



# Kiwanis Insider

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Private and Confidential for the Board Leadership of Kiwanis

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Dear Kiwanis Leaders:

It was a great pleasure to spend last week with you in Indianapolis. The feedback from the week has been very positive, and we are all hopeful this Summit will serve as a catalyst for future growth. We heard from many of our participants about how much they appreciated being able to express their opinion in different ways, including using the wireless polling devices. My hope is that we have increased the number of leaders who feel that our mission is not only possible, but that we have plans and strategies to make it happen. I am aware that we have a long road ahead of us, but I am encouraged by the positive response of our board members and volunteer leaders.

Given the fact that there were four major board meetings (KI, KIF, KIEF & ASPAC), as well as meetings of the Past Presidents and District Secretaries last week, I will offer just a few of the highlights:

- The KI Board voted to make changes to the Board Counseling program that should improve the strategic intent of each counseling assignment, as well as reduce the cost of the program.
- The KI Board agreed to amend their action on the Election of International Leadership by including a provision that would allow members who serve on the leadership evaluation committee to run for future office after a five year waiting period. This was in direct response to input from Council participants.
- The KIEF Board discussed the threatened withdrawal of the Czech Republic from the Federation. As a result of this discussion, the Czech Republic has agreed to remain. In addition, each European District has been invited to submit their ideas about how to improve the governance of the Federation.
- The Past Presidents asked the KI Board to consider leaving Council in the By-Laws as a governance tool, while making whatever changes it felt were necessary to reduce costs and improve effectiveness.
- The Past Presidents expressed concern about the change of the Executive Director's title to CEO. They suggested that this should be approached as a governance change, rather than a housekeeping item, and that appropriate action should be taken to line up support.
- The KIF Board approved a number of recommendations for grants to local clubs and for our Service Leadership Programs

## **Global Services Changes**

For the past 18 years Korath Norin has served Kiwanis in various capacities supporting Kiwanis activities outside of North America. During this time he has been a valuable member of the International staff and has served the organization with distinction. Just before the end of the year, Korath submitted his resignation from Kiwanis so that he could pursue some new career interests and challenges.

When I inquired about his future plans, Korath shared with me his desire to live in a warm climate near the ocean. I would not be surprised to get a phone call from him from the west coast of the United States. Korath will be working over the next two weeks to help us transition the work that he was doing. He has assured me that his Kiwanis roots run very deep and that he will remain involved in supporting our important work wherever he lands. I have personally enjoyed working with Korath and will miss my daily interaction with him. Please join me in thanking him for his faithful service and in wishing him well in the future. Beginning Monday, January 15, 2007:

1. Jean-Paul Thomas, Operations Manager for RSC-Europe will serve as the senior staff member in Europe and will report to the CEO/Executive Director.
2. Teresa Chen, Interim Director for RSC-Asia-Pacific will serve as the senior staff member in Asia-Pacific and will report to the CEO/Executive Director.
3. Christina Hale will take on additional duties as International Liaison and will support our efforts to improve communications between the International office and our Volunteer Boards in Europe and Asia-Pacific.

### **Kiwanis International Foundation**

Over the past two to three years the Kiwanis International Foundation has faced a number of challenges from charity watchdog groups who evaluate the financial practices of charitable organizations. The board and staff of the Foundation have addressed many of the issues raised by these groups, and substantial progress has been made.

At the Kiwanis International Foundation Board meeting last week, President Eddie Callis announced his personal decision to cover his own expenses for his participation on the Foundation Board in an effort to help reduce the governance expenses. Brian Cunat made a similar commitment to the Endowment Campaign Committee. Although this may not be possible for all board members to do, I believe this is a strong indicator of how serious the board is about their stewardship of the Foundation.

The primary issue that has not yet been fully addressed is the ratio of operating expenses to dollars raised and distributed. Quite simply, our fundraising and administrative expenses are too high, and must be reduced significantly. After conducting a comprehensive review of the Foundation, Interim Executive Director Jeff Oatess recently announced a staff reduction from 15 positions to 10. Efficiencies gained from the recent re-alignment of KI and KIF will also help reduce expenses

Lastly, Tryon and Heideman LLC, has been engaged to conduct the search for the Executive Director of the Kiwanis International Foundation. I would appreciate any referrals that you may have. You can send those to me by e-mail, or you can refer them directly to Tryon and Heideman at 816-822-1976 or [KIF@tryonheideman.com](mailto:KIF@tryonheideman.com). An interview team is now being formed and will include representation from the KIF board.

On a personal note, the Parker family is doing well while dealing with our first cold winter in 24 years. We are making the adjustment to Indianapolis weather with a minimum of whining and complaining, and thank you all for your kind welcome to Kiwanis.

Thanks for you leadership and for your passion for Kiwanis.

*Rob*