



How To Retain Your Best People

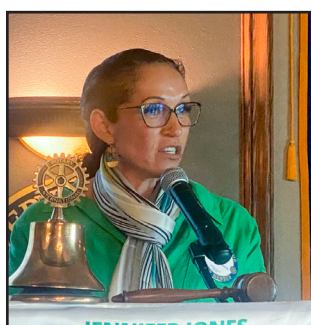
At Today's Meeting...

Team 2's co-captains **PP Greg Balkovek & Laurie Baker** introduced those serving today: Greeters were **Ryan Burks & Laurie Baker**, Keyway greeter was **Lindsay Myers**. **PP Greg Balkovek** led the Pledge, **Eva Jimenez** led the invocation, and **PP Ed Rullman** introduced our visitors and guests. **Laurie Baker** served as the Sergeant-At-Arms, the President's fundraiser tickets were sold by **Dee Domke**.

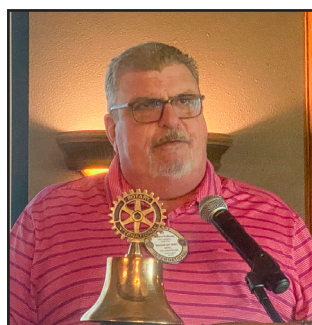
On the mic today..



President Mark
running the show



Eva Jimenez
with the invocation



PP Ed Rullman
welcoming our guests



PP Greg & Laurie
introducing their team

Calendar

| | |
|---------|-----------------------------------|
| June 15 | President's Meeting |
| June 22 | Dark, Demotion in the evening |
| June 29 | Past Presidents Meeting |
| July 6 | Incoming President's Installation |

Announcements

President-Elect Jenn Finnegan reminded everyone that time is running out for everyone to choose the committees they would like to serve on for the next Rotary Year. Those who don't submit a new form will be assigned the same committees they served on last year. You'll find the two-page form attached to this issue of the Express. If you haven't already, please complete this form and sent to **PE Jenn** at 1JRFinnegan@gmail.com.

Ken Freigher announced the Keyway Lake Day happening on Saturday, June 10th.

PP Joe Ayer announced our next Blood Drive which will happen on July 13th at our noon meeting. Bring a donor & Rotary will cover their lunch!

PP Joe Ayer also reminded everyone about **President Mark's** demotion happening June 22. If you haven't secured your tickets yet, please reach out to **PP Amelia Ward**.

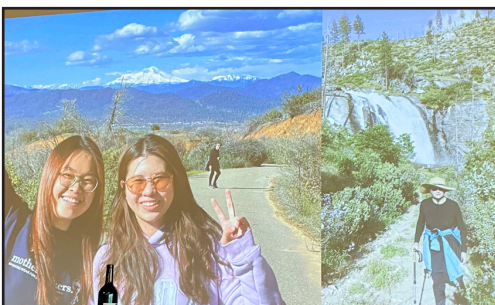
Recognitions



PP Joe Ayer was recognized for a recent trip with his youngest son to San Diego. \$100 to his Paul Harris.



Ryan Burks was recognized for three things today. His 4 year old daughter was accepted into the Mandarin Program at RSA, his sister is having a baby, and Ryan took a vacation to see his sister and brother-in-law. \$100 to his Paul Harris, and \$100 each to his 2 kids' Paul Harris.



Mark Wood shared some photos from our recent I-House event as well as some photos and videos from a recent trip to Yosemite. Remainder of his commitment to the Club.

Blue Badge

Michelle Nystrom presented Ryan Burks with his blue badge today.
Congrats, Ryan!



Today's Program: How To Retain Your Best People

Michelle Nystrom introduced our speaker for today, **Matt Plummer**, founder of Zarvana, a corporate coaching company. **Matt** brought us an informative and inspiring presentation on how to be a better manager of people.



He began his presentation discussing the "Great Resignation" that many workers are experiencing since the onset of COVID. Also referred to as the "Great Discontent", this is influencing how managers are having to adapt to retain their best employees.

The "why" behind this discontent can usually be attributed to three things:

1. Not seeing opportunities for development
2. Not feeling connected to the company's purpose
3. Not having strong relationships at work

The challenge for managers is to address these issues and create a culture that inspires and promotes the opposites of these feelings.

One of the first steps is to embody the persona of a "coach" rather than a traditional task-focused "manager". A primary differentiator is the focus on developing people, and before we can help develop people, we have to understand them. From the standpoint of understanding those on your team, **Matt** suggests discovering their "macro motivation", or their "why" for being at your company or organization. He suggests asking the following:

- Why do you do what you do here at our organization?
- Why do you find it meaningful?
- Why is it important for you to do more?
- Why do you want to maximize your contribution?

Another important concept that **Matt** communicated was that of psychological safety, that is, team members feel safe to take risks and be vulnerable in front of each other. Managers who create an environment that is psychologically safe are 1. Vulnerable themselves, 2. Are influenceable themselves, 3. Are comfortable admitting they are wrong, 4. Are encouragers of risk-taking.

In summary, he said great managers do three things well: Coach, Motivate, and Connect.

To learn more about this topic or about the services that **Matt** offers, go to Zarvana.com, or reach out to **Matt** at matt.plummer@zarvana.com or at 530-691-04343.

Your Name: _____

Club Committees 2023 - 2024

| Committee Name | Committee Chair(s) | Committee Brief Description | |
|--|---|---|--------------------------|
| Club Administration - Tony Giovaniello | | | Sign me up! |
| A.V. | Kelley, Jerry (Chair) | Supports the club at regular meetings, off-sites, and events with audio visual services, including presenters at our regular meetings. | <input type="checkbox"/> |
| Attendance | TBD (Chair) | Assists attendance taking at the back table during regular meetings - a great way to get to know all the club members! | <input type="checkbox"/> |
| Club History | Gerard, David (Chair) | With the club's centennial coming in 2024, planning for celebrations throughout that year, and retrieval of interesting club facts is on the agenda this year! | <input type="checkbox"/> |
| Club Website, Spillway | Christensen, Bret (Chair) | Stop the Presses! Writing and publishing our club's award-winning Spillway and Spillway Express! | <input type="checkbox"/> |
| Finance | TBD (Chair) currently Redmon, Maggie (LOA) | Budget review and investment advice to the board. Annual internal audit. | <input type="checkbox"/> |
| Public Relations | Williem, Leslie (Chair) | Keeping our club's social media pages up to date, informative and entertaining. | <input type="checkbox"/> |
| Vocational Service Business Award | Nystrom, Michelle (Co-Chair) Vanlandingham, Jerrod (Co-Chair) | Vocational service honors a local business for their outstanding service in their vocation & to the community. Committee members assist with soliciting nominations from the club, selecting the recipient and awarding the winner. | <input type="checkbox"/> |
| Foundation Fundraising - Eva Jimenez (will be Rob Adams) | | | Sign me up! |
| Club Endowment | Wyse, Joe (Co-Chair) | Monitoring and promoting our own club's endowment and honoring our member-donors. | <input type="checkbox"/> |
| Grant Writing | Malain, Kathy (Chair) | Identifying grant opportunities from the District and RI for projects within our club, or in partnership with other clubs. | <input type="checkbox"/> |
| Major Fundraisers | Myers, Lindsay (Chair) | It's all about the Haunted House this year! Don't miss out on this committee - other smaller events may be identified as well. | <input type="checkbox"/> |
| Rotary Int'l Foundation | Jelke, Jeanne (Chair) | Liaison and monitor RI Foundation giving by our club members, promote RI Foundation fundraising, and recognize Paul Harris donors from our club. | <input type="checkbox"/> |
| International Projects – Wendy Dickens (will be Jason Salter) | | | Sign me up! |
| Chilliwack Twin Club | TBD (Chair) currently Kathy Anderson | Liaison with our twin club in Chilliwack B.C., Canada! | <input type="checkbox"/> |
| I-House | Ward, Amelia (Chair) | Liaison with the UC Berkeley I-House, identify housing among area Rotarians for the student visit over Spring Break, plan exciting daily outings during the student visit. | <input type="checkbox"/> |
| International Fellowship of Scouting Rotarians | Balkovek, Greg (Chair) | Supporting Scouting through Rotary! What a great team! | <input type="checkbox"/> |
| Open World (COIL) | TBD (Chair) currently Kathy Anderson | Working with the Congressional Office for International Leadership (COIL) on exchange opportunities and promotion. | <input type="checkbox"/> |
| Youth Exchange Program | Talk to Jason if you want to restart this group. No longer active | Liaison with the District to identify opportunities for outbound students from our local community schools and/or inbound students to be hosted by area Rotarians. | |

Over for More Committees!



| Local Service Projects - Jennifer Finnegan (will be Laurie Baker) | | | Sign me up! |
|---|--|---|--------------------------|
| Bell Ringers | Domke, Dee (Chair) | Christmastime bell ringing outside local businesses to benefit the Salvation Army. Identify available shifts from the Salvation Army and coordinate volunteers to ring those bells! | <input type="checkbox"/> |
| Blood Drives | Barzin, Dar (Chair) | Coordinate quarterly blood drives at our regular meetings. Save a life, donate! | <input type="checkbox"/> |
| Community Projects & Environment | Westlake, Steve (Co-Chair) Avery, Jeff (Co-Chair) Rullman, Bradley D. (Co-Chair) | Hands-on opportunities abound! A large committee doing everything from clean-up to beautification, building, re-building, and demolition. Bring your ideas, gloves, and tools! | <input type="checkbox"/> |
| Food for Thought | Stone, Marjeanne (Co-Chair) Sevilla, Art (Co-Chair) | Purchase and distribute food at local elementary schools to children from homes in need. This program is supported by a multi-year district grant. | <input type="checkbox"/> |
| Local Project Grant Making | Greek, Rory (Chair) | Assess applicants for the club's pool of funds available to local causes. | <input type="checkbox"/> |
| Rotary Christmas Project | Adams, Teresa (Chair) | Shop for a family in need during the holidays - families are identified through partnerships with local agencies (e.g., NVCSS) | <input type="checkbox"/> |
| Rotary Thanksgiving | TBD | Support families in need for Thanksgiving. | <input type="checkbox"/> |
| Membership - Michelle Nystrom (will be Brian Scarr) | | | Sign me up! |
| Club Fellowship | Ward, Amelia (Chair) | Support the club's social functions with everything from DJs to decorations. Promoting fellowship is a major tenet of Rotary! Join in the fun! | <input type="checkbox"/> |
| Membership | Balkovek, Greg (Chair) | Attract, process, and incorporate new members into our club. Help keep the club vibrant and growing by supporting membership! | <input type="checkbox"/> |
| Youth Services - Leslie Williem | | | Sign me up! |
| Camp Royal | Montague, Jason (Co-Chair) Richart, Jason (Co-Chair) | Identify and assist local students to participate in the District's Camp Royal program. | <input type="checkbox"/> |
| Honor to Youth | Scarr, Brian (Chair) | Liaison with local schools and non-profits to identify a monthly recipient of the Honor to Youth award. | <input type="checkbox"/> |
| Mentoring | Jake Mangas (Chair) | Offering connections between youth and club or community leaders for mentoring opportunities | <input type="checkbox"/> |
| Rotaract/Interact | TBD (Chair) | Support our TWO InterAct clubs at local high schools and one RotorAct club at Shasta College. A great way to instill the values of Rotary in our local youth. | <input type="checkbox"/> |
| Scholarships | Dickens, Wendy (Co-Chair) Ken Freigher (Co-Chair) | Liaison with local high schools, Shasta College, and local trade schools to identify scholarship applicants, assess applications, and award scholarships. Liaison with other scholarship activities like the Scholar-Athlete Awards and the Gary Burks Memorial Scholarship fund. | <input type="checkbox"/> |
| Veteran's Committee | Balkovek, Greg (Chair) | Support and honor all veterans through club programs like the Veterans' Day Program, Sentinels of Freedom Lunch, and other opportunities to recognize and thank our veteran. | <input type="checkbox"/> |



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