

These are the responses for the club survey. The survey was two part, and opened on 27 June and closed on 8 July. Thirty-eight people filled out part one, and 36 part two. Thank you all who took the time to contribute your thoughts about our club. We now have some work to see which things we should work on; this will be a continuing conversation as we go through the year.

A couple of things to think about as you read the results. These are all the comments, unfiltered and un-redacted. Have a thick skin as you read through them. They are many ways to see an issue, and your particular situation, years in Rotary, etc., factor into how you see our club. Because another member views the situation differently does not mean they are wrong—they are seeing it from their perspective.

*Thanks again for participating,
Mark Gerges*

Part one: General club overview.

38 total responses

Q1: What do we do well and should keep on doing? 35 responses

- Raise funds for scholarships, dictionaries, projects to benefit the community
- We do service and fund raising fairly well.
- Service projects in the community
- It seems like the club is good at raising money and that's important. It also seems like the folks that are involved are *really* involved. Club members also seem to be proud of their club which is a good thing
- Donations to community programs
- Lunch
- Everything that we do is done well. I think our current projects are well run.
- Well organized & microphones help all to hear. Excellent in the community. B-days are a fun day.
- Helping local organizations like St Vincent's Clinic, Salvation Army
- We communicate the programs very well especially at the meetings.
- we run a good civic organization with good leadership. invite people to see Rotary support Rotary international
- Interesting Meetings, Community Visibility, friendliness between members.
- Wide range of service projects
- The consistency of the meetings and the process associated with each meeting
- sufficient projects and fundraising
- supporting community service organizations
- Irish Stew, Dictionary project, scholarships, park cleanup Ryla, Ryla Leav
- Veteran's Day Pancake Breakfast; Irish Stew; Christmas Salvation Army Bell Ringing; all community support
- Support of local needs like St. Vincent, park cleanup, bell ringing, etc.
- I like the structure of the meetings, the guest speakers and the yearly activities. Think we need to keep expanding service projects to include more members in the effort.



- We 'punch above our weight' in a broad range of community service activities...
- Low key, fellowship inducing meetings. Opportunities to serve.
- Bringing in younger members
- Irish Stew Dinner, all of the community support like cleaning the parks, etc.
- Believe all we do is worthy of our time and effort. Be careful to not take on more tasks, resources are limited and age is beginning to be a factor.
- Information exchange both in the meetings and through TJs PA outreach, believe it is about as good as it can be for a group such as ours
- Sharing upcoming event information and integrating new Rotary members.
- Service projects.
- Almost everything
- LAYLC, Irish Stew, Veteran's Pancake Breakfast
- Service Projects in the community
- We do community and youth services very well.
- Service projects (loooooots of them, lots of options for timing and passions)
- Supporting the community with various projects. Public relations
- The communication of the club is one of the biggest assets. It keeps everyone involved and informed of the clubs adventures.

Q2: What should we improve? 33 responses

- Speakers (Lions) are much better organized and have "better" speakers Signature Project
- Quality of presentations Be careful not to do too many service projects. We're about there now. We need be more purposeful with foundation dollars. What are we raising them for? Membership- resonating with younger folks
- As a new member coming in, it was kind of difficult to know what's going on... but part of that falls on me. This could be improved if you are serious about adding new members and retaining them. I'd also suggest that we only meet for lunch twice a month, and then have a service hour somewhere on the alternate weeks--it feels a lot like a lunch club. Social media outreach should be stronger
- A personal touch to getting new members signed up. Working with them to get them incorporated into a group.
- The songbook is about 2 generations out of date. Were I a young Rotarian I'd have almost no familiarity with those songs.
- Spreading the leadership wealth. We don't provide broadening opportunities for members of the club to lead when we have so many leaders continue to hold positions for so long and/or double serve. How long will Teri be Treasurer? How long will DeEtte run Foundation and why is she also Secretary? Tom is never out of a leadership position and that doesn't allow for anyone else to learn. If Larry is in line for President, wouldn't this be a nice time for someone else to head up service? He has been doing it for years. Tamara is President Elect and publicity. Would be nice if these people who are in two positions spread the wealth. It is great how all of these people contribute, but how is that giving others leadership opportunities? Mike has run how many simultaneous committees? I think we should "help" others be in charge of committees and spread the wealth. No one should be in charge of more than one committee.

- Not that announcements are bad, it does show we have a lot going on, but sometimes it feels like the program. Consider doing drawing at end of meeting.
- Different recipe for the Irish Stew. Each year something is not right... Carrots not done, potatoes mushy, too many veggies and no beef.
- Getting new members and others to sign up for programs
- invite more people to see Rotary
- The work to clarify the role of speakers in regards to sales and other inappropriate pitches is appreciated. Figure out what the purpose of the Christmas Party is - not sure if it is the responsibility of the President to make that - or "tradition" dictates - but am GLAD we do not do the White Elephant anymore - I might consider resigning if it came back.
- Making ourselves more visible
- Look at all the projects and pick one that might be better if we..... Let's concentrate our efforts on improving the quality/participation of....(name a project)
- publish info on the budget and where all the money goes; this is a big deficiency for many years. Please improve this area. Even an annual summary would be a big improvement since we repeatedly ask for money or help with fundraising but only receive sporadic reports on what is done with the money
- enrolling community businesses for sponsorship and investment with Rotary for community services and fund raising that we support
- working with new members to make them feel welcome
- Weekly meeting programs
- I notice the same people doing the same services over and over. That provides a solid base of experience when doing that service. Maybe the board could see about each year people try one new thing or one new person on each service project yearly.
- ...unfortunately, 80% of the effort is put forth by 20% (not that we're unusual, just tired of this fact of life) of the members: find some means to incentivize PARTICIPATION.
- It seems that the same 15-18% of the club are doing pretty much everything. That's not unusual for most organizations that run about 10%. However, service above self requires more. We need to figure out how to get more people involved in the recurring services - MoW, Bell Ringing, etc.
- Speed up the process of membership
- I'm sure there is room for improvement but I can't think of anything
- Enrollment, a few more members would help.
- There has to be some method of having EACH member involve him or herself in some of the many activities that go wanting or are done by the few who live the service above self motto.
- Haven't been in the club enough to know.
- Timely progression through meetings.
- Everyone should have a job; every chair should have a second-in-command to take over due to vacation, illness, etc. The Directory is annually inaccurate.
- We've actually done a good job this year of getting more people involved, lessening the load on the the springbutts. We need to keep an eye on who isn't doing things and find ways for them to serve more actively. For our members who don't live there, that's a challenge, I admit. But, like Dru Wheatcroft, who runs the March Madness and Superbowl fundraisers, there are opportunities.

- Atmosphere at lunch. Pretty elitist and unfriendly. Act the Four Way Test with members. How you score attendance. If someone is actively participating then actually allow them to carry over their attendance for an absence in stead of erasing those hrs every month.
- Recruiting of younger members and the commitment to the assets (expenses to get them). Also, improve our strategic planning among the Presidents.
- Streamline communications; make the newsletter touch less hands and get out more quickly.
- Encouraging others to take on leadership roles within the club.
- I believe a more consistent lunch menu should be considered for the cost of the meal. A variety would be better and may improve attendance.

Q3: What should we stop doing? 26 response

- Review of committee reports
- Major fund raisers each year; perhaps every other year would be better
- Not sure the birthday celebration adds a lot.
- ???
- Summer bell ringing.
- spend way too much time on football; just tell who is up, announce weekly winner and who is up for next week; move on.
- Nothing comes to mind - all of my pet peeves have been addressed
- Stop doing one project/event where the bang for the buck has decreased over the years and it is better to remove our name/association with that project
- This is a hard one since members have a diversity of opinions on projects and events. Be careful before deleting someone's favorite item.
- depending solely on active members for fund raising and monetary support to out activities
- too many days bell ringing
- Extra card draw for pot \$, initial \$10 is enough
- July Salvation Bell ringing; Drawing tees for tables on the first meeting of each month
- No more politicians at meetings.
- Talking so loud at the meetings that people at one table speak over the speaker, or the conduct of the meeting. I find it rude that I can not hear announcements because of loud talk at the back of the room tables
- Think we're okay here.
- Stop beating dead horses. If we can't get wide club support, drop the project.
- Putting too much emphasis on money -- we have lost good Rotarians because they can no longer afford it
- nothing
- Anything that doesn't pass the so what test.
- I believe that there is a tendency to stratify Rotary. There are plain old Rotarians; then there are some "Paul Harris Fellows"; then there are a combination of those 2 and add Sustaining members. Let's prie ourselves on being "serving" Rotarians, not just meeting attender and lunch eaters.
- Hazing others and publically criticizing/ridiculing them.
- Forced/Shamed contributions to Fund Raisers.

- Stop a strict following of Club traditions if they don't serve us going forward...adapt or become irrelevant. Be flexible in what we do and always talk it out with the Club before any actions.
- Relying on Stan and a few others to raise monies for Relay for Life.
- Not sure!

Q4: What are we not doing that we should be doing? 28 responses

- Signature project We have "lost" the community leaders as members: city manager, police chief, water dept director, etc
- We need to give members more of an opportunity to talk about what they do and how they incorporate the principles of Rotary into their business practice.
- We could make a difference by looking at how to work better with the homeless shelter and other such organizations. Not making them signature projects, but somehow coordinating with them.
- ???
- Following up and reaching out to those Rotarians who are not participating and getting them involved. Also, impromptu social events ... beer call? breakfast? ball game? friendly gatherings?
- More feedback on how projects are doing and if they are worth continuous effort.
- good question; I dont know
- Lock in programs 4 weeks out and publicize to create opportunities to bring guests on board
- I think if you the Directors look at # 2 & 3 (above) that will help answer this question
- Publishing a budget and keeping membership informed on the carrying out of the budget.
- finding a variety of ways to raise money for our projects that better involve the larger LV-Lansing community and businesses
- keeping members aware of all we do and letting them know when someone transfers or leaves the club.
- Don't know what I don't know. This is where the past presidents, sitting president and board members could suggest ideas.
- Support of agencies that serve the homeless in Leavenworth. It is a real need.
- I am not sure we do a lot of things to raise money, and to help people, but I have been a member for less then 10 years and I still question are we doing enough or the right things. I just do not know enough to provide a sound answer.
- Look for opportunities to support NP activities (shelter, Welcome Center, Community Meals) in the community. Perhaps a good way to get additional folks to participate if properly 'sold'.
- More emphasis on local needs---- community meals
- don't know
- Not sure.
- Believe that we should do more service projects in tandem with other service groups, ie the St Paul's Medicine drive at Dillon's.
- Publically appreciating others.
- The same people shouldn't have to volunteer all the time.

- What happened to our recognition of teachers? I still think we should get together with Lions, Kiwanis, KofC, etc, and sponsor a community chili cook-off. Fundraiser, fun, and in the public eye. Or a barbecue event - build it into a regional qualifier for the American Royal.
- Do you really want community members - diversity or just keep it a closed club. Service comes in many areas not just paying dues.
- Making it easier for a potential club member if they cannot attend our weekly luncheon.
- I feel like Rotaract will be in jeopardy this year (with both Sr. Rejane and Bob Killion leaving USM, plus Liz and some of the active members graduating, etc.) ... could we engage them with our meetings and our service in any way? Have them help with RYLA-LV, or other service projects?
- Finishing our License plate project. It's not too late. A project(s) to do more to directly assist elderly and those in need.
- Not sure!

Q5: We do many things to be proud of in the course of a year, but what do you consider our club's signature project? 33 responses

- none recently
- Relay for Life, which has been slipping.
- Rotary involvement in our local community with PR coverage locally and in the district newsletter
- I'm personally most impressed with the international efforts such as the polio outreach and the outreach to folks in distressed situations.
- Irish Stew
- Scholarships
- We don't have one. We really let the ball drop on the license plate. The leadership really didn't make it relevant to the club.
- Irish Stew
- Dictionaries
- Relay for Life
- Veterans day breakfast; 10th avenue park; 20th tfwy roadside cleanup
- Irish Stew
- Not sure--and that's a problem
- Good question: and you'll probably get a different answer from every Rotarian.....which may mean we really don't have a Signature Project for this Club
- do not consider anything as the signature project
- Irish Stew dinner
- Irish Stew
- Irish Stew and Veteran's day events
- Dictionaries for kids
- I think the clubs signature project is the Irish Dinner, but that is really a fund raiser for the club. The service project that is our signature has to be one of the service projects. Over the counter drug drive, the weekend teaching to school kids, the meals on wheels, and the water stop during the runs. But I can not clearly identify the Clubs Signature Service Project.
- Cancer Walk.

- Rotary License ----- education on the goals of Rotary
- That's a hard one. Irish Stew Dinner and the pancake breakfast
- Tasks that support the community. International tasks should be second.
- Not sure yet but the T-Bones polio night was great. I'm sure there are many events that are significant.
- Irish Stew.
- Irish Stew, because of the visibility in the community
- Irish Stew, LAYLC tie for me.
- This year it was the District Governor's Conference - Memorial Service.
- Irish Stew Dinner
- Not sure that I feel like we have one? (lots of good, spread over lots of areas, plus Polio internationally... but I wouldn't say I equate LV Rotary with one specific primary goal or project)
- The Irish Stew.
- Polio Plus!

Q6: What makes you proudest to be a Rotarian overall? 32 responses

- bettering the community
- The members of the club and the service projects we support
- Involvement in community activities and district activities and telling my friends and family about what we do
- The intent of the membership to serve and make the community a better place.
- The commitment by all the area business people involved
- Polio Plus
- To be associated with an ethical, professional organization that upholds high standards while providing essential community and world service.
- Rotarians seem to have a good name worldwide, but proudest of being a Rotarian at the local level, knowing we are helping the local people & kids.
- The difference it makes on local communities
- The Rotary motto "Service above self" and the fact that we stick with that motto.
- Supporting Rotary Foundation
- To see the breadth and depth of the community involvement
- Selfless service
- That we exist to serve others. That we have many dedicated members and leaders who are an inspiration to others
- when I see the kids we award scholarships
- Giving back to the community
- Our support of local social service needs
- The history and reputation of service above self. We are seen supporting lots of efforts in the community to improve quality of life. I would say the long list of projects we do yearly.
- The service ethic of the organization which is highly visible in the community.
- Our Overseas Projects
- It's a great group of individuals with a selfless attitude
- The overall comradery of its members.

- Being noticed and thanked by a grateful public while delivering meals; ringing bells in the worst of weather; and listening to the thanks from our Scholarship recipients
- Thinking of community service over one's own priorities.
- The 4 way test, End Polio, living service above self.
- We live Service Above Self
- Doing stuff in the community - both visible and not-so-visible (such as our members who volunteer at the shelter).
- Community Service
- Our commitment to service.
- That I'm a part of a group with such accomplished, upstanding citizens who all value ethical business practices and service above self.
- All of the service projects.
- The fellowship and the service we provide to our community.

Q7: One of our club's goals has been to be the most recognizable service club in the Leavenworth area. What can we do to improve that? 30

responses

- Very good publicity; keep it up Rotary Sign visible crossing the blue bridge (like Lansing)
- I think we are doing it. Be out there in the community doing meaningful service projects and ensuring we get the visibility in the press, radio, etc.
- I think we are aren't we
- The club does so many great things, yet often goes unrecognized, I believe, in the area. People have a misimpression of what Rotary is and what the members are about. I think this is an area of concern especially when attracting new members. It's a combination of image, social media, traditional media and outreach to communities like Ft Leavenworth.
- Bring in more members
- ???
- I actually think we are the most recognized. What do you see of the other clubs?
- Where more Rotary labeled clothing around town. Pass around Rotary catalog to order from or possibly team up with local printing shop to get new orders going.
- I think we already are
- I think we have all of the programs in place to do that we just need all members signing up and contributing
- Advertise on Young Sign for a month every quarter or so
- Needing a bigger multi-year project that involves the public - the clock was a good one - but went really quickly
- Signature project would help
- I think we are doing fine and do not need to be more concerned about how we stack up with any other organization. Friendly competition is fine, but let's not spend much effort on this item. Good service in itself is by far the best recognition and form of publicity.
- I think we are doing a great job with the articles in the paper and Rotary park
- I think we need to just keep wearing rotary stuff as we go about our daily lives. let people know have many we are and that we help a lot. I would find something a little smaller than the Big Wheel to display at some things. The wheel is great, but sometimes something like

stick on signs for the meals on wheels driver's car, or a banner we can put closer to the door when we do the over the counter drug drive. I have noticed a lot of people walk by the wheel and do not even notice it. And that is a shame.

- more activity = more visibility But we have to get the folks engaged to do the work!
- More PR More articles in the newspaper, radio, and channel 24 --TV
- ?
- Not sure, we have a pretty good reputation now. Keep up the good work.
- Since TJ has been the Public Affairs GuRu we have had our share (at least) of publicity for the many things we do...but doing what's right and being quietly thanked by one person, is what counts.
- How has our advertising been? Are we maintaining social media tools.
- We are. Sustaining that may mean higher public profile.
- "I support Rotary" decals in local businesses' windows.
- See my cook-off ideas.
- Require/suggest every member participate in one Service event per quarter in addition to the St. Pat's Dinner. Recommend Rotary shirts for everyone so on Weds people in town see us in Rotary gear at least coming and going. Identify Rotarians by a brand
- A commitment from the Presidential chain to accomplish a task (whatever the task) that will in the long run achieve the most recognizable club.
- Clone XXXXXX and XXXXXX? In seriousness, put together a PR taskforce of people spanning ages and industries to see how other service groups and nonprofits are infiltrating the media and connecting with the public, as well as how other Rotary clubs (in the KC area and beyond) do this, and come up with a game plan for strategic marketing and community outreach? (This is separate from the PR Committee... these people may or may not wind up DOING the work, but they help us IDENTIFY what work we might want to consider)
- Our improved PR has helped.
- Tell the story publically. Brag a bit more.

Q8: How many years have you been in Rotary? 37 responses

0-3: 10 (37%)
 3-6: 3 (8%)
 6-10: 10 (27%)
 10+ : 14 (38%)

Q9: I read the club's newsletter each week. If you answer no, tell us why not in the comments. 35 responses, 19 comments

Yes: 21 (60%)
 No: 14 (40%)

- convenience
- I go over it most weeks.
- I haven't been in the clubrunner where I believe it is. Didn't even know there was a weekly newsletter, but then I didn't seek out that information.
- I don't give it the time.

- I sometimes can read it, but time constraints are the only reason.
- I glance at it, always say "will get back to it" - rarely do. Seems well written and informative.
- Not compelling
- The newsletter is very important even if some members say it is not. Its value in keeping everyone informed is very significant. Ideally, the newsletter should be published prior to the next meeting, even if this is only a few hours or one day ahead.
- just the highlights, unless I missed the meeting
- Prefer paper newsletter
- Only have a work computer, not a personal computer
- I usually make the meetings
- I scan to see if anything catches my interest. Usually not.
- I read the ones that I don't write...
- When I get it
- I do
- It comes so sporadically and usually at the last minute or late.
- I read it if I have not attended the meeting.
- Too busy... even when I am the one sending it out, I open the file to be sure it's the correct week but I don't have time to read it. I want to look into how the built-in newsletter function works in Club Runner to streamline processes, but also connect with the group to see what info we want to 1) READ each week, and 2) DOCUMENT for the sake of posterity... even though I may not read every word, it does sadden me to think that if we slim down to bare bones, there may be no record of our activities for the club to pore over 100 years from now.

Q10: I read the newsletter to find out: 31 responses, 9 comments

	Yes	%	No	%
Who our guest speaker was and the topic.	19	38%	12	38%
To find out if I am sponsoring a speaker soon.	7	23%	23	76%
What projects are coming up.	29	93%	2	6%
To see what I missed at the meeting.	27	87%	4	13%
To see what song Karel selected.	4	14%	24	85%

- I stopped reading it when it wasn't on the table
- See the pictures and look ahead.
- Would like to see what is coming up, so know I "need" to see a certain speaker.
- Tired of reading that the meeting opened with a "gong"
- To get a good summary of the meeting, even if I was there.
- I have never seen a future projects list in the newsletter or future speaker listed. That would be nice if we could do that.
- Cross check MOW roster
- Who has Invocation and Program responsibilities coming up.
- none of the above - I don't read it

Part two: Membership and admin items.

36 responses

Q1: Looking around at our membership, what classifications exist in our locality and surrounding area that are either not represented or under-represented in our club? 25 responses

- Police legal newspaper youth
- Classification representation is good; do we limit the number of people from any one field in Rotary?
- While many of our members have served, it seems like active duty military isn't that well represented given the nature of our community nor active workers in the Prison systems. Actual teachers seem under represented but I may be wrong.
- Physicians
- ???
- Are we even to the point where classifications matter? Only to the point where we don't wish to have a club comprised of just one profession; however, we really don't have any retail or restaurants. That being said, when and how we meet has a major impact on that. Should we consider a "satellite" or even start a new club that would meet at a time that could fit their schedules?
- ?Young and Exciting People? ?Businesses less than 5-years old?
- International businesses like : Lodging Zephyr Products Inc 3030 Wilson Ave. Leavenworth, KS 66048 (913) 651-3890 Hallmark Cards Inc 450 Eisenhower Rd Leavenworth, KS 66048-5091 (913) 727-6692 Marlow White Uniforms 400 Seneca Leavenworth, KS 66048 (913) 651-6358 Henke Manufacturing 3070 Wilson Leavenworth, KS 66048 (913) 682-9000 Great Western Mfg Co 2017 S 4th St Leavenworth, KS 66048-0149 (913) 682-2291
- Sports businesses.
- Local Business Owners and Leaders
- women and minority owned/operated businesses
- law enforcement fire dept
- Auto Dealerships; Lawyers Association, Law Enforcement; Retail Owners
- Manufacturing companies
- I think it's pretty diverse and covers the community well.
- Most blue collar.
- African-- American, Hispanic
- don't know
- Not sure, I would like to see current demographics.
- Minority business owners. The restaurants (a challenge for a lunch club in a town where lunch is life to food service). Construction. Small industry (Great Western, Central Bag, Heatron, Hallmark, Cereal Products). Medical outside of dentists. Lawyers (non-government). Small business owners downtown. Sic Ron Booth on 'em. The prisons. Law enforcement, Fire and EMS. In addition to Martens, Zeck, and the used car dealers. Mechanics/body shops. Liquor stores. (Lenexa benefits from Rimann, trust me!).

- Medical, Trades, Small Business
- School teachers and restaurant owners.
- Educators (I don't know how to make this work, but we need classroom educators from area schools involved or at least connected since they are such an important part of any community. Local retail and restaurant business owners (mom & pop shops) Artists / Authors / Musicians (creative types) Public service (law enforcement / fire / EMS, etc.) "Blue collar" industries Sisters of Charity (I feel like I can represent the University pretty well, but there is SO much more to the SCL that I'd never know about, so it would be nice to have that connection with a regular attendee and member who is actively involved on that side of campus) Farmers Hospitals / hospital workers Photographers Printing / Sign Companies YOUNG MEMBERS (regardless of classification) -- I tried to bring a young (30?) lady from USM but she wants to intentionally invest in building relationships with professionals of her age group; she attended and loved our work and our beliefs, but wouldn't join because the demographic is so much older than herself.
- Merchants/small business owners fire/police

Q2: How can we attract new members? 32 responses

- We are considered the 'old stuffy club' (versus Lions who have 'fun'; probably a function of average age of our members vs Lions)
- Sponsor social events at Crancer's or other locales and invite business owners/workers.
- Dues and required meeting attendance is sometimes what I think distracts from gaining new members. A lot of individuals I associate with are school teachers and cannot attend a weekly meeting.
- A focused effort needs to be had to make the image of the club more contemporary, dynamic and fun. People will be attracted to the tenets of service once engaged. There needs to be some kind of effort in my opinion to make it more about the service and less of a lunch club.
- Do fund raising events that attract a younger population. ie) timed run, music venue/program
- Tone down the conservative political conversation at lunch tables.
- We do attract new members. If we look at the directory over the years, we do a great job of bringing in new members. We don't keep them well. See question 3.
- By talking to others in other groups we are in to see if they are a good fit, Chamber Young Professionals, Church, etc. Get with new professionals in town, new City leaders to town
- Maybe try events where the community can help with a project and let them know who we are.
- Select a day to drag your friend/co-worker/business-owner next door in for lunch and the program will be "How Rotary Improved my Life" 2. Door to door solicitation after invitation - use members info to find these, maybe a targeted FB ad
- invite them. We can set up a tent at Buffalo Bill Days and sell grilled corn and just give out info about Rotary. Rotate members thru 2 at a time during Saturday only.
- Quality programs, announced in advance
- Appreciate each other and others.
- Relationships and the Quality of our programs
- recruit, recruit, recruit. Invite key community leaders to a meeting.
- involve more local businesses in our efforts, either on the service side or with funding support to our efforts

- ?? word of mouth
- Continue to invite
- Ask or invite to one of the fund raisers, attend other community clubs
- Wish I knew, put an open membership ad in the papers, maybe be like the masons, and have stickers that say to be one ask one on them. But honestly, I have no sound idea on this.
- Show them the benefits of service to the community. Be visible and active in soliciting members who approach during service projects - Cancer Walk is a great place to recruit.
- This is on the individual. The club cannot do this as a corporate action.
- More public displays of what we are doing
- maybe scheduling a Rotary introduction presentation to area businesses
- Continue to invite others that we think may be interested to attend a meeting as a guest. Cost of lunch absorbed by the club.
- I don't see any advertisements at work for the Rotary Club. How is club membership emphasized besides inviting someone to a meeting?
- Ask people to attend
- Invite people to participate in our projects without being full members. Consider starting a "Rotary Community Corps." Lenexa does that, and they use it as a recruiting tool and as a way to keep contact with members who quit, but still want to be involved.
- Outreach to different professional associations
- I think we need to address what the Club is willing to give on in order to attract a demographic. Such as trying to attract more spouses into the club. There are other examples such as younger people who can't make it to a meeting every week.
- We all need to invite people more 2) The membership process is kind of fuzzy and unclear for those who are interested - if we could clearly articulate it (5 easy steps to joining Leavenworth Rotary, etc.) it would make it easier to explain to people 3) See my PR taskforce suggestion from before - a new membership taskforce (NOT people committing to do the "work" of the membership committee, but people committing to do the research of what other service groups and Rotary clubs are doing to attract members, brainstorming, etc.) - I'd love to be a part of such a taskforce
- keep visible and invite folks to lunch who we think will become involved and stay. Shouldn't be a numbers' game!

Q3: Why do we lose new members? What can we do to keep them engaged? What can we do to retain more? 32 responses

- Cost of membership concerted efforts to engage new members. Maybe sponsor should make a concerted effort to get the new member assigned to a committee where they feel they are contributing to a worthy cause
- I think we have lost members due to the meeting requirements and costs associated with a lunch meeting.
- Unfortunately, this is difficult; when individuals join Rotary I think they join hoping to get something from us and when they don't, they resign; IMHO I think the cost of Rotary could be prohibitive as well. I think we promote joining Rotary through many faucets and as much as I would like to believe being a Rotarian is good for all, it just isn't for everyone.



- See #2. Sometimes it seems like a lunch club. People like competitive things as well...Something to rally around.
- Engage them in activities and meeting new members. This would involve, working with them to sign up for committees, and making sure they get involved. One of the best ways to really get to know other members. Have fund raisers or activities that reach younger adults.
- Rotary isn't relevant to their business life. Great if you're a consultant or contractor. Not so much if your profession strays from that.
- Get them involved and keep them challenged. Find ways to help those who are financially challenged ways to be assisted. Stop doing the open cattle call for volunteers and start asking individuals directly to take charge of a specific project or area.
- They may not make a connection with members or feel welcome. Don't "force" them to be engaged, let them decide when they want to but make sure they understand they are welcome.
- I think it is a little overwhelming when you first start that there're so many projects and things going on and around the club that makes new people think that it might be too much and they don't feel they can really help. Some other ex-members have told me that they thought too much was expected of the new members in terms of getting involved in different projects and they felt they "had" to do it.
- Get disinterested not a priority
- Let them pick a group of projects they are interested in when they first join the club. I think sometimes we volunteer others for projects they maybe aren't that interested in and most are afraid to say no.
- The eternal questions
- ask those who left why they left. spend more time on the commitment of time
- Easy for new members to feel lost in the diverse array of projects and activities. That diversity is actually a strength, allowing members to gravitate to the projects/causes that interest them, but it takes time for some to figure that out. "True" sponsorship is probably key--sponsorship shouldn't end when the induction ceremony is over.
- Provide more opportunities for leadership instead of clique doing so.
- They cannot find something that 'floats' their boat.
- Perhaps the sponsors can do more. This is a tough one, but early involvement, recognition of members' contributions, and having some fun are obviously important. Do we actually know what percentage of losses are due to a simple lack of desire to continue being a Rotarian?
- We lose members because we rely too much on the membership alone funding our projects
- not feeling like part of the club. personally ask for them to work on a project or assist with an upcoming event.
- We have busy people, some may c rotary as just another activity.
- Maybe for some the cost, others don't see it as a club they want to participate in because they don't really mean what it is when we say, "Selfless Service".
- Activities leads need to reach out to the new members, also there are times we seem to talk a lot about giving money and more money to the RI Fund, or the shadow Rotary Club within our club. Think we need to get new members involved in service projects right away so they feel a member of the club and feel good about why they joined.
- They don't see a return on their investment of time. Maybe we should survey new members and help the find their niche. Rotary mentor program?

- They don't really understand the commitment required, even though it's covered fully at the info committee meeting.
- They are too busy The cost is too high- to maintain membership
- Encourage them to participate but don't use any guilt tactics, some people need time to assimilate. Plus people that do not have flexible lunch hours have difficulty committing.
- Not sure yet, too new.
- My recollection is that we lose people because they didn't realize the time or dedication it takes or moving away. Maybe we should have more drop out after the Information Committee and before Induction.
- This is a challenge - do we know *why* we're losing them? It could be we aren't recruiting the right people, as well.
- Try being inclusive and not elitist. I have watched members actually put down potential members as not making enough money to be a member.
- We may be able to retain more members if we can address why Rotary isn't working for them and the reason they must leave. Our Club's flexibility will go a long way in retaining members.
- They move, their work gets in the way. We don't give them responsibilities.

Q4: How can the club leadership help you in recruiting potential members? 19 responses (17 skips!)

- No good answer
- I think having live electronic meetings can help.
- I think leadership promotes Rotary membership already; should we do a bill board (and/or a pamphlet to hand out) as you come into town with pictures of our events we suport
- I think new potential members will get more engaged if brought into a service project.
- I hang in with Rotary because my work expects it. None of my friends would be a good fit.
- Get more people into club leadership positions so they feel ownership and worth vice having the same people running the same programs and projects without expansion for individuals to get critically involved. When people are involved and get excited, then they find friends to come along, too.
- Make sure we know the leaders that can assist us with the "new member" requirements like: How many meetings do they need to attend? How much does Rotary cost?
- I think social media
- add links that show other sites that offer make up via internet and set it so that the info goes straight to the membership secretary.
- Make mutual respect and appreciation as well as good humor hallmarks of our club.
- I see below that there are flyers/cards that might be available for recruitment, but the issue for me is where I work and who I associate with. I have attempted to recruit a local business owner and he is not interested. I am not a business owner and come from the Army community that I feel is over-represented in the club demographics
- selecting more high visibility programs, either in support of the community or fundraising
- I do not know, I am not a sales man or a recruiter. I am not a club joiner myself, but Rotary fills my need to give back to people and the community, since I am blessed.

- Make recruiting a more visible priority to the members. Program topic? Letter/email for emphasis?
- Produce a list of possible new members - that members could call , write letters, visit at home(or work)
- Not sure.
- Follow up on visits with an email from leadership.
- Is there a way to incentivize club members to bring in potential members? I know RI has pins but what about something special to our club? I don't know what it might be but I bet someone does.
- Personally welcoming guests and sending them a personal note stating how pleased we were to see them at lunch. Small things make a difference. Give potential folks stew tickets and introduce them to others at this fun/casual event.

Q5: 35 responses

	Yes	%	No	%
I would like help in logging onto Club Runner to update my profile and see what Club Runner has to offer.	16	45%	19	54%
I've visited the Leavenworth Rotary Facebook page.	27	79%	7	21%
I've visited the Leavenworth Rotary Flickr page.	5	14%	30	86%
I use Twitter and receive Leavenworth Rotary tweets.	5	14%	30	86%
I wish I had a brochure that explains our Leavenworth Rotary club and what it does in the local area to hand out to potential members.	24	73%	9	27%
I wish I had a business card that explains our Leavenworth Rotary club and what it does in the local area to hand out to potential members.	20	62%	12	37%
I would like to hear the board meeting results or read copies of the approved minutes.	24	73%	9	27%

7 Comments:

- We need to get the minutes out to the members
- Critical is the last bullet. Should ALWAYS be coming back to the membership with board minutes.
- I use twitter but didn't know we had an account. Will follow.
- Club Runner has a lot of potential - keep reminding us at lunch with success stories! I rarely look at FB - but have looked for Rotary at least once - not sure what I found though. Flickr is a good phot sharing place - but is not really a social interaction site anymore as it was 5 years ago. Brochure is fine - but on-line link to info is probably better. I know there are business cards with Rotary info - I just wish I had one with me when I need it!
- Maybe the board meeting results should be part of the monthly news letter
- Oral brief back during a club meeting.

- You aren't fooling me. We have brochures and cards - at least we did.

Q6: How many service projects have you volunteered for in the past year? 35 responses

- 0-3: 8 (23%)
- 3-6: 16 (46%)
- 6-10: 8 (23%)
- 10+ : 3 (8%)

Q7: I can invite at least one potential member to lunch in the upcoming year. 31 responses

- True: 16 (51%)
- Of Course: 5 (16%)
- Yes: 7 (23%)
- Only one? I promise two or more: 3 (10%)

Q8: What do you want the club leadership to know? 28 responses

- Keep up the hard work; I am proud to be a member
- Great members. On the bad side, rejecting XXXXXXXXXX for membership was the one time I have been gravely disappointed in Rotary. We put him under a microscope and rejected him based on personality conflicts. I hope to never see that again.
- They are doing a good job
- ???
- Not all of us will step up to the plate when asked to volunteer as a group; but just ask me directly and I probably will do whatever is needed. Just make sure everyone is asked to do something; the few do it all. Why?
- They are doing a good job and the size of the club makes it welcoming to new members. It looks (and is) like a place people want to be.
- They're doing great
- You are awesome
- I enjoy the lunch meetings, and the programs. Food is good if somewhat predictable. Good community service projects and exposure.
- They are doing a good job!
- Members have many demands on their time and funds. It is fine to ask for contributions--but the refrain can become a turn-off for some.
- Let the specialness of our Club shine.

- That we are doing better than we think as an organization
- Thanks for your dedication and service to our club. You are appreciated by most members.
- We are tied to traditional support activities and fundraising, neither of which meets recruiting or fundraising goals
- we have too many projects, too many days ringing bells. Saturday projects in the summer might work better during the week- in the early evening.
- Don't try to force projects onto the members, you will lose some; continue to ask for volunteers.
- I feel the leadership puts forth a large effort to lead the club. I think the process we use to select presidents is doing what it was intended to do. After Many years, still not sure why or what we are doing with the bell ringing efforts twice a year. I sign up and do my 2 hours, because that is what the club does, but do all the members of the club do there 2 hours?
- That's why you sent this out, right?
- We support you
- In my opinion it must be pointed out that the many (approaching 50% in my opinion) are not involved in SERVICE. I look around at meetings and over half of the members, new and old have not been on any of the 9 service projects I have assisted. Needs to be brought out at the meetings by the leadership that SERVICE is why we are here!
- Nothing at this point in time.
- That I'm eager to know what the Board is up to
- We love ya, man.
- Police your members who are less than gracious. Pay attention to details so people's feelings do not get hurt.
- Be prepared to resource opportunities for additional recruitment and getting Rotary out and in front of the public. Don't abandon a good idea just because it is expensive, especially if the idea can lead to more club members.
- I love our group. It's easy to think about all we COULD be doing better / differently and get down on ourselves. I visited the group nearest to my home and didn't feel welcomed as a guest (in fact I asked about 5 different people about the process and got 5 different answers, nobody really welcomed me or engaged me, etc.). That's only one experience, but I'd definitely choose our club over that one!!!
- More and more members are getting involved in activities. Membership committee needs an overhaul!

Q9: What do you think of taking surveys like this? 34 responses

- 'No problem' Well thought out questions
- Good technique
- Nice idea
- It's good. Though they bring up responses that may be perceived as judgmental without the ensuing discussion. As such I'm hesitant to be completely honest/open as I'm afraid these comments will be read to the group and not kept confidential. There are great people in the club and I wouldn't want to offend any of them, as they have put a lot of time into the club.
- I hope it helps, it is definitely easy
- Too open-ended

- Seems like we've taken surveys every year and come up with all these kind of details, but nothing seems to be done with the survey results. Will this time be different?
- good for a once a year thing.
- Great idea
- They can help.
- Shorter ones more often are better - with the results reported at lunch and in the newsletter - makes me read the newsletter if I miss lunch!
- so open ended that if I dont have time to think it thru, you get poor responses from me.
- Important to sense the membership periodically
- Blattt.....
- I personally do not mind doing this occasionally.
- I hope it helps. Thanks for making it easy to participate
- not a bother for me
- Ok
- Don't especially like them but I will take them as part of my duty as a Rotarian.
- Not instead in surveys in my view they waste my time
- I do not mind taking surveys, as long as they are focused and not longer the 10 - 15 questions. If the club wants to do a survey like this every 3 months to gain feedback for the recent events, and thoughts on near term projects I would respond.
- Fine if the results are worth my time spent in completing.
- Too much text.
- Great input to the leadership
- they are important
- Good idea, good way to see how club members feel about Rotary. I though both survey sections were relevant and short and sweet.
- Decent as surveys go. Ask me again in 6 months, please.
- They're only effective if leadership listens and acts on recommendations.
- Necessary evil
- Too many fill-in-the-blanks. You lost an opportunity to guide it with multiple choice. :)
- I believe surveys can be powerful tools for change, if listened to.
- It is an ok way to express some thoughts to the club leadership.
- They are da bomb diggity. We should do them more often to keep an ear to the ground, so to speak.
- Fine.