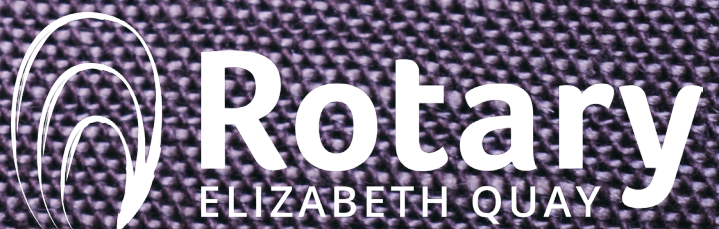


2020 Annual Report



We are

**Nadine Auguste
William Codd
Rhiannon Compton
Alex Conradie
Minh Dang
Karess Dias
Boris Divis
Melissa Dor
Dean Fuller
Skye Gilligan
Sasanka Gunasekera
Suanlee Heng**

**Chad Heslop
Rachel Hui
Kimberly Jones
Ingrid Kjelling
Tristan Kolay
Nick Lim
Lovente Lovei
Andrew Lu
Elena Mauén
James McLeod
Kate Parker**

**Eeshwar Rajagopalalan
Adam Retzlaff
Varin Rikhranj
Giverny Rogers
Kirthiga Thangadurai
Zara Torre
Alexandra Truelove
David Trumble
Vivian Wang
Needra Wickiramaratna
Shaun Williams
Danielle Winzenried**



INSPIRE
GENEROSITY

FACILITATE
GENEROSITY



Kaya, *(hello)*

We acknowledge this land as the traditional lands of the Whadjuk people of the Noongar Nation and that we respect their spiritual relationship with their country.

We also acknowledge the Whadjuk people as the Traditional Owners of the greater Walyalup area and that their cultural and heritage beliefs are still important to the living Whadjuk people today.

Contents

President's Report	1
Treasurer's Report	2
Projects	3
Membership Experience	4
Strategy and Innovation	5

President's Report

Dear Reader,

This year has changed our world and our lives forever.

- A global pandemic unlike anything we have seen in at least 100 years - COVID-19
- The shocking death of George Floyd triggered a global movement to end racism and police brutality across the world: Black Lives Matter
- Bushfires ravaged our nation, sparking global aid which re-presented us to the impact of Climate Change
- Hong Kong protested for democracy
- The IMF declare the world's economy shrinks by 3%, similar to the Great Depression in the 1930's

I remind you of the unique period in which we all lived to re-presentence you with the challenges that faced all of humanity.

At Rotary Elizabeth Quay we were predominantly sheltered from the immediate impacts of these circumstances, living on an island within an island. Despite our political and geographic protections we were not numb to these global issues. We made three observations, that were not spoken but felt.

- 1. We are all connected.**
- 2. Life is fragile and we cherish every moment.**
- 3. Change starts with one person.**

We remain committed to the tenants of our Rotary heritage: Service above Self. This compels us to find a way, hold to hope and create a better tomorrow for those who come after us. We do not wait for a solution but create it.

Our evolution and the year ahead.

Against this turbulent backdrop we shifted the fundamentals of our organisation while holding on to our purpose, values and unique culture. These changes can be described in the following ways:

- 1. Rearranged our organisation to further support building relationships and delivering projects.**
- 2. Focused on capabilities and not cause since our talents are specific.**
- 3. Adopted an agile and adaptive approach to planning and delivering at pace.**
- 4. Accelerated our use of technology to collaborate and deliver at pace.**

Our passionate leadership team embraced this opportunity and observed some immediate benefits. Our rituals and reporting changed which reduced the burden of work on leaders. This time saving has been redirected into building relationships and focusing on immediate projects. Our squads created a quieter place to meet, build relationships and mentor each other, sharing knowledge from member to member. In addition, our membership has continued to grow by at least one member a month. Together we have created a range of innovative philanthropic initiatives enabling our organisation to thrive in uncertain times.

Next year will commemorate 100 years of Rotary 'Down Under', a major milestone. It makes me proud to serve in an organisation with rich history and longevity. We chose to hold to the values and purpose of our heritage. I hope to continue the growth and commitment to create innovative solutions that serve the community we live in.

I have three groups that need to be acknowledged:

- The Board, for embracing change with tenacity, care and a fun-loving spirit
- Our members, for entrusting us to evolve the organisation and explore new territory with us
- Dani and Melissa, for putting it on the line and living Service above Self

Kind Regards,
Nick Lim



Treasurer's Report

As we mark the fourth year of Rotary Elizabeth Quay, the club has proven its resilience and incredible capacity to face adversity despite COVID-19 by initiating new events to give back to the community. For the financial year 2019/2020 we have raised almost \$12,000 and about \$9,500 was donated to charities we collaborated with. The financial performance for 2019/2020 is as follows. For more detail, please refer to the full audited 2020 Financial Report.

OPENING BALANCE AS AT 1ST JULY, 2019	\$23,307.00
---	--------------------

INCOME

Donations and sponsorships	\$3.00
Charity fundraising income	\$11,946.00
Club fundraising event income	\$4,795.00
Membership fees	\$9,265.00

\$26,009.00

EXPENSES

Badges and pins	\$150.00
Charity fundraising expenses	\$5,767.00
Funds distributed to charities	\$9,408.00
President-elect training	\$93.00
Printing, postage and stationery	\$211.00
Rotary District and international dues	\$6,270.00
Website expenses	\$212.00

\$22,111.00

CLOSING BALANCE AS AT 30TH JUNE, 2020	\$27,205.00
--	--------------------

HELD AS:

Club Bank Account 96-894-7845	\$26,365
Debtors	\$840
Creditors	-

\$27,205



Projects

(January-December 2020)

In this year of uncertainty, REQ's commitment to facilitating generosity allowed us to achieve a phenomenal 600+ hours of volunteering and \$11,967.02 raised for community projects, despite the impact of the Coronavirus (COVID-19) pandemic on club activities.

Pre-COVID-19

The year began with a continued focus on hands-on club activities, mentoring, and support to fellow Rotary clubs and community partners. The club was also committed to an aspirational fundraising goal to support Assisting Your Life to Achieve (AYLA) Inc's LGBTQI+ transitional and crisis accommodation through the club's signature fundraising event, Catwalk for a Cause which was last held in 2017.

COVID-19

By mid-March, as Western Australia became more aware of the growing risk of Covid-19 impacting daily lives, Rotary District 9455 determined that all meetings should go online. It was at this time that the difficult decision to cancel the Catwalk for a Cause event was taken. Project team members had put significant effort into the planning and coordination of this project and the Board thanks all members who volunteered their time and talents towards the event.

As a result of Covid-19 and the impact it was already having on our club members, online meetings saw a higher attendance rate and engagement by our members. The club was proactive in finding suitable and modern solutions to continue charitable activities and fundraising. This virtual space saw a flurry of project activity and innovation resulting in the organisation of many COVID-safe volunteer activities and engaging online content taking our message to the masses.

Navigating a new world of online engagement was challenging and an opportunity for the club to evolve. We have taken the lessons learnt from this period and injected them into a new way of operating, things will never be the same again!

We have been privileged to work alongside and for the following charities:

- Starick Women's Refuge
- Ronald McDonald Children's House
- St Vincent De Paul
- Knights of the Southern Cross
- Greenbatch
- AYLA Inc
- The Norkama Project
- Beyond Blue
- Royal Flying Doctor Service
- Women's Legal Services
- Broken Crayons Still Colour
- Mums 4 Refugees
- Fremantle Mind Inc
- The Short Back and Sidewalks
- Doorstep Dinners
- CARAD
- Esther Foundation
- Black Swan Health
- Stitches of Hope
- Access Plus WA Deaf

We proudly partner with our fellow Rotary (Heirisson, Western Endeavour, Margaret River) and Rotaract (Swan Districts and Kalamunda) clubs, Rotary District 9455 as well as Camp Opportunity. A snapshot of club projects across the year by theme:

Service Initiatives

- Camp Opportunity Breakfast (Jan) led by Aaron
- Skyworks Sausage Sizzle (Jan) Aaron, David, Lisa and Danielle
- Norkama Stationery Haul (May) led by Melissa
- Ronald McDonald House Breakfast (July) led by Giverny
- City of Kalamunda Tree planting (July) Tristan, James and Danielle
- Pilates Fundraiser for Starick (August) led by Tristan with Rotaract clubs of Kalamunda and Swan Districts
- Club Fundraising Sausage Sizzle (Sep) led by Elena, with Nick, Sas, Will, Giverny, Alex, Dean, and friends of REQ Julie, Lisa, Kiru, Farrell, Ben, Rachel and Prapun.
- Regional Volunteering Weekend (Nov) Kate and Minh

Greenbatch recycling initiative

- Community Collection Days (Feb and March) led by Melissa
- REQ Collection Day (October) led by Minh

The Norkama Project

- Norkama Stationery Haul (May) led by Melissa
- Networking Collection (Sept) led by Nick and Alex
- Kim Lancer Networking collection (Nov) led by Nick and Adam

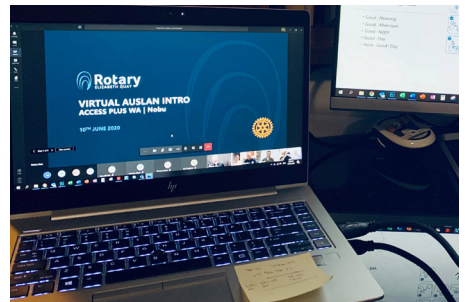
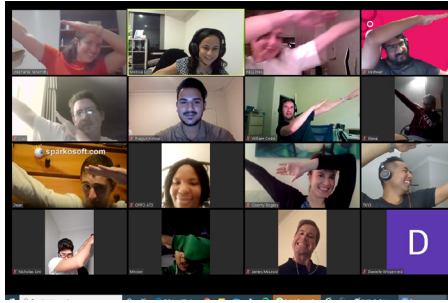
Vinnies Partnership Initiatives

- COVID-19 Food Haul (May) led by Tristan and Boris
- Stirling Clothing Warehouse unpacking (July) led by Shaun
- Canning Vale Warehouse sorting (September) led by Shaun
- Festive Food Haul (November) led by Alex

Virtual Initiatives

- Come Cook With Me (April, May, June and September) Nick, Melissa, Elena, Dean and Eeshwar
- Online quiz night (April and May) Aaron, Giverny, Tristan, Dean, Eeshwar, Kate and Danielle
- Auslan class for Access Plus WA Deaf (July) led by Tristan and Suanlee
- Pilates fundraiser for Starick (as above)

... Oh yeah - we've planted 19 trees around the world with the help of a Slack Bot called Grow - that's over 150 feedback messages!



Membership Experience

Undoubtedly it has been the most remarkable and unpredictable year in the history of Rotary Elizabeth Quay. Nonetheless 2020 has proven to be a momentous year full of learning, new possibilities and kinship for our members.

At the onset on Covid-19 REQ members were putting in significant volunteer hours in preparation for another signature Catwalk for a Cause event, this time in aid of AYLA Inc's Copelands service which provides crisis accommodation for Perth's at risk LGBTQI community. Our dedicated team led by Stephanie Terwindt included Melissa Dor, Suanlee Heng, Giverny Rogers, Rachel Hiu and Alexandra Truelove. It was a dream not realised, a rollercoaster ride full of hard work and high stakes but undoubtedly an incredible learning experience and exercise in humility.

Covid-19 brought challenge to our door but thanks to the commitment, resilience and ingenuity of our members we found new ways to thrive. Our members have remained connected through our virtual meetings and initiatives. Our board meetings are all complimented by a virtual offering and each Squad Summit is run virtually. Virtual meetings have also been bringing new people in, and we welcomed former participants back to the fold. In keeping with the new 'Covid-19 standard', Board meetings were brought online, as well as project meetings.

New found ventures such as our Come Cook With Me series allowed REQ to reach new audiences, attract new followings and above all remain connected at a time of social isolation like we'd never known it. Working under the leadership of Incoming President Nick Lim, this team delivered incredible results and succeeded in raising \$6,517 for a range of local charities. Other online initiatives included the ambitious online quiz, Pilates for Starrick and an online Auslan Language class.

At Changeover we wished founding member and current Director of Strategy William Codd all the best as he stepped down from the Board, making way for new leadership. Tristan stepped down from his interim projects director role. Two new Board members Elena Mauén and Minh Dang were voted in as Club Directors, joining Vivian Wang (Treasurer), Danielle Winzenried (Secretary), Alex Truelove (outgoing President) and Nick Lim (incoming President). Incoming Vice-President Melissa Dor was awarded a Paul Harris Fellow for her momentous service to Rotary Elizabeth Quay, particularly in Media, Communications and Membership Experience.

Since Changeover, Rotary Elizabeth Quay's membership trajectory has gone from strength to strength with a current membership of 35. Since January 2020 we have welcomed: David Trumble, Rhiannon Compton, Alex Conradie, Karess Dias, Dean Fuller, Chad Heslop, Ingrid Kjelling, Elena Mauén, Adam Retzlaff, Varin Rikhraj, Kirthiga Thangadurai, Zara Torre, Shaun Williams and Needra Wickramaratna. We continue an ambitious target of 1 new member a month to support our goals of expanding our club and increasing opportunities for facilitating generosity.



Longstanding Treasurer extraordinaire Vivian Wang retired for maternity leave in September, and Rachel Hiu has capably taken the financial reins. We thank you Vivian for your service and welcome Rachel to the leadership team.

Be it the influence of COVID-19, exposure to acts of goodwill, the plethora of networking events on offer, or the fact that we keep striving to bring people into our generosity revolution. REQ is holding its own and continues to deliver on its purpose to inspire and facilitate generosity.

In recent months REQ members have enjoyed service opportunities full of creativity, innovation and frivolity. The club has an air of energy and experimentation and once again our membership base is naturally evolving. Enhancing membership experience through squads rather than as one large collective has increased our inward focus and created a culture of friendship and caring for one another as much as the people we serve. Bi-monthly online Squad Summits, hosted by a nominated squad, provide an opportunity for the club to come together as a collective outside of service and networking activities to reconnect.

We remain committed to our core service activities and continue to see excellent attendance at our hands-on volunteering. A special mention needs to be made to Sas who regularly drives to Perth from Northam to take part in our service activities.

We would also like to highlight some member achievements and milestones outside of the club, including Levente Lovei and William Codd's fundraising bike rides, President Nick Lim's recent marriage, Kate Parker and Danielle Winzenried's completion of post graduate studies, James McLeod's conquer of the marathon, Eeshwar Rajagopalan's tenure as District Rotaract Representative and the impending arrival of Vivian Wang's baby.

We would also like to acknowledge the passing of former member Balraj Hansra's mother and Melissa Dor's father. Not only in celebration, but in sorrow we remain connected and support them in their grief.

This year we are proud to have continued our journey as part of the Rotary Global Citizen Award. It has been a unique and rewarding experience to mentor international students Hazel, Rachel and Pragun and help them settle in Perth.

As a collective REQ continues its mission to inspire generosity and we look forward to the next chapter.



Strategy and Innovation

Evolution and adaptability has been an underlying feature of 2020. We at the Rotary Elizabeth Quay have embraced the opportunity to transform through a period of significant change in our work lives, personal lives and philanthropic commitments. Following numerous board discussions we engaged our members in a 'Growing and Evolving' event where we shared and invited feedback on a new way of working. The challenge that was presented to us is defined below:

It seems like...

1. The world we knew last year has changed forever...
- AND
2. Our generation are 'up to big things'; They want to give back, but at a time that can fit with their busy lives.

And in Rotary...

- Rotary is more committed than ever to having a big impact on the world, but there are major challenges with:
1. Attracting and retaining members
 2. Delivering on projects
 3. Retaining cultural relevance in a digital world

So we decided...

1. We can continue to evolve with the world we live in
2. Experiment with new methods to enhance what we already do
3. Hold onto the values that called us to Rotary in the first place
4. Champion a new way for Rotary, Generosity and our community.

But, we can't do this alone and we can't do this without your fingerprints on the design!

We wanted to cherish and celebrate:

Shared Accountability	Authenticity and Feedback	Project Swarming	Passion
We all have a shared responsibility for growing the club and delivering on our purpose to inspire and facilitate generosity.	We encourage trust and openness to enable our team perform. Build in feedback mechanisms to ensure we are always growing and improving.	We enable people to go fast and then pause, in the same way their lives have changing circumstances; preventing burnout.	This is fun, just really well organised. We unlock our passion to delivering goodwill and rallying around causes that matter.

Implemented our new Operating Model which simplified how we work and enabled us to focus on the things that matter most; our members and our projects.



Essentially we agreed to make the following shifts:

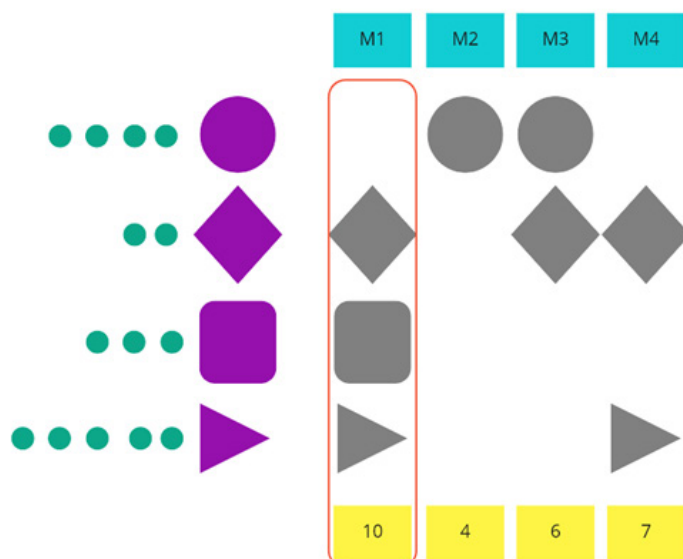
From	To
Directors owning portfolios	Directors sharing outcomes: Removing the individual titles to 'Director' responsible for Squad, Service and Cause.
Buddy System	Squads: The core quiet place to 'enculture' and grow our club members.
Regular meeting/ structure	Bi-monthly squad hosted virtual meetings & bi-monthly networking events.
Reduced annual planning	Quarterly Agile Planning Sprint: A quarterly planning meeting to set tangible goals, establish four key initiatives that are actionable in a 3-4 month period.
Remove bureaucracy and admin	Remove board reports and embrace cloud based technologies to track and manage work. We have magnetised governance and execution (Slack and Trello).

The defining features of our club are outlined by these two components:

Squads	Project Planning Delivery
<p>Purpose The core place to 'enculture' our club members.</p> <ul style="list-style-type: none"> Members induct and on-board new members. Members seek secondary support outside of their projects. Support each other personally and professionally – understand what inspires each other and how to support each other. Inspired generosity between squad members. 	<p>Each project includes the following members; a Product Owner (Director or experienced member), and accesses a Service line and Cause Crusader and project members. We use:</p> <ul style="list-style-type: none"> A lean business canvas to design the project. Trello board to track, manage and deliver. A running list (hopper) of ideas the board reviews, qualifies and actions in the plan.

Finally, a critical area of improvement has been in the area of planning. We've taken a consulting approach to measuring and estimating our strategic plans. We estimated the number of team members required for each project type. This basic rubric enables us to forecast the impact of our plans on our club. Which has helped us to identify peak and trough periods in our 18 month calendar. Forecasting in this way gives our Directors better understanding of our risk and requirements. It also enables our members to understand how they can contribute to our vision. We believe this is a game changer methodology for our club and are in a better position than ever to say, "yes we can do more", or "no, we are at capacity". The rubric will be refined over time as we gather more data but for now it has given us a valuable indication of our capacity as a club.

Our organisation will continue to learn, adapt and grow over time. This is essential to remain viable and reflective of our members. As such, our learning journey will continue into 2021 as we discover new challenges, grow our membership and expand our confidence in our own capabilities.



We would also like to highlight some member achievements and milestones outside of the club, including Levente Lovei and William Codd's fundraising bike rides, President Nick Lim's recent marriage, Kate Parker and Danielle



REQ Planning Day - 19/09/2020





INSPIRE
GENEROSITY

FACILITATE
GENEROSITY