



Rotary Zones 30-31

Heart of America

First Quarter, 2021 Newsletter

The Rotary Leadership Institute (RLI) is a grassroots, multi-district leadership development program whose mission is to strengthen Rotary clubs through quality leadership education. Districts participate in the RI Zones 30-31 Regional Leadership Institute – Heart of America Division.





HOA-RLI — Board Members

RLI develops leaders!

Excellent leadership is the key to successful service to our communities and the world.

RLI was founded to improve Rotary knowledge and the leadership skills of future club leaders.

Rotary clubs depend on outstanding leadership to harness the talents and skills of their members to reach high levels of accomplishment.

This requires the constant effort to prepare more and more Rotarians for the responsibilities of leadership.

RLI develops leaders!

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Glen Vanderford — Coordinator, 6760-6780-6800-6860-6880

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HOA-RLI — Chair, Paul Bucurel



A short time ago, I was asked to give a brief recap of Rotary Leadership Institute in Rotary Zones Thirty and Thirty-one, since the COVID-19 outbreak and subsequent universal shelter in place orders issued by every state in our two zones.

Like every other organization, we were caught totally unprepared for an environment that went from being centered around in-person interaction to total isolation.

As I began to recap of all that we had accomplished, it reminded me just how talented and dedicated our team of regional and district coordinators -- as well as our zone leadership team was.

When it became apparent that Covid-19 was going to create a lasting change in the way we did RLI, things began to happen to adapt what and how we did RLI at both the district and zone levels. RLI Zone leadership, which includes Rotary International Director Elect Elizabeth Usovicz, (who also serves as the curriculum chair for RLI Zones 30 & 31) met via zoom to explore how the zone could provide help to the districts.

Arising from that meeting — the decision to develop an online training program for facilitators. Elizabeth agreed to develop the program and present it virtually to all our district coordinators and facilitators. Since that time, hundreds of facilitators have been trained in online facilitation using the program she developed. I know of at least one PETS Alliance member that has adopted her curriculum as a requirement to facilitate a virtual PETS session.

Around this same time District 6040, lead by district coordinator Julie McCoy, and her team, started reworking the RLI curriculum into an operational zoom format. When the word spread of their work, districts asked to sit in and observe while other districts asked them to share their session outlines.

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HOA-RLI — Chair, Paul Bucurel

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District 6040's online sessions have been shared with many districts in Zones 30 and 31, leading to hundreds of participants taking part in all three sessions. Other districts also developed their own sessions.

We have witnessed a lot of new and innovating ideas and actions including cross collaboration among districts to hold facilitator training, RLI sessions, invitations to attend RLI across district boundaries and the ability of participants to attend RLI at their convenience -- without thought to travel time or expense. Because of all these great ideas leading to where we are today, we have seen attendance numbers increase in many instances.

It is often said that necessity is the mother of invention. To keep our RLI program viable during these changing times it was necessary to change and adapt. From what I have seen from our leadership, both at the district and zone level, and from our participants we have succeeded in a big way.

Looking to the future and the new norm, I am confident that the Rotary Leadership Institute will continue to play a part in molding future leaders for our Rotary clubs. It won't look exactly like it did a year ago, the words "online, virtual and zoom" won't be as uncomfortable sounding.

As we slowly transition back to face-to-face learning and fellowship, some of us will still choose to meet long distance via the internet and more likely than not a fruitful combination of both. It looks like we have successfully added another cog in the Rotary wheel.

**It just goes to prove regardless of the circumstances,
every day is a good day in Rotary.**



Virtual Training Tips

I think everyone is getting more versed and more proficient in online-training as time goes on. Elizabeth Usovicz did a presentation to the HOA-RLI facilitators this summer and has accumulated many useful tips in online training. I asked Elizabeth for her permission to publish these tips in the HOA-RLI newsletter. And, she agreed. I hope you enjoy them and continue RLI Training Online.

Julie McCoy, RLI Coordinator for District 6040

TIPS FOR TRAINING ONLINE — Elizabeth Usovicz

- Everything takes longer online! Plan out your time accordingly
- Have a technical host for every session
- Have the technical host or another facilitator monitor the chat
- Set up 2 practice sessions before going live with a session
- Rehearse any video you use in advance and have a non-video backup plan
- Use a standard slide master for all sessions in your district
- Plan your poll questions, chat questions and breakouts in advance
- Ask powerful questions, think through them in advance
- Poll questions should be simple: yes or no/only 3 multiple choice options work well
- Hand raising can be used to engage participants or get to know them better
- Use your slides for visuals, and limit the number of slides
- Identify any handouts/homework you want participants to have in advance of your session
- Keep breakouts simple: Give participants only one or two questions to discuss
- Remember that slides are not visible in the breakout rooms
- When reporting out from a breakout ask:
 - Ask participants to speak using 20 words or less
 - Ask participants to answer in one breathe of air



We Need Your Input!

Readers' Forum

In planning for the future, several changes/improvements to the RLI Experience have been suggested.

We would like to hear comments from you on —
whether/or not/or how —
the curriculum should be changed?

How long should the sessions last?

How are you handling RLI in the time of Covid-19?

If you are doing training on line — how is it working? What suggestions do you have?

What assistance can the RLI newsletter provide?

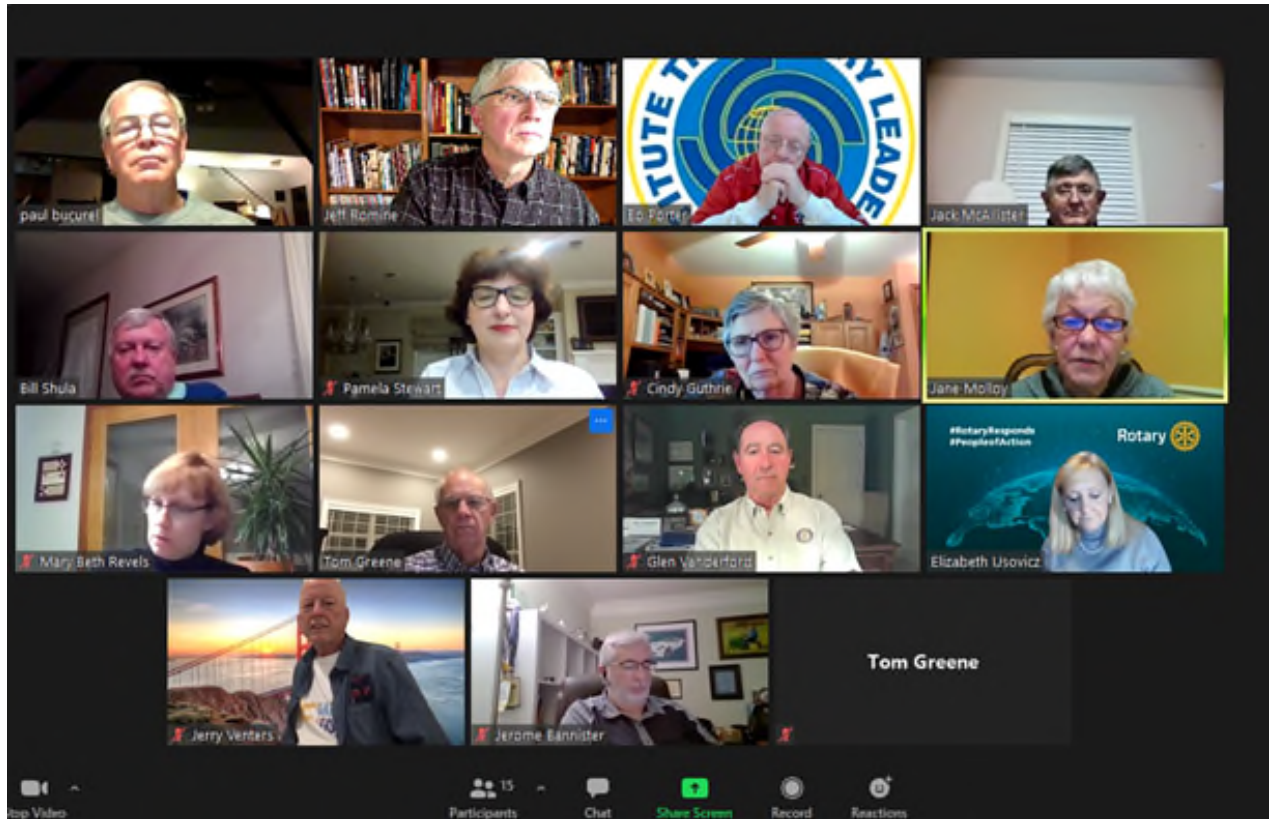
Send your ideas/responses to News Editor

Jane Molloy — and we will start a “Reader’s Forum”

jabmolloy@bellsouth.net



HOA-RLI — Zoom



Your RLI Board members — at work!

Paul Bucurel, Jeff Romine, Bo Porter, Jack McAllister, Ed Shula, Pamela Stewart, Cindy Guthrie, Jane Molloy, Mary Beth Revels, Tom Greene, Glen Vanderford, Elizabeth Usovicz, Jerry Venters, Jerome Banister, Tom Greene

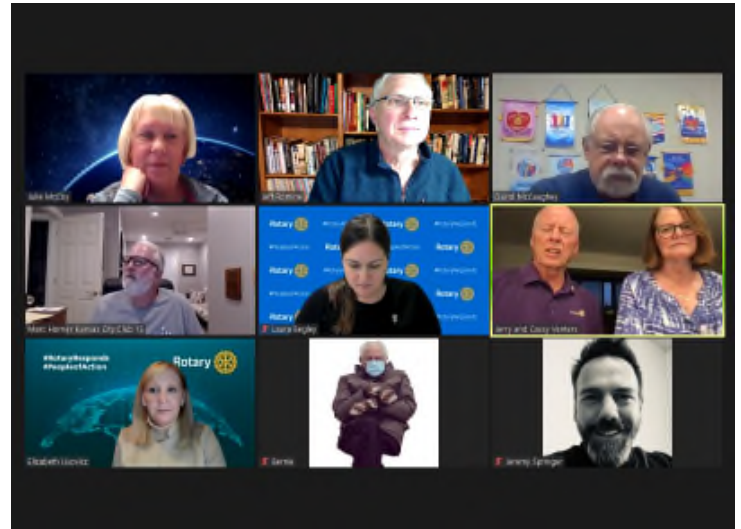
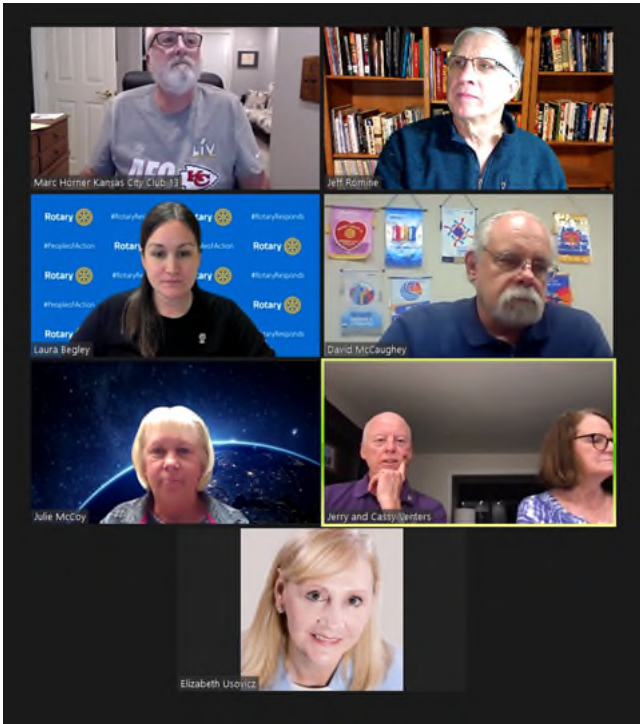


RLI at PETS

FYI: Mid-America PETS Facilitators are all RLI trained!



Virtual Training Tips



Whoops — look who sneaked into this photo!!

Left photo — left to right, District 6040 Facilitators and Tech Hosts,

Top row: Marc Horner, IPDG and Tech Host, Jeff Romine, PDG and Facilitator,

Second row: Laura Begley, Tech Host and Facilitator, David McCaughey, DGE and Tech Host, 3rd row: Julie McCoy, PDG, Facilitator and District Coordinator, Jerry Venters PDG and Facilitator, and Cassy Venters, PDG and Facilitator,

Bottom row: Elizabeth Usovicz, Facilitator, and RI Director-elect

As they take a moment to converse while RLI Part II attendees are in a breakout session on January 25.

District 6040 has been making RI sessions available during much of the pandemic. The courses have been at full capacity since the initial course was offered in April of 2020. You may recognize some of the individuals from the HOA-RLI sessions designed to assist in the adoption of online RLI across the Heart of America Division.

The surveys and evaluations continue to indicate that the online presentation of RLI courses is the preferred option. It is unknown if this will be the case following the pandemic.

Jeff Romine reporting



How RLI Improved My District

A PDG's View

Jeff Romine, D6040, Rotary Club of Kirksville, MO



My District, 6040, adopted the Rotary Leadership Institute (RLI) during the 2014-2015 Rotary year under then DG Cassy Venters, who tapped her husband PDG Jerry Venters to “make it happen.” And the District changed for the better. Here, I share some observations and opinions about that change.

RLI increases the number and quality of potential leaders in the district. Each year District leaders struggle to fill critical leadership positions. Seven years after the adoption of RLI in D6040, a larger number of capable individuals from a greater variety of clubs are available to be tapped for the positions of Assistant Governor, District Committee Chairs and members. The RLI attendee or graduate is more informed about Rotary, makes a stronger committee member, and is better known by district leaders. Each year, the RLI District Coordinator is asked for the names of potential leaders .

RLI focuses on empowering Rotarians and Club Leaders. Club leaders have limited time to fulfill their obligation. RLI provides a base of knowledge and increased understanding about Rotary, along with an understanding about the role of being a leader. Future leaders can leverage this information to save time and reach higher in their goal setting. Following their RLI experience, graduates appear to possess a greater understanding of how to motivate club members to accomplish club and district goals.

RLI enhances the awareness of service within the District. When RLI started in D6040, the executive committee instituted graduation from RLI as a requirement for serving as governor. All subsequent governors have been graduates of/or facilitators for RLI. Our current District Governor possesses an RLI background. He credits RLI as being one of the factors that influenced him towards increased service in his life. RLI helps to develop a broader understanding of the service opportunities within Rotary.

RLI helps build stronger District-wide friendships and networks. RLI provides an opportunity for individuals to get to know others from across the district. New friendships and networks are developed among RLI graduates. RLI graduates, experience both laughter and challenging thoughts, hear ideas of what other clubs are doing, learn that their club's problems are not unique, have breaks with conversation, and dine with other participants from across their district. Providing the opportunities for establishing these contacts and building these friendships through our virtual RLI sessions has been especially important during the pandemic.

RLI has helped to position D6040 for after the pandemic. RLI was viewed as so essential to club and district success, that when the pandemic occurred, a team of facilitators, under the leadership of RLI District Coordinator, Julie McCoy, converted the in-person program to virtual delivery. Without the need to travel or give up Saturdays, attendees filled every class a week before the registration deadline. There is no doubt that the clubs with RLI graduates are better positioned to make changes that will ensure the future success of their club.

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How RLI Improved My District

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Last, an important change occurred through the network of facilitators and teamwork that was necessary to deliver RLI through Covid.

Bo Porter provided the initial facilitator training that bonded team members. Just as bonds of friendship are formed in Rotary meetings and committee work, RLI facilitators have built stronger bonds of friendship while working on a singular purpose: helping Rotarians build stronger leaders, clubs and a stronger district.

For the many reasons listed, I advocate the strengthening of your District RLI program. And if your District does not have a program, I suggest that your District adopt one. Much of what I have shared here is my observations and opinions. Knowing the importance that these assertions be confirmed numerically, I will be raising questions with District leadership on how the District could document the success and impact of our RLI program.



Casting A Lasting Impact



Elizabeth Usovicz, Rotary International Director-elect

When I joined Rotary in 1997, my brother-in-law, Lee, was my sponsor. I had recently moved to Kansas City, and joining Rotary was one of the first commitments I made to serve my new community.

When I joined, I thought I knew a fair amount about Rotary. I soon realized how much I did not know.

Every Friday morning, I left my club meeting feeling energized, and also a little confused, with unfamiliar programs and acronyms swirling through my mind. And nearly every Friday night on my way home from work, I would also stop by my sister's home to have a glass of wine with my brother-in-law, to get the answers to the many questions I had about the morning's meeting. What is RYLA? What can you tell me about polio eradication? What does the Rotary Foundation do?

Since becoming an RLI facilitator and coach in my district, and serving as Heart of America RLI Curriculum Chair, I have witnessed the impact that RLI has on those who participate. I have seen many participants continue their leadership journeys in Rotary and realize their leadership potential. Perhaps most of all, I am pleased to be a part of their discovery of Rotary.

As I prepare to serve on the Rotary International Board of Directors next year, I often reflect on those Friday evening conversations with my brother-in-law. I also reflect that, with RLI, learning about Rotary doesn't require having a patient relative to answer questions.

RLI opens a world of opportunities; all you need to do is say "yes" to RLI.



Communications & Technology

Communications and Technology Committee News: Are you Interested in Sharing?

The Communications and Technology Committee led by Tom Greene and Jeff Romine, of HOA-RLI, is piloting a “sharing” project. Each year, HOA-RLI District Coordinators encourage the development or refinement of RLI presentations for the benefit of their District attendees.

The move to expand course offerings to include online courses has created a great demand for the development of new course materials. The HOA-RLI leadership believes we may be able to prevent each District Coordinator from “reinventing their own wheel” by making information available at a common location for others to examine and build upon.

Sharing information with one another has the potential to improve the quality of our materials and ease the burden of developing and refining course materials. Feedback from fellow Board members indicated familiarity and a preference for either DropBox or Google Drive as a common storage area.

Pilot efforts to date include the offering of a DropBox folder by Pamela Stewart, developing a file and folder structure within the folder, and providing some course materials that have been made available from District 6040. Julie McCoy, District 6040 Coordinator and Board Member agreed to be the initial pilot volunteers. It is anticipated that other Districts will also do the same.

Questions that need to be addressed in the near-future include:

Is the use of DropBox the best approach?

Is there a financial concern here?

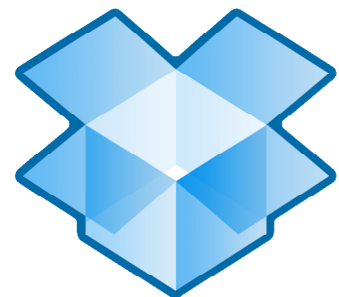
Who should have the access to the site and what should be the permission level granted to each individual?

Would it be helpful to make other materials available?

Without a doubt, other questions will follow.

At this time, it is apparent that this idea is in the formative stage.

If you want to make a comment or contribution of effort, especially in addressing the questions identified above, reach out to Jeff Romine at jeff.romine@gmail.com.



Jeff Romine reporting



What Is RLI?

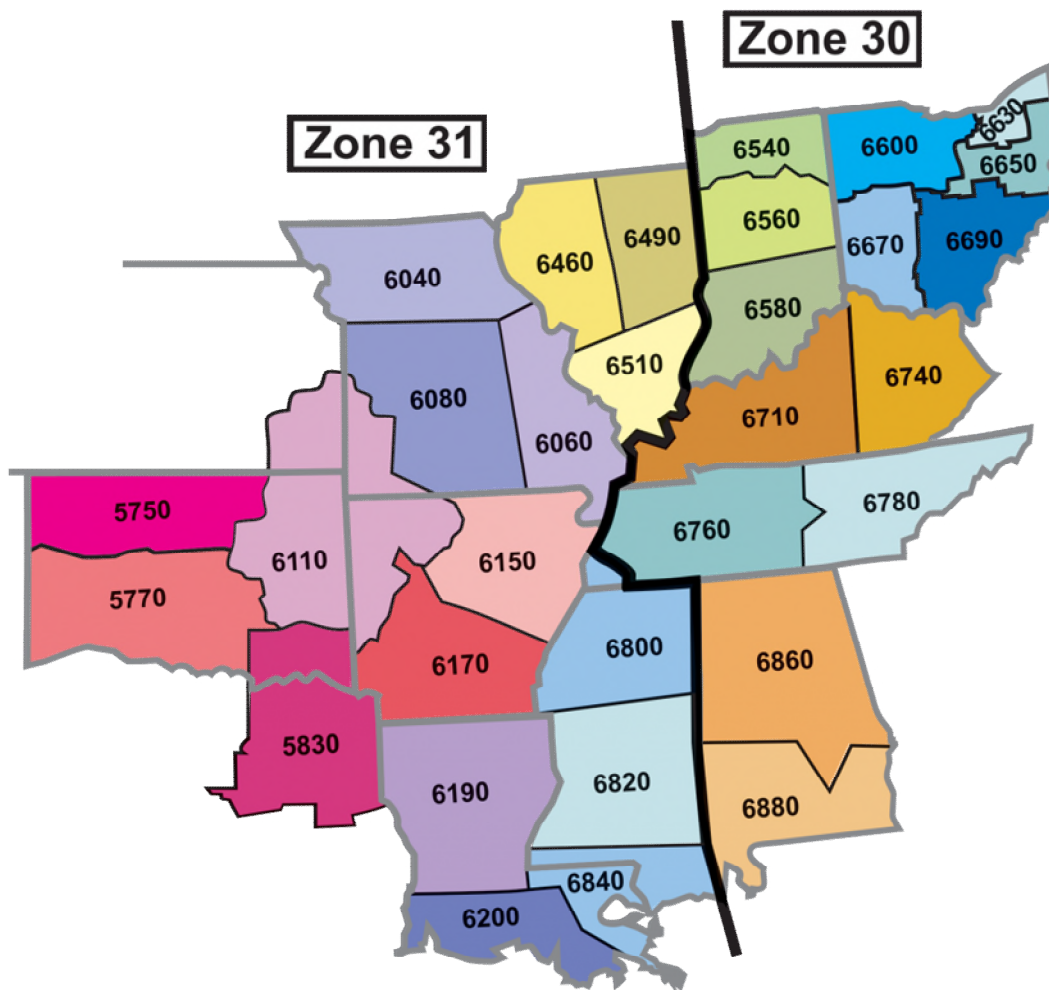
The Rotary Leadership Institute (RLI) is a multi-district, grassroots, leadership development program organized into regional divisions in various parts of the world.

RLI is a recommended program of Rotary International.

The Rotary Leadership Institute is not an official training program of Rotary International.

We Are the Heart of America regional division

HOA-RLI ROTARY ZONES 30-31





RLI — The Details

RLI was founded to assist in improving the Rotary knowledge and leadership skills of future Club leaders. Excellent leadership is the key to successful service by our clubs to our communities and the world. Rotary is blessed with members of high quality, but all Rotary clubs depend on outstanding leadership to harness the talents and skills of our membership to high levels of accomplishment. The rapid turnover of leadership positions in Rotary caused by annual elections requires constant effort to prepare more and more Rotarians for the responsibilities of leadership.

RLI provides a recommended curriculum for a basic course in three full days. The three days are called Parts I, II and III and are taken consecutively in order for the participants to gain perspective through their club activities in between the Parts.

RLI also recommends a program of graduate seminars for those who have completed the three basic Parts. Since the founding of RLI, the curriculum has been continually reviewed, updated and revised as the result of experience and the evaluations of the attendees.

Although any Rotarian may attend RLI courses, RLI recommends that Rotary Clubs encourage Rotarians who have the potential for future club leadership, not necessarily as club presidents, to attend. The ideal candidate is early in their Rotary career, has a strong interest, and is prepared to be exposed to the larger world of Rotary outside of the club.

Faculty members are carefully selected. Many are present and past Rotary International directors, district governors, presidents and those with experience in special areas. Each new faculty member must attend a full day training program and various periodic reorientation programs. The results of course evaluations help to improve the course content and instruction.

If your club cares about its future, it will want the best leadership possible. This is an outstanding opportunity for each club to improve the Rotary knowledge of its key people, who will also be exposed to new ideas of leadership.

The exchange of ideas with other experienced Rotarians alone makes the courses worthwhile.

For more information on RLI see <http://www.hoa-rli.org/>