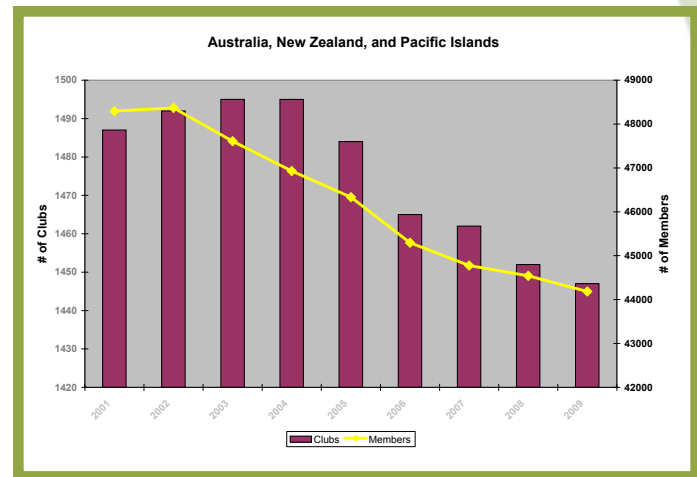
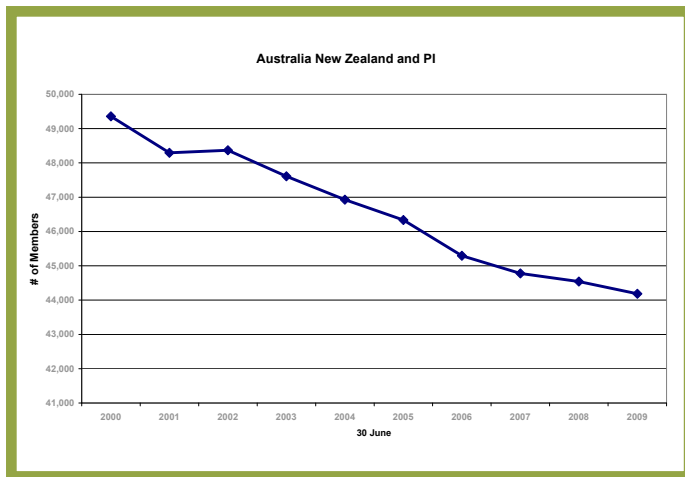




Australia, New Zealand, and Pacific Islands

10-Year Trend



Over the past 10 years, membership in the region of Australia/New Zealand/Pacific Islands has declined by 10%. This compares to Rotary's worldwide membership increase over the same time period of 5%.

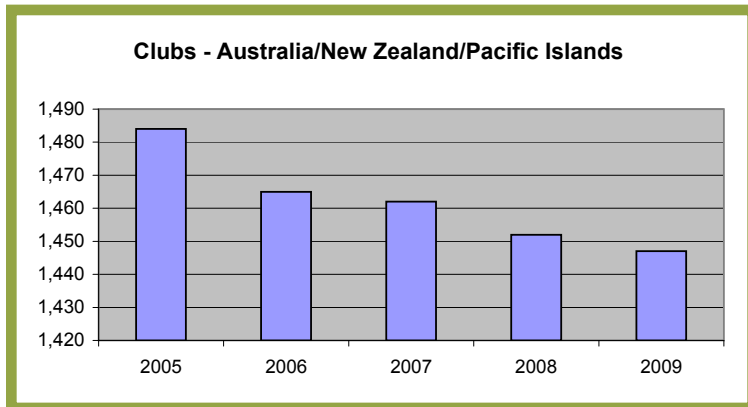
Membership growth is a crucial element in continuing the important work Rotary does throughout the world. Simply put, in order for Rotary to offer more services to more communities at home and abroad, a strong and engaged membership base is needed to provide the time, energy, and resources required to carry out these much-needed projects.

The graph above shows growth in clubs as compared to growth in members. As you can see, over the past 10 years, the region of Australia/New Zealand/Pacific Islands experienced a growth in the number of clubs through 2004, followed by a drop in the number of clubs since that time. Over the same period, there has been a corresponding loss in the number of members.

Next, we'll examine club characteristics to see what factors may be affecting membership trends in the region.

Club Characteristics

Number of Clubs



Over the past five years, the region of Australia/New Zealand/Pacific Islands has lost 37 clubs, which represents a 2.5% loss. This compares to a 4% growth in the number of Rotary clubs worldwide over the same time period.

A comment from a Rotarian in the region:

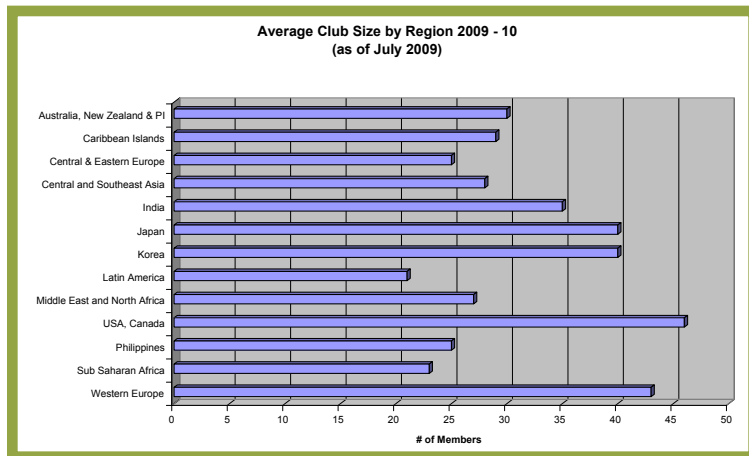
“The geographic size of Australia and the size of some of our towns make it hard to start a new club. A lot of our smaller rural towns have less than 1,500 people. In most rural areas of Australia, it can be more than 100kms between towns. ... Satellite meetings in small rural areas should be considered as a way to increase our membership and to increase the exposure of Rotary in those small communities.”

New clubs are a crucial part of overall membership growth in a region. Establishing new clubs can be an effective way of responding to the changing needs of a community — whether demographic, geographic, or even economic.

Action steps:

- Use **Organizing New Clubs (808)** to learn about the process of starting a new club.
- Consider sponsoring a new club in an underserved geographic location in your community.
- Start new clubs that focus on a particular demographic group that may not be served with a community’s current club. Perform the **Membership Diversity Assessment** in **Club Assessment Tools** to see if any demographic groups are underrepresented in your club, and determine if a new club could respond to those needs.
- Consider starting a Rotary e-club. Recent Council legislation approved the establishment of up to two Rotary e-clubs per district. E-clubs may be a viable option in your area for members who find it difficult to attend in-person meetings. Review **What You Need to Know about Rotary E-Clubs**.
- Perform the **Membership Satisfaction Survey** in **Club Assessment Tools** to gauge members’ happiness with the time your club meets, and consider sponsoring a new club that meets at a time more convenient for a significant percentage of your club members and may also appeal to potential new members.

Club Size



As of July 2009, the average club size in the region of Australia/New Zealand/Pacific Islands was 30 members. The average club size for Rotary worldwide is 37 members.

Of the region's 1,447 clubs, 28% have fewer than 20 members. Broken down by country, we see significant variations:

	Avg. club size (number)	Clubs < 20 members (%)
Australia	29.1	30
New Zealand	38.0	16
Papua New Guinea	15.5	77
Fiji	25.4	55
French Polynesia	18.2	20

A comment from a Rotarian in the area:

“In Papua New Guinea, several clubs are extremely isolated with access only by air or on foot; there are no connecting roads. They have low membership but often have many supporters (friends of Rotary) who assist their projects. The Pacific nations in zones 8 and 7B have some obvious issues in common but many differences. Geographic isolation, economic hardship, and political instability are common. Each has a different culture.”

The RI Board has established the following provisions to ensure that clubs have adequate numbers to remain viable:

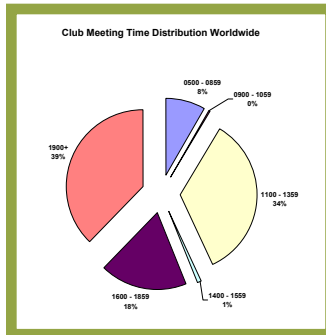
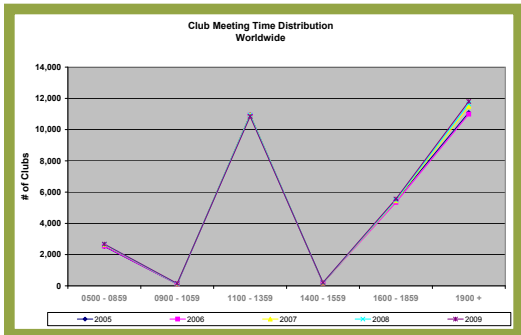
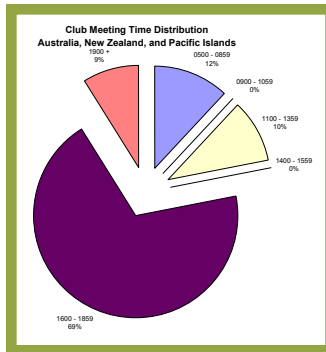
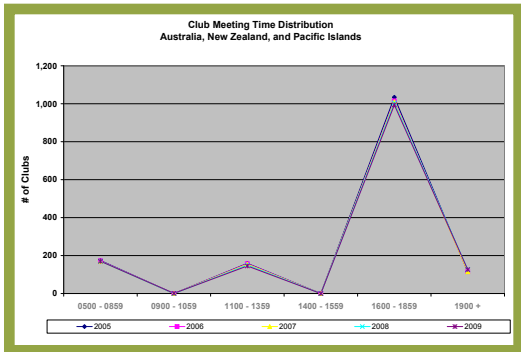
- As of January 2011, any new club is required to have a minimum of 25 charter members. At least 50% of the charter members must be from the local community in which the club is established.
- A club that wishes to sponsor a new club must have at least 20 members.
- Each club is required to pay RI dues for a minimum of 10 members.

The challenges for smaller clubs can be that there are not enough members to successfully carry out service projects for the community and that there are not enough Rotarians to lead the club and to adequately fulfill all of the club's administrative functions. Other issues could be that all the professions in the community are not represented and the club does not adequately reflect the demographic and business composition of the community.

Action steps:

- Use the *Planning Guide for Effective Rotary Clubs* to assess the club's current state, establish goals for the coming year, and develop strategies to pursue the club's long-term goals.
- Use *Be a Vibrant Club: Your Club Leadership Plan (245)* to help you make your Rotary club more active, engaging, and vital to the community.
- Use the **Retention Model** found in *Club Assessment Tools* to gauge the club's ability to keep members active and to address any weaknesses uncovered.
- Use the *Strategic Planning Guide* as a framework for establishing long-term goals for your club, including increasing your club size.

Club Meeting Time



In the region of Australia/New Zealand/Pacific Islands, 69% of clubs meet late afternoon/early evening (1600-1900), compared to just 18% of Rotary clubs worldwide meeting at this time. The meeting time distribution in this region hasn't changed much in the last five years.

Club meeting times can affect the ability to attract and involve members. Professional demands have made it difficult for many to attend lunchtime meetings. Younger members with families may have time constraints preventing them from joining evening meetings. Morning meetings may be more convenient and have become popular in some regions. The goal is to provide meeting opportunities that are convenient to different situations and different segments. Research indicates that flexibility is key to meeting the needs of members and attracting prospective members.

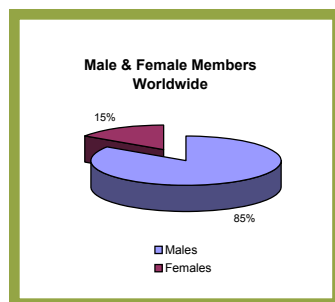
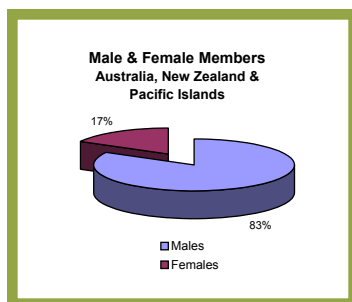
Action steps:

- Use the **Membership Satisfaction Survey** in *Club Assessment Tools* to determine if club meeting times are optimal for your current membership.
- Use the **Resigning Member Questionnaire** in *Club Assessment Tools* to find out if meeting time is a factor in members' decision to leave.
- Consider sponsoring a new club in your area with a different meeting time to accommodate prospective members who can't make your club time.

A comment from a Rotarian in the region:

“Clubs that meet for lunch are struggling in Australia for membership, because people find it hard to leave their place of work at a specific time to go for lunch. Work ethics and the expectations of people in the workplace today mean that people don't or aren't willing to give up time in the middle of the day. Dinner clubs (usual start time 1800-1900) are easier for members to get to, especially in rural areas where they may have to travel up to 30 minutes to get to a meeting, which they aren't going to do in the middle of the day.”

Member Gender



Women make up 17% of Rotary club members in the region of Australia/New Zealand/Pacific Islands, a percentage slightly higher than the worldwide average for Rotary clubs, which is 15%.

Women assume leadership positions in organisations and businesses and in professional areas such as medicine, law, consulting, and finance. Actively seeking out female members is a goal for all Rotary clubs in the 21st century.

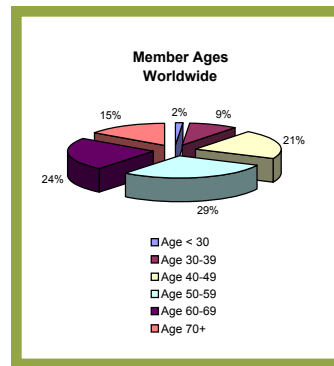
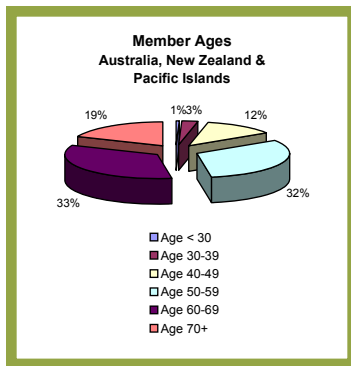
A comment from a Rotarian in the region:

“Yes, 17% is better than 15% worldwide, but it’s still not good enough! Ideally, we need a minimum of 35% of any one gender in clubs. In some rural and remote areas, there’s a bit of resistance to women joining, but we are slowly overcoming that in those areas.”

Action steps:

- Check your local business association for statistics on female business owners and professionals. Then make it a goal to match your club’s gender profile to the gender profile of your business community.
- Consider **designing a PR campaign** targeted specifically to women. Research indicates that the public image of Rotary clubs is predominantly male. Often, changing people’s perception of an organization can be the largest hurdle to improving diversity.
- Send out the **Membership Satisfaction Survey** found in **Club Assessment Tools** to learn from female members what may or may not be working for them in the club. Do they feel welcome? Does your club’s structure and schedule fit in with their other responsibilities?
- Perform the **Classification Survey** found in **Club Assessment Tools** to make sure your club is representative of your community’s business and professional interests. Professional and business interests that are not represented in your club’s membership can be an opportunity to focus your club’s recruitment efforts. Consider professional women who might be approached to fill these gaps.
- Have female Rotarians run a club information/promotion meeting to invite business and professional women in your community.

Member Age



In the region of Australia/New Zealand/Pacific Islands, 84% of members are 50 years or older. Worldwide, 68% of Rotary members are 50+.

A good balance of member ages allows Rotary clubs to better understand and more effectively address the needs of their communities and to remain relevant to all segments. Clubs with an adequate number of younger members will also be less likely to encounter certain problems in the future, such as lack of qualified leadership and attrition. Maintaining a good representation of members in all age groups is a goal for all Rotary clubs worldwide.

Because younger prospective members may have pressing professional and family obligations and busy schedules, along with limited financial resources, take appropriate steps to encourage younger membership (particularly people in their 30s).

Action steps:

- Consider reducing club meal expenses.
- Think about waiving or reducing fees for younger professionals for a period of time.
- Assign a veteran member to mentor new, younger Rotarians.
- Organize club projects and events that include families.
- Emphasize networking and mentoring opportunities.
- Set up social and networking activities that are convenient for younger members and are fun and engaging.
- Make members aware of alternative arrangements for getting involved and becoming engaged, such as e-club meetings, attendance at a club committee meeting, or participating in a club-sponsored service project.
- Maintain relationships with Rotary Foundation alumni, including Ambassadorial Scholars, GSE team members, Rotary Youth Exchange students, Rotaractors, and Interactors, and keep them involved in your club's activities. Ask them to become Rotarians.
- Complete the **Membership Diversity Assessment** in *Club Assessment Tools* to help uncover ideas for attracting younger members.

New Club Trends

RI performed a five-year regional analysis of clubs chartered between 1 July 2000 and 30 June 2005. It was published in January 2010.

New Club Viability

	Clubs				
	Clubs Chartered	Terminated	Reinstated	Surviving Clubs	Percent Net Change
India	905	420	94	579	-36%
Philippines	191	98	34	129	-32%
Latin America	653	250	87	490	-25%
Central & Southeast Asia	374	163	75	286	-24%
Africa	195	97	56	154	-21%
Korea	263	57	15	221	-16%
Middle East	97	27	16	86	-11%
Caribbean Islands	24	13	11	22	-8%
Central & Eastern Europe	267	45	24	246	-8%
Canada & USA	491	50	27	468	-5%
Australia, New Zealand & PI	51	6	4	49	-4%
Western Europe	478	16	10	472	-1%
Japan	45	0	0	45	0%
Worldwide Total	4,053	1,240	453	0	-20%

Just 4% of the new clubs formed in the region of Australia/New Zealand/Pacific Islands between 2000 and 2005 are no longer in existence. This compares to the worldwide average of 20%.

A comment from a Rotarian in the region:

“Obviously in our region we start fewer new clubs, but we don’t terminate them as readily as in other regions. They do tend to reduce in size, with a few very successful exceptions.

The decision to start a new club needs to be very carefully considered. A strong, enthusiastic, and experienced district extension chair and a supportive committee are a must. Demographic studies need to be done on the area where we’re looking at starting a club. Identifying potential members has to be vigorous to make sure we get the right people.”

New clubs fail for many reasons. Lack of direction and support are cited frequently. According to research, the largest loss of clubs and members occurs during a club’s second year of existence. Having a strong sponsor club assigned to any new club is highly recommended and will contribute to the club’s long-term success and viability.

Action steps:

- Use **Planning Guide for Effective Rotary Clubs** to start setting and working towards goals early in the process that will lead to a vibrant and active club.
- Use **Be a Vibrant Club: Your Club Leadership Plan (245)** to help establish plans for service projects and social events in new clubs.
- Use the **Strategic Planning Guide** to set three-year goals to ensure your club keeps on track and achieves its vision.
- Use **Community Assessment Tools** to assess your community’s particular needs and provide focus and direction for your club’s service projects.
- Use the **Membership Satisfaction Questionnaire** in **Club Assessment Tools** early on to uncover and address any issues before they become major challenges to retention and growth.
- Review **Best Practices** frequently to see what methods have been effective for other new clubs and adapt these practices for use in your club.

Membership Activity

	Members in Surviving Clubs			
	Charter Members	Members After 5 Yrs	Net Change	Percent Net Change
Latin America	11,598	7,751	(3,847)	-33%
Australia, New Zealand & PI	1,254	939	(315)	-25%
Philippines	3,300	2,518	(782)	-24%
Africa	3,886	2,999	(887)	-23%
Central & Southeast Asia	7,684	6,024	(1,660)	-22%
India	14,911	12,916	(1,995)	-13%
Korea	7,703	6,748	(955)	-12%
Caribbean Islands	554	507	(47)	-8%
Central & Eastern Europe	6,100	5,817	(283)	-5%
Canada & USA	12,018	11,567	(451)	-4%
Middle East	2,165	2,091	(74)	-3%
Japan	1,363	1,400	37	3%
Western Europe	11,699	14,317	2,618	22%
Worldwide Total	84,235	75,594	(8,641)	-10%

Citing the same five-year analysis, in clubs in the region of Australia/New Zealand/Pacific Islands that survived (i.e., were active at the end of the fifth year), membership was down 25%. This compares to a worldwide average 10% net loss of members in those newly formed clubs during the same five-year period.

Members leave new clubs for the same reasons new clubs fail: lack of direction and support. Charter members in new clubs should continue to be involved in the club and are responsible for its long-term success or failure.

Action steps:

- Develop a club leadership plan using *Be a Vibrant Club: Your Club Leadership Plan (245)* to establish an administrative framework for the new club, appoint committees, set expectations for those committees, and establish reporting requirements so that committees are held accountable to their tasks.
- Implement **service projects** and involve members in projects as early as possible.
- Inform and involve new members with an orientation programme outlined in *New Member Orientation: A How-to Guide for Clubs (414)*.
- Use the **Membership Satisfaction Questionnaire** in *Club Assessment Tools* every six months to canvass members and get their input on ways to keep the club interesting to them. Communication is key at this stage.
- Use the **Resigning Member Questionnaire** in *Club Assessment Tools* to identify the factors causing members to leave new clubs and address those factors before they become a bigger problem.

Keeping Members

The most recent retention study (1 July 2003 – 30 June 2006) shows the following retention rates for the region of Australia/New Zealand/Pacific Islands:

Retention Rates (%)

	Overall	Existing Member	New Member
Australia/NZ/PI	82	76	67
Worldwide	76	73	78

Keeping members in your club requires constant monitoring and attention. A high turnover rate in clubs is one of the most significant membership issues Rotary clubs face today. Simply replacing lost members with new ones is not an ideal solution; clubs should take steps to not only ensure that new members are involved and engaged in club activities, but also that their existing members are continuously challenged and rewarded by their membership in their Rotary club. Clubs should emphasize engagement and participation in all club activities and being connected to the club, not just attending the weekly meetings. Additionally, if a member is relocating outside of the immediate area, it is important to keep them connected to Rotary through another Rotary club.

A comment from a Rotarian in the region:

“Retention is helped by educating our members, making sure they are involved in the clubs. Giving them a purpose for coming to Rotary. Our meetings have to be well run and interesting so that members look forward to going to the meeting as often as possible.”

Action steps:

- Use the **Retention Model** in *Club Assessment Tools* to gauge how your club is doing through all phases of club membership — from induction to termination.
- Keep on track with the *Planning Guide for Effective Rotary Clubs*, paying particular attention to the goals in the membership section.
- Employ the **Termination Profile** in *Club Assessment Tools* to determine how long members stay before resigning their membership and to pinpoint specific areas that are problematic and need addressing.
- Use the **Membership Satisfaction Questionnaire** in *Club Assessment Tools* regularly to get a feel for members’ happiness with the way the club is functioning at any given time, and adjust club operations and programmes as necessary.
- Use the **Resigning Member Questionnaire** in *Club Assessment Tools* to identify the reasons members leave and to take steps to prevent it in the future.

If you find your retention challenges come primarily from new members who leave within two years:

- Hold induction ceremonies for all new members. The new member’s spouse or partner should be invited, and the occasion should have a certain level of formality, a welcoming atmosphere, and perhaps include testimony from current members.
- Make sure new members are well aware of the many opportunities with which to get involved.

- Assign a mentor to the new member who will help guide him or her through the steps to becoming involved and active in the club.
 - Develop an **orientation programme** for new members so that nothing is overlooked. Offer the *Membership Video Set (427-MU)* as part of the orientation process.
 - Get the new member engaged as soon as possible in a service project that is meaningful to him or her.
 - Appoint the new member to a committee that can benefit from his or her background or interests.
 - Offer the *New Member Information Kit (426)* to all new members, or create your own new member kit.
- Focus on the following seven action steps, shown by a recent RI **pilot programme** to be effective in retaining members:
 - Identify
 - Inform
 - Invite
 - Orient
 - Induct
 - Educate
 - Involve

A strong and engaged membership base is the result of ongoing, diligent work by clubs. The external environment in which Rotary clubs operate is constantly changing, and clubs must respond by addressing these changes in order to remain vibrant and relevant for today's members and for their communities.