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ROTARACT DISTRICT 9211

STATEGIC PLAN 2018 - 2023

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INTRODUCTION

Background

Rotaract is a Rotary International program sponsored in over 9,522 clubs spread around the world and with 291,006 members and it's a service led organization for young men and women between the ages 18–30.

The purpose of Rotaract is to provide an opportunity for young men and women to enhance the knowledge and skills that will assist them in personal development, to address the physical and social needs of their communities, and to promote better relations between all people worldwide through a framework of friendship and service.

(We shall have to insert a small write up about Rotaract in D9211.....)

Like in Rotary Clubs, Rotaract members are volunteers who work and address challenges such as hunger, personal development, education and unemployment, peace, health, disease and sanitation under the motto "Fellowship through Service".

While there is an understanding on how to mitigate on the prevailing challenges, there is a tendency to spend a great deal of time and energy reacting to unexpected changes instead of anticipating and preparing for them in a proactive manner.

The best alternative to reacting to change is through **STRATEGIC PLANNING**.

Strategic planning is a step-by-step process that looks 3-5 years into the future on a yearly basis. This process has definite objectives and end products that can be implemented and evaluated. Very simply put, it is a process by which we look into the future (paint a picture of that future) based on current trends and influence the forces that will affect us.

According to Rotary International, strategic planning offers at least 6 compelling reasons for its use:

1. Forces a look into the future and therefore, provides an opportunity to prepare for the future.
2. Provides better awareness of the needs of our membership along with emerging issues and changing environment.
3. Helps to understand the overall mission and vision of Rotary International and focuses on objectives specific to our local Club.
4. Provides a sense of direction, continuity, and effective leadership.
5. Provides a system of standards with accountability, programs, and allocated resources.
6. Allows clubs build consensus and thus adopt long-range plans action plans, which can be reviewed and updated on an annual basis.

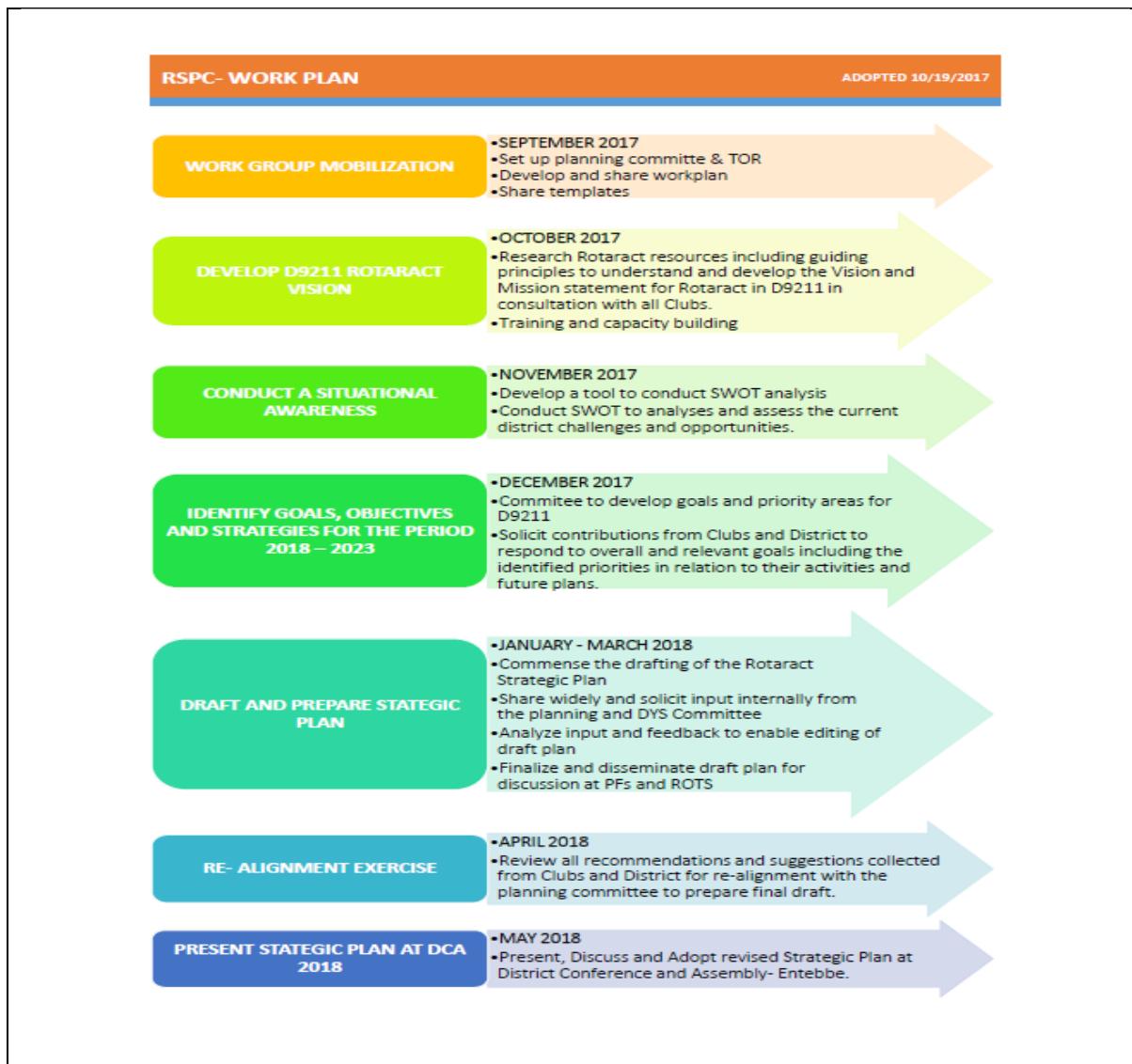
Based on the foregoing therefore, a strategic plan provides a framework that guides the way the leaders at all levels including the District and club on how to harness and use the available resources and member's abilities over a define period of time through consensus to be able to achieve the district goals and club priorities.

Planning Process

In May 2017, at the 92nd District Assembly in Arusha, a resolution was passed to map out a strategic plan for Rotaract in our district.

In response to the above that a District Rotaract Representative Amina Nasaazi invited a team of Rotarians and Rotaractors from both Uganda and Tanzania to constitute the Strategic Planning Committee and lay the foundation for a strategic plan for Rotaract in the District.

In September 2017, the committee commenced on its assignment and through its thoughts, proposals, discussions and resolutions agreed on 8-month work plan to prepare a draft strategic plan for discussion and ratification at the 93rd District Conference and Assembly.



In order to generate proposals for the strategic plan, Rotaractors in the district were approached and consulted through their clubs and furnished the committee data and information. The data was gathered using a questionnaire administered in Uganda and Tanzania in October and November 2017 respectively.

In early December 2017 during the presidential forum in both Uganda and Tanzania, the using the same questionnaire more data was gathered and of which as a result formed the basis of the first draft of the proposed Rotaract Strategic Plan for the five-year period 2013 to 2018. Once the first draft is discussed and all views and recommendation from clubs are incorporated and re-aligned, the second and final draft of the proposed Rotaract Strategic Plan for the five-year period 2013 to 2018 shall be prepared and presented at the 93rd DCA.

STRUCTURE OF THE STRATEGIC PLAN

This plan is organized in four parts as described below.

District Vision, Mission and Values

According to the District 9200 strategic plan (2009-2014); the District Definition contains a set of high-level statements about why the District should exists and what it will generally do during the period. For this to happen, all leaders must share a common understanding, agree and reach consensus on what actually defines the District, its Clubs and its members; including all their dreams and aspirations, all of which are defined in terms of Vision, Mission and Values.

The VISION is a statement that describes how the Districts intends to achieve its Mission. The District might never achieve all of the Vision but it needs to describe the conditions that will exist when it is successful so it will recognize success when it is achieved.

The MISSION is a single sentence that defines "success". For our District, it will be the statement that strategically defines WHAT the District will achieve at the highest level.

The VALUES act to focus the District's behaviour along lines that are most likely to achieve the Mission.

To understand and establish exactly what the vision and mission was, the Rotaractors were asked this question: -

In a few words, can you describe the Rotaract you envision in the next 5 years?

Strategic priorities

The Strategic Priorities describes a set of significant and key issues that the District would undertake in order to achieve its Mission and Vision. Each priority is what each the District and club leaders intend to concentrate on over the next few years. The District will concentrate on six priority areas during the review period.

To establish the strategic priority areas, Rotaractors were asked this question: -

"What areas do you think should be our main focus in order to achieve the Rotaract we want?"

Environmental scan and current district assessment

In order to conduct the and establish the status of the district including assessment, the SWOT analysis model (i.e. the analysis of Strengths, Weaknesses, Opportunities, and Threats) was used and the Rotaractors were asked the following questions: -

- 1. *What Strengths do we have that will enable us achieve our goals?***
- 2. *What weaknesses can we elevate that would affect us in achieving our goals?***
- 3. *What opportunities can we take advantage of?***
- 4. *What threats will hinder us from achieving the Rotaract that we want?***

Action Plan.

The Action Plan is a set of specific tasks that the District has identified and decided to undertake in support of the achieving the priority areas and the mission. The Action Plan specifies WHO will do WHAT by WHEN using what RESOURCES in addressing the district challenges, weakness including threats while taking advantage of the its strength and opportunities.

Monitoring and Evaluation Process

The monitoring and evaluation plan is a set of specific indicators that are used to audit the action plan. It's a document that assess HOW the action plan is being executed in the achieving the priority areas and the mission. The Monitoring and Evaluation Plan measures the performance bases on the specifics of the Action Plan.

DISTRICT VISION AND MISSION

District Vision

The vision for district 9211 is to see a robust rotaract program that ensure youth development and sustainable community service.

District Mission

The mission is to empower youth and rotaract clubs to address the needs of the community through service, fellowship and fun.

District Values

The district rotaract values are drawn from the core values and as adapted by the district.

They comprise: -

- 1) Participation- this requires all Rotaractors to participate in club activities and service projects; and therefore clubs are encouraged to create opportunities that will spur equal contribution and participation.
- 2) Service- this requires all Rotaractors conduct service activities and programs that enhance communities and bring about greater world understanding and peace. Service is a major element of the mission and through clubs, Rotaractors should create a culture of service throughout for Rotaractors that provide unparalleled opportunities for those who serve.
- 3) Fellowship- this requires Rotaractors through combined efforts smiles and fun serve humanity. The power of combined efforts knows no limitation, but it does multiply resources and as result broadens lives and perspectives.
- 4) Diversity- it requires Rotaractors to embrace their unique qualities, characteristics to rally and unify people behind the ideal of service through the diversity of their vocations, ethnicity, within the clubs, in activities and service projects.
- 5) Integrity- it requires Rotaractors to commit to be exemplary and accountable. It requires that all Rotaractors adhere to high ethical and professional standards while at work and in personal relationships. It

requires Rotaractors to always remain fair and respectful in their interactions, and above-all always remain conscientious stewards for the resources entrusted to them.

- 6) Leadership and Professional Development- it requires Rotaractors to develop their talents while they offer themselves to serve others at all levels in both club and district.

All of these Values are reflected in the Object of Rotary, 4-Way Test, goals of rotaract which are used daily. They inspire us to foster and support the ideal of service for developing while maintaining high ethical standards.

DISTRICT STRATEGIC PLAN 2018 - 2023

S/N	Priority Area & Strategic Objectives	Strategic Plans 2018 - 2023
A	<p>Rotaract image</p> <ul style="list-style-type: none"> ⇒ Ensure effective public awareness of rotaract and its activities in the community. ⇒ Ensure clubs adhere to the RI public image guidelines. 	<ul style="list-style-type: none"> 1- Organize and conduct a Rotaract project fair and promotional event in each country involving all clubs annually. 2- Encourage clubs to use all forms of media to raise and create Rotaract Awareness. 3- Develop public image guidelines for district for all clubs. 4- Conduct trainings for clubs on how to raise awareness and engage effectively with community.
B	<p>Membership development and retention</p> <ul style="list-style-type: none"> ⇒ Club membership should be maintained according to RI minimum standards ⇒ Improve on the quality of membership. 	<ul style="list-style-type: none"> 5- Ensure clubs maintain average number of active members per club at 20 as required by RI or at most 70% of the current membership. 6- Ensure clubs induct at least 8 new members annually. 7- Develop a standard new member induction manual and kit for the district. 8- Conduct membership development trainings for clubs and new members annually.
C	<p>Professional development</p> <ul style="list-style-type: none"> ⇒ Encourage clubs to engage in sustainable professional development activities that support and empower the youths in the community. ⇒ Conduct professional mentorship programs. 	<ul style="list-style-type: none"> 9- Ensure clubs plan and conduct at least a professional development project or activity annually. 10- Organize one professional leadership development conference or symposium for clubs annually. 11- Conduct a professional development clinic for youth annually
D	<p>Service projects</p> <ul style="list-style-type: none"> ⇒ Support clubs adopt the RI six areas of focus to implement service projects. ⇒ Encourage clubs to implement service projects with other organisations. 	<ul style="list-style-type: none"> 12- Ensure clubs implement at least 2 service projects annually adopting the 6-areas of focus (1 local and 1 international). 13- Conduct trainings on how to implement service projects using TRF funds and through partnerships with other clubs.
E	<p>Club management and administration</p> <ul style="list-style-type: none"> ⇒ Ensure clubs adhere to RI standards on club administration. 	<ul style="list-style-type: none"> 14- Ensure clubs meet all RI and District obligations for planning, reporting and payment of dues as per the guidelines. 15- Ensure all Club Leaders attend ROTS in each country annually.

		16- Ensure at least 50% attendance at district conferences by each club.
F	<p>District and club leadership</p> <p>⇒ Ensure effective capacity building of leaders at all levels.</p>	<p>17- Plan and conduct a Rotaract Leadership Development Seminar (RLDS) in each country annually.</p> <p>18- Ensure district registers 60 RI citations for good performance annually.</p> <p>19- Develop a district leadership and management manual.</p> <p>20- Ensure clubs register with My Rotary to share information with RI and other districts.</p>

DISTRICT IMPLEMENTATION MATRIX

S/N	Priority Area & Strategic Plan	Strategic Targets 2018 - 2023
A	<p>Rotaract image</p> <ul style="list-style-type: none"> ⇒ Organize and conduct a Rotaract project fair and promotional event in each country involving all clubs annually. ⇒ Encourage clubs to use all forms of media to raise and create Rotaract Awareness. ⇒ Develop public image guidelines for district for all clubs. ⇒ Conduct trainings for clubs on how to raise awareness and engage effectively with community. 	<ul style="list-style-type: none"> ⇒ 5 number Rotaract Project Fairs in each country. ⇒ Public image guidelines for clubs developed. ⇒ Run 5 number Rotaract News Supplements in the daily media in each country. ⇒ 5 number District Training on Public Relation for clubs in each country. ⇒ Revamp and run the District Rotaract Website. ⇒ Compile and publish club PR report for each country. <p><i>Responsible- District PR, Club PR, District SPO,</i></p>
B	<p>Membership development and retention</p> <ul style="list-style-type: none"> ⇒ Ensure clubs maintain average number of active members per club at 20 as required by RI or at most 70% of the current membership. ⇒ Ensure clubs induct at least 8 new members annually. ⇒ Develop a standard new member induction manual and kit for the district. ⇒ Conduct membership development trainings for clubs and new members annually. 	<ul style="list-style-type: none"> ⇒ Compile and publish club membership report for each country. ⇒ 5 number District Training on Club Membership Development in each country. ⇒ Standards for new member induction, manual and kit for the district developed. ⇒ Clubs to grow by 40 members in strategic period. <p><i>Responsible- District MO, District TO, Club MO</i></p>
C	<p>Professional development</p> <ul style="list-style-type: none"> ⇒ Ensure clubs plan and conduct at least a professional development project or activity annually. ⇒ Organize one professional leadership development conference or symposium for clubs annually. ⇒ Conduct a professional development clinic for youth annually 	<ul style="list-style-type: none"> ⇒ Compile and publish professional development activities report for each country. ⇒ 5 number District Professional Leadership Conferences or symposia for clubs in each country. ⇒ 5 number professions/job clinics for youth. <p><i>Responsible- District TO, Club MO</i></p>

D	<p>Service projects</p> <ul style="list-style-type: none"> ⇒ Ensure clubs implement at least 2 service projects annually adopting the 6-areas of focus (1 local and 1 international). ⇒ Conduct trainings on how to implement sustainable service projects using TRF funds and through partnerships with other clubs. 	<ul style="list-style-type: none"> ⇒ 5 number District Trainings on Service Projects in each country. ⇒ Compile and publish service project report for each country. ⇒ Compile and publish district TRF activities report for each country. <p><i>Responsible- District TO, District SPO Club SPO</i></p>
E	<p>Club management and administration</p> <ul style="list-style-type: none"> ⇒ Ensure clubs meet all RI and District obligations for planning, reporting and payment of dues as per the guidelines. ⇒ Ensure all Club Leaders attend ROTHS in each country annually. ⇒ Ensure at least 50% attendance at district conferences by each club. 	<ul style="list-style-type: none"> ⇒ Organise and conduct ROTHS. ⇒ Compile and publish DCA club attendance report for each club. ⇒ Public image guidelines for clubs developed. ⇒ Compile and publish district report on administration and management of clubs for each country. <p><i>Responsible- District S, District TO, Club S</i></p>
F	<p>District and club leadership</p> <ul style="list-style-type: none"> ⇒ Plan and conduct a Rotaract Leadership Development Seminar (RLDS) in each country annually. ⇒ Ensure district registers 60 RI citations for good performance annually. ⇒ Develop a district leadership and management manual. ⇒ Ensure clubs register with My Rotary to share information with RI and other districts 	<ul style="list-style-type: none"> ⇒ 5 number District Leadership Seminars for clubs in each country. ⇒ District leadership and management manual developed. ⇒ 60 RI club citation <p><i>Responsible- District S, District TO, Club S</i></p>

DISTRICT MONITORING AND EVALUATION PROCESS

In order for the district rotaract team to meet these strategies, at both the district and club levels during the strategic period, it's important to a Monitoring and Evaluation Committee/Officer. The interventions below are in place to help in having the plan executed and the for the Monitoring and Evaluation Committee/Officer ensures that this process is implemented.

S/N	Monitoring and Evaluation Schema	Schedule
1	<p>Development of work-plans</p> <ul style="list-style-type: none"> ⇒ District Rotaract Representative, District Officers and ADRRs shall use the strategic plan to develop annual work-plans and shall be based on the 6-priority areas. ⇒ The activities extracted from the strategic plan will form the annual district operational work-plan document to be adopted at DCA. ⇒ Club operational work-plans will be synchronized with the district operational plan for the year. ⇒ District Officers and ADRRs shall support PE's in the development of Club operational work-plans ensuring that; the 6-priority areas are adequately covered and reporting requirements incorporated in the plans. 	<p>December- March</p> <p>April – May</p> <p>April – June</p> <p>December- March</p>
2	<p>Work-plan reviews</p> <ul style="list-style-type: none"> ⇒ Clubs shall be expected to report against the 6- priority areas on a monthly basis. ⇒ District Officers and ADRRs shall be expected to prepare and submit a report of the performance of their functions and clubs respectively against the 6-priority areas. ⇒ District Rotaract Representative, District Officers and ADRRs shall review the district performance against strategic plan on a quarterly basis using the reports District Officers, ADRRs and Clubs. 	<p>Monthly each 1st week</p> <p>Monthly each 2nd week</p> <p>1st week October, January and April</p>
3	<p>Annual review;</p> <ul style="list-style-type: none"> ⇒ There shall be an annual review of the strategic plan by the DRR-E. 	May to July