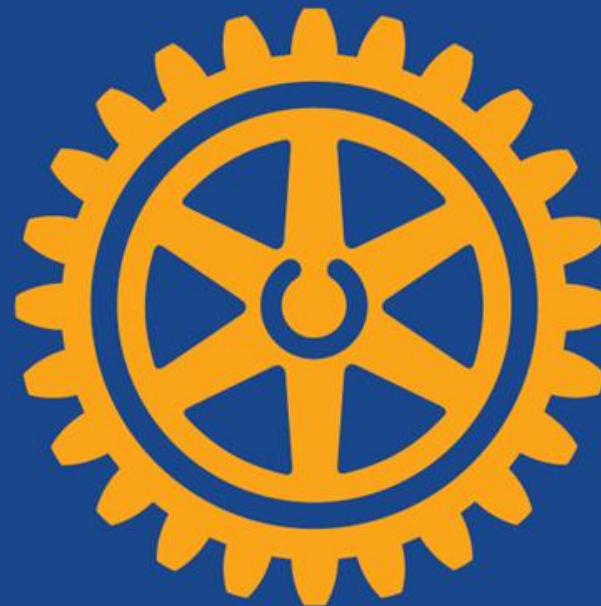


Rotary



Paul Baessler
Rochester Risers Rotary Club
Assistant Governor District 5960

Nurturing a Sense of Belonging in Your Club



Our Vision Statement

TOGETHER WE SEE A WORLD
WHERE **PEOPLE** UNITE AND TAKE ACTION
TO **CREATE** LASTING
CHANGE ACROSS THE GLOBE
IN OUR COMMUNITIES AND IN OURSELVES

Let's Look at Some Numbers

93%

53%

82%

61%

1-3

Table Exercise

Think about your individual club and discuss the following:

- 1) Our club has a welcoming environment
- 1) Our club does a good job involving new members
- 1) Our club is good at communicating with members
- 1) Our projects make a difference in the community or the world

Create space for every voice

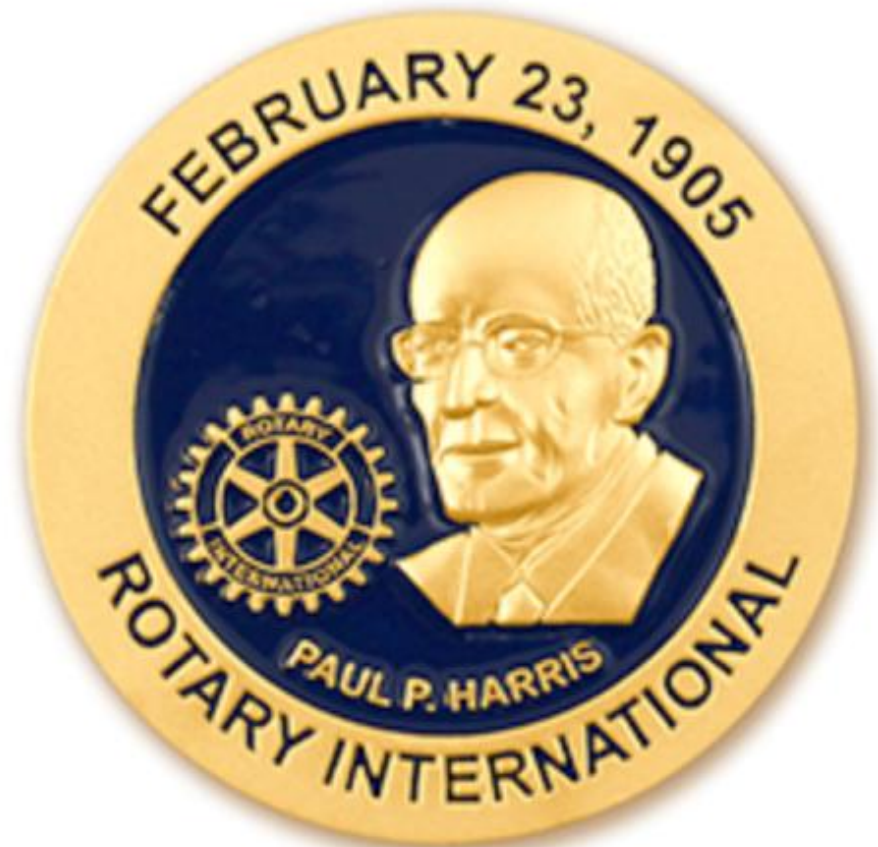
- Make sure every voice is not only heard but invited
- Intentionally seek out the quiet voices
- Look for a fit for every member
- Invite input
- Offer meaningful club leadership roles

Celebrate contributions, big and small

- Gratitude
- Heartfelt recognition
- Let every member know:
You Matter.
Your Service as a Club Member
Matters.

***CREATE
LASTING
IMPACT***

Rotary  PEOPLE OF ACTION



Build through storytelling & shared experience

- Invite members to share their “Rotary moment”
- Feature personal spotlights in your newsletters
- Deepen the connection between club members

Design with inclusion, not just intention

- Are your meetings welcoming
- Would you want to join your club
- Consider your meeting format

*“If you always do what you have always done,
then you'll always get what you've always got.”*
Henry Ford

Foster moments of connection beyond service

- Build your foundation with service
- Find the glue that holds your club together
- Connections

Lead with empathy and purpose

- Have regular check-ins
- Celebrate
- Inspire
- Encourage feedback
- Be organized

Build a circle where everyone has a seat

- Your club's effort to build belonging should be:
 - ongoing
 - measured regularly
- That effort will assure:
 - membership retention
 - member satisfaction

Example of How to Improve Your Club Experience

Rochester Risers Rotary Club Inclusive Environment Actions					
Definitions INCLUSION The result of an active effort to create an environment where everyone can bring their differences, experiences, preferences, and strengths without sacrificing or minimizing core aspects of their identity, background, or perspectives. BELONGING The feeling of being respected, understood, and valued. EQUITY Providing resources based on individualized needs necessary for success and removing barriers to opportunities for individuals to participate and succeed.					
Question:	Themes	How do we do this?	Who owns follow up?	When can we implement?	How will we measure success?
1.What are some intentional practices, behaviors, processes, etc. the club can do to create an inclusive enviroment?	Greeters and members, ask questions and get to know others they may not know	Offer coffee - welcoming	greeters	trying to get workable pot--hot water tea, cocoa in place	
		Layout of meeting room/change table set up	Leadership	in place	greeters ask during exit survey
		Sit intentionally with people you don't know well	greeters	immediately	greeters ask during exit survey
	Onboarding both visitors and new members to our club	Create expectation to connect with each other. Thought starter questions, FORD method	not Membership Engagement-process	March	greeters ask during exit survey
		Speed Network and learn more about each other's expertise	Leadership	immediately (add to meeting agenda)	greeters ask during exit survey
		Create champions for various activities	Community Service team	In process	
		Educate our group on how to find each others contact info (Club Runner)	Admin team	Feb	informal survey at meeting
		Offer to take a new person off to the side and share overview of how our meetings are structured	Mentors (as part of Membership Team)	Feb	Membership team talks with mentors/mentees
2. In what way can Rochester Risers guage the groups sense of belonging?	Survey members/evaluate ongoing	Printed guide that have the meeting structure and group purpose	Membership; Leadership		Structured agenda; where access documents
		ask members 1 question as they exit	greeters		greeters ask during exit survey
		Ask for Project feedback from volunteers	Community Service team/Champions		
		Find our niche based on group feedback	Leadership	Combine this w/ next row	
	Connecting, mentorship and member follow up	Create effect plans (what does this mean) to address group feedback	Board Leadership		
		Make sure we are intentional with mentoring- expectations, what to know	Membership Engagement		
		Understand the words we say that are inclusive to all	Group Learning--All	Tie to 4-way test - is it fair to all concerned to acknowledge & reinforce.	
		Make sure we utilize peoples time effectively/Think about our meeting time	Leadership Team	Allow time for membership discussion.	
		Offer family social events so we know members families	Membership Engagement	Invite families to induction and social events.	
	Gauge Participation and Attendance	Understand the impact of cost/dues and donation expectations	Leadership		
		Manage expectations on the amount of service opportunities/not overwhelming. Don't have to volunteer for everything	Community Service team		
		Periodically check in with members- particularly the ones who aren't attending or seem disengaged	Membership Engagement, Mentors, Leadership Team		Less turnover, fewer members disengaged, increased sense of belonging

It's Up To You NOW

**DO MORE THAN
YOU THOUGHT
POSSIBLE WITH
ROTARY**



What Are You Waiting For?

Learn more:



Rotary 360 | The official blog of Rotary International

blog.rotary.org/

Have a Great Rotary Year!

***CREATE
LASTING
IMPACT***

