

ROTARY DISTRICT 6860 STRATEGIC PLAN

5th Edition 2016-2019

Rotary



ROTARY DISTRICT 6860 STRATEGIC PLAN

Current as of July 1, 2016

1. MISSION:

The mission of Rotary International District 6860 is to provide leadership through service to all Rotary Clubs in the District, and to coordinate activities, encourage participation in local community service projects, Rotary International Programs, support for the Rotary Foundation, and provide training and development for all District 6860 Clubs.

2. VISION:

To be recognized locally and globally as a premier Rotary District through the strength of our clubs.

3. CORE VALUES:

*Service	*Fellowship	*Diversity
*Integrity	*Public Relations	*Leadership Development
*Membership		

4. STAKE HOLDERS:

*District Rotarians	*Rotary International	*The Rotary Foundation	*Service Program
Beneficiaries	*Communities	*District Leaders	*Club Leaders
Districts and Clubs	*Partner		

5. KEY CUSTOMERS:

* Local Club Leadership *Assistant Governors *District Leadership Team *Training Team

6. INTRODUCTION TO DISTRICT GOALS, STRATEGIES, AND TACTICS:

A. Update the District 6860 Strategic Plan.

- The District Plan is structured into an overarching Strategic Plan with year to year continuing goals and three appendices representing the annual objectives planned for the current and following two Rotary Years.
- The 3-Year Strategic Plan should be reviewed and updated annually.
- The District Governor-Elect will lead this review and update each year.
- This annual update will also include addition of the new 3rd year of the plan.
- Use the Strategic Planning Process to provide continuity in Rotary Programs and Projects from year to year.
- The District Plan supports Club level Strategic Planning.
- The DGE will present the updated Strategic Plan at the Winter District Leadership meeting in preparation for formal distribution at Mid-south PETS and at District Assembly. Any updates needed based on the International Assembly themes and goals will be included prior to Mid-South PETS.

B. References.

- **Rotary International Strategic Plan and Progress Report**
http://www.rotary.org/RIdocuments/en_pdf/strategic_plan_en.pdf
<https://www.rotary.org/myrotary/en/document/strategic-plan-progress-report>
- **Rotary International Strategic Planning Guide-**
http://www.rotary.org/RIdocuments/en_doc/strategic_planning_guide_en.doc
- **Ba A Vibrant Club....pamphlet**
<https://www.rotary.org/myrotary/en/document/556>
- **Be A Vibrant Club....Club Leadership Plan Worksheet**
<https://www.rotary.org/myrotary/en/document/617>

C. Leadership.

- The District Rotary Leadership Institute (RLI) Program prepares Rotarians for District and Club leadership positions. (See District Leadership Plan (DLP)).
 - District Leaders, including the DGE, and DGN and all Committee Chairs are encouraged to become RLI Graduates.
 - Assistant Governors should complete RLI during their first year of service or earlier. All newly appointed AG's are encouraged to complete RLI before assuming their AG duties.
 - District Clubs should plan for their Club President-Elect and Club President-Nominee, to complete RLI before assuming duties.
- Encourage all Clubs to support an Interact/Rotaract Club in their area and send two students annually to the Rotary Youth Leadership Awards (RYLA) Camp.
- Update the District Leadership Plan (DLP) annually to be consistent with RI Bylaws and current operating practices.
- Develop a plan for improving attendance at District Conference and District Assembly.
- Develop and implement a Pre-PETS Orientation program.

D. Support the Rotary Foundation.

- Achieve participation by 100% of district's clubs to support/contribute to the Rotary Foundation annually.
- Increase the number of clubs annually that earn the EREY Award.
- Grow the total giving to the Annual Program Fund each Rotary year. The Zone 30/31 Director has set the goal of \$100 per capita giving to The Rotary Foundation.
- Promote the Paul Harris Society and increase membership by 10 members annually.
- Encourage all clubs to plan a quarterly Foundation focused program to emphasize the value and benefits of the Rotary Foundation.

E. End Polio Now.

- Polio is very close to being eradicated worldwide. This is Rotary Internationals Number 1 priority for 2016-2017. We must complete the Eradication of Polio as Rotary's gift to the children of the world.
- A District Wide Fund Drive to support End Polio Now is under development

F. Increase Club Membership (Vibrancy).

- Focus on the club member Rotarian as the primary club “customers.”
- Meet annual 2.5% membership growth goal set by the Rotary Zones 30-31.
- Work to retain 95% of current members annually.
- Promote diversity in Club membership to reflect a cross-section of the community.
- Increase member participation in service projects and activities.
- Seek ideas for involvement and improvement from membership.
- Establish and support Satellite Clubs, alternate schedules, meeting locations, and alternate fee arrangements.

G. Strategic Plans for all Clubs

- Each club is highly encouraged to develop a strategic plan that provides future direction for the club.
- Clubs should provide their 3-year Strategic Plan to the District Governor and Assistant Governor.
- The District Governor will discuss Strategic Planning and the Club Assistance Program with the President and Board of Directors during the regular Club visits.
- Provide a Strategic Planning Model and/or personnel support as needed.
- Develop a web-based District 6860 Club Self-Assessment Tool for use by Club Presidents and Presidents-Elect to assess Clubs strengths and weaknesses.
- Club President-Elects complete a club assessment as part of their PETS preparation (possible during pre-PETS seminars), and develop an action plan for implementation during their Club Presidential year.
 - Assess District-wide club trends, and develop plans to strengthen Clubs as needed.
 - Provide feedback to Club President and District Governor/Staff.
 - Offer Club Presidents assistance from their Assistant Governor, and /or District Staff.

H. Focus and Increase Humanitarian Service.

- Review Rotary International programs and establish a District 6860 community assessment model for use by Clubs.
- Ensure Clubs know how to use Community Assessments to support their planning process by developing a tutorial to show clubs how to perform community assessments and to translate the results into action.
- Encourage club representatives to report club’s community and international projects on Rotary Showcase in My Rotary and search for potential projects/partnerships for their clubs in Rotary Ideas in My Rotary.
- Ensure Clubs know how to apply for District Grants online in the District and Club Database (DaCdb) program and apply for Global Grants online in My Rotary.
- Encourage Club participation in one or more local and/or international projects annually.
- Strive to involve all club members in one or more service projects and/or activities annually.
- Increase sustainable service focused on
 - The Rotary Foundation's Six Areas of Focus
 - Peace and conflict prevention/resolution

- Disease prevention and treatment
- Water and sanitation
- Maternal and child health
- Basic education and literacy
- Economic and community development
- Clubs must use Rotary Club Central (RCC) to record their Service goals and to track performance.
- The District Governor will recognize Clubs during District Conference for planning and executing outstanding projects both in the Community and Internationally.

I. Enhance Public Image and Awareness.

- Develop a Communication/Public Relations plan to unify image and improve the public’s awareness of the Rotary brand.
- Establish the capability of streaming video of the major speakers at District Training Assembly and at the District Conference.
- Encourage Clubs to publicize local Rotary Projects and Programs, both prior to and immediately after the event occurs.
- Use Rotary International's Brand Center guidelines and video advertisements as Public Service announcements and publicize locally the Rotary Goal of eliminating Polio from the world!
- Involve Rotarians in partnering with other Community Service programs.
- Involve Rotaractors, Interactors, Youth Exchange students, and RYLA students in District Programs and Projects.

J. Administration.

- Use the District and Club Database (DaCdb) to integrate sound practice and internal communications that support the orderly and consistent methods of our work.
- Encourage clubs to implement “best practices” in management of club resources and activities.
- Issue the annual District Directory by July 1 each year including an electronic directory.
- Publish and distribute a monthly electronic District Governor’s Newsletter.
- Develop and implement an annual Customer Satisfaction Survey for clubs to provide customer feedback to the District Governor.
- Develop and maintain DaCdb Dashboard indicators to reflect the progress of district work.
- Revise district policies and ensure they are incorporated into the updated District Leadership Plan.

3. APPENDICES:

Appendices are added to the plan each year to provide continuity for the multi-year District Goals and Projects, such as the Rotary Leadership Institute initiative, as well as for goals that continue from year to year, such as Membership and Foundation Giving.

- A. Appendix A - Rotary Year 2016-2017 – DG Gary Andrew**
- B. Appendix B - Rotary Year 2017-2018 - DG Sue Mitchell**
- C. Appendix C - Rotary Year 2018-2019 - DG Carol Argo**

Appendix A - Rotary Year 2016-2017 Goals

District Governor Gary Andrew

A. Support and Strengthen Clubs:

1. Strategic Planning.

- Ensure the District 6860 Strategic Plan is updated to reflect new Rotary International goals and objectives and the specific goals for Rotary Year 2017-2018.
- Encourage Clubs to develop/maintain a Strategic Plan that supports Club Direction and member participation.
- Provide feedback and input to the annual update of the District Strategic Plan near the end of the Rotary Year.

2. Maintain Mobile Training Teams (MTT) to Assist Clubs.

The primary purpose of the MTT is to provide Visioning Exercises to enable clubs to develop a strategic plan. It may also assist Clubs with membership, leadership, mentoring programs, service projects, and participation in other Rotary activities as needed and indicated by the Club Self-Assessment. A District Club Assessment tool has been developed and distributed to Presidents Elect and Assistant Governors for use by clubs to determine strengths and weaknesses.

B. Leadership:

- Be a Vibrant Rotary Club – See RI Publication – Be a Vibrant Club (245EN-A)
- Every club develop/maintain a Strategic Plan.
- Every Club Increases net membership – net 2 for small clubs (<50) and net 3 for large clubs (>51).
- Retain 100% of members or increase retention rate by 1% over last year.
- Increase Annual Fund giving by 5 percent over last year's total.
- Every club completes a Community Service Project or partners with another corporation, government entity, or non-profit organization to complete a Community Service Project.
- 27 Clubs earn the RI Presidential Citation
- Form 2 new clubs or satellite clubs.

C. Participation:

- Club members contribute \$ 26.50 per capita to the Polio Eradication Program (Polio Plus) or.....
- Attain at least \$2,650 in total Polio Plus giving in honor of The Rotary Foundation Centennial or.....
- Club Members contribute \$100 per capita to the Annual Program Fund (APF) or.....
- Clubs support our Foundation with a contribution of at least \$536.00.
- Every Club participates in the District Wide Program to raise funds to End Polio Now.
- Increase Club participation in Rotary Leadership Institute (RLI) with at least 2 members actively pursuing RLI completion.
- Every Club supports youth programs by sponsoring an Interact Club, Rotaract Club, or Youth Exchange, and by sending at least two students to the annual RYLA program.
- 40 clubs have at least one member complete a grant management seminar.

- 40 clubs participate in district or global grants, to include 1 Vocational Training Team
- 40 clubs apply for District 6860 or Rotary International awards
- Clubs actively promote the Multi-District Conference with a minimum of 6 Rotarians from large clubs and 3 Rotarians from small clubs participating.
- Encourage a Club Member to participate on a committee at the district level.
- Recruit 5 new Paul Harris Society (PHS) members

D. Administration:

- All Clubs enter their annual goals (minimum of 10) and report their progress in Rotary Club Central (RCC).
- Pay semiannual dues on time in July 2016 and in January 2017.
- All Clubs use of the District Website and DaCdb (District and Club data base) programs
- Visit www.rotary.org/brandcenter and apply Rotary's visual identity guidelines
- Explore Rotary Global Rewards
- Issue District Directory by July 1, 2016
- Issue monthly newsletter the 1st of each month featuring monthly Rotary theme

Appendix B - Rotary Year 2017-2018 Goals

District Governor Sue Mitchell

A. Support and Strengthen Clubs:

1. Strategic Planning.

- Ensure the District 6860 Strategic Plan is updated to reflect new Rotary International goals and objectives and the specific goals for Rotary Year 2017-2018.
- Encourage Club to develop/maintain a Strategic Plan that supports Club Direction and member participation.
- Provide feedback and input to the annual update of the District Strategic Plan near the end of the Rotary Year.

2. Maintain Mobile Training Teams (MTT) to Assist Clubs.

The primary purpose of the MTT is to provide visioning exercises to enable clubs to develop a strategic plan. It may also assist Clubs with membership, leadership, mentoring programs, service projects, and participation in other Rotary activities as needed and indicated by the Club Self-Assessment. A District Club Assessment tool has been developed and distributed to Presidents Elect and Assistant Governors for use by clubs to determine strengths and weaknesses.

B. Focus and Increase Participation in Club and Humanitarian Service:

- Support the Eradication of Polio as Rotary's humanitarian service to the world.
- Identify and promote quarterly focus with Service, Program, or social emphasis.
- Encourage all Clubs to submit award packages for their successful projects.
- Increase Club participation in youth programs.
- Use the Assistant Governors to conduct the annual District Training Assembly (DTA) program and achieve participation from all clubs.
- Achieve an attendance of at least 250 Rotarians at the annual district conference by encouraging participation from all clubs.
- Improve the timeliness of updates in DaCdb by the district and clubs to support club leadership assignments, district leadership assignments and events.
- Every club participates in multiple local or international service projects with 40 clubs receiving grants to assist in funding projects.

C. Increase Club Membership:

- Increase net membership by 5% this Rotary Year.
- The District Secretary will assist the DG with development of individual Club membership goals for the DG to transmit to all Club Presidents and Secretaries.
- Promote diversity in Club membership to reflect a cross-section of the community.

D. Leadership Development:

- The DGE and District Trainer will develop a Pre-PETS course for incoming Club Presidents.
- The DGE will appoint a chairperson to continue the Rotary Leadership Institute (RLI) program during the 2017-2018 year.
- Each club will be asked to send at least two members to a phase of the RLI program annually.
- The District will graduate 25 participants from RLI and recognize them at the 2018 District Conference. A RLI Alumni Group will be formed to provide leadership input.
- Encourage Rotarian participation at District Level.
- Encourage all Clubs to support an Interact/Rotaract Club in their area and send two students annually to the Rotary Youth Leadership Awards (RYLA) Camp.

E. Rotary Foundation:

- Members contribute \$150 per capita to the Annual Program Fund (APF).
- Paul Harris Society membership will be publicized to increase membership in the Society by 10 members annually.
- Challenge 16 Clubs to be recipients of the Every Rotarian Every Year (EREY) Banner for RY 17-18.
- Challenge two additional Clubs (total 11) to earn the 100% Sustaining Member Banner.

F. Enhance Public Image and Awareness:

- Actively post information on District Programs and Projects on club and district website, Facebook, Twitter, etc. Utilize #Rotary Alabama.
- Stream major speakers at District Training Assembly and at District Conference and place presentations on the District Website.
- Develop a Communication/Public Relations Plan to unify image and brand awareness and promote projects and activities.

- Visit Rotary Brand Center and apply visual identity guidelines.

G. Administration:

- Update the District Leadership Plan (DLP) to be consistent with RI bylaws and Manual of Procedures which reflect the current RI operating procedures.
- Clubs report goals and their progress in Rotary Club Central (RCC).
- Increase use of District Website, DaCdb, and Rotary Club Central.
- Issue District Directory by July 1, consider an Electronic Directory also.
- Issue monthly newsletter by July 1, and the 1st of each subsequent month featuring the monthly Rotary Theme.

Appendix C - Rotary Year 2018-2019 Goals

District Governor Carol Argo

A. Support and Strengthen Clubs

1. Strategic Planning

- Ensure that the District 6860 Strategic Plan is updated to reflect new Rotary International goals and objectives along with DG's specific goals for the year.
- Every club will be encouraged to develop/maintain a Strategic Plan that supports club direction and member participation
- Provide feedback and input to the annual update

2. Develop Mobile Training Teams (MTT) to Assist Clubs

- Ensure that Mobile Training Teams are fully operational to serve clubs with developing/maintaining strategic plans
- Ensure that a Club Assessment tool have been developed and distributed to Presidents Elect and Assistant Governors for use by clubs to determine strengths and weaknesses as a part of the visioning/strategic planning process

3. Encourage 100 percent participation by clubs in developing/maintaining strategic plans

- Provide a model and if needed, personnel to assist clubs with developing strategic plans

B. Ensure and Increase Participation in Club and Humanitarian Service

- Support efforts to ensure the Eradication of Polio as Rotary's gift to the children of the world
- Every club participates in multiple service projects (local and/or international) and provides information on their projects to include in the DGs newsletters and at District Conference
- Develop and maintain a database at the district level to list international humanitarian projects in our district so that clubs can know what other clubs are doing, and have an opportunity to work together on implementing and financing global grant projects
- Clubs involve youth in their service projects (Interact, Rotaract, Scout Groups, etc)
- Continue to improve the timeliness of updates in DaCdb by the district and clubs to support club leadership assignments, district leadership assignments and events
- Encourage every club in the district to participate in some way to Boilin' and Braggin' in support of Critical Care Transport of Children's of Alabama
- Encourage every club in the district to send one or more students to RYLA
- Challenge every club in the district to send one or more club officers or directors to District Training Assembly

C. Increase Club Membership

- Meet annual membership growth goal set by Rotary Zones 30-31
- Promote diversity and ensure that Club membership reflects a cross section of the community

- Have district membership committee provide support to every club in the district on ways to retain members. Aim for 90 percent retention of membership district-wide
- Encourage formation of satellite clubs, sunset clubs and other alternative models for clubs to encourage diversity and membership growth
- Encourage the District Membership Committee and Club Extension Committee to work collaboratively to support clubs setting up satellite clubs and recruiting/retaining members in new clubs

D. Leadership Development

- Encourage every club in the district to send at least one Rotarian from their club through the Rotary Leadership Institute program annually
- Develop and implement a Train the Trainers program at the district level which will be open to any Rotarian who is involved with training or making presentations at the district/club level (e.g., RLI, Grant Management Seminars, TRF seminars, District Training Assembly, Membership seminars, etc.). The training format will focus on developing skills to make interesting and informative presentations and how to facilitate group discussions
- Encourage RLI alumni to become actively involved in club and district leadership
- Develop and implement Pre-PETS training for incoming Club presidents
- Appoint a Rotary Leadership Institute (RLI) chairperson to continue RLI during program year 2018-19
- Encourage Rotarian participation at the District level
- Encourage all clubs to support an Interact or Rotaract club in their area.

E. Support The Rotary Foundation

- Support Every Rotarian Every Year throughout the district with 100 percent giving at some level to the Annual Fund of The Rotary Foundation
- Promote the Paul Harris Society with a goal of five new members
- Encourage every club to include at least one program on The Rotary Foundation during the month of November (Foundation Month)
- Identify at least one new benefactor and five new major donors
- Increase giving to The Annual Fund/SHARE by 10 percent over the previous year
- Encourage clubs members to attend the annual District Foundation dinner. Goal to have at least 40 clubs represented at the dinner
- Provide seminars/webinars for clubs on various TRF topics including: Rotary Foundation Basics: What is Your Rotary Foundation?; Grant Management Seminars; Club Qualification for District Grants; How to Apply for a Global Grant; Why Contribute to The Rotary Foundation? How to Nominate Someone for the Peace Fellows Program

F. Enhance Public Image and Awareness

- Encourage clubs to use social media to disseminate information on club projects and events. Use videos/YouTube as a messaging option, following guidelines established by RI and posted on the Branding Center

- Encourage clubs to consider crowd sourcing as a means to promote image, announce projects and do fund raising
- Actively post information on District Programs and Projects on club and district website, Facebook, Twitter, etc. Utilize #Rotary Alabama
- Stream major speakers at District Training Assembly; presentations placed on district website
- Promote core values and emphasize vocational service in the club and the community

G. Administration

- Support revision of District Leadership Plan and district policies as needed
- Clubs report goals and their progress in Rotary Club Central
- Increase use of District Website, DaCdb, and Rotary Club Central
- Provide training for use of DaCdb grants module and ensure that the district and clubs applying for Foundation grants meet qualification requirements
- Issue District Directory of July 1
- Use DaCdb to integrate sound practice and internal communications that support the orderly and consistent methods of our work
- Publish a monthly electronic District Governor newsletter
- Develop and maintain DaCdb Dashboard indicators to reflect the progress of district work
- Revise district policies and ensure they are incorporated into the District Leadership Plan