



VOCATIONAL SERVICE TOOL KIT

Back to the Basics Rotary 1905



DISTRICT 5170
GARY CITTI
DISTRICT GOVERNOR
2008-2009

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May 21, 2008

Dear Club Vocational Service Chair,

Congratulations on your appointment and acceptance of the opportunity to further the Object of Rotary in your Club and community through **Vocational Service**.

As Rotary evolves and diversifies, we need to be more creative in our approach and methodology to keep current Rotarians interested and to attract vital new members, while at the same time responsibly honoring our vocations.

Rotary International Founder Paul Harris said, ***“Each Rotarian is a connecting link between the idealism of Rotary and their trade or profession.”***

In keeping with this ideal, we have created this Vocational Service Tool Kit to make your job easier and to prepare you for the task that lies ahead.

The format is **5 Easy Steps**:

- 1. What is Vocational Service?**
- 2. Your Role and Responsibility – Your Committee – Your Club**
- 3. Ideas to promote Vocational Service in your Club – Workplace – Youth – Community – Aged**
- 4. Action Plan – Timetable**
- 5. Publicize the results**

I wish you a productive and successful year. Please know that I am available to assist you, and I invite you to contact me with questions or for further information.

Yours in Rotary Service,

Don MacKenzie
Vocational Service District Chair

CC: Assistant Governors
Club Presidents

VOCATIONAL SERVICE TOOL KIT

by Mary Margaret Fleming, PDG

Special thanks for generous contributions ~

Clifford L. Dochterman, *Vocational Service Rotary's Original Idea*, Address and Narration on DVD, Past RI President

Dave Cresson (D-5150, PDG)

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December, 2007

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STEP 1. What is Vocational Service?

As Rotarians, we

- show and build respect for all jobs and work.
- use our positions and expertise to provide service, i.e. often times doctors travel on free medical missions, marketing researchers conduct free surveys for organizations.
- promote high ethical standards in our vocations.
- use Rotary to help youth, elders, or anyone less fortunate define pathways to careers.

Vocational Service is the basic foundation on which Rotary Membership is built. At induction, all new members are urged to project the Ideals of Rotary in their vocations. It is the Ideal of Rotary to put Rotary to work where you work and into all of your life.

What precisely is your Vocational Service responsibility, and how do you discharge it?

- You will recall that when you were inducted, something like this was said, ...
“You have been chosen for membership in the Rotary Club of _____ because your fellow members believe you to be a LEADER in your business or profession.”
- What does a leader do?
 - In every business or profession, a leader sets, maintains and continually raises the standard of ethics, professionalism and workmanship.
 - Through leadership and by example, professionals help others to develop their full potential and to raise the standards of those around them.
- We can discharge our Vocational Service responsibilities in many ways such as setting, maintaining and continually striving to raise our standards of ethics, professionalism and workmanship in –
 - Our own professional performance,
 - The wider community where each of us lives and works, and
 - Helping others to find vocations where the possibility of additional viable jobs exists or where they can be created.

STEP 2. Your Role and Responsibility -- Your Committee – Your Club

Vocational Service is even more important now than when Rotary was first established. Your contribution through your Committee and Club will be a direct reflection of Rotary's value in today's society.

As a Chair, motivation must start with you; it is a vital key to success.

- **Have a plan!**
You can use this Tool Kit as a reference at the Club's Vocational Service Meetings.
- **Lead!**
Support and direct your Committee with good leadership, enthusiasm, and Confidence.
- **Delegate!**
Persuade others to help. That allows you to do more ... and usually do better. Delegate and ensure the co-operation of each Committee Member in the total program for the year. Gain their acceptance of personal responsibility for their part in the program.

Your Committee should ...

- Have an understanding of its purpose,
- Be aware of its important role in promoting the "Second Part of the Object of Rotary,"
- Bear in mind the purpose of vocational service when evaluating projects,
- Have the confidence to successfully introduce and complete those projects,
- Help set the goals for the projects or programs.

Your Club may ...

- Need to be reminded of the importance of Vocational Service as an integral part of each member's responsibility in his or her role as Rotarians. This is one of the most important tasks of your Committee.
- Benefit from a Program at one of the early club meetings. You might want to play the 22-minute DVD for your Club: **Vocational Service: Rotary's Original Idea**, written and narrated by Past RI President Cliff Dochterman (*see Page 14 if you wish to purchase Cliff Dochterman DVDs*).
- Gain from learning that Vocational Service is an obligation accepted by each Rotarian. If each member of your Club has a proper appreciation of Vocational Service, many other problems such as attracting new members and membership retention can be overcome.

ETHICS. Rotary Ethics has a significant place in Vocational Service. Certainly it should be promoted on all levels of Rotary (*not only in business*). Publish, distribute and remind members of the following:

ETHICS – THE CHALLENGE TO ALL ROTARIANS

Rotarians frequently refer to each other as “the leaders in their vocations,” and we are all generally ready to accept the title of “leader.” Along with that title, if the ethics of a Rotarian are to have any real meaning in the vocational sense, there must inevitably be the responsibility of setting a good leadership example.

The executives should set the standards in the place where we work.

Any executives who imagine their moral failings – or strengths – to be unknown to their staff, colleagues, clients, suppliers or the unions with whom they deal, are probably deluding themselves.

Any fall from grace of “management” gives co-workers an excuse to do the same. The statement “If it’s good enough for him/her, then it’s good enough for me” is an unfortunate human failing.

If each of the 38,824 California Rotarians projected a positive influence on others, then Rotary Ideals could impact the large number of 36,457,549 individuals living in the State of California.

NOTE: *Based on the estimated 2006 census figure shown above, if only 0.11% of the California Residents are Rotarians ... Rotary in California certainly has a huge membership job to accomplish.*

Let us think positively

HONESTY. Speaking of justice, a wise person once said, “It not only needs to be done, but it needs to be seen to be done.” It is just the same with honesty. Everything we do or say as individuals and the practices of the company or institution in which we exercise our executive powers must be seen to be honest.

COURTESY. How much does a smile cost? If we truly believe in “the recognition of the worthiness of all useful occupations“, why should we be discourteous to anyone? That doesn’t imply subservience or agreeing with everyone. It simply says that “we can agree to disagree,” and be respected for an honest and courteously expressed difference of opinion.

JUSTICE. What was it that aroused the greatest resentment in us as children, and indeed, effects us as adults? A feeling that we had been treated unfairly. Sometimes decisions have to be made, and if they are fair, they will gain respect. If we can send each of our staff home walking a little taller because they feel they are treated in a just and courteous way and respected for their individual qualities, this, then, gives us the chance to influence the whole community positively.

UNDERSTANDING. In exercising executive powers, it is a real plus to try to put oneself in the other person’s position – to try to understand their point of view – and then to ask, “How would I react if I were spoken to or treated in a discourteous or disparaging way?” One golden rule in this area is never to censure anyone, especially a staff member, in front of other people. Working with people is a matter of balancing **relative values** and hopefully landing on the side of **human values**.

STEP 3. IDEAS TO PROMOTE VOCATIONAL SERVICE AWARENESS

IN YOUR CLUB - WORKPLACE - YOUTH - COMMUNITY - AGED

AWARENESS IN YOUR CLUB.

Rotarians should exemplify the principles of Rotary through their vocation. Promote vocational awareness to every member of your Club through –

- Rotary information segments in the Club's program,
- Your Club Bulletin, and
- Your Committee's programs.

4-WAY TEST. Display the 4-Way Test in the club meeting room.

The 4-way test of what we think, do, and say --

Is it the Truth?

Is it Fair to all concerned?

Will it build Goodwill and better Friendships?

Will it be Beneficial to all concerned?

4-WAY TEST PLACE MATS. Order 4-Way Test place mats from Russell Hampton and quietly display them for four consecutive weeks. Then at the next meeting, quiz the to see how many Rotarians have memorized the 4-Way Test. Award prizes and/or implement recognitions/fines.

JOB TALKS. Encourage individual members to create an awareness and interest in their own classifications by personal information addresses (or craft talks).

ETHICS AND PRACTICES FORUM. Present a club program to explore changing trends in practices and ethics in commerce, industry and the professions.

FUTURE TRENDS. Coordinate a club program where Rotarians discuss future trends in their businesses or professions ~

LinkedIn is an online network of more than 16 million experienced professionals from around the world, representing 150 industries.

When you join, you create a profile that summarizes your professional accomplishments. Your profile helps you find and be found by former colleagues, clients and partners. You can add more connections by inviting trusted contacts to join LinkedIn and connect to you.

Your network consists of your connections, your connections' connections, and the people they know, linking you to thousands of qualified professionals.

Through your network you can:

- Find potential clients, service providers, subject experts, and partners who come recommended
- Be found for business opportunities
- Search for great jobs
- Discover inside connections that can help you land jobs and close deals
- Post and distribute job listings
- Find high-quality passive candidates
- Get introduced to other professionals through the people you know

LinkedIn is free to join. They also offer [paid accounts](#) that give you more tools for finding and reaching the right people, whether or not they are in your network. You can also create group profiles within LinkedIn. LinkedIn members can be invited to associate themselves with a group, at the discretion of the group's administrator.

Rotarians would be well served by maintaining a LinkedIn profile. Within the profile, a Rotarian's volunteer service should be prominently displayed. The member's Rotary Club Webmaster should be convinced to create a Club profile within LinkedIn that all members associate with. Non-Rotarians will see a LinkedIn member's association with Rotary, and will want to find out more about it. www.linkedin.com

MEMBER ADVICE FORUM. At a regular club meeting, invite a Rotarian to discuss his or her vocational problems and ask for comments and exchange of ideas.

VOCATIONAL SITE VISIT. Hold a regular club meeting at an appropriate workplace off-site. A short mealtime is set aside with minimal club business; then, an inspection of the work site ensues.

4-WAY TEST. Conduct a discussion or debate – “Is the 4-Way Test out of date?”

VOCATIONAL SERVICE SCORECARD. Using scorecards as a basis for a club program, ask members to consider several case studies. Each member completes the scorecard anonymously, followed by a club discussion on vocational responsibilities.

OLD, RE-USEABLE IDEAS. Here are just a few old, re-useable ideas for Vocational Service (*taken, if you will, from Rotary's past Vocational History as presented in the speech and DVD by Past RI President Cliff Dochterman*).

→ Have exhibits of merchandise and materials available at tables in the back of the meeting room to advertise the products and services of an individual Rotarian's business. (*I do think this single feature would certainly bring in more members.*)

→ How much do you think your business would increase if Rotarians were encouraged to do business with each other?

CLUB ROSTER & BULLETIN. Perhaps a more subtle method of advertising would be if the Club Roster and Club Bulletin carried the business website addresses of the members with a suggestion/reminder regularly from the podium to patronize Rotarians.

BUSINESS CARDS. Business cards in the weekly (*digital*) club bulletin can be rotated so that a different card is at the top every week (*thus, all members will have equal visibility*). The ideal would be if you published this **FREE** of charge, or your club members may be willing to pay a fee.

DECLARATION. Adopt the **Declaration for Rotarians.**

DECLARATION FOR ROTARIANS IN BUSINESS & PROFESSIONS:

As a Rotarian engaged in a business or profession, I am expected to –

... Consider my vocation to be another opportunity to serve,

... Be faithful to the letter and to the spirit of the ethical codes of my vocation, to the laws of my country, and to the moral standards of my community,

... Do all in my power to dignify my vocation and to promote the highest ethical standards in my chosen vocation,

... Be fair to my employer, employees, associates, competitors, customers, the public, and all those with whom I have a business or professional relationship,

... Recognize the honor and respect due to all occupations that are useful to society,

... Offer my vocational talents: To provide opportunities for young people, to work for the relief of the special needs of others and to improve the quality of life in my community,

... Adhere to honesty in my advertising and in all representations to the public concerning my business and profession, and

... Neither seeks from nor grant to a fellow Rotarian privilege or advantage not normally accorded others in a business or professional relationship.

CLUB PROGRAM. Ensure that the Club Program Chair includes at least six Vocational Service Programs in the Rotary year. Schedule firm dates at the start of the year.

List other projects/activities you consider appropriate to the needs of your Club and its members.

AWARENESS IN THE WORKPLACE.

VOCATIONAL EXCELLENCE AWARD. Present awards for Vocational excellence (top performance, etc.).

PRIDE OF WORKMANSHIP. Sponsor pride of workmanship in industry, commerce, and school with vocational talks that include discussions on employer-employee relations followed by the presentation of printed awards and/or plaques.

INDUSTRIAL RELATIONS. Arrange a series of guest speakers on different weeks to cover workers, shop stewards, union officials, management and arbitration.

IS IT FAIR TO ALL CONCERNED? Arrange a Club discussion of current commercial and industrial practices.

BUSINESS RELATIONS. Regularly schedule speakers who challenge Rotarians on the need for better business relations. *(Not necessarily to go beyond your own club members.)*

BRING A BUSINESS PERSON. Arrange a special day for each member, where possible, to bring a non-Rotarian local business person to a regular meeting as a guest.

BRING A COMPETITOR. Encourage Rotarians to bring their workplace competitors to a meeting in an effort to develop understanding of Rotary by the competitor and an understanding of the competitor's point of view by the Rotarian.

ASSISTANCE TO SMALL BUSINESS. Hold a small business seminar in the local community using local Rotarian business people (where possible) as keynote speakers.

COURTESY CONTESTS. Hold a courtesy contest to select a courteous police officer, a diligent garbage collector, and obliging shop assistant, or an efficient telephone person, etc.

EMPLOYEES MEETING. Enhance good relations by setting aside a club meeting for employees of Rotarian members. Particular emphasis for the day should be placed on the selection of the guest speaker.

HI-TECH SEMINAR. Organize a seminar to disseminate and discuss information about future trends in technology.

TRADE & PROFESSIONAL ASSOCIATIONS. Promote and support the work of such associates.

List other projects/activities you consider appropriate to the needs of your Club and its members.

AWARENESS FOR YOUTH. Emphasize Rotary's commitment to young people – "Every Rotarian an Example to Youth."

CLUB VOCATIONAL SERVICE COMMITTEE. This Committee should work closely with the Club Youth Committee and established community youth services.

GUESTS AT CLUB MEETINGS. Invite Youth recipients of Rotary Awards and/or scholarships. Students will find a weekly Rotary meeting interesting and create a great deal of awareness in the community.

SUPPORT YOUTH SERVICES.

- In job creation,
- In youth employment,
- In the management and operation of such activities as Skills Share, Work Skill California, Skill Olympics, Job Start, and Traineeships,
- Survey and use Federal, State, and Local Government schemes operating within our District,
- Consider providing equipment for activity groups.

ROTARY YOUTH LEADERSHIP AWARDS (RYLA). Initially begun in Australia, RYLA is now accepted worldwide as an excellent training avenue for young rising executives and youth leaders. It may be your Club's practices to go through the local high schools to interview and sponsor students, or you may wish to consider sponsoring one of the employees of a Club member.

ESSAY COMPOSITIONS. Invite students of local schools to submit essays on a selected topic, perhaps: "Is the 4-Way Test out of date?" or "Should conservation stand in the way of a freeway?" Many topics are available.

GIRL SCOUT, BOY SCOUT, OR COMMUNITY YOUTH GROUP LEADERS. Close liaison with these leaders in the community provides valuable information on the needs of youth.

PUBLIC SPEAKING COMPETITIONS. Sponsor a public speaking competition.

- Before the competition commences, Rotarians or speaking professionals should offer to act as coaches for training in the techniques of public speaking.
- Interschool competition in public speaking is another effective way of involving youth in vocational service topics.
- Promote a friendly debate on a popular topic between Rotary and school, between Rotary Clubs, or between Rotary and Interact Clubs.

TALKS TO YOUTH. Various youth groups and school communities are continually looking for interesting speakers. A talk by a local Rotarian on the ethics of the 4-Way Test, on productivity, or on employer-employee relations could be very appropriate. Talk to school leaders on prospective employment.

APPRENTICESHIP AWARDS. Awards for excellence can be made after a selection process by the Rotary Club. Local apprentice training institutions will normally provide appropriate information with the Rotary Club carrying out final screening and selection of the most worthy apprentices.

APPRENTICE EXCHANGE. Clubs can arrange for an exchange of apprentices in allied fields to provide wider experience in the workplace. An exchange may be an appropriate prize for an award-winning apprentice.

CAREER SEMINARS. Rotarians can visit schools to tell of career opportunities, courses of study, and prerequisite subjects. Career “market places” may be sponsored by a Club or, at least, ensure Rotarians participate in such markets when organized by others.

JOB EXPERIENCE. Rotarians can visit final year students and answer questions about various aspects of their vocation, i.e., a doctor talking about medical and par-medical careers, a builder talking about careers in the construction industry, etc.

“LIVING TODAY” PROGRAM. Selected Rotarians can talk at local high schools on the topics of: How to buy a car. How to prepare a will. How to open a bank account. How to stay within your budget. How to develop a savings plan, etc.

JOB SHADOWING/WORK EXPERIENCE. Students work for a day or a week (or so) without payment in the actual work environment. Consider city-county exchanges. Look at computer training for blind students. Assist the local high schools to find work experience locations.

SCHOLARSHIPS. Scholarships can be arranged through the principal of a local high school or dean of a local college to enable gifted students who otherwise could not continue with their schooling.

JOB INTERVIEWS. Arrange job interviews for graduate level students to prepare them in interview techniques, to write their resume, and to build self-confidence. You can help a young person obtain a first job.

4-WAY TEST AWARDS. Consider an annual presentation to senior high school students for achievement in meeting the ideals expressed in the 4-Way Test. This award can be recorded on an honor board presented by Rotary.

YOUNG ACHIEVERS USA. Sponsor an exercise in the local high school and/or college, involving starting a business, forming a company, manufacturing, and marketing.

PROJECT FUTURE PLUS. Prepare young people to meet changes in lifestyle caused by the many technological changes.

YOUTH SCIENCE FORUM. In concert with local school(s), organize a youth science forum and encourage Club Committees to find worthy applicants.

PEER SUPPORT. Support the formulation and operation of peer support in your local high school or college.

ADVENTURE CAMP. Organize an adventure camp for young people to encourage confidence, initiative, determination and courage.

ADVENTURE IN CITIZENSHIP. Design a week long (or shorter) program for high school juniors. Provide participants an opportunity to learn about national/federal government, international affairs, the courts, science, etc.

SUMMER SCHOOL. Introduce students to career opportunities in various facets of occupations, i.e. engineering, architecture, construction, etc.

List other projects/activities you consider appropriate to the needs of your Club and its members.

AWARENESS IN THE COMMUNITY.

LOCAL CITY/GOVERNMENT EXECUTIVE AS GUEST SPEAKER. Invite local leaders to speak to your club, i.e. Mayor, City Manager, Parks Department, Fire Chief, Police Chief, Post Office Manager, Public Library Director, etc.

LOCAL CEREMONIES. Arrange attendance by Rotary members at local ceremonies and presentations. The donation of even a small native tree can create lasting and meaningful memories. NOTE: If/when you do something like this, be sure a plaque (or something appropriate) is also presented to further your Club's and Rotary's public image within the community.

ROAD SAFETY PROGRAMS. Present courtesy driver awards and offer voluntary vehicle roadworthy tests in cooperation with the police and other local officials.

SUPPORT FOR UNDERPRIVELEGED COMMUNITIES. Seek support for volunteer Rotarians to work at their own trade or profession assisting communities in need.

SPECIALIZED MACHINERY. Purchase specialized machines for the handicapped.

SHELTER WORKSHOPS. Support local shelter workshops in management, product marketing and advice.

TRADE SHOW. Organize a trade show display, and encourage business people to display their products and methods.

CRAFT FAIR. Encourage cottage industry by organizing an art and craft fair or design seminar.

CONSUMER RIGHTS SEMINAR. Organize a seminar to familiarize people with their rights as consumers.

DO IT ONCE, DO IT WELL. Promote this concept through a Rotary sponsored campaign.

List other projects/activities you consider appropriate to the needs of your Club and its members.

AWARENESS FOR THE AGED. Rotary has a long tradition of addressing the needs of the elderly. The problems facing seniors are many, from the mental and physical anguish of infirmity and loneliness to the continual financial strain and impact of living on a fixed income, and so Probus Club was born. The Probus Club is a voluntary organization of PROfessional and BUSiness people dedicated to helping people.

PROBUS CLUB. Form a Probus Club for retired business and professional people in the community.

RETIREMENT SEMINAR. Hold a retirement seminar for the benefit of those people who are approaching retirement or who are already retired. Provide advice about investment, hobbies, and travel using Rotarian resources.

ELDERLY OR DISABLED. Create community awareness and address problems of access for the elderly and disabled in shopping centers and community centers. Provide appropriate walkways in parks.

RECREATION FOR THE ELDERLY. Provide opportunities for the elderly to enjoy aerobic exercises, swimming and recreation. Help organize groups at the local aquatic center, etc.

SERVICES FOR THE ELDERLY. Provide voluntary handyman services, such as regularly replacing a light bulbs, repairing a fence or sidewalk, painting, assisting with weekly shopping, having an elderly neighbor in for an occasional meal.

AGE CONCERN. Involve retired people in training young people in vocational skills and attitudes.

List other projects/activities you consider appropriate to the needs of your Club and its members.

STEP 4. ACTION PLAN -- TIMETABLE

- A. Form a Committee.
- B. Have **them** make a
 - Specific goal
 - Measurable result
 - Timetable for each milestone
- C. Set a budget
- D. Specify who is responsible.

Rotary acknowledges that you are a busy, highly capable leader in your vocation and that you bring more than enough experience and leadership qualities to achieve what needs to be done. The following sequence check will ensure that your aims and goals are achieved. Work closely with your president so that your planning compliments Club plans and objectives for the year.

REMEMBER ... MARCH IS VOCATIONAL SERVICE MONTH

PRIOR TO AND AFTER JULY 1st OF THE 2008-09 ROTARY YEAR:

- MAY** The Club Vocational Service Chair selects a strong team.
- MAY 21** Distribution of the Vocational Service Tool Kit (this document) to Vocational Chairs at the District Assembly
- JUNE 1** The Vocational Service Chairs of all Clubs hold one or more meeting to plan their activities for the year and provide a detailed plan to the President (and, where indicated, to the Program Chair and Bulletin Editor).
- JULY 1** Ensure your Committee knows what has to be done and when and who has to do it. Be sure to put it in writing.
- JULY-JUNE** Purchase and play the 22-minute DVD for your Club, **Vocational Service: Rotary's Original Idea**, (written and narrated by Past RI President Cliff Dochterman).

REMEMBER TO:

- Monitor your progress,
- Report to the Board and the Club on your regular Committee meetings,
- Install a plaque/plate to identify every project making sure that the Rotary wheel, Name of your Club, and date of installation is included, and
- Advertise the Club's, Committee's, and your achievements in the local media.

STEP 5. PUBLICIZE THE RESULTS.

LOCAL MEDIA LIAISON.

It would be impossible to overemphasize the value of the public image of the Rotary Club in the community. Close liaison with local billboard companies, newspapers, radio, television, and word of mouth can be very useful methods of presenting the myriad of Rotary projects to the local community – and beyond.

See next pages, the 5-Easy Steps to Public Image Projects.

YOU ARE ALL SET FOR A GREAT YEAR!

**MY VERY BEST WISHES FOR YOUR SUCCESS AS
CLUB VOCATIONAL SERVICE CHAIR!**

Popular DVDs Provide Excellent Rotary Club Programs

What program will we have next week? This is one of the most frequent questions for Rotary Club leaders, particularly in those clubs at some distance from metropolitan areas where speakers are much easier to obtain. Several years ago Rotarians in Northern California created a video and a DVD to assist club program chairmen. They secured the cooperation of Rotary International Past President Cliff Dochterman, one of Rotary's most sought-after speakers. The first video was the speech, "If I Could Be President Again," which Past President Cliff Dochterman has given to President-Elects Seminars for over 20 years. A DVD was then made of a humorous address, "The Unwritten History of Rotary." These two programs have been sold out for some time. However, several popular speeches by Past President Cliff Dochterman have recently been recorded for DVD presentation by The Americas Foundation, a non-profit foundation established by PDG Karl Stucki of Oakland Rotary to support Rotary Project Fairs and humanitarian activities in Central and South America. The DVDs are informative, inspirational and humorous with an emphasis on Rotary activities, such as membership growth, vocational service and the fun and fellowship of Rotary. The three new DVDs are now available:

"Vocational Service – Rotary's Original Idea" is a DVD reviewing and describing the importance of vocational service in Rotary history and its continuing role in a well balanced Rotary program.

"Friendly Fire of Rotary" describes how many Rotarians are inadvertently harming their own Rotary Clubs by thoughtless comments and unintentional actions. Karl Stucki reports that over 150 copies of the address "Friendly Fire of Rotary" have been distributed to clubs.

"Conversations With Paul Harris" is a humorous presentation which could have taken place between Paul Harris and Hiram Shorey on February 24, 1905 and a modern conversation with Paul Harris in Heaven.

"The Unwritten History of Rotary" is a spoof on the historic origin of Rotary beginning with the ancient Greeks. The basic message is that Rotary Clubs should be fun and enjoyable, just as our work and service is serious business. (Temporarily out of print.)

"If I Could Be Club President Again" is in video form that was recorded by the PETS committee of Northern California. This is a classic speech that Past President Dochterman has been giving to new club presidents for over 20 years. It is filled with unusual humor and practical tips for club administration. (Temporarily out of print.)

Copies of "Vocational Service," "Friendly Fire," and "Conversations with Paul Harris" can be secured from PDG Karl Stucki, 1401 Grand Ave. Piedmont. CA 94610 <KarlStucki@gmail.com> with a contribution of \$15 to "The Americas Foundation" plus \$2 for shipping in the US.