] fellowship of business, professional, and community leaders".

B. Global Networking Groups

1. What are Global Networking Groups?

Global Networking Groups allow individual Rotarians from several countries to join together to focus on common interests. Through these groups, you can:

- *Share fellowship and friendship with thousands of Rotarians*
- *Meet other Rotarians with a similar hobby or vocational background*
- *Collaborate with Rotarians from around the world who are dedicated to a particular area of service*

2. What are the two types of Global Networking Groups: Rotary Fellowships and Rotarian Action Groups.

a. Rotary Fellowships - What are Rotary Fellowships?

Groups of Rotarians who get together to pursue common recreational, vocational or service oriented interests.

Rotary Fellowships offer Rotarians the opportunity to make friends with others in Rotary who share a common vocation, hobby, or recreational interest.

1) How does Rotary recognize and support them?

2) How might these groups work?

3) What is their scope and how does that affect their activity?

4) How would Rotary Fellowships enhance Club Service?

5) In what ways can participation in a Rotary Fellowship enhance membership retention?

b. Rotarian Action Groups

1) What are Rotarian Action Groups (RAGs)?

Rotarian Action Groups conduct international service projects that further the Object of Rotary

2) Have you ever heard of Rotarian Action Group? Share what you know?

3) Give one example of a RAG project that you are familiar with or have heard about.

4) What do Rotarians get out of participating in RAG activities and how do these activities advance the mission of Rotary?

Additional discussion topics, time permitting:

1) How would you join one of these Global Networking groups?

2) How could these groups enhance Rotary? See: RO-3, RO-4

Insert RO-1: The Programs of Rotary International

Rotary International's programs and service opportunities, listed below, are designed to help Rotarians meet the needs of their own communities and assist people worldwide.

Interact is a service organization organized and sponsored by Rotary clubs for youth ages 14-18. It has more than 10,900 clubs in 121 countries.

Rotaract is organized by Rotary clubs to promote leadership, professional development, and service among young adults ages 18-99. There are more than 10,698 clubs in 162 countries.

Rotary Youth Exchange offers students ages 15-19 the chance to travel abroad for cultural exchanges of one week to a full academic year. Rotary clubs and districts sponsor and host about 9,000 Youth Exchange students a year.

Rotary Youth Leadership Awards (RYLA) are seminars sponsored by clubs and districts to encourage and recognize the leadership abilities of youth and young adults ages 14-30.

New Generations Service Exchange is a short-term, customizable program for university students and professionals up to age 30. Participants can design exchanges that combine their professional goals with a humanitarian project.

Rotary Community Corps (RCC) are groups of non-Rotarians who work to improve their communities. There are more than 6,400 RCCs in 76 countries, all organized and sponsored by Rotary clubs.

Rotary Friendship Exchange encourages Rotarians and their families to make reciprocal visits to other countries, staying in each other's homes and learning about different cultures firsthand.

Global Networking Groups encompass Rotary Fellowships (vocational and recreational interest groups) and Rotarian Action Groups (groups focused on service activities). The more than 90 Global Networking Groups are open to all Rotarians, spouses of Rotarians, and Rotaractors.

There are two types of Global Networking Groups: **Rotary Fellowships** and **Rotarian Action Groups**.

- Rotary Fellowships offer Rotarians the opportunity to make friends with others in Rotary who share a common vocation, hobby, or recreational interest
- Rotarian Action Groups conduct international service projects that further the Object of Rotary.

Insert RO-2: PARTIAL List of Rotary Fellowships

(For current fellowships, see <https://www.rotary.org/en/our-programs/more-fellowships>)

Alzheimer's Support	Educators	Past District Governors
Amateur Radio	Environment	Photographers
Antique Automobiles	Esperanto	Police and Law Enforcement
Authors and Writers	Fishing	Pre-Columbian Civilizations
Beer	Flying	Quilters and Fiber Artists
Bird Watching	Gardening	Railroads
Bowling	Geocaching	Recreational Vehicles
Canoeing	Golf	Rotary Global History
Caravanning	Home Exchange	Rotary Heritage and History
Carnival and Festivals	Honorary Consuls	Rotary Means Business
Chess	Horseback Riding	Rotary on Stamps
Computer Users	Internet	Scouting
Cooking	Italian Culture	Scuba Diving
Convention Goers	Jazz	Singles
Cricket	Latin Culture	Skiing
Cruising	Lawyers	Social Networks
Curling	Magicians	Tennis
Cycling	Magna Graecia	Total Quality Management
Doctors	Marathon Running	Travel and Hosting
Doll Lovers	Motorcycling	Wellness and Fitness
E-Clubs	Music	Wine
Editors and Publishers	Old and Rare Books	Yachting

Insert RO-3: PARTIAL List of Rotarian Action Groups

(For current action groups, see

<https://my.rotary.org/en/participte/programs/join-a-rotary-action-group>)

Alzheimer's/Dementia	https://adrag.org
Blindness Prevention	http://www.rag4bp.org
Blood Donation.....	http://www.ourblooddrive.org
Addiction Prevation.....	http://www.rrag-ap.org/en
Club Foot.....	http://www.rag4clubfoot.org
Diabetes.....	http://www.ragdiabetes.org/
Disaster Assistance	https://dna-rag.com
Endangered Species.....	http://www.endangeredrag.org/
Family Health & AIDS Prevention	http://www.rfha.org/
Food Plant Solutions.....	http://www.foodplantsolutions.org/
Health Education and Wellness.....	http://www.hewrag.org/
Hearing	http://www.ifrahl.org/
Literacy	http://www.litrag.org/
Malaria.....	http://www.ram-global.org/
Economic Community Development.....	http://www.ragced.org/
Multiple Sclerosis.....	http://www.rotary-ragmsa.org
Peace	http://www.rotarianactiongroupforpeace.org/
Environmental Sustainability	http://www.esrag.org/
Mental Health.....	www.ragonmentalhealth.org/
Water and Sanitation.....	https://www.wash-rag.org/

Faculty:

Encourage participants to visit the links for current status of Rotary Fellowships and Rotary Action Groups.

Insert RO – 4 Rotarian Action Group flyer

<https://my-cms.rotary.org/en/document/rotary-action-groups-flyer>

Rotary Action Groups are independent, international, Rotary affiliated groups whose members have expertise and experience in a particular area of specialization. Aligned with Rotary's priority to increase humanitarian impact, they use their knowledge and passion to help clubs and districts plan and carry out impactful service projects. Each group oversees its own governance, membership, and activities in accordance with RI policies.

JOIN AN ACTION GROUP

- Membership is open to any individual. Rotarians, Rotaractors, and Peace Fellows can serve in leadership roles.
- By joining a Rotary Action Group, you can use your professional skills to advise on meaningful service activities outside your own club, district, or country.
- Rotary Action Groups provide networking opportunities with likeminded individuals from around the world.

PARTNER WITH AN ACTION GROUP

Rotary Action Groups regularly collaborate with clubs and districts on service projects in their area of specialty. Contact a group to:

- Tap into the technical expertise of their members for planning and implementing a community, service, or global grant-funded project.
- Connect with potential project partners, both within and outside of Rotary.
- Receive help fundraising for projects.
- Customize a group's signature project framework to implement locally.
- Enhance your clubs' or district's impact and strengthen communities.
- Invite local members of Action Groups to join your District's Resource Network.

25 action groups
36,000 Action Group members globally

In 2022, Action Groups supported 670 Service Projects;
connected members across 150 countries
\$426,000 in humanitarian project

TAKE ACTION: Visit www.rotary.org/actiongroups

Effective Leadership Strategies



As I further my Rotary journey, I will continue to examine my own leadership style, engage in more complex and skillful use of my leadership skills and seize opportunities to lead.

Session Objectives

Improve my ability to lead and communicate in group settings

Identify ways I can assist in winning support for our Rotary Club goals and proposals

Materials

- ❖ Insert ELS-1: Effective Leadership Strategies Scenarios
- ❖ Insert ELS-2: Building a coalition

Session Topics

A. Essential Elements of Effective Leadership

1) What are the essential elements of effective leadership?

Use a flip chart to capture the participants' responses.

Consider these elements: Have a vision. Communicate your vision. Listen. Recognize the emotional value and impact of the club members, etc.

2) Exercise in seeking approval of a project by your Rotary Club. See Insert ELS-1, Effective Leadership Strategies Scenarios

a) Develop your strategy. Where do you start?

Faculty Note: Discuss possible options in getting started, such as:

- ***importance of pre-planning - Vision***
- ***announcing a plan at a club meeting - Communication***
- ***seeking out an influential member first - Recognition***
- ***talking to the club board - Communication***
- ***talking with the president or key officers - Communication***
- ***going to club committee – Communication***
- ***other ideas? – Listen. recognition***
- ***Which approach would be best?***

B. Building a coalition (for a community project, for example)

- 1) What is a coalition?

- 2) How does coalition building work in life experiences, for example, getting support on a proposal of a community project?

C. Other personal attributes that impact one's leadership

- 1) Why do some people have "influence" while others do not?
 - a) Is "charisma" important—what is it?

 - b) How do "titles", i.e., "Boss", "Club President", "Volunteer", influence one's leadership?

- 2) What leadership characteristics/behaviors may impede the success of a project or other endeavor? How can you avoid use of these characteristics? Or should you?

List on flip chart & discuss:

- ***Seeming elitist,***
- ***Pressing ahead without full support,***
- ***Failure to consult in advance, seeming arrogant,***
- ***Failure to go through the usual process of the organization - such as the involving the relevant committee,***
- ***Not considering all the details of a proposal, etc.***

Discuss each point and how to avoid these mistakes.

Class Exercise:

Divide the class into 3-4 groups, depending on class size.

Assign group to read Insert ELS-1 Scenario 2. Task the group to discuss the club's issue(s), if any, and answer the following questions:

- a) What, if any, are the club's real problems?
- b) How could leadership help solve them?
- c) What leadership strategies do you suggest?

Insert ELS-1: Effective Leadership Strategies Scenarios

Scenario 1:

Rotary Club Vice-President Marvin Montrose is proposing holding an arts and crafts show for his club of 25 members. There has not been such a show in that town in recent memory. He wants to invite crafts persons from the region to come to exhibit and sell their wares. He also wants to invite painters to do the same. He would charge the exhibitors for display tables. Maybe the club members could sell food and drinks to make more money. The site of the show would be the local park in the center of town. It is basically an empty lot with grass. ALL the members would be necessary to help out at the event. The club has never held such a large event in the town of 1500 people. Marvin says that a club committee could work out “details”. What are the issues? Develop a plan and discuss how the group came to its conclusions. Discuss how they can gain acceptance for their plan and have it implemented by the club.

Scenario 2:

The Rotary Club of Milton Crossing has a few active, involved members, but most of the members are apathetic. They come to lunch, often they leave before the program starts, and do nothing else. The membership is 33, down from 62 three years ago. The few active, involved members keep the club going, but they are getting tired of doing all the work. The Club President met with the Board and the Board listed several problems:

- (1) There are cliques who always sit together at meetings and ignore everybody else. People who wish to sit with them are discouraged.
- (2) Some of the inactive members are big talkers, but when asked to do something, they fade away.
- (3) Some members have not been at a meeting for many months, but the club is afraid of losing them if they push attendance.
- (4) Some members loudly announce that “We don’t need more members. We have a happy, friendly group now and more people will disturb that”.
- (5) When two members were asked to sponsor new members, they fired back that “we only want quality members and we have to be very careful...”
- (6) The President announced that he is having trouble filling the committees, because most people said they were too busy to participate.

Can this club be saved? Develop a plan. Describe how the group can gain acceptance for their plan. How can the group move forward to having the plan implemented by the club. Discuss how the group members came to their conclusions.

Insert ELS-2: Building A Coalition

BUILDING A COALITION

Building a coalition is the act of finding a solution that satisfies everyone's needs, especially among those who have different viewpoints; it doesn't mean compromise or surrender. Leading others to a coalition results in a decision that is viable and sustainable.

Speaking points

- Define coalition/shared decision making. Share your experience of having participated in a successful coalition.
- Explain the benefits of open disagreement, which can lead to a better analysis of an issue and allow all parties to express their opinions.
- Discuss the benefits of coalition building, such as helping everyone feel a sense of ownership in the project and discovering new solutions.
- Outline the coalition-building process:
 1. List what each party wants out of the situation.
 2. Review what is critical for each person and what isn't as critical.
 3. Brainstorm new solutions.
 4. Discuss the outcomes of those solutions.
 5. Rework the solutions and other decisions to meet the critical needs.
 6. SYNERGY!

Discussion questions

Why is coalition building important in your profession? Your Rotary club?

How do you ensure that a coalition doesn't result in compromise? How do you satisfy everyone involved?

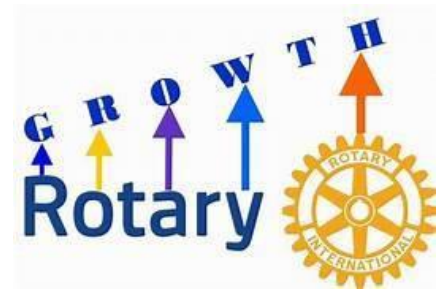
Suggested activities

Group work: Have participants work in small groups on a case study. Assign group members different viewpoints, with one participant acting as a moderator who must build a coalition.

Individual work: Ask participants to reflect on a time when they had to participate in building a coalition. How do they think the process worked and were they satisfied with the result?

Attracting Members

I can lead and promote my club's reexamination of its distinctive position in my community and the quality of members we attract. I want to work with people.



Session Objectives

Define the attributes of an effective Rotarian.

Explore how my club can attract service-minded people

Materials

- ❖ Insert AM-1: Good to Know for Attracting Members
- ❖ Insert AM-2: Proposing New Members Classification Survey. 417-EN-(808)
<https://my.rotary.org/en/document/membership-assessment-tools>
- Online: Keep Creating Your Membership Development Plan
<https://my.rotary.org/en/document/strengthening-your-membershipcreating-your-membership-plan>
- Online: How to Propose a New Member
<https://my.rotary.org/en/document/proposing-new-members>
- Online: Creating a Positive Experience for Prospective Members
<https://my-cms.rotary.org/en/document/creating-positive-experience-prospective-members>
- Online: Introducing New Members to Rotary
<https://my-cms.rotary.org/en/document/new-member-orientation-how-guide-clubs>

Session Topics

A. Attributes Of an Effective Rotarian

Have participants list attributes of effective Rotarians. You can do this as a large group or break into smaller groups and report out.

You may also refer to the general qualifications of membership from the Standard Rotary Club Constitution, Article 8-Membership Section 1:

“... adult persons who demonstrate good character, integrity, and leadership; possess good reputation within their

business, profession, and/or community; and, are willing to serve in their community and/or around the world”.

B. Where in our community can we find potential “good Rotarians”?

C. Discuss the make-up of your club. Does it reflect your community by ways of age, gender, race, religion, and classification? How can your club attract any missing demographic or classification?

***The responses may be culturally based. Be sure to review the Classification Survey
Include discussion on Diversity.***

D. Discuss how your club should conduct your membership campaign. How does your club attract new members? How do you invite new members?

Discussion leaders: Divide the class into small groups and assign each group to develop a New Member campaign. Ask each group to discuss their Campaign Plan with the entire class.

E. Is your Club welcoming to prospective members? In what ways?

Insert AM-1: Good to Know for Attracting Members

- The concept of “attracting members” is that a **Rotary club should be vibrant** and known in their community, and therefore that it should be attractive to prospective members.
- Membership in a Rotary club is by proposal of a member and invitation by the club.
- Rotary clubs are members of the organization called Rotary International and subject to its charter and bylaws (unless modified) requirements regarding membership.
- Although Rotary clubs select their own members, the process must be in alignment with Rotary International policies on membership.
- The 2016 Council on Legislation, “Rotary’s Congress” passed several changes allowing clubs to decide what works best for them in the area of attracting members.

Some of the changes:

- Clubs can decide to vary their meeting times.
- Clubs decide whether to meet online or in person.
- Clubs decide when to cancel a meeting, as long as they meet at least twice a month.
- Clubs can provide a service activity or other club function to serve as a meeting.
- Clubs have flexibility in choosing their membership rules and requirements.
- Replaced the previous six membership criteria from the RI Constitution with a simple requirement that a member be a person of good character who has a good reputation in their business or community and is willing to serve the community.
- Rotary continues to promote Young Professional policies that are targeted toward introducing younger persons to Rotary, including making Rotary membership more convenient and affordable.
- Women have been eligible to join Rotary since 1989. As of 2020, women constitute about 23% of Rotarians worldwide.

Insert AM-2: Proposing New Members

New members bring fresh perspectives and ideas to your club, expand your presence in the community and help ensure your club is strong and vibrant. You've got some potential members in your area – it's just a matter of finding them. Here are some suggestions to get the conversation started.

SHARE WHAT ROTARY MEANS TO YOU

- Share why you value your Rotary Membership:
 - + We share common interests and have fun
 - + We make a positive impact in our Community through service projects.
 - + We're part of a global network of friends.
- Emphasize professional benefits with colleagues:
 - + We share business connections and expand our professional networks.
 - + We have opportunities to develop Professional skills
- Share Rotary videos and photos of meaningful initiatives with your social media network.
- Wear your Rotary pin to initiate conversations about your involvement with Rotary.




SHARE INFORMATION ABOUT YOUR CLUB & ROTARY

- Encourage interested prospects to learn more about Rotary Clubs and Rotary on your club website and Rotary.org
 - Offer a club brochure that Highlights recent service projects and social events.
 - Invite friends, family, co-workers, and colleagues to a club activity or project.
- If a prospective member expresses interest in joining your club, make sure they understand the expectations of membership, including club fees.

PROPOSE A NEW MEMBER

- Once you've found a candidate, follow your proposing a new member.

Web resources:

-  Need a procedure for proposing new members? Consult the **Manual of Procedure**.
-  Don't have a club brochure? Create one with a template in **Rotary's Brand Center**.
-  Find materials and tools to help you bring in members at <https://my.rotary.org/en/knowledge-and-resources/resources-and-reference/membership-materials>

Club Communication

I can serve by leading and promoting effective communications to my club's internal audience.



Session Objectives

Understand the elements of effective communication
Apply effective communications to Rotary leadership

Materials

- ❖ Insert CC-1: Speaker Introduction Guidelines
- ❖ Insert CC-2: 10 Tips for Public Speaking
- ❖ Insert CC-3: Internal Communications Rotary leadership (case study) Organization
- Online: The 10 Commandments of Communication
[http://www.rlifiles.com/files/resource/10 Commandments of Communication.pdf](http://www.rlifiles.com/files/resource/10%20Commandments%20of%20Communication.pdf)

Session Topics

A. Elements of Effective Communication

1) What are the elements of effective communication?

Know your audience

Decide what medium or platform to use

Make your message clear

Show respect or empathy

B. Communications within the Rotary Club

1) What opportunities exist for a leader or any member of a Rotary club to communicate with others, most or all of the other club members?

Committee Chairs and members, Executive Committee, Board Members or prospective members and community.

2) What roadblocks exist for effective communication?

Members without email, those people with restrictions such as hard of hearing, limited vision, low literacy. Others?

C. Communicating with the outside- the community/the public, other organizations

1) Share and discuss the tools for internal and external communication?

Flip chart ideas:

- **Newspaper**
- **Internet – Email, Web Sites,**
- **Social Media - Facebook, Instagram, YouTube, LinkedIn, etc.**
- **Television**
- **Radio**
- **Billboards**
- **Club Brochure**
- **Fundraiser**
- **Feature Article**

2) Is there something about your club that the community recognizes?

Is it different from the Branding of Rotary International?

Discuss new logo and the value of including it on all communications.

3) In many communities, few people even know a Rotary Club exists. How can our clubs do better in public relations?

Examples:

- **Visible, sustainable, hallmark projects;**
- **promoting club activities and programs in the press;**
- **signage;**
- **web presence;**
- **social networking;**
- **Rotarians individually keep Rotary in the forefront of their personal and business life.**
- **Talk to friends about what you are doing in Rotary**
- **Talk about how rotary is helping the community**

4) Does your club have a Public Relations/Public Image chairperson? What is their role?

Brand Central - Facilitator should be familiar. Log in at <https://my.rotary.org> and visit Brand Central

5) How can club members be part of the Public Image strategy?

From The Club Public Relations Committee Manual, 226C-EN

- *The role of the club public relations committee is to inform the public about Rotary and promote the club's service projects and activities.*
- *Having strong public relations ensures that communities around the world know that Rotary is a credible organization that meets real needs.*
- *When a Rotary club has a positive public image, current members are motivated to be active and prospective members are eager to join.*
- *The responsibilities of the club public relations committee [are]*
- *Develop committee goals to achieve the club's public relations goals for the coming year.*
- *Promote Rotary and your Rotary club in your community.*
- *Work with Rotarians in your club to maximize public relations efforts.*
- *Understand the components of public relations that will help you promote Rotary to the community.*
- *Know Rotary's key messages and be able to use them when speaking in public.*

Communication Practice: Oral

There is no substitute for speaking before your fellow Rotarians. Several exercises are available in this session that can allow you this opportunity.

Divide the class into groups of 2 (pairs). Have Rotarians interview each other for 5 minutes each. Then, have them each take 2 minutes and introduce each other. Faculty should try to pace the session so that everyone has a chance to give an introduction. Refer to CC-1 for guidelines.

Communication Practice: Written

Frequent written communication (including what is posted on social media, etc.) is also necessary in a Rotary club.

Insert CC-3 can be used to provide practice in making a written communication plan.

Review the value of both types of communication (Oral & Written) and identify people who are good at producing them.

Insert CC-1: INTRODUCING A SPEAKER

Some Things to Think About

- **The Preparation**

- o Visit with the speaker beforehand. If you can't, do some research (Google, etc.).
- o Learn one or two personal bits of information about the speaker to use in the introduction.
- o Think of something you can share from your own experience that connects you with the speaker and/or topic.
- o Pick out a few relevant items to use from the printed bio but, above all, don't "read" the bio!

- **The Approach**

- o 60 to 90 seconds is about right.
 - Practice and time yourself
- o Avoid clichés: "This person needs no introduction," for instance.
- o Develop eye contact with the audience; Look up frequently from your notes
- o Be enthusiastic and upbeat

- **The Introduction**

- o Introduce yourself unless someone has already done it for you
- o Identify the speaker and the topic/title
- o Explain why the speaker is qualified to speak on this topic (background; current or past positions, etc.)
- o Tell why this subject is important to your audience
- o Share some personal information about the speaker (and you)
- o End the introduction on a high note with your voice and body language, i.e. "It is MY PLEASURE to present....etc."
- o Welcome the speaker to the lectern, shake hands and "turn over the audience" to him or her

Insert CC-2: 10 Tips for Public Speaking

Feeling some nervousness before giving a speech is natural and even beneficial, but too much nervousness can be detrimental.

Here are some proven tips on how to control your butterflies & give better presentations:

1. **Know your material.** Pick a topic you are interested in. Know more about it than you include in your speech. Use humor, personal stories and conversational language – that way you won't easily forget what to say.
2. **Practice. Practice. Practice!** Rehearse out loud with all equipment you plan on using. Revise as necessary. Work to control filler words; Practice, pause and breathe. Practice with a timer and allow time for the unexpected.
3. **Know the audience.** Greet some of the audience members as they arrive. It's easier to speak to a group of friends than to strangers.
4. **Know the room.** Arrive early, walk around the speaking area and practice using the microphone and any visual aids.
5. **Relax.** Begin by addressing the audience. It buys you time and calms your nerves. Pause, smile and count to three before saying anything. ("One one-thousand, two one-thousand, three one-thousand. Pause. Begin.) Transform nervous energy into enthusiasm.
6. **Visualize yourself giving your speech.** Imagine yourself speaking, your voice loud, clear and confident. Visualize the audience clapping – it will boost your confidence.
7. **Realize that people want you to succeed.** Audiences want you to be interesting, stimulating, informative and entertaining. They're rooting for you.
8. **Don't apologize** for any nervousness or problem – the audience probably never noticed it.
9. **Concentrate on the message – not the medium.** Focus your attention away from your own anxieties and concentrate on your message and your audience.
10. **Gain experience.** Mainly, your speech should represent you — as an authority and as a person. Experience builds confidence, which is the key to effective speaking. A Toastmasters club can provide the experience you need in a safe and friendly environment.

Free resource from <https://www.toastmasters.org/resources>

Insert CC-3

Internal Written Communication Case Study

For many years, adult literacy has been a major issue in Kansas City, Missouri, USA. At one time, nearly one in five adults in Kansas City was functionally illiterate, making this group more vulnerable to poverty, unemployment, and homelessness.

Members of the Rotary Club of Kansas City knew something had to be done and surveyed the community to determine what it would take to address adult literacy issues. The study revealed that the costs, expertise, and time needed to start a new literacy program were well beyond the club's means.

Undeterred, the club began looking at community organizations already working to educate adult students, including the Laubach Literacy Council, which had about 50 adult students, an all-volunteer staff, and a donated classroom. Club members wanted to locate and refurbish new classrooms in a local church, expand the council's staff, and increase the number of students at the center.

To raise money for the center and its expansion, the club decided to organize a corporate spelling bee. Rotarians, local company employees, and community members will form 10 four-person teams, and local businesses will sponsor the teams and provide services for the event at discounted rates.

Group 1:

- 1) What do you need the club members to do?
- 2) How will you use the club **website and/or Facebook page** to enlist members' help?
 - a. What info needs to be provided?
 - b. What is the sequence of info to be provided?
- 3) Who in the club is responsible for seeing that this gets done?

Group 2:

- 1) What do you need club members to do?
- 2) What written communication avenues (other than the club website and Facebook page) will be used to enlist members' help?
 - a. What will be provided at club meetings?
 - b. What social media can you use?
 - c. What info needs to be provided in each communication?
- 3) Who in the club is responsible for seeing that this gets done?

Team Building

I can lead and promote my club's collaboration in accomplishing our goals of service through the work of effective and motivated groups.



Note: Discussion leader: For the coat of arms/banner exercise, have some larger paper and colored markers or crayons available for each group.

Session Objectives

Explore How Teams and Team Building are used in Rotary Clubs
Discuss the Advantages and Disadvantages of Teams
Examine Teams as a Tool of Leadership
Examine your own Leadership Style

Materials

- ❖ Insert TB-1: Club Committee Structures
- ❖ Insert TB-2: Club Coat of Arms Exercise
- ❖ Insert TB-3: Urbana Univ. Exercise
- Online: Club President Role
- Online: Be a Vibrant Club 245-EN (917) <https://www.rotary.org/myrotary/en/document/be-vibrantclub-your-club-leadership-plan-north-america-245en>

Session Topics

A. The Benefits of Team Building

1) Why should we use team building and committee teams in a Rotary club? Is a committee always a team?

2) How can we make effective use of Rotarian teams and committee teams?

Use committee structures insert TB-1

3) How important is delegation of tasks and duties? Are these the same thing? .

4) In the committee, what is the role of the following leaders:

The Committee Chair?

Setting the schedule, building team spirit, motivating the team, appropriate delegation

The Club President?

Define initial mission/vision, follow-up and deadlines, be available as a resource, do not micro-manage.

The Committee secretary?

Maintain accurate account of the committee's deliberations.

5) Planning Class activity...Suggestions:

- **Use Coat of Arms activity as explained in TB-2.**
- **Use Urbana University of Illinois activity (TB-3)**

After completing the chosen exercise, facilitate the following questions among the groups.

a. How was the team leader chosen?

b. Was a team leader necessary?

c. What special talents did any team member have that helped the process?

e. What methods were used to resolve conflicts?

f. How collaborative was the group effort, or did one or two people decide

g . How was the team spokesperson chosen?

h. What discussions were used in understanding the goal. Was everyone clear on the objective?

i. How did the time element play in the final decisions that were made?

j. What could the team have done to become more effective in its final product?

k. How does this exercise relate to committee or team activities at the club level?

B. The Disadvantages of Working as a Team

1) Is working as a team always advantageous? If not, what are the disadvantages?

- **not everyone contributes equally**
- **proper recognition may not be always given to the right people**
- **slows down work due to differences of opinions/ideas**
- **other reasons**

2) How to overcome these setbacks- as a team member? As the team leader?

- **open and honest communication**
- **immediate feedback**
- **As a leader, state goal clearly and go back to it to remind all team members**
- **As a leader, closely monitor, but not micromanage members and the work of each one**

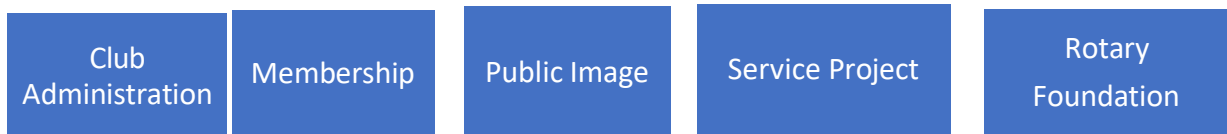
Insert TB-1: Club Committee/Team Structures

Five committees are recommended for Rotary clubs. Based on the size of the club, they **may add or eliminate** committees or subcommittees according to their interests and activities.

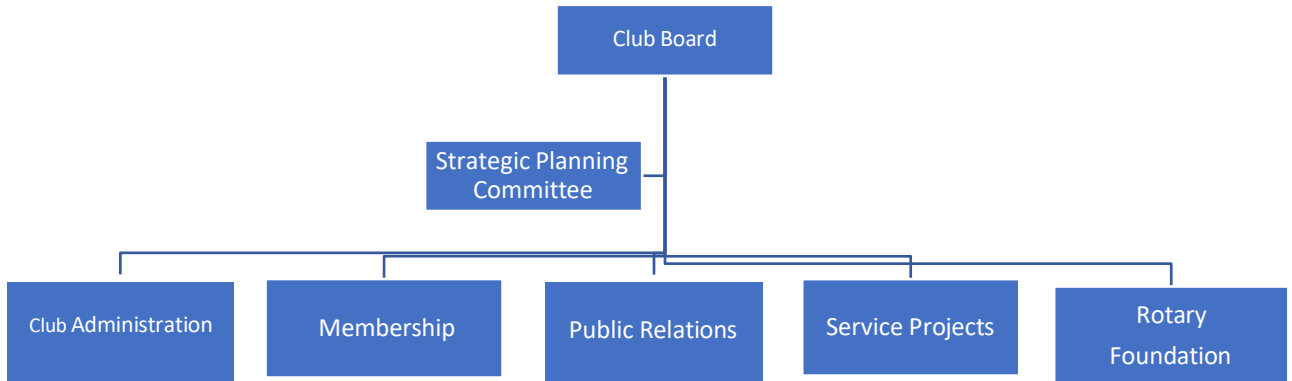
Assistant governors or district governors can assist club leaders with determining the appropriate subcommittees.

Below are the standard Rotary Club Committees

Option1:



Option 2:



Insert TB-2: Club Coat of Arms / Banner Exercise

GOAL: To create a Rotary Club Coat of Arms or Banner.

MATERIALS: Use the blank shield on the next page or draw on flip chart pads.

TIME: Groups have 20 minutes to create their Rotary Club Coat of Arms and 15 minutes are recommended to review the follow up questions

EXERCISE: The class should be divided into groups. Instructions should be read by the Facilitator and limited to the precise instructions below. Groups should be spaced apart and work independently from each other.

INSTRUCTIONS: Heraldry is the practice of designing, displaying, describing and recording a coat of arms. It is a system of identification that is a very personal and unique form of individual or group expression. A coat of arms is used to illustrate specific characteristics, deeds, accomplishments or traits that are important to the individual or organization. The term “Blazon” comes from the German “To blow the horn.” At a tournament, the “herald” would sound the trumpet and it was their duty to explain the meaning of the shields or “coat of arms” to the other participants. Thus “blazon” meant to “describe a shield in words using heraldic terms.”

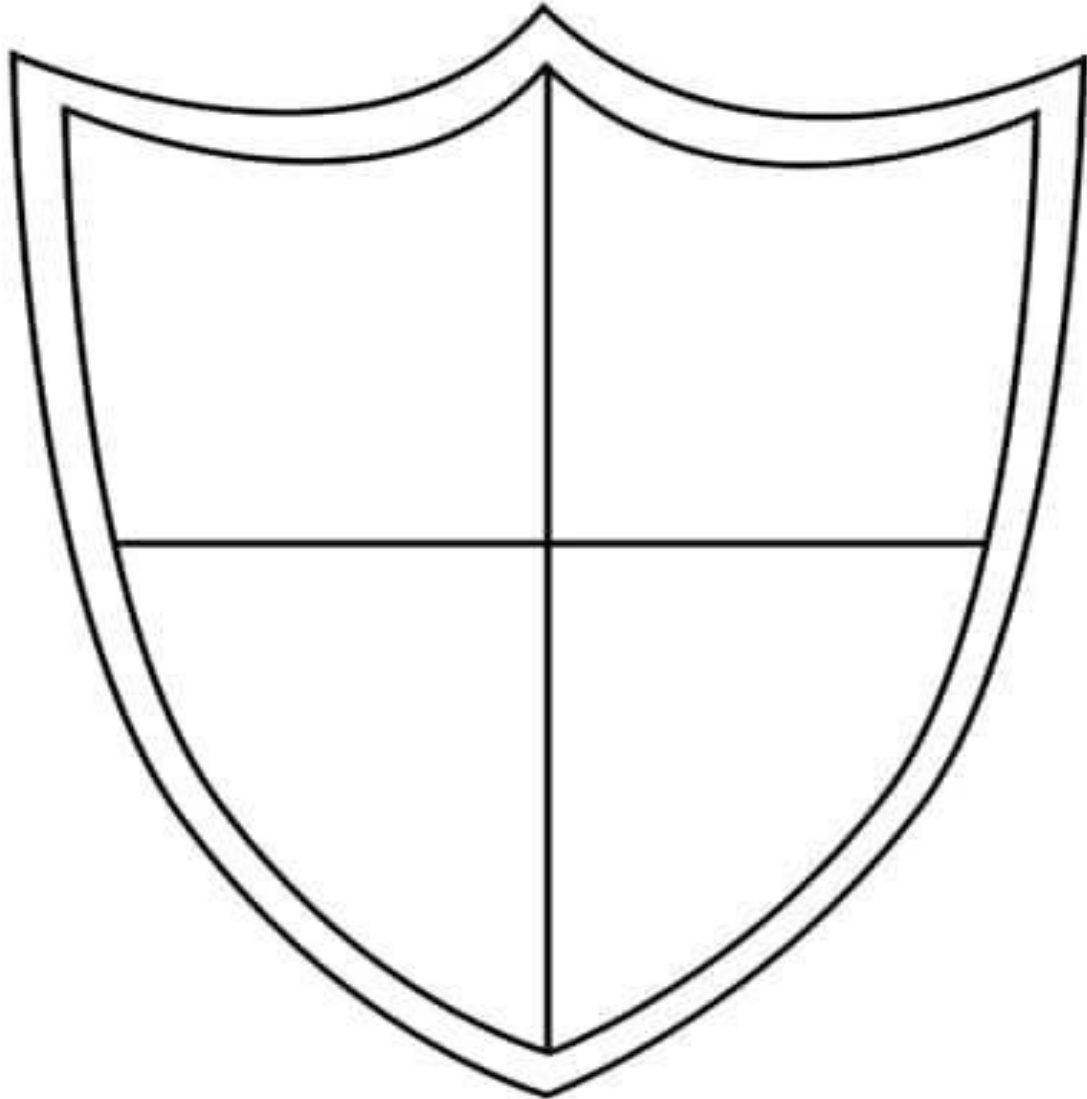
The goal is to design, develop and explain a Rotary coat of arms and heraldry. The students are not limited to using the enclosed blank shield and may design a coat of arms in whatever manner they wish. However, all items, symbols, colors or designs must be explained and relevant to Rotary, their clubs or districts.

Note that the artwork, colors and designs do not have to be perfect. But they need to be clear enough so they can be explained and so the class can understand the concepts represented. After teams have had a chance to display and explain their coats of arms, the follow up questions and group discussion will be led by the Facilitator.

After teams have had a chance to display and explain their coats of arms, the follow up questions and group discussion will be led by the Facilitator.

CLUB COAT OF ARM

MAKE YOUR OWN



COAT OF ARMS

Insert TB-3: Urbana University of Illinois Exercise

Background:

The Club began six months ago with 4 leaders who had become impressed with Rotary through Polio Plus activity and results. They started meeting weekly on Wednesdays at 5:30 and agreed amongst themselves that they would bring together a strong group of leaders like themselves within the next year. The four took on the offices of President, Vice President, Secretary, and Treasurer. To date they have recruited **26** new members.

Within a month, a community service project was being accomplished each month. These projects were being so well accomplished by the team of 4 that new members were recruited by each new project. Each Club meeting was a planning meeting for next month's project or a speaker from the community describing a specific need. New members were put in charge of certain parts of the service projects. As members became excited about what the Club was able to accomplish, they started to recommend their friends for membership.

New members were also recruited from the Club program speakers.

Current Situation:

In two weeks, they will install and welcome 10 more members. But the group of four are getting overwhelmed with everything. So, President Jack told the other officers, "we need to build an effective team to help carry the leadership load. I am appointing a committee to come up with a recommendation on how we can build a team".

Class Assignment:

In the next 15 minutes, develop a recommendation on how this club can build a team.
What specific steps did they need to follow?

Foundation II: Targeted Service



I can lead and promote my club's participation in unique, significant and targeted service opportunities through our Foundation.

Session Objectives

Review the Rotary Foundation Grant Model

Learn the role of Rotary's Areas of Focus in creating service projects

Learn how the Grant Model supports Rotary club service projects

Understand the importance of sustainability when developing service projects

Materials

- ❖ Insert TS-1: Foundation Grant Model
- ❖ Insert TS-2: A Guide to the Updated Rotary Foundation Funding Model
- ❖ Insert TS-3: What is Sustainability?
- ❖ Insert TS-4: Foundation Grant Flow Chart
- ❖ Insert TS- 5 Rotary Foundation Areas of Focus

Session Topics

A. The Rotary Grant Model

1) Let's have a brief look at the Mission of our Rotary Foundation:

"The mission of The Rotary Foundation is to enable Rotarians to advance world understanding, goodwill, and peace through the improvement of health, the support of education, and the alleviation of poverty."

Share which word(s) grabbed your attention and WHY? Enable, advance world understanding, goodwill, through improvement of health, etc.

2) What are the categories of grants in the Foundation Grant Model? How can each grant type be used?

See Insert TS-1. Discuss each type of grant and how each one can affect your club

3) Let's take a look at the Seven Areas of Focus. Why are they important?

See Insert TS-4 Areas of Focus

The Seven Areas of Focus are: (a) Peace and conflict prevention/resolution, (b) Disease prevention and treatment, (c) Water and sanitation, (d) Maternal and child health, (e) Basic education and literacy, (e) Economic and community development (f) Protecting the environment.

The Seven Areas of Focus are important because:

- (a) they reflect critical humanitarian issues and needs worldwide,*
- (b) Rotarians are already addressing them,*
- (c) they align Rotary with other international developmental efforts, and*
- (d) it strategically furthers the mission of The Rotary Foundation.*

An Optional exercise: Break into up to 7 small groups, depending on the size of the class, one for each area of focus. Give small groups a period of time to suggest what a club, preferably their club, could possibly do for a project in each area of focus. Each group reports to the full group.

B. Project Sustainability

1) What do you think is meant by "sustainable"? What is the value of sustainability in projects?

See Insert TS-3: What is Sustainability?

Lead a discussion for this question. From The Rotary Foundation Resource Guide: For The Rotary Foundation, sustainability means providing solutions to community needs in such a way that the benefiting community can maintain the activities after grant funding ends. Global grant projects must be sustainable and display the following characteristics:

- 1. Community needs — The host community and Rotary project sponsors develop projects based on the community's assessment of its needs and strengths.*
- 2. Appropriate technology — Project materials are appropriate for the community and, ideally, are purchased locally.*
- 3. Sustainable funding — The community is able to sustain the project without ongoing financial support from The Rotary Foundation or other Rotary sources.*
- 4. Knowledge transfer — The project includes teaching beneficiaries how to address their ongoing needs after the project is completed.*
- 5. Motivation — The community is able to assume ownership of the project upon its completion.*
- 6. Monitoring and evaluation — The project includes a measurement plan to confirm significant improvement, ideally for at least three years.*

Follow-up question:

What does this tell you about “sustainability?” *Possible response: It’s difficult to define, can have many different meanings in different situations. For example, a project that might last for several years could be so damaging to the environment that it is not “environmentally sustainable.”*

C. Global Grants Requirement - Community Assessment

1) One of the requirements for a Global Grant is that a community needs assessment be conducted. Why do you think a community needs assessment is required? Why is it important? How would you conduct a community needs assessment for a possible project in a country thousands of miles from your own club?

Facilitators should review ahead of time and be familiar with the Global Grants Community Assessment Results to familiarize themselves with the requirements for community needs assessments.

Suggested responses included:

- *Ownership on the part of the beneficiaries: Community engagement is increased when community members representing various parts of the beneficiary community are included in discussions*

- *Project planners learn about the reasons for the project: Community members share how the needs impact the quality of life for the larger community.*

Note that Rotary and The Rotary Foundation use the term “partner” in many different contexts, from our partners” in the polio eradication effort, to encouraging clubs to develop “partners” in their community to support their activities and projects.

Example of how a Needs Assessment avoids projects that “look” perfect:

A university in the USA developed a well-researched plan for introducing a new farming program to areas where weather extremes (drought or extreme heat) made subsistence farming difficult and where the community was isolated, limiting opportunities for sale of locally made articles.

A Rotary club in the USA learned of the plan and saw an opportunity to assist rural “ejidos” in Mexico develop a low-cost sustainable business model by providing local farmers with breeding rabbit pairs, allowing the beneficiaries to breed the rabbits, sell the offspring to other farmers, and at the same time grow the food supply and improve the health of the local communities. The project was not discussed with the potential beneficiaries, nor the local Rotary club – the theory was that once the rabbits were introduced to the farmers of the ejidos and they were trained in rabbit farm management, the project would be successful. Only one problem existed that made long-term success unlikely: The local residents of the ejidos refused to eat rabbit meat!

D. Grant Model and Its Impact on Rotarians and Rotary Clubs

1) How would the Foundation Grant Model have an impact on a Rotarian's participation/engagement and contribution?

Through Rotary Foundation participation and support, your club can make a difference in the lives of people around the globe. Participation in Rotary Foundation activities can help attract and keep members. When Rotarians experience Foundation programs directly, they can be inspired to contribute to The Rotary Foundation. . A program where decisions are made by district or club level Rotarians, that are simple enough to understand, that are more effective, and that Rotarians know about because of surveys and continued education, are more likely to encourage Rotarians to participate and support.

2) How can The Rotary Foundation become a tool to enhance the club's public image? Membership attraction? Club member engagement?

Programs that are effective, make a big and impactful difference in others, and are easy to explain can be more readily and effectively communicated to others, whether inside the club, or outside the club. Those in the media are interested in a big story with local involvement.

Note for discussion leaders: Annual Fund contributions will fund project costs after the three-year investment cycle, some will fund operations. New as of July 2021: "The World Fund would be reduced by 5% of Annual Fund contributions, 5% of cash contributions to fund Global Grants and 10% or less of select corporate gifts, to fund operations, an operating reserve, with any surplus going annually to the Endowment Fund."

RLI Faculty are encouraged to read updates on this information for any additional change(s). Participants should be encouraged to consult with their District Foundation leadership if they have any more detailed questions.

Summary for the Session—Select just a few items to summarize.

- *In the Our Foundation session in Part I, we hope you were inspired by the great things that our Rotary Foundation is doing in the world.*
- *In this session, our overarching goal is to provide you with some of the terminology, tools, key concepts and methods of the Grant Model.*
- *Now that you know what is available, we encourage you to use those tools, learn more from your district grant seminars, develop your Rotary contacts, and get out there and start doing the work of Rotar Foundation - "Doing Good in the World".*
- *In a world filled daily with bad news of poverty, crime, and misfortune, we can create hope for the world. We are making a difference. You are making a difference.*

Coming Attractions: Previewing RLI Part III

Part I centered on the basics of being a Rotarian.

Part II builds on the Part I courses,
and seeks to increase your effectiveness in your Rotary club!

Part III further deepens your understanding on Foundation Grants,
Strategic Planning, Leadership, your role in strengthening your club

Sign Up for Part III NOW!!!

Insert TS-1: Foundation Grant Model

District Grants	Global Grants
Fund small-scale, short-term activities that address needs in your community and communities abroad. Each district chooses which activities it will fund with these grants.	Support large international activities with sustainable, measurable outcomes in Rotary’s areas of focus. Grant sponsors form international partnerships that respond to real community needs
<ul style="list-style-type: none"> • Humanitarian projects, including service travel and disaster recovery efforts • Scholarships for any level, length of time, location, or area of study • Youth programs, including Rotary Youth Exchange, Rotary Youth Leadership Awards (RYLA), Rotaract, and Interact • Vocational training teams, which are groups of professionals who travel abroad either to teach local professionals about their field or to learn more about it themselves You have plenty of freedom to customize your service projects. 	<p>Requires clubs in two countries.</p> <p>Global grants can fund:</p> <ul style="list-style-type: none"> • Humanitarian projects • Scholarships for graduate-level academic studies • Vocational training teams, which are groups of professionals who travel abroad either to teach local professionals about their field or to learn more about it themselves

Refer to the Terms and Conditions for Rotary Foundation District Grants (<https://my.rotary.org/en/knowledge-and-resources/resources-and-reference/district-grants>) and Global Grants (<https://my.rotary.org/en/knowledge-and-resources/resources-and-reference/global-grants>) for information about district grant requirements. A community need assessment is required. (Ref : Community Need Assessment Tool 605-EN)

What are Programs of Scale programs?

Programs of Scale support longer-term, high-impact programs led by Rotary members.

These programs are:

- **Evidence-based** interventions that must have already demonstrated success in affecting change;
- **Locally-relevant** to the needs, priorities, and institutional structures of the setting and intended beneficiaries;
- **Ready to grow** by having the right stakeholders and systems engaged to bring the intended benefits to new settings, such as a different community or group of people;
- Implemented according to a **strong program logic** and have integrated monitoring, evaluation, and collaborative learning systems; and
- Guided by Rotary members in partnership with others, **leveraging the unique strengths of Rotary**

For more details: <https://my.rotary.org/en/take-action/apply-grants/programs-scale-grants>

Disaster Response Grants

Rotary's Disaster Response Fund is a general fund to receive contributions for worldwide response to natural disasters. The fund typically provides for Disaster Response Grants of up to \$25,000, made to Rotary Districts to assist on the ground in these disaster areas.

Insert TS-2: -A Guide To The Rotary Foundation Funding Model

HOW THE MODEL WORKS

WHAT'S UNCHANGED

The Foundation's basic funding model will remain the same. All Annual Fund-SHARE contributions are invested for three years, after which they are split between DDF and the World Fund. Earnings from the invested funds will continue to pay many of the Foundation's operating expenses, which include fundraising and general administration. (A portion of investment earnings from the Endowment Fund, designated by the Trustees, also helps to pay operating expenses.)

WHAT'S CHANGING

50% match on DDF contribution to Polio Plus

DDF contributions to PolioPlus will now be matched by the World Fund at 50 percent rather than at 100 percent as in the past. This will allow funds to be redirected each year, which could be used for other Foundation programs, including global grants. The Bill & Melinda Gates Foundation will continue to match 2-to-1 every dollar that Rotary commits to polio eradication, up to \$50 million per year. That makes it vital that we continue to make fundraising for polio eradication a top priority.



80% match on DDF applied to global grants

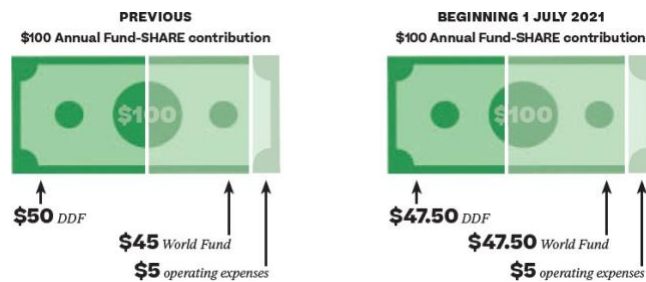
In recent years, the World Fund has been depleted before the Rotary year ends. Because of this, the Foundation has not been able to fund all the eligible global grant requests received. To allow greater participation in global grants, DDF applied to global grants will now be matched by the World Fund at 80 percent rather than at 100 percent as in the past. This change will enable The Rotary Foundation to fund more grants throughout the year.

Example:



Shared funding of operating expenses

Five percent of Annual Fund-SHARE contributions are used to cover Rotary Foundation operating expenses. Previously, 45 percent of the contributions were directed to the World Fund and 50 percent were directed to DDF. For Annual Fund-SHARE contributions received beginning on 1 July 2021 (and allocated beginning on 1 July 2024), the remaining 95 percent will be split equally between DDF and the World Fund.



Insert TS-3: What Is Sustainability?

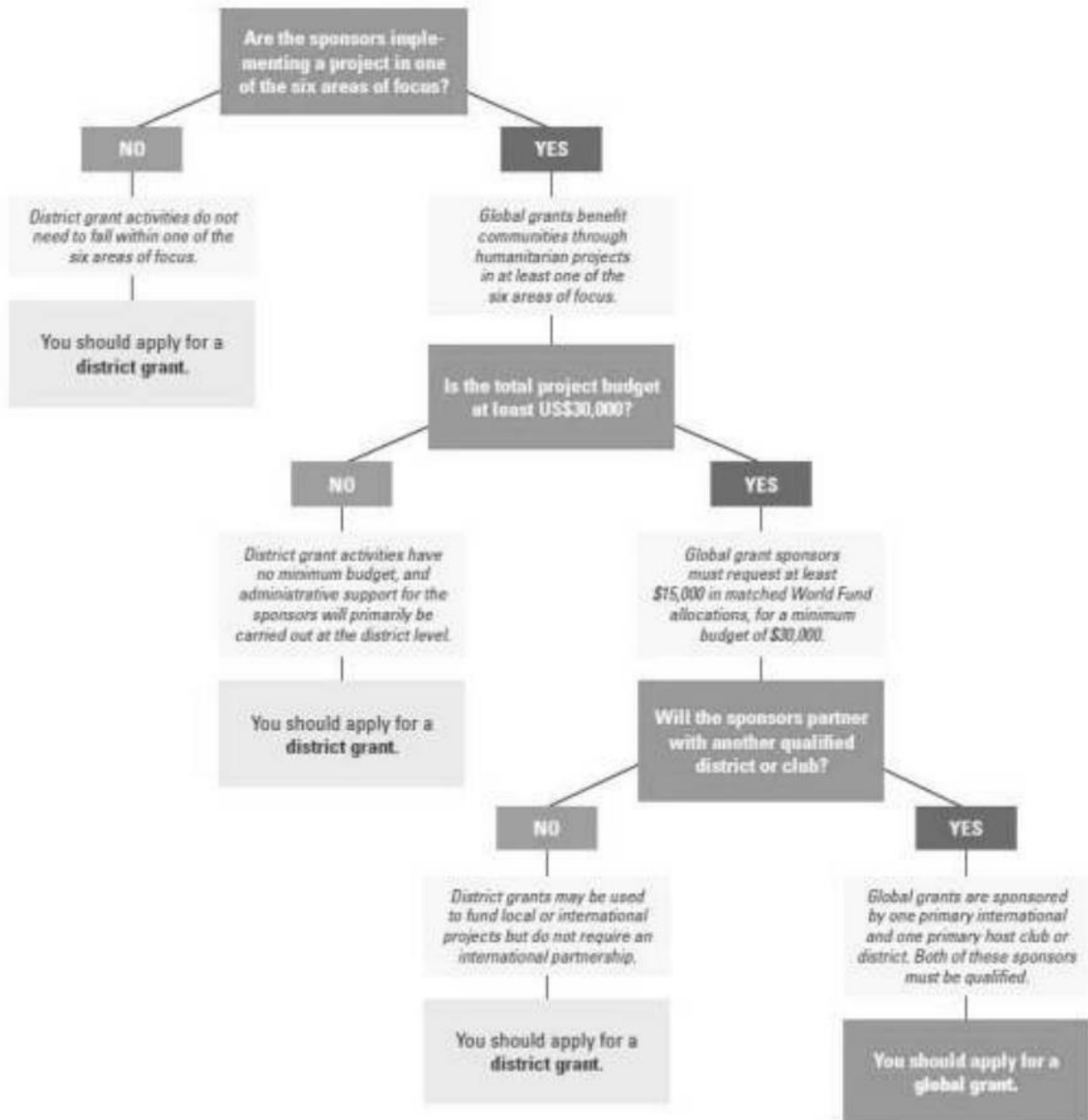


The word sustainable often describes something that is environmentally friendly. But environmental concerns are just one aspect of sustainability. Economic, cultural, and social factors are equally important. When a humanitarian project addresses all four levels of sustainability, it has a better chance of producing long-term benefits for the community it serves. Here are examples of ways to incorporate sustainability into your next project. [From The Rotarian, Feb. 2012]

Insert TS-4: Grant Model Flowchart

Determining a Grant Type for a Humanitarian Project

A district/club is interested in a **humanitarian project**. The following questions can help Rotarian sponsors determine whether to apply for a global grant or a district grant.



Insert TS-5: The Rotary Foundation Areas of Focus

We have identified specific causes to target to maximize our local and global impact. At the same time, we understand that each community has its own unique needs and concerns.

Through global grants and other resources, we help clubs focus their service efforts in the following areas:

Promoting peace

Today, 65 million people are displaced by armed conflict or persecution. Through our partnerships with several leading universities, Rotary Peace Fellows develop the skills to strengthen peace efforts, train local leaders to prevent and mediate conflict, and support long-term peace building in areas affected by conflict. We provide up to 100 peace fellowships per year at Rotary Peace Centers.

Fighting disease

More than 100 million people are pushed into poverty each year because of medical costs. We aim to improve and expand access to low-cost and free health care in underdeveloped areas. Our members educate and mobilize communities to help prevent the spread of major diseases such as polio, HIV/AIDS, and malaria. Many of our projects ensure that medical training facilities are located where the workforce lives.

Providing clean water

More than 2.5 billion people lack access to adequate sanitation facilities. At least 3,000 children die each day from diarrheal diseases caused by unsafe water. Our projects give communities the ability to develop and maintain sustainable water and sanitation systems and support studies related to water and sanitation.

Saving mothers and children

At least 7 million children under the age of five die each year due to malnutrition, poor health care, and inadequate sanitation. To help reduce this rate, we provide immunizations and antibiotics to babies, improve access to essential medical services, and support trained health care providers for mothers and their children. Our projects ensure sustainability by empowering the local community to take ownership of health care training programs.

Supporting education

Sixty-seven million children worldwide have no access to education and more than 775 million people over the age of 15 are illiterate. Our goal is to strengthen the capacity of communities to support basic education and literacy, reduce gender disparity in education, and increase adult literacy.

Growing local economies

Nearly 1.4 billion employed people live on less than \$1.25 a day. We carry out service projects that enhance economic and community development and develop opportunities for decent and productive work for young and old. We also help strengthen local entrepreneurs and community leaders, particularly women, in impoverished communities.

Protecting the Environment

The newest area of service addresses the challenges of our world including climate change and sustainable resource usage on land and in the ocean for the good of all.