



Articles from the...

R.O.T.I. Institute

...by Rotarians On The Internet



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English Version

Volume 1

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“ROTI Institute” Helps Rotary Leaders Share Ideas

by ROTARY INTERNATIONAL Newsbasket – Evanston, Illinois, USA

Rotarians around the world now use the latest in computer technology to share ideas and experiences, making their organization more effective. As part of the **Rotary On The Internet (ROTI)** group, a “**ROTI Institute**” concept has been developed to share the knowledge and experience of seasoned Rotarians around the globe.

“The ROTI Board has worked tirelessly on this idea with the purpose of providing advice and suggestions via e-mail to new Rotary chairmen and club leaders,” said Darryl McKeller of Australia, board chairman.

Douglas W. Vincent of D7080 Canada, a past president of the Rotary Club of Woodstock-Oxford, was appointed as the Founding International Chairman of the ROTI Institute. Vincent has worked as a Resource Assistant for staff at RI’s world Headquarters and has made presentations and assisted with

projects in several countries around the world.

Under the institute format, educational articles are created and e-mailed monthly to Rotarians in more than 100 countries. The information covers new ideas and suggestions on a variety of Rotary activities and is intended to supplement what is already available from current Rotary sources. Articles are also archived for future reference on the ROTI Institute web site, found at

<http://mars.ark.com/~rotary/institut.htm>.

“Through the sharing of suggestions and ideas from experienced Rotarians, incoming leaders and chairmen can benefit from increased knowledge and have more effective results,” said Vincent. “The Institute concept supports ROTI’s overall objective of applying modern information technology to explore the avenues of service and promote global Rotary fellowship.” ●



“Welcome to . . The ROTI Institute”

A new and exciting concept in Rotary service.

Welcome to the "ROTI Institute", a new concept in learning, developed to educate and provide information to Rotarians on the Internet. As announced by Rotary International and ROTI, I am pleased to be involved as the Founding Chairman of this new forum to enhance Rotary awareness, fellowship and service around the world.

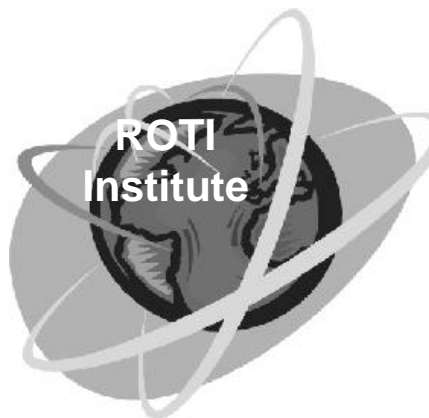
Through the sharing of suggestions and ideas with each other, Rotarians can benefit from increased knowledge and more effective results. The new Institute also supports ROTI's overall objective of using the internet to explore the avenues of Rotary service and promote global fellowship.

Educational and informative articles are created and emailed monthly with the subject heading "ROTI Institute". They cover ideas and suggestions on a variety of

Rotary activities to supplement rather than duplicate information already available from Rotary sources. Thanks to Chip Ross and RC Strathcona Sunrise, the articles are also archived for future reference on a "ROTI Institute" web site:

<http://mars.ark.com/~rotary/institut.htm>

Topics are based on questions and suggestions, so let's hear from you. It is our desire to provide useful and timely information rather than distribute boring or uninteresting material. Contributions or input for articles as well as general feedback is invited, to ensure the Institute is tailored to your needs. We hope you enjoy this "hard copy" booklet of published articles. ●



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Program/Speaker Suggestions for Club Presidents

by Douglas W. Vincent, for the ROTI Institute

Promoting membership and retention in Rotary is largely influenced by the quality of programs and speakers your club has each week. Everyone has a busy schedule with several things to do and places to go, so it is important to give members good reason to attend club meetings and make Rotary a priority.

You can educate, inform and get members involved through promoting attendance with a variety of timely topics and well made presentations that are properly organized, interesting and enjoyable. Use these 50 opportunities each year impact.

In addition to the already printed in the R (MOP), here are some you and your program excellent meetings and



Advance Planning

- It is a good idea for someone to send the speaker a confirming letter of the meeting details in advance. Include the location (directions), date, time, details and expectations, etc. Establish the length of presentation desired and then try to run the meeting with this goal in mind.
- A follow-up phone call is recommended a few days prior to the meeting. This will be a reminder for the speaker and reconfirm meeting arrangements.
- Determine any special needs required (i.e.: projector, screen, props, etc.). Be

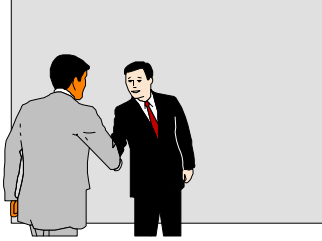
sure the room can be darkened for audiovisual use if necessary.

- Normally speakers are not paid however possible fees or expense reimbursement should be settled in advance and have appropriate club approval. If the speaker is travelling from a distance, consider if home hosting or a hotel room needed? This factor is becoming more important as early morning breakfast meetings grow in popularity.
- Obtain a brief outline of the speaker or his presentation and publish it in the club bulletin as an advance promotion of the meeting. Encourage membership attendance by marketing the program and invite members to bring out guests who may be interested in the upcoming speaker(s) or topic(s). This can be a good way to recruit new membership prospects.
- Make sure the public relations committee is advised and local media or other interested parties are invited to attend, when appropriate. Meeting coverage can be a good way to gain Rotary exposure in the community and also prospect for new members. Have a convenient way for interested people to contact your club regarding potential membership or meeting attendance.

NOTE: *It is always a good idea to have a back-up program available on short notice in the event of a mix-up or cancellation at the last minute. Plan for an RI video, club member or director to be "on deck" with a report or classification talk. Try to stay flexible, since it is almost certain that some last minute changes will occur during the year.*

Arrival and Greeting:

- Have the chairman or a greeter available to meet, orient and assist the speaker to prepare, set up &/or distribute handouts, etc.



- Be ready to welcome other guests that the speaker may bring or invite. Ensure people at the sign-in table know who the speaker is and do not charge them for the meal(s).
- The speaker should be welcomed by the President and briefed on any special club activities or projects that might influence his presentation. Indicate appropriate comments he might make to compliment other club programs or information. If you expect the media, brief the speaker on your club activities so he/she can include them in any interview comments.
- Follow-up to ensure the introducer has adequate notice and information regarding the speaker and his presentation topic. Having the introducer sit with the speaker during the meal provides a good opportunity to learn more about the person.

Meeting Structure:

- The meeting chairman should ensure the allotted time is made available for the speaker. If a meeting runs late, consider eliminating the fine session, sing song or non time-sensitive announcements, if necessary.
- For introduction and thank you comments, try to select members who have an association with, interest in, or some kind of personal knowledge about the speaker or his topic. This usually results in warmer and higher quality introduction and thank you comments.
- It is only common courtesy for members to remain quiet and attentive during the



program. No talking or distractions should be permitted during the presentation. Often members may find the speaker points to opportunities for club service never considered before.

- Generally, after the appropriate person has thanked the speaker, it is not necessary for the President to do it a second time. This may be perceived as a "put down" to the thanking job that has just been done. In some circumstances the President might comment briefly, showing appreciation to the speaker when he concludes the meeting.
- Try to discourage members from leaving the meeting early. In some clubs it is customary (and good manners) for members to express regrets to the speaker in advance, if they have to leave before conclusion of the meeting. Meetings should always begin and end on time to avoid members having to leave before the conclusion of a presentation.

Thanks and Appreciation:

- All clubs have different ways of showing appreciation and unfortunately some clubs have no way of doing this . . . not even appropriate Thank You comments!
- If we are to acquire top notched presentations, a genuine expression of appreciation is important. Encourage members to give their own personal greetings or thanks following the meeting, especially when the program has been particularly good. A thank you card or personal letter is appropriate with specific reference to the presentation. You may also consider including a picture that was taken or a club bulletin reporting on the meeting.
- Some clubs present token gifts to all speakers. Some never give gifts or forget them and others only present these to non-Rotarian speakers. Appreciation can be shown in various gift or financial forms and may be as simple as flowers to a lady or a nice appreciation certificate.



Gift Consideration:

Consider the following factors when expressing appreciation to a speaker:

- How often is the speaker doing Rotary presentations? The good ones usually get additional requests at each one they do. A club may assume that theirs is the only meeting but often there are several others, particularly if the speaker is good. This can add up to significant time and personal expense.
- Did the speaker travel from out of town? If so, at who's expense? In some cases a speaker may drive for 1 or 2 hours, to arrive an hour early and set up for a 7 am breakfast meeting. Even if the speaker is local, they may have traveled from an out of town event, then have to return back again.
- In some cases members feel Rotarians should donate their services and not expect anything in return ..or that their company may absorb the expense. This may be a valid point within the member's home club or while on Rotary committee work. However it may not always apply, especially when travelling to other clubs. In most cases a good speaker, regularly taking time away from his business, is making a significant sacrifice. You might consider arranging a tax receipt to reflect the donation of his personal expenses being absorbed.
- Many of the good speakers already have their collection of Rotary pen sets, memo pads, books and memorabilia, etc. since they have been to several clubs. Try to be creative and choose a gift that reflects the club or geographic area. You might consider an appreciation plaque, certificate or item made by a local handcrafter.



When and where appropriate, have club members autograph the item as a special remembrance.

- An expensive gift is not usually necessary. A small token or gift certificate is adequate... or consider a donation to Rotary Foundation in the speaker's name. This would be recognition and he/she would also receive a tax receipt . . . and likely the club is putting money into the Foundation anyway. A club in Sweden presents an artistic "Deed of Gift" certificate to visitors, in lieu of a banner exchange. It has a painting with club information on the back and states that a Rotary Foundation contribution has been made in the recipient's honor.

Speakers Bureau:

- Consider developing a file of good speakers or program contacts that have been referred to you from other organizations or neighboring clubs. Some districts actually cool bureau, which acts a clearinghouse of info speakers from previc
- Evaluate presentatio members regarding t programs. Generate input and ideas of what they liked or disliked and use this for future program ideas and planning.



Rotary clubs depend on good speakers and programs to motivate and retain members, plus build group enthusiasm and enjoyment. Let's make sure we plan and organize our meetings to treat them well. Who knows, they may also be a new member prospect. ●

*The **ROTI Institute** is an educational concept for sharing suggestions and ideas with Rotarians On The Internet. The author and International Chairman, Douglas W. Vincent, can be reached at: vincent@teamvincent.com*

“Top 10 Reasons Matching Grant Applications Are Held Up”

by Douglas W. Vincent and Rotary Foundation Staff, for the Rotary Institute

While there are several WCS activities conducted around the world without matching grants, many Rotary humanitarian service projects are done with funding aid from the Rotary Foundation. From time to time Rotarians express frustration with the long lead times and delays in the processing of matching grant applications. Following are the top ten reasons applications are delayed:

1

Sponsors send in contributions *PRIOR* to grant approval.

It is hard to understand why money is remitted before a project is processed. This causes many complicated and time-consuming administrative difficulties. Staff spend many countless hours, trying to locate funds remitted several months prior, without an approval or project number. To avoid misapplication of funds and unnecessary accounting delays, please do not send in money before the Trustees approve the application.

2

Project contacts do not use MG numbers assigned to their application.

With over 3,000 open files in process at any point in time and over 70% increase in applications received, it is important to use a good tracking system. It can be very time consuming and difficult to locate a specific application file when someone calls or requests information without their reference number.

3

All proper authorities have not signed letter of support.

District Governor(s) and/or Club President(s) must sign the appropriate forms and in correct places as required.

4

Rotarians do not always read the information provided to them.

Rotary publications and the application forms contain specific guidelines and instructions, however many Rotarians do not seem to read or follow them properly or completely.

5

No pro-forma invoices or price quotations are supplied. For some reason, many applicants do not submit the required pro-forma invoices or price quotations for all items totaling US \$500 or more. Staff must write back to obtain them.

6

The official R.I. rate of exchange is not used. It's better to leave the budget in local currency and let staff identify the US\$ equivalent.

Staff prefers receiving the project budgets in local currency. When reviewed, the official R.I. rate of exchange is applied to the application. When clubs use their own rate, all numbers on the application may be incorrect.

7

Ineligible costs are included in the project budget.

Sponsors should read the guidebook before submitting the application. Project budgets often include ineligible expenses such as administration expense, international travel, salaries, or construction of buildings. Delays are caused because R.I. staff must send out letters, reminding clubs of criteria and requesting revised budgets.

8

Incorrect payee or wire transfer information.

After a payment has been processed, sponsors often inform staff of an error in the payment information they provided. This can cause countless hours of tracking down the payment request, then canceling it and resubmitting the revised payment information.

9

All projects are of equal importance but too often Rotarians ask for their application to be a top priority.

Rotarians often ask staff to put a "RUSH" on their application. Of course each application is important and when staff is asked to speed up the process for one proposal, this slows down the process for all other projects. Rush requests have become the norm (about 3-5 a day) and the "please rush" pile gets as big as the "regular" pile.

10

Rotarians do not communicate with each other or there are too many Primary Project Contacts.

Members also contact Rotary Foundation Staff rather than each other. It is not uncommon for staff to get 5 calls a day (each), asking if a matching club or district has completed their forms. Often there are several calls within a day requesting information on the same project. It would help if Primary Contacts could communicate more with each other and pass on updates to all other interested parties. This would cut down on phone calls, enabling staff to process grant applications more efficiently. ●

Rotarians can streamline the system by trying to prevent the above problems and following the guidelines described with the matching grant application forms. With accurate and complete information, Rotary staff can be more efficient in processing the documents for approval with a minimum of delay.



For information on W.C.S. projects see:

http://www.rotary.org/programs/international/world_community_service/

Speech Idea for Club Presidents & Rotary Leaders

by Wm Hugh Reid, D9940, for the ROTI Institute

The ROTI Institute thanks Hugh Reid in New Zealand for sharing this inspirational speech. Club Presidents and other Rotary leaders can use this to inspire members at the start of their term or at other appropriate events to motivate Rotary involvement and enthusiasm.

My brief tonight is to deliver a worthwhile Rotary address in an inspirational manner. Now, as Rotarians you are accustomed to listening to inspirational addresses. It would be stretching the imagination however, to say that all the talks in Rotary are inspirational. In our club we have a reliable indicator of the inspirational quality of an address. The speaker has been outstandingly successful if Miles Bockett and Nelson Palmer are still awake when the speech is over.

I will take the word "**ROTARIANS**" and draw some lessons and guidelines for those who are privileged to be called Rotarians.

Rotarians should be **ROBUST** and **READY** in service.

Robust means strong, healthy, sturdy, stalwart and stout with a sound mind. Always ready to jump when asked to help. Ready to take the initiative and ask others to help. Looking for the opportunity to motivate and teach those less fortunate, that they might help themselves . . . and ready to help the helpless.

There are many Rotarian programs. We are familiar with Polio Plus, the Emergency Box Scheme, Rotary Against Malaria and other schemes like providing sleeping nets or slumber kits for children. Read your Rotary magazine to discover the myriad projects which clubs around the world carry out.

We had a neighbour in Ireland who read an Oxfam advertisement which said "Ten pounds will clothe and feed a child for one year in Bangladesh." He sent six of his children to live in Bangladesh.

Prior to the formation of Rotary, men's clubs had been exclusive and totally for self. Rotary became an instrument which successful business and professional people used to help others. Robust Rotarians have rocked the foundations of men's clubs and set an example many others have sought to follow. Be robust Rotarians, ready to help.

O**RGANIZED** and **ORDERLY**.

To organize, means get together and arrange, or put in working order. Orderly minds, orderly lives, orderly businesses, orderly meetings. No, not stiff, stilted lives and meetings. Behind the freshness and spontaneity and humour that make zestful lives and meetings there is a fundamental principle of orderliness and organization that ensures success.

T**ENACIOUS** and **TENDER**.

Tenacious - holding fast, firm, persistent. When we study the lives of successful military, business and community leaders we find that the common attribute is tenacity . . . that ability to stay with a problem or idea when others have given up. Sticking with it until the answer is found. Marry tenacity with tenderness - that ability to recognize other people's problems and empathize with them. Take time to listen and help, to have compassion for the unloved.

Never be afraid to show your love. Some day soon it will be too late. Be tough but tender.

A FFABLE.

Be easy to talk to, courteous, pleasant and responsive to the conversations and approaches of others. Be gracious. You could find a few folks with little acquaintance with that word. The old meaning of affable is chaste and virtuous, in an honest manner. In Latin - honestus, honourable, decent, respected. In the two words affable and honest, we have the recipe to make a loveable person. There is no room for bad manners or dishonesty in a Rotarian's life.

A famous astrologer met a young woman in the park. She was trundling a pram with her recently acquired offspring. The astrologer admired the baby and remarked on her unusual beauty. "What a beautiful baby; What sign was she conceived under?" The young mother blushed profusely but bravely answered "I think it said, Keep off the grass."

R EACHABLE and **R**ESPONSIVE.

Reachable means being within reach or accessible. Each Rotarian is known by his or her given name: Celia, Graeme, Barbara, Hugh. Each of us, no matter what our job or standing in the community should be approachable, ready to listen and respond, to stop and help others . . . and when we see hesitation, make the first move. Be reachable. You have two eyes, two ears and one mouth. Use them wisely.

I MAGINATIVE and **I**NVENTIVE.

Not every one has the gift and flair for creating new ideas, different ways to raise funds, create interest, or fire up enthusiasm. We can, however find inspiration from the writings and creations of others. We can tailor schemes to our own situations. Read your Rotary magazine and newsletters. Share ideas with others.

A LERT and **A**LIVE.

This means being watchful and keen . . . being wide awake. Be a sentry for your club and your community. Be ready to sound the alarm when an enemy threatens. Enemy? . . . of morality. Hold up your standards. In your community, watch out for those who would destroy. Support high standards in your club. Watch out for malicious gossip. Watch out for cliques and "us only" groups. More importantly, do not be guilty of being part of such things. Watch for jealousy, envy and greed. Above all, be alert to your own shortcomings, your own strengths and attributes.

N EIGHBOURLY.

Like or befitting a good neighbour, Kindly, Friendly, Sociable. The strength of Rotary lies in fellowship and friendship. Extend it. Take it outside your club to other clubs . . . to each person you meet as you go about your business or leisure. Befriend someone each day. If you meet someone who has no smile, give them one of yours.

S ALTY.

Shakespeare wrote, "Though we are justices and doctors and churchmen, master Page, we have some salt of our youth in us". Old fogies . . . Have we still the salt of youth in us? Are we adding seasoning and flavour to the lives of others? Surely this is our mission and then, Are we ready to let the young, fresh salts season us? Will we hand them the baton that they may do as we have done and do it better?

Rotarians, You are leaders in your community. Stop to listen carefully. Hold your heads up and be proud, for you and this great organization can, and will, change many lives for the better. Let's go for it! ●

The author, Hugh Reid is Past President of RC Wanganui, NZ and has been active in many D9940 activities, including Chairman of the D9940 Rotary Quiz program. He is an excellent, entertaining speaker full of wit and words of wisdom.

What I Would Do...If I Was Club President Again

(Here are some great thoughts from Tino Cacanindin, provided by Eduardo deGuzman (D3800 Philippines) to the ROTI Institute, with thanks. Edited by Douglas Vincent, Institute Chairman).

It was about five years ago that I had the opportunity to be President of my Rotary Club. As I reflect on my term as Club President, recollections of what I did and did not do came rushing by like a whirlwind. To be sure, there were things that I did right and also some that I did not do so well.

While I savored every minute of my term as President, the intervening years have given me a chance to look back on the experience. I asked myself "what would I do if given the rare opportunity to be Club President again?"

Experience is a great teacher and I know that I have learned some lessons from the past.

I must confess that the following ideas are by no means mine alone. They have been culled from my own experiences as Club President and also from my interaction with several other Past Presidents. Since I believe that seven is a perfect number, I would like to share the seven things I would try to do different if I could be Club President again.

1. I would re-orient my membership and emphasize the basics of Rotary.

It is sad to note that many clubs do not seem to operate as Rotary Clubs. Somewhere along the way they mutate into drinking clubs or fraternal associations. They use Rotary as a reason to be associated for purposes other than the ideals of service. If I could be President again, I would try to get those members who have strayed away to come back to the basics of

Rotary. Some need to learn that they are in Rotary imbued with the ideal of service, guided by The Four-Way Test and oriented by the object of Rotary. It is not wrong to have fellowship even over a few drinks, but we should not lose sight of the reasons and purpose for joining Rotary.

I would increase the number of assemblies, fireside meetings and club forums in order to refresh the minds of older members about the original reasons for Rotary membership. For the newer Rotarians, I would hope the process could help lead their Rotary lives in the right direction.

2. I would improve the weekly programs.

Attendance at weekly meetings is a basic requirement of Rotary membership. One of the features of weekly meetings is the program, and interesting presentations can attract better attendance. This is good reason to pay more attention to the club's weekly program.

To do this I would promote an interesting variety in formatting guest speakers to share stimulating ideas with members. I would make the presence of visiting Rotarians meaningful and worthwhile by extending the courtesy and brand of fellowship that club members share. Visiting Rotarians should never feel like a stranger.

A good program includes appropriate Rotary information and takes into account the various events that Rotary celebrates. For instance, programs in September could emphasize youth activities, Rotary Foundation in November or world peace and understanding in February, etc. How impressive it would be for members and guests to witness a program truly reflective of Rotary as a unique organization!

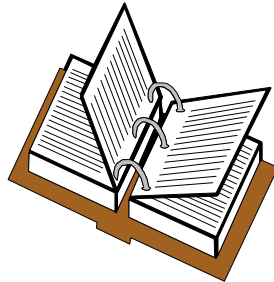


3. I would develop an effective program to reduce the cost of being a Rotarian.

In the Philippines, a major obstacle to growth in membership is the escalating cost of being a Rotarian. I would try to attract more members through an effective program of lowering costs. In some countries clubs have succeeded in doing this. Some clubs in India avoid expensive meals and have afternoon meetings with inexpensive snacks. If Rotary is to be an organization serving the community, financial resources should be directed away from the members' personal benefit and preferably be directed toward the funding of service projects.

While I do not intend to make a public confession of the things I did wrong as President, I would like to cite one example of a poor decision I made. I had wanted a presentable club bulletin and my concept entailed a well-designed, professionally printed bulletin. It is only natural for a President to want their term distinguished by excellence, including the club bulletin. Can you imagine how much more useful the funds would have been if used to finance extra educational scholarships to help enlighten the minds of the young. The total bulletin costs did not come from club funds, due to outside sponsorship I obtained. But it still nags me that the funds could have been put to better use.

If I had another chance, I would have a simpler bulletin. It might be printed, but I would be satisfied if it was only mimeographed as long as the content provided a wide source of information about the club, its members, the district and Rotary. This would avoid taxing the members to make up the amount not covered by sponsors. I am



sure members would not begrudge this bit of tight-fisted economy. Developing a cost reduction program starts with leadership and I have no doubt that such a program would draw the support of everyone.

4. I would venture into projects requiring more membership involvement at lower cost.

Rotary does not encourage grandiose plans. On the contrary, service projects completed within twelve months are preferred. This makes for easier accomplishment and avoids an implied imposition upon the next executive to continue something they may find too costly or burdensome.

A good service project requires the involvement of all members. It is not difficult to conceive such a project. After all, Rotary is a catalyst and as such, Rotarians need only serve as the impetus. A club has a great opportunity by involving the greatest number of members because they know that, more than money, it is their time, effort and energy they are being asked to contribute. Fellowship is also an excellent byproduct.

If President again, I would move away from costly service projects that drain the resources of members. Instead, I would venture into community projects and involve the greatest number of members possible.

5. I would take a new look at the President's role as a club member.

Under the classification system, Rotary membership is drawn from a cross-section of adults in the community who have risen to a top level of their profession or business. One member is the peer of another. But the leadership role of a club President requires a different approach from that of a mere fellowship association of diverse members.

There are leaders who perceive their role is like a dictator or an autocrat. They

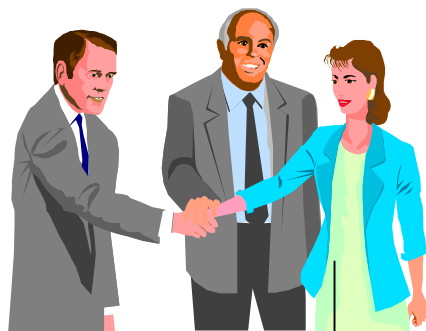
impose upon the membership. Others are more passive in their position and do things as their membership dictates upon them. This kind of a leader accepts the terrorism of his members.

Both leadership styles are far from the concept of an effective leader in Rotary. If I could do things better, I would try to set and attain objectives faster, and administer the affairs of the club more efficiently by inspiring to achieve. As a motivator and leader, I would not ignore individual aspirations for fellowship, service or involvement of every member. I would encourage each member to work toward their specific objectives in relation to the overall objectives and goals of the club.

Apart from being a motivational leader, I would try to serve as coordinator of members. I would not hesitate to monitor their activities and trust they would not consider me pushy for trying to help them along.

6. I would review membership policies with emphasis on young qualified candidates.

The strength of any organization lies in its membership. It is no less true in Rotary and the long existence of my club has resulted in a group of professionals and businessmen who are not getting younger. I would place more emphasis on the club's policies regarding younger members. This is not to say that older, qualified persons should be ignored. It would just add some balance to the age of club members. This would infuse fresh ideas and greater aggressiveness in the pursuit of the Rotary ideals of service. I believe our future lies in youthfulness and having a continuing adventure in service.



7. I would plan earlier in advance of the July 1st, Rotary year beginning.

Twelve months could indeed be too short for a President to do a good job and it may be unfortunate that the general practice is for a President to serve only one year. Within this period one literally has to cram numerous activities, the least of which is the club administration. Incoming Presidents have practically an entire future ahead of them and hopefully it will not be wasted.

The best intentions will not materialize unless there is careful attention to planning a myriad of details that go into the execution of those intentions. If I could be President again, I would not wait a single moment in preparing for my term. Long before July 1st, I would have a brief outline of my plans and objectives. I would finalize the committee chairmen and leadership team early. Of course, I would consider individual talents, expertise and preferences to maximize each member's contribution during my term.

A word of caution is perhaps needed on advance planning. Activities of the incoming President should not create any impression the incumbent President's current program is being prejudiced. Advance planning should be done with the full knowledge and cooperation of the incumbent President, who is likely to support reasonable requests in preparation for the upcoming year.

Summary

These then, are the things I would try to do if I could be President again. To incumbent Presidents - you are lucky, for you still have time to ensure that your plans materialize. Luckier still are incoming Presidents - for you can begin right now in preparing yourself for your term ahead. You have accepted a challenge in leadership so this should not prove too much of a burden. You must have accepted this important position because you are confident that you could do it. Good luck.●

Quotes, Poems And “Nuggets”

Bulletin Editors, Club Presidents and other Rotary Leaders should find the following information useful for their publications or presentations, to help focus and motivate members. Where known, credit is given to the original source compiled by: Douglas W Vincent, for the ROTI Institute.

Life is Unfair

There is always some inequity in life. Some men are killed in war, and some are wounded, and some men never leave the country and some men are stationed in the Antarctic and some men are stationed in San Francisco. It is very hard in military or personal life to assure complete equality. Life is unfair. *J. F. Kennedy*

It's Difficult

To believe when others are doubting.
To work when others are dreaming.
To care when others are neglecting.
To forgive when others are condemning.
To forget when others are judging.
To smile when others are complaining.
To praise when others are criticizing.
To love when others are resenting.
To save when others are spending.
To conserve when others are wasting.
To listen when others are talking.
To build when others are destroying.
To sing when others are sighing.
To pray when others are cursing.
To persist when others are quitting.

William Arthur Ward

The message seems to be that life is made up of winners and losers. If you are not number one or in the top five, you have failed. There doesn't seem to be any reward for simply succeeding at the level of doing one's best.

Success is how you collect our minutes. You spend millions of minutes to reach one triumph, one moment, then you spend maybe 1,000 minutes enjoying it. If you are unhappy through those million minutes, what good are the 1,000 minutes or triumph?

It doesn't equate. Life is made up of small pleasures. Happiness is made up of those tiny successes. The big ones come too infrequently. If you don't have all of those zillions of tiny successes, the big ones don't mean anything.

Norman Lear

There is something that is much more scarce, something finer, something rarer than ability. It is the ability to recognize ability. *Elbert Hubbard*

It is not enough to be right. You have to avoid the appearance of being wrong. *Bob Dougherty*

A winner never quits . . . and a quitter never wins!

When one door closes, another opens but we often look so long and so regretfully upon the closed door that we do not see the one which has opened for us.

There is no elevator to success, you have to take the stairs.

You can't change the past but you can ruin the good present by worrying about the future.

Our challenge as leaders is to train, coach, guide energize and excite our people rather than control them. *Fortune*

Focus on Strengths

People cannot understand a weakness. It is only an absence, a zero, a vacuum. They can only understand and acquire strengths. The only tools and building materials people have are their present and potential strengths.

Focus on:

What is, rather than what isn't
What can, rather than what can't
What will, rather than what won't
What does, rather than what doesn't
What has, rather than what hasn't
The kind of leader you are tomorrow,
begins in your mind today.

Often the difference between a successful man and a failure is not one's better abilities or ideas, but the courage that one has to bet on his ideas; to take a calculated risk . . . and to act. *Maxwell Maltz*

None of us is as good as all of us. *Ray Kroc*

Luck is what you have when preparation meets opportunity. *Roger Zuehl*



Pay no attention to what the critics say;
there has never been a statue erected to a critic.
Jean Sibelius



We learn wisdom from failure much more than from success; we often discover what will do, by finding out what will not do; and probably he who never made a mistake never made a discovery.
Samuel Swiles



Everyone has talent. What is rare is the courage to follow the talent to the dark place where it leads.
Erica Jong



Every Organization has a "Tate":

Dick Tate: wants to run everything.

Ro Tate: has a passion to change everything.

Devas Tate: loves to interrupt and interfere.

Hesi Tate: always needs detailed instructions.

Cogi Tate: takes enough time to make action unnecessary.

Imi Tate: rushes to get the credit, never accepts the blame.

Facili Tate: does his share, or often much more than that.

Which Tate are you? *Graeme Fraser*



Only people who do things get criticized.



You may have a fresh start any moment you choose, for this thing we call "FAILURE" is not the falling down, but the staying down.

People may doubt what you say,
but they will always believe what you do.

Some people never start anything.
They research it to death!

You shouldn't go through life with a catcher's mitt on both hands. You need to be able to throw something back.

A person with big dreams is more powerful than one with all the facts.

A goal without a deadline is not really a goal . . . it's a wish!

People heard the wrong things I said,
but failed to see the right things I did.

John Crosbie

There go the people. I must follow them,
for I am their leader. *Alerandre Leduc-Rollin*



I discovered you never know yourself until you're tested and that you don't even know you're being tested until afterwards, and that in fact there isn't anyone giving the test except yourself.

Marilyn French



There are risks and costs to a program of action, but they are far less than the long-range risks and costs of comfortable inaction. *J. F. Kennedy*



Failure is not the worst thing in the world.
The very worst is not to try.

We should be careful to get out of an experience only the wisdom that is in it and stop there; lest we be like the cat that sits down on a hot stove.

She will never sit down on a hot stove again and that is well; but she will never sit down on a cold one anymore either.

Mark Twain



I am so successful because I fail so much.

We judge ourselves by what we feel capable of doing, while others judge us by what we have already done.

Longfellow



In Troubled Times

When you're in a troubled time

And worry fills your mind,

Just think of others that you know

Who've been in a worse bind.

And then your mind will thank the Lord

For giving you each day,

Appreciate good things in life

That people do or say.

Over trials and tribulations

Your attitude can have power,

So tune it up, maintain it well

And better days will flower.

Think good things and soon you'll find

How great your life can be,

Know that you're a special friend

We need in R o-t a-r y.

Just keep in mind as days go by,

When you're feeling blue,

You've got some friends around the world

Who'll hope and pray for you.

Douglas W. Vincent

“Rotary!...What’s In It For Me?”

by Douglas W. Vincent for the ROTI Institute

A significant event took place in May 1987, which dramatically changed the future of Rotary International. It was the controversial acceptance of women into Rotary membership. To a large extent, this was responsible for allowing many new and talented female members, like Norma Gamble of Oakville, Ontario, to join the ranks of Rotary.

With a 25-year career in professional speaking and her enthusiastic commitment to helping others, Norma is evidence and living proof of the success and positive influence this change has had on Rotary. Her overwhelming support to Rotary Foundation and D7080 has been felt around the world.

WII-FM - are you tuned in to this FM station? ...or are you one of those tired Rotarians coasting along, just wondering "What's In It For Me?" Or are you a prospective member trying to determine WIIFM. Norma Gamble is turned on and tuned in. She recently "broadcast" her personal philosophy on Rotary life through the airwaves at a RC of Woodstock-Oxford meeting. Here's her answer to WIIFM.

"You get old when you trade your dreams for regrets . . . and you get old, not when your skin wrinkles, but when your soul wrinkles," said Norma. "We don't get old when our eyesight goes, just when our vision goes. Rotary keeps our souls alive and gives us a vision of what is possible."

Like many Rotarians, giving something back to the community is one reason for her involvement, but an additional factor is her suggestion that "Rotarians have one team and one goal." Norma says "no one person cares about taking the credit (for a successful service project). Rotary takes credit."

Rotary also gives members an opportunity to meet other community leaders and be part of a

respected group, "doing extraordinary things." In addition to local community service, "Rotary impacts the lives of thousands of people in third world countries with their world community service," she said. This is very rewarding and forces members to stretch themselves during the process.

Norma explained how the Rotary wheel can give our life balance with its spokes representing various aspects of satisfaction such as: community and international service, social, companionship, camaraderie of breaking bread together, and family involvement. "It feels good to be in the (Rotary) winner's circle with other successful people," she said.

Recalling how she grew up, learning values similar to Rotary's, she cautioned that members

should "never forget we're on earth to serve others." Her belief is that one should strive to be "other-centered" and not

"self-centered" during a life-long learning process. "Rotary can give this," she said.

Through involvement in Rotary projects and experiences one can learn many lessons and leadership skills. Communication, teamwork, innovation, delegating and counting on others are all part of the package. "Rotary is an expression of concern, one for another. It represents power with people, not power over people," said Norma.

"If you feed your body you are set for the day. If you feed your mind, you are set for life. Rotary makes me feel good about myself."

" . . . and if you're looking for Self-Actualization from Maslow's Hierarchy of Needs, Rotary gives it to you on a silver platter," she concluded. ●

If you're looking for Self-Actualization from Maslow's Hierarchy of Needs, Rotary gives it to you on a silver platter!

Norma Gamble, RC Oakville D7080, has worked with District training and was a GSE Team Leader to the Czech Republic & Austria. She is 1998/99 D7080 GSE Chairman and can be reached at: normag@idirect.com

Birth Of The Rotary “Four Way Test”

. . . of the things we think, say or do.

(excerpts from a speech by Darrell Thompson with appreciation to Myron Taylor)

There are several ways to describe what Rotary is all about. One is the slogan that we use, "Service Above Self . . . He Profits Most Who Serves Best". That is certainly a high and noble ideal that has lifted many a man or woman out of themselves and set their vision on the heights.

Another ideal around the world is "The Four Way Test" and it is one of the most famous statements of our Century. Like most things worthwhile, it came into existence because of one man. Great things are not normally accomplished by a committee. Most things of value in this world have been done because of a special person. Great things are done by human beings, who are committed to a cause.

I want to tell you about The Four Way Test and Herbert J. Taylor, a man of action, faith, and high moral principle. Born in Michigan, he married in 1919 and moved to Oklahoma where he worked for the Sinclair Oil Company. After a year, he resigned and went into Insurance, Real Estate, and Oil Lease Brokerage. He was a mover, a doer, a consummate salesman, and a leader of men.

With some prosperous years behind him, Herb returned to Chicago in 1925 and began a swift rise within the old Jewel Tea Company. In line for the presidency of Jewel in 1932, he was asked to help revive the near-bankrupt Club Aluminum Company. The company owed \$400,000 more than its total assets and the operating capital was a \$6,100 loan from some reckless banker. He responded to the challenge and decided to cast his lot with this troubled firm.

Looking for a way to resuscitate the company, caught in the great depression, Herb prayed (he was a deeply religious man) for a short measuring stick of ethics, the staff could use. At that time he put together what ultimately became The Four Way Test. An

associate and member of the RC Westwood Village in Los Angeles, designed the first plaques of the test to be put on the desks of businessmen.

Herb had a little black book where he jotted down things he wanted to remember. As he thought about an ethical measuring stick for the company, he first wrote a statement of about 100 words and decided that was too long. He continued to work, reducing it to seven. Yes . . .the Four Way Test was once the Seven Way Test. It was still too long and he finally reduced it to the four searching questions, which comprise the test today.

Once the final test was formed, he checked it with his four department heads: a Roman Catholic, a Christian Scientist, an Orthodox Jew, and a Presbyterian. He referred to the points as principles rather than religious guidelines and they all agreed the test not only coincided with their religious beliefs, but provided a superb guide for personal and business life.

There was a man . . .Herbert J. Taylor . . .and now there was The Four Way Test.

***Is it the TRUTH?
Is it FAIR to all Concerned?
Will it build GOODWILL and BETTER
FRIENDSHIPS?
Will it be BENEFICIAL to all concerned?***

Simply written, yet it is as profound as it is simple. The words became the basis for decisions, large and small, at Club Aluminum.

But a Test must be put to the test. Would it work? Could business people really live by it? One lawyer said, "If I followed the Test explicitly, I would starve to death. Where business is concerned I think the Four Way Test is absolutely

impractical." The problem is understandable, when we talk about living the truth and measuring actions on the basis of benefits to others. It stirs bitter conflict within some, in a place where integrity and ambition lie side by side in uneasy suspension. Sizzling debates have been held in various parts of the world on the practicality of it as a way of living.

Truth, Fairness and Consideration provide a moral diet so rich it gives some people ethical indigestion. It calls for thoughtful examination of motives and terrible probing of life's goals. There are always some serious-minded Rotarians, not to mention skeptics and negative thinkers, who view The Four Way Test as a simplistic philosophy of dubious worth, contradictory meaning, and unrealistic aims. While one reacts in anger, another finds it to be an answer.

At Club Aluminum, everything was measured by the Four Way Test. First, they applied it to advertising. Words like Better, Best, Greatest or Finest were dropped and replaced by factual descriptions of the product. Adverse competitor comments were removed from advertising and literature. Employees were asked to memorize the Test and use it in their relations with others. It gradually became a guide for every aspect of the business, creating a climate of trust and goodwill among dealers, customers, and employees. It gradually and completely improved the Club Aluminum picture.

One day, the Sales Manager announced a possible order for 50,000 utensils. Sales were low and they were still in a bankrupt condition. They certainly needed and wanted that sale, but there was a hitch. After thinking about The Four Way Test, the Sales Manager said his potential customer intended to sell the products at cut rate prices. "That wouldn't be fair to our regular dealers who have been advertising and promoting our product consistently," he said. The order was turned down and was probably one of the most difficult decisions the Company made in

those years. There was no question this transaction would have made a mockery out of The Four Way Test they professed to live by.

By 1937, the indebtedness was paid off and in the next 15 years, the Company distributed more than a million dollars in dividends. Its net worth climbed to over \$1,750,000. The Four Way Test was born in the rough and tumble world of business. It was put to the acid test of experience in one of the toughest times that the business community has ever known. The Four Way Test survived in the arena of practical business life.

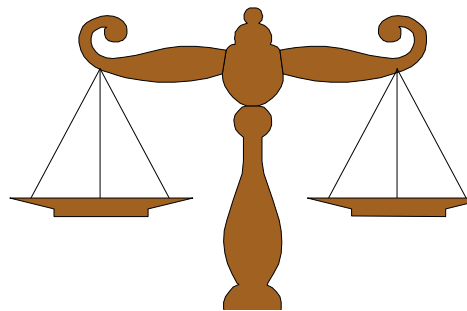
In 1942, Richard Vernor, then a Director of Rotary International, suggested that Rotary adopt the Test and the board approved this in January of 1943. It was worked into the Vocational Service program,

though today it is considered a vital element in all four Avenues of Service. It has since been translated into all principal languages. Herb Taylor transferred property rites in the Test to Rotary International when he served as Rotary's

International President in 1954-55, during Rotary's Golden Anniversary.

Has the Test lost its usefulness in modern society? Is it "sophisticated" enough to guide business and professional men and women in these fast-paced times? PDG Elmer R. Jordan wrote: "It is Vocational Service where you and I earn our daily bread, and are judged as Rotarians. The way in which we conduct our business and profession is what really matters. How we reconcile our desire for profit with our willingness to render honest service will exemplify the dignity of our occupation in doing business in our community.

Now, after 55 years, when the population of our country has doubled and great social, economic, and lifestyle changes have taken place...Can The 4-Way Test still work?"



"Is it the TRUTH?"

There is a timelessness in truth which is unchangeable. Truth cannot exist without justice.

Is it FAIR to all concerned?

The substitution of fairness for the harsh principles of doing business at arm's length has improved rather than hurt business relationships.

Will it build GOODWILL and BETTER FRIENDSHIPS?

Man is by nature a cooperative animal and it is his natural instinct to express love.

Will it be BENEFICIAL to all concerned?

This question eliminates the dog-eat-dog and substitutes the idea of constructive and creative competition.

The 4-Way Test is international. It transcends national boundaries and language barriers. It knows no politics, dogma, or creed. It is not merely a code of ethics, it has all the ingredients for a successful life in every way. **The 4-Way Test Can and Will Work in Today's Society.**

The Four Way Test has been translated into the languages of more than 100 different countries. Japan has led the world in practical uses of the Test. In 1954, the Osaka Rotary Club became the first to place it on the club banner. Some years ago, a Rotary Club in Japan initiated a project, which provided loan umbrellas for railroad passengers caught in unexpected showers. One member wondered whether the commuters would return the umbrellas. Another suggested printing The Four Way Test on the underside of the umbrellas. Months later the umbrellas had been used widely without the loss of a single one.

High Schools and Colleges in more than 25 countries display The Four Way Test for the inspiration of their young people. To encourage sportsmanship, Rotarians in Indiana installed a Test sign in a school gym.



It sits on the desk of more than a half million business and professional men and women in the US alone. Countless poems have celebrated the Test. A Texas attorney, Rotarian O. M. Stubblefield, put it to music with lyrics built around the four questions. In 1970, Rotarian Joseph Jennings of Maryland wrote his Master's Degree thesis at George Washington University on "The Four Way Test - A Viable Philosophy For Contemporary Managers".

Circuit Judge Arnold Cave of Wisconsin displayed the Test in his chambers. "Often, during some heated discussions between counsel at pre-trial conferences in chambers, I have directed the attention of counsel to the Test with good results," he said.

In 1955, a Chamber of Commerce called Herb Taylor and said, "We have a situation here, . . . a bad situation. There are about 400 motels that constantly fight with each other and refuse to cooperate. Do you think we could use The Four Way Test to work this out?" "Absolutely," answered Herb, and he offered precise recommendations on how the community could implement the program. The project got started with a local pharmacist, spearheading the effort.

Ministers announced it from their pulpits, plaques were set up in prominent places, and a full-page newspaper advertisement heralded the start of the campaign. Billboards along the roads spotlighted the town's espousal of The Four Way Test and soon the atmosphere of the community began to change. Motel owners agreed to cooperate and form a central clearing house. After a year of promotion and education, even traffic accidents decreased over 5%, and injuries declined 20%.

During that year 355 young people were placed in juvenile homes. After twelve months of trying The Four Way Test, there was a decrease of over 50%, with only 184 being sent to detention homes. Fifteen years later, "The Four Way Test had created an entirely new moral climate and was still being practiced in the business community.

The Four Way Test has inspired safe driving programs, fire prevention campaigns, crime reduction activities, has been written into labor contracts, chiseled in granite, and has been the subject of countless essays. Its message has been shouted by billboards, enshrined in bronze plaques, painted on the back of moving vans, and promoted over radio and television. But it was really intended to be taken to heart and to be expressed in life, in action, in relationships, in business transactions. Its purpose is to teach us how to think right in order that we can begin to act right.

The final test is in the doing. William James, the noted psychologist, once said, "The ultimate test of what a truth means is the conduct it dictates or inspires." I like Herbert J. Taylor's definition of Rotary: "Rotary is a maker of friendships, a builder of men and women and communities, and a creator of goodwill and friendships between the peoples of the world." At the heart of Rotary today is The Four Way Test - a call to moral excellence. Human beings can grow together. Modern business can be honest and trustworthy. People can be led to believe in one another. And in all of these areas the philosophy of The Four Way Test can help.

Years ago, John W. Gardner, a former US Secretary of Health, Education and Welfare said, "The society which scorns excellence in plumbing, because plumbing is a humble activity, and tolerates shabbiness in philosophy because it is an exalted activity, will have neither good plumbing nor good philosophy. Neither its pipes nor its theories will hold water."

Few things are needed more in our

society than moral integrity. The Four Way Test will guide those who dare to use it for worthy objectives: choosing, winning, and keeping friends; getting along well with others; insuring a happy home life; developing high ethical and moral standards; becoming successful in a chosen business or profession; becoming a better citizen; and becoming a better example for the young people of the coming generation.

At a Rotary Convention in San Francisco, James S. Fish said, "To endure, the competitive enterprise system must be practiced within the framework of a strict moral code. Indeed, the whole fabric of the capitalistic system rests to a large degree on trust . . . on the confidence that businessmen and women will deal fairly and honestly, not only with each other, but also with the general public, with the consumer, the stockholder, and the employee."

"The ethical standards of his or her company are the responsibility of the top man or woman and he or she must insist that those standards not be diluted as they are relayed, layer by layer, down through the corporate structure."

Eloquently simple, stunning in its power, undeniable in its results, The Four Way Test offers a fresh and positive vision in the midst of a world full of tension, confusion, and uncertainty.

**Is it the TRUTH?
Is it FAIR to all concerned?
Will it build GOODWILL and BETTER
FRIENDSHIPS?
Will it be BENEFICIAL to all concerned?**

Well, there it is fellow Rotarians - our Four Way Test. And here we are at the threshold of it taking us into a new century. ●

*(Edited for the ROTI Institute by
Douglas W. Vincent, Chairman)*

*For more information contact the:
4-Way Test Association Inc
4211 Carmichael Rd, Montgomery, AL 36106
Phone: (334) 277-6390*

Tracing the Roots of Group Study Exchange (G.S.E.)

by Douglas W Vincent for the ROTI Institute

“I alone cannot change the world, but I can cast a stone across the waters to create many ripples,” is a quote attributed to the famous humanitarian, Mother Teresa. No other statement could so aptly describe the impact a Rotary Group Study Exchange (G.S.E.) experience can have on one’s self, family, friends, and colleagues.

In fact, the 48 year ‘ripple effect’ of Rotary’s G.S.E. program has resulted in a tidal wave of loving and ongoing friendships, resulting in goodwill, improved world understanding and peace. One does not have to travel far in any community to find examples of someone touched by Rotary through this area of International Service. Many participants have personally grown and developed into industry, community and political leaders.

My personal introduction to Rotary came in 1977 when a local Rotarian from Galt, Ontario, Robert Lovett, invited me to apply for a G.S.E. As a result of his simple phone call and a successful application, I traveled as a team member to Western Australia, where District 945 Rotarians helped make the Rotary spark come alive. Little did that member know back then that he was casting a stone across the water to create a ripple effect that would replicate and grow over the next 20 years.

Few Rotarians are aware that seeds for the original G.S.E. concept were sown as far back as 1950 in Auckland, New Zealand. The idea of an exchange for business and professional people was first born during

February and March of that year when Rotarians in the area hosted a group of six young men from Yorkshire (England), led by Dr. Geoff Morton. Eventually this exchange became a pattern for a similar one in 1956, which became a pilot program known as OTA (Rotary Overseas Travel Award).

One Rotarian who has followed the development and growth of G.S.E. through the years is District Governor Ronald

Thomas (95/96) of D9920 in Auckland, NZ, who, along with his father and uncles, were involved right from the start. In fact, Ron is the sixth District Governor to come from his family tree and it was a special pleasure to visit him and his wife, Denise at a dinner in their home, tracing the roots of this



great program.

While reviewing the early stages of what would eventually become G.S.E., it was interesting to read the history and hear how, as a young boy, Thomas would overhear the Rotary committee meetings hosted by his father in their home. The ROTA idea was originally put forward in 1955 by Dr. Ralph Vernon as the District (39) project for Rotary’s (50th) Golden Anniversary year.

The exchange idea was patterned along the lines of the previous one in 1950 and actually took place in September of 1956 when six team

members, lead by John Ledgerwood, traveled to Great Britain for a two-month excursion.

Rotarians liked and supported the program because it brought Rotary into contact with younger groups of people, including the Junior Chamber of Commerce, Young Farmers' Clubs and Senior Secondary School students. Each member in the district contributed \$2. that year to fund the project.

Following this second successful exchange experience, the District continued with the project over the next few years with the same financial arrangements.

Exchanges were made with USA, Canada, India, Ceylon, Malaysia, Thailand Japan and Pakistan.

Since then, the district has been involved pioneering special exchanges such as an all female team from the U.S. and the first District to have a G.S.E. with Korea, lead by PDG David Oakley.

Rotarian John Craig was part of the committee that created ROTA in 1955 and he worked on developing the exchange guidelines and details. He was District Governor in 1959/1960 when Harold Thomas, Ron's uncle, was Rotary International President. Presumably through this connection, word of the successful ROTA project reached the headquarters office and other Rotary districts around the world.

By 1963 the program was submitted to Rotary Foundation for consideration to conduct world wide exchanges. It was supported by the Rotary Foundation Trustees and Past R.I. President Harold Thomas from N.Z. Subsequently, Rotarians John Craig and Ralph Vernon,

prime architects of the program in Auckland, assisted Evanston staff to design the "Exchanges of Study Groups" program which received final approval from the Foundation Trustees and R.I. Board of Directors in January 1964.

Since then, the name has been streamlined to G.S.E. (Group Study Exchange) and the program has had various policy and procedure refinements through the years. One thing that has not changed,

however, is the overall purpose of helping improve world understanding through

exchange visits of outstanding business professionals to develop good will and peace for the benefit of all mankind. This ripple effect grows and improves the world, one friendship at a time.

Like those above, many Rotarians have unknowingly cast stones upon the water through the years, causing ripples. And, like many G.S.E. participants, I became a Rotarian and got involved in club activities and district committees. Eventually, several years later, I had more good fortune and participated in a second G.S.E., as Team Leader to the Philippines.

Little did those few Rotarians know, back in 1950, that many lives would be changed and improved around the world as a result of their activities then. Once again, evidence that one person or one idea, really can make a difference.

And . . . what about you?

Have you cast a stone. . . .

or felt the ripple?

Douglas W. Vincent is International Chairman of the ROTI Institute and Past President of the RC Woodstock-Oxford, D7080 Canada

"G.S.E. helps make the world a better place to live, one friendship at a time!"

Life Lesson Quips & One Liners . . . for Speakers & Bulletin Editors

Compiled by: Carlo Monticelli, RI Director 98/00 and Douglas W. Vincent for the ROTI Institute

One Liners . . .

"Arriving at one goal is the starting point to another."

John Dewey

"I am a great believer in luck and I find the harder I work the more I have of it." *Stephen Leacock*

"Happy are those who dream dreams and are willing to pay the price to see them come true."

"Life is like riding a bicycle, you don't fall off unless you stop pedaling." *Claude Pepper*

"Team spirit is what gives so many companies an edge over their competitors." *George L. Clements*

"Aim high, work hard and do not give up."

"No pain, no gain."

"Patience + Persistence = Progress"

"Price, Quality and Service . . .
. . . You can pick any two out of three."

"First we will be the best . . .
. . . then we will be the first."

"When you do something you don't have to, it means you want to, and when you want to, it means that you're good at it."

"Good supervision is the art of getting average people to do superior work."

"Words in ink, make the people think."

"We have to adapt to changing times but we also have to keep to unchanging principles."

"Occasional failure is the price of improvement."

"The future is chosen, not predicted."

"Be as nice as you can and only as un-nice as you have to be."

"Recognition is the best means of motivating us to achieve more than we have thought possible."

"When friends are in trouble, don't bother them by asking if there is anything you can do. Think of something appropriate and just do it."

"The future is ours because of the beauty of our dreams."

"Coffee isn't my cup of tea."

"It would be a better world if we could always lead by recognizing and praising the contributions of others."

"Nothing is more common than unsuccessful people with talent."

"Keep your face to the sunshine . . .
. . . and you'll never see the shadow."

"A dream is always a bargain . . .
. . . no matter what you pay for it."

"Of all the things you wear your expression is the most important."

"You only get one chance to make a good first impression, and yours may be in the hands of your receptionist."

"A true leader has to "sell" the future."

"The art of diplomacy is getting people to see things your way."

"Nothing is interesting if you are not interested."

"There is hardly anything in the world that some men cannot make a little worse and sell a little cheaper, and the people who consider price only are this man's lawful prey." *John Ruskin*

"You cannot buy enthusiasm, loyalty, devotion of hearts, minds, or souls. You must earn these."

"Include me out."

"You can give without loving . . .
. . . but you can't love without giving."

"Friendship is like a bank account. You can't continue to draw on it without making deposits."

"Kindness is the most pleasant form of egoism."

Ludovic O'Followell

Interesting Rotary web sites . . .

Rotary International
<http://www.rotary.org/>

Rotary Search Engine
http://bizx.com/cgi-bin/miva?rotary_links.mv+

ROTI (Rotarians On The Internet)
<http://roti.ultra.net.au/index.html>

The ROTI Institute (Articles)
<http://mars.ark.com/~rotary/institut.htm>

The ROTI Institute (PDF Files)
<http://www.rotarydistrict7150.org/ROTIinstitute.html>

R.I. Manual of Procedure (MOP)
http://www.rotary.org/structure_administration/internat/council/mop/98engmop.pdf

Rotarians Online Conference Center (ICUFR)
<http://conference.icufr.org/>

Links To Rotary District Sites
<http://www.rotarydistrict7150.org/links.html>

World Community Service Projects Exchange
http://www.rotary.org/programs/international/world_community_service

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Price: \$3.00 (US)