



Diversity, equity, inclusion initiatives aim to position club for future health

DEI Committee defines terms, explains its goals

The Diversity, Equity and Inclusion Committee, originally formed under the name Four-Way Test Committee, is working to help strengthen the club by making it more representative of our community. The committee has offered explanations of the terms diversity and inclusion, and why they are important to Wilmington Rotary.

Diversity incorporates all of the elements that make individuals unique from one another, and while there are infinite differences in humans, most of us subconsciously define diversity by a few categories such as gender or race.

Sarah Saska, CEO of Feminuity, explains that diversity can include a range of things from “socialized and visible race, gender identity, religion, nationality, body shape, size, age, or sexual orientation, to name a few. People aren’t diverse; we are individuals.” Diversity as a goal is not about ticking boxes to make sure we add members from all different races, backgrounds and genders. It is about representing the community we serve.

Inclusion is not a product of diversity. Inclusion is the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources and can contribute fully to the club’s success.

It’s been said that “Diversity is an invitation to the party and inclusion is being asked to dance or pick out the music.”

‘A diverse mix of voices leads to better discussions, decisions, and outcomes for every person.’

*~ Sundar Pichai
CEO of Google*

Why are diversity and inclusion important?

Aside from being consistent with the Four-Way Test and helping our club to meet district and Rotary International goals, they offer important benefits for the club’s health.

- Members will feel as though they belong and will stay longer. Turnover is high among new members.
- All members will feel empowered to share ideas and feedback, making us a stronger more innovative club.
- A club more representative of the community will develop more effective service projects.
- We will attract more diverse and younger members extending the life of the club. Overall, Rotary clubs in the U.S. are shrinking.
- Wilmington Rotary Club will be a positive example to the community.



This club’s DEI initiative began as the ‘Four-Way Test Committee,’ intended to ensure that all our activities live up to the standard of that core statement of Rotary’s principles.

Rotary District 7730 states DEI objectives

Dawn Rochelle, district governor for Rotary District 7730, offered this statement about Rotary International’s position on Diversity, Equity and Inclusion in a March 22 email. She was announcing the award of district DEI grants, including one to this club. SEE: page 7.



It’s fitting that the District launch this important initiative at this time. While Rotary has been involved in the conversation of DEI since the 1940s when the United Nations was established, the Declaration of Human Rights written, and some of the very first Rotary service projects being done to support individuals with disabilities, it is important that statements and actions be formalized.

The Rotary International Board of Directors took formal actions in the 2018-19 Rotary year to recognize the philosophy and values of our global organization. Our District implemented formal steps in this Rotary year and the Rotary Clubs that are represented in this email are to be commended for their leadership in taking formal action and intentional, thoughtful steps as a Club.

The members of District 7730 are learning and sharing personal experiences through club discussions, leadership dialogues with Rotary Peace Fellows, and involvement in a diverse set of community projects. District 7730 and the DEI committee will continue to offer programs for clubs and individuals to dig deeper into the issues around diversity, equity and inclusion.

Foundation giving recognized

Numerous donors to The Rotary Foundation have been honored recently as Paul Harris Fellows, or “plus” multiples, with a flurry of recognitions at our April 13 gathering in the Rotary Wheel Garden.



Those recognized on other dates are: **David Morrison** and **Marty Feurer**, first-time Paul Harris Fellows, on May 11; **David Brown** and **Mike Brown**, “plus one” for \$2,000 in contributions each; and **Dale Smith**, “plus six,” for \$7,000 to the Foundation. Dale is a Paul Harris Society (PHS) member, having pledged to give \$1,000 a year for ten years.

First-time Fellows who received their medallions on the gazebo on April 13 were **John Cheshire** and **Matt Pugliese**. “Multiples” recognized in person that day were **Erin Payne**, plus one; **Patrice Willetts**, plus two; and **Cathy Barlow**, plus three.



Dale Smith: plus six

Recognized in absentia April 13 were **Tyler Wooden**, plus one; **Howard Loving**, plus two; **Tom McMillan** and **Gabe Rich**, plus three. Like Dale, Gabe is a PHS member.

The Rotary Foundation is the financial engine that supports Rotary International’s work around the world. It is distinct from our club’s local foundation. For more Foundation news, SEE: *page 5*.

Sustaining members have pledged to give \$100 or more a year to The Rotary Foundation. If every Rotarian in this club becomes a sustaining member, we will be considered an “Every Member, Every Year” club.

Several smaller clubs in our district have ERAY status; we do not. To correct that, our club has pledged to donate Foundation “recognition points” to sustaining members, helping them become first-time Paul Harris Fellows.

To become a sustaining member, contact club treasurer Larry Sackett at lbsackett@gmail.com.



New Fellows Matt Pugliese and John Cheshire, April 13 at Greenfield.



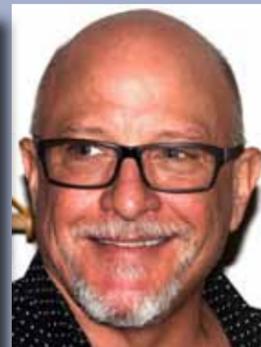
R.B. Richey congratulates Patrice Willetts, PHF plus two.



David Morrison, new PHF



Marty Feurer, new PHF



David Brown, plus one



Mike Brown, plus one



Tyler Wooden, plus one



Howard Loving, plus two



Tom McMillan, plus three



Gabe Rich, plus three



A warm, sunny day was the perfect occasion for Robby Collins to accept gift of this plaque.



With many members now vaccinated, this tentative return to meetings was a mix of discreet distancing and some masking, with a casual, BYO vibe. Most brought chairs; some brought lunch.

Club dips toe back into meeting with open-air gathering at Rotary Wheel

April 13 was an important day for our club, the first time we’ve held a regular weekly meeting in person since March 10, 2020.

The program was modest, with no guest speaker. Instead, we enjoyed a casual gathering on the lawn at the Rotary Wheel Garden in Greenfield Park, with several special presentations from the central gazebo.

(The wheel itself was this club’s gift to the City of Wilmington on our 50th

anniversary in 1965; the gazebo was a 75th anniversary gift in 1990.)

Among the highlights were a series of Paul Harris Fellow presentations, recognizing Rotarians who have given \$1,000 to the Rotary Foundation — or multiples of that amount. SEE: *page 2*.

A less significant presentation went to soon-to-be-past President Robby Collins, in honor of his informal preference in footwear. No word yet on how successfully President-Elect Cleve Callison will step into Robby’s shoes when he takes over the presidential gavel, at a ceremony in the Wheel on June 29.

We also enjoyed some trash talk surrounding the Golf Fore Fun outing the following week, with organizer John Lyon tussling with Secretary Elliott O’Neal over possession of the trophy. For more on that event, SEE: *page 7*.

When the main meeting ended, Past President Cathy Barlow convened the first face-to-face Rotary 101 course since the pandemic began.



Covid caution: Erin Payne opts for an elbow bump when accepting her Paul Harris Fellow plus one pin from Foundation Chair R.B. Richey.



Rotarians relished the chance to socialize again after a year of isolation.

The Rotary Wheel Garden will be the site of our next face-to-face meeting, Cleve Callison’s installation as president June 29.



RB Richey presents Past President Cathy Barlow with PHF plus three pin, representing a total of \$4,000 in gifts to the Rotary Foundation.

Pat Watts, artist and major benefactor of Rotary causes, dies April 18

Patricia Watts, a Major Donor to the Rotary Foundation and a mentor and benefactor to many members of this club, died April 18 at the age of 84. After the 2008 death of her husband, the long-time Rotarian Thurman Watts, Pat joined the club herself in 2010.



Thurman Watts

By a remarkable coincidence, Pat was born in Evanston, Illinois, which is now headquarters for Rotary International. RI honored her as a Major Donor Level 3, recognizing her substantial cash contributions—more than \$50,000—to the Foundation. Those earned her a large number of “recognition points,” 28,000 at her death, which she had generously made available to help many members of this club attain the honor of Paul Harris Fellow, or grant PHF status to members of their families.

She was also a major sponsor of the club’s own causes, as a \$10,000-level contributor to our own non-profit foundation.

Pat is survived by several in-laws, nephews and nieces.

A graduate of Marshall University, where she met Thurman, she accompanied him around the world during his military career before they settled in North Carolina, where Thurman developed a successful construction business. A lifelong artist, Pat especially favored watercolors, and made many gifts of her paintings to friends and to fund-raising events.

In addition to Rotary, Pat supported many other causes, including the Chamber of Commerce, United Way, and Paws4People.

Every week for much of her time as a Rotarian, Pat stationed herself at the entrance of our meeting place as a semi-official “greeter” to arriving members and guests.

Secretary Elliott O’Neal shared an appreciation for Pat, for her role in the club, and as a friend. He and his wife Barbara “enjoyed immensely escorting Pat to many district conferences, as well as our local club functions, including other functions outside of Rotary. Pat was delightful company always.”

Past President Patrice Willetts recalled that Pat contributed points to make her mother a Paul Harris Fellow, and how happy Pat was when Patrice’s late husband, Ken Willetts, asked her to dance at a social event they all attended. Pat confided to Patrice that Ken had been the first man to ask her to dance after Thurman’s death.

Past President Steve Yates lauded Pat for her strong support of the club’s Williston Legacy Project, such as buying gift cards for students. When he thanked her for her generosity, Steve remembered, “Ms. Pat would then smile and say, ‘Rotary is my family.’”

For Past President Donna Shiro, Pat’s love of good food and good times, and her fondness for many special friends in the club, is especially memorable. She noted that at all the club and district social and fund-raising events she attended, “Pat did *not* like to leave early. She wanted to get her money’s worth.”



December 1, 2015: Pat with a silver tray given in appreciation for her many contributions to the club.



April 2012: Pat presents Paul Harris Fellow pin to Donna Shiro’s daughter Alexis, one of many such honors Pat made possible.



Left, April 2016: Pat with Past District Governor Dave Baggett at district conference held in Wilmington, when she was honored as a Major Donor to the Foundation.



Right, April 2013: Elliott & Barbara O’Neal, the late Past President Rick Lawson, and Pat at district conference held in Wilmington.

Carl Byrd, preacher and human-relations specialist, dies at age 69

Honorary Rotarian Carl Byrd, 69, died on March 25. He had been a member of this club since 1995. He is survived by his wife, Grace; his mother, Dorothy Byrd McGuire; four children; three sisters, two brothers, and nine grandchildren.

A business administration graduate of N.C. A&T State University, Carl had also pursued continuing education at Duke University Divinity School, and was an ordained minister. He was associated with St. Mark’s Episcopal Church, where he chaired its health ministry,

and his own Grace Ministries, a non-profit agency. He was a 33rd-degree Mason and on the board of Lower Cape Fear Hospice.

For eleven years, he was director of New Hanover County’s Human Relations Department, which helped combat discrimination in housing and employment. In 2010, citing the financial crisis, the county abolished that department, reassigning Carl to the job of community affairs specialist.

After that career detour, the Rotary Club changed Carl’s membership to honorary.



Williston Middle School’s final Student of the Month honorees of the 2020-21 school year pose with Rotarians after April 28 ceremony in school library.

Club and school cautiously resume Williston student-of-the-month ceremony

With the Covid pandemic beginning to wane, our club and Williston Middle School’s administration decided it was safe to resume the Student of the Month awards presentation as a “live” event in the school library.

After a year of taking the awards to the honored students’ homes, the final awards of the 2020-21 school year were presented in Williston’s library on April 28. (An ad in the school yearbook will also recognize the honorees.)

A dozen Rotarians, all masked, joined students and faculty for the event. The

fourteen honored students were chosen by their teachers as living by the principles of Rotary’s Four-Way Test.

They received award certificates, accompanied by copies of their teachers’ nominating statements, along with yard signs, gift cards and Four-Way Test coins.

To wrap up this challenging school year, the Williston Legacy Project committee plans to resume our year-end tradition of hosting a “thank-you” luncheon for the school’s faculty and staff. It is scheduled for Friday, May

28, and Rotarian volunteers are needed to help set up.

Legacy Committee co-chair Steve Yates said help is needed in “setting out the food, keeping serving dishes full and passing around goodwill. We want to show that we care and appreciate those that are serving some of Wilmington’s most needy.”

If you can join in, get to the school at 401 S. Tenth St. at 11:30 a.m. You can park on the street or in the city park’s lot across the street. Questions? Ask Steve, Anna Erwin or Todd Turner.



Clint Meyer



Owen Metts



Erica Talbert



Shemeka Henderson

Club gains five members

The club has gained five new members in recent months, with two inductions on March 23.

Owen Metts is a real estate agent, owner of Owen Metts Realty. He was sponsored by Albert Corbett.

Also joining on March 23 was **Clint Meyer**. He is a retired physician, specializing in gastroenterology. His sponsor is also Albert Corbett.

Sandra Ray was inducted March 30. She is a district court judge for New Hanover and Pender Counties. Her sponsor is Janet Monterose. Sandra was a member of Wilmington Central Rotary Club from 2003 to 2010 and its past president, and is a Paul Harris Fellow.

On April 27, **Erica Talbert** joined the club, sponsored by Albert Corbett. She is the associate dean of continuing education for Cape Fear Community College.

Shemeka Henderson also joined on April 27. A retired Marine, she is manager of the Wilmington Target department store. She is a former member of the New Bern Rotary Club.



Inducted virtually on March 30, Sandra Ray introduced herself to the club in person when we met on April 13.

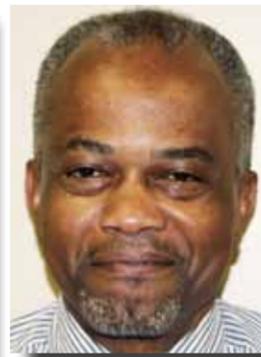
District matches Foundation gifts

Rotary District 7730 is now matching all members’ new contributions of \$100 to \$500 to the Rotary Foundation’s Annual Fund with donated recognition points. This, on top of a similar offer from our club’s leadership, is a great opportunity to earn your first Paul Harris Fellow or advance to your next “plus” level.

District Foundation Chair John Mohr said the district’s goal is \$201,000 this Rotary Year, which ends June 30. Half the money our district contributes will return after three years to be used as District Grants to local clubs.

Also, because of money unspent due to Covid, District Governor Dawn Rochelle is committing \$5,000 in district funds to make a cash match for any new donation of \$200 or more. This will raise an additional \$10,000 for the Foundation.

For more Foundation news, SEE: page 2.



Hans: UNC president

Cheatham: City future

Coudriet: County future

Quintero: Peace Fellowship

Morton: Cape Fear CC

Speakers address local government, education, tourism, sports and policing



Foust: public schools

Ho: UNCW women's golf



Hufham: tourism

Williams: police chief

Our track record of presenting interesting, informative programs has continued through the era of Covid and Zoom tele-conferences.

Peter Hans, president of the University of North Carolina system, was our speaker on March 16. He spoke via Zoom from UNC-Wilmington Chancellor **Jose Sartarelli's** office during a campus visit.

Rotarians **Sterling Cheatham** and **Chris Coudriet** teamed up on March 23 to provide updates on local government. Sterling is about to retire as Wilmington city manager; Chris is New Hanover County manager.

Our annual Rookie Teachers of the Year presentation had originally been scheduled for March 30, but the school system's scheduling issues forced that to be conducted at the winners' schools on Feb. 12. As a result, the March 30 meeting became an impromptu club assembly, a question-and-answer session between members and club officers.

On April 6, Rotarian **Scott Reynolds** of Cary introduced Rotary Peace Fellow **Diana Quintero Giraldo** of Colombia, who talked about the Rotary Peace Centers, including the one run jointly by UNC-Chapel Hill and Duke University.

Our April 13 meeting was special,

the first time since early March 2020 that the club met face to face. The casual gathering took place at the Rotary Wheel Garden in Greenfield Park. For more, SEE: *page 3*.

Our April 20 speaker was **Jim Morton**, president of Cape Fear Community College, who discussed the challenges of higher education during the pandemic. Like his recent predecessors at CFCC, Morton is a Rotarian, a long-time member of the Wilmington Cape Fear Rotary Club.

Continuing the education theme, **Dr. Charles Foust**, new superintendent of New Hanover County Schools, was our speaker April 27.

College golf was the topic on May 4, when **Cindy Ho**, coach of the UNCW women's team, presented our program. With her, via Zoom, were several members of the team.

Kim Hufham, president of the Wilmington and Beaches Convention and Visitors Bureau, returned on May 11 to update us on prospects for the recovery of the region's tourism and meetings business. She had last spoken to us on June 9, 2020.

Also making a return visit was Wilmington Police Chief **Donny Williams**. His May 18 presentation concerned his efforts to reform his department's culture. He had previously spoken to us on Aug. 25, 2020.

If it meets the guidelines, it will be presented to the club's Board of Directors for its consideration.

The brief concept paper should include:

- Problem Statement
- Objective(s) to be achieved
- How the objectives will be accomplished
- Timeline
- Budget request

If accepted by the Board, the concept paper must be followed by a detailed application. Questions? Contact Grants Committee Chair Ernie Olds at eolds@beckermorgan.com or call him at 910-341-7600.

Grant proposal concept papers due by June 28

The Grants Committee will accept proposals for local and/or district grants until June 28.

Projects that ultimately get Board of Directors approval will receive in-house funding and/or be submitted for possible matching District Grants.

Any proposal must meet these guidelines:

- Includes Rotarians' active involvement.
- Addresses the project's sustainability following the funding period.

- For district funding, must address one of Rotary International's six areas of focus.

Proposals must begin with a one-page concept paper, submitted to the Grants Committee. If it

20 join spring golf outing

The 2021 Golf Fore Fun tournament took place April 20 at Castle Bay Country Club in Hampstead. Twenty Rotarians and guests played.

The winning foursome squeaked by the defending champions and will keep the traveling trophy for a year. Prizes were also awarded for longest putts and closest to pin.



Elliott O'Neal, one of last year's winning team, reluctantly relinquished the trophy to John Lyon during April 13 meeting at Greenfield Park. Left: new winners Larry Anderson, Steve McKinley, Matt Hilliard and Garrett Huffman (not pictured) narrowly won April 20 on a scorecard playoff.

Is it time to update your photo for the club member directory?

Examples show ideal head-shot and problems to avoid



1. Ideal: cropped consistently with others, no wasted space, face clearly visible.



2. Uncropped: too loose, includes lots of wasted space, face appears too small.



3. Poor resolution: image will be blurry, pixelated or distorted when printed.

After skipping a year of publication, the club is tentatively planning to return to printing our handbook, which includes a member directory and other important information about the club, its history, leadership and committees. That latest version was printed early in the 2019-20 Rotary Year.

The printed version of our directory parallels what's online, found under the "Club Links" tab on our website, wilmingtonrotaryclub.org.

Some of the photos last used in the handbook and still online have become outdated. We are inviting all members to review your head-shot on the website and, if you like, submit a new or better-quality photograph. To ensure that these are handled

consistently and have adequate resolution to print well, John Meyer has volunteered to size and crop all updated images before posting them online through the DaCdb database.

The sample images above address some of the issues we hope to correct or avoid. Those include uncropped portraits, as in Sample #2 above, in which the face would appear too small when printed or online. Another issue is digital images without adequate resolution to print well, such as in sample #3. Sample #1 shows how we will crop all head-shots for the guide.

Digital photos can be emailed to john@capefearpublishers.com. If you want to have a new photo made, he will be happy to do so as soon as the club resumes in-person meetings.

Grant will assist teaching English

The club has received a \$600 matching grant from District 7730's DEI (Diversity, Equity and Inclusion) budget. Together with an identical sum from our own foundation, the money will fund a Cape Fear Literacy Council program to help teachers work with students from international backgrounds.

The grant will pay for two three-hour classes, one for Williston Middle School teachers, the other for elementary schools. The courses, titled "How to Talk With People Who are Learning English," will include 15 to 20 teachers each. Members of our club will also participate, a requirement for the district funding.

District Governor Dawn Rochelle announced the grant on March 22. It was one of eight totalling \$9,525. The money was diverted from District budget lines originally allocated for various events that were cancelled by the Covid pandemic.

All eight DEI grants will be used on projects working with people and organizations representing Southeastern North Carolina's underserved communities.

For more on DEI, SEE: *page 1*.

Photos by John Meyer, John Lyon, Anna Erwin and Robby Collins.

Other images from screen grabs during virtual club meetings via Zoom software.

Editorial assistance from Robin Schoolfield.

Upcoming programs & events

TUESDAY, MAY 25

Shipping and global supply chain issues, with **Brian Clark**, executive director, N.C. State Ports Authority.

TUESDAY, JUNE 1

Tactics for combatting child abuse in Wilmington, with **Amy Feath**, executive director, Carousel Center.

THURSDAY, JUNE 3

Rotary Night, 6 p.m., Wilmington Sharks baseball game, Legion Stadium, \$20 for admission and food.

TUESDAY, JUNE 8

Expanded airline flights from Wilmington, with **Julie Wilsey**, Wilmington International Airport director.

TUESDAY, JUNE 15

The state of local business, with **Natalie English**, president of Wilmington Chamber of Commerce.

MONDAY, JUNE 21

Board of Directors meeting, 5:30 p.m. Online/Zoom.

TUESDAY, JUNE 22

Coping with Covid while serving the homeless, with **Katrina Knight** of the Good Shepherd Center.

SUNDAY, JUNE 27

Installation of District Governor **Ellen Deaton**, 5-8 p.m., Sturgeon City Environmental Education Center, 50 Court St., Jacksonville, or virtual. \$35 for in-person attendees.

TUESDAY, JUNE 29

Installation of incoming President **Cleve Callison**, time TBA, Rotary Wheel Garden, Greenfield Park.

TUESDAY, JULY 6

No meeting: Independence Day holiday.

Rotary International Diversity Equity & Inclusion Statement

As a global network that strives to build a world where people unite and take action to create lasting change, Rotary values diversity and celebrates the contributions of people of all backgrounds, regardless of their age, ethnicity, race, color, abilities, religion, socioeconomic status, culture, sex, sexual orientation, and gender identity. Rotary will cultivate a diverse, equitable, and inclusive culture in which people from underrepresented groups have greater opportunities to participate as members and leaders.

Rotary news briefs

Ceremony at the Rotary Wheel: After a successful trial on April 13, we are planning another in-person meeting June 29. Weather permitting, we will meet outdoors at the Rotary Wheel Garden in Greenfield Park. The program will be the induction of the club's officers for 2021-22, including our next president, Cleve Callison.

Membership holds, almost. Rotary District 7730 suffered a small loss of membership during the difficult year behind us, District Membership Chair John Scibal reports. As of May 2, our region's clubs had 1,748 members, down 24 or just 1.3 percent from July 1, 2020.

Our club had a net loss of five members, from 212 to 207, in that same span. Several other clubs in Area 3 (New Hanover County) saw increases, including Wilmington Cape Fear, up four, and Wilmington East, up three.

The district's best performer was the tiny Maysville club, which added six members, almost doubling its roster to 13! Second best, also in sparsely populated Jones County, was Pollocksvile, which added three members to its previous eight.

Wheel of Honor is trademarked. Although it had to be canceled for 2020, our club's flag-tribute fund-raiser now has a name that belongs solely to us. Thanks to volunteer services from Angela Doughty of the Ward & Smith law firm, we now hold a registered trademark for "Wheel of Honor." The event had been planned to display hundreds of sponsored flags in our unique Rotary Wheel Garden.

Cause-based club to begin. Our Rotary District 7730 is no longer strictly geographical. A second cause-based club, open to Rotarians world-wide, has been chartered and will open for business on June 5. The virtual Rotary Club of Ending Child Abuse begins with 25 members. District Governor Dawn Rochelle invites all Rotarians to an online Charter Party at 11 a.m. June 5. A link for online registration is in Dawn's May 17 email blast.

District induction ceremony: The district's new leadership, including new District Governor Ellen Deaton, will be inducted at a dinner from 5 to 8 p.m. Sunday, June 27. All Rotarians in District 7730 are invited to attend, either in person or online. In person, it's in the Sturgeon City Environmental Education Center, 50 Court Street in downtown Jacksonville. Dinner is \$35, with a cash bar. Registration links can be found in Dawn Rochelle's Monday email, sent to all Rotarians in the district.

Aid for India: Our Rotary district is working to help send relief to India, whose health care system has been overwhelmed by the Covid virus. Past District Governor Nancy Barbee is leading an effort over much of North America and the Caribbean to organize resources and send aid to India. District 7730 has allocated \$5,000 for the initial collective efforts.

Board of Directors Meeting

5:30 pm, 3rd Monday of each Month
LS3P Architects conference room
101 N. Third Street, Fifth Floor
Wilmington, NC 28401

Get In Touch

President Robby Collins 470-5500
President-Elect Cleve Callison 599-0398
Secretary Elliott O'Neal 397-3613
Newsletter Editor John Meyer 392-5228
Webmaster John Meyer 392-5228

Submit News Items

Send photos or other information for the newsletter to john@capefearpublishers.com. Please include all pertinent names, dates, etc.

Website

www.WilmingtonRotaryClub.org