

## 2016-17 Technical Coordinators

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[Frederick W. Hahn Jr. \(USA\)](#)

### ECONOMIC & COMMUNITY DEVELOPMENT

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[Francis F. Tusubira \(Uganda\)](#)

[Rafael M. Garcia \(Philippines\)](#)

### PEACE & CONFLICT RESOLUTION

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### WATER & SANITATION

[Gedson J. Bersanete \(Brazil\)](#)

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[Tirtha M. Sakya \(Nepal\)](#)

### FINANCIAL AUDITORS

[Graciela Marchesano \(Argentina\)](#)

[Noraseth Pathmanand \(Thailand\)](#)

[Peter Wan \(Hong Kong\)](#)

## Message from the Chair

Phil Silvers



Dear members of the Cadre and Rotary senior leaders,

**Rotary Institutes.** We are midway through the latest Rotary institute season, and our cadre has had a number of opportunities to engage Rotary leaders and increase awareness of our role. In all instances, we received confirmation of key findings from the Grant Model Evaluation: Rotarians need more training in community assessments, sustainability, and monitoring and evaluation.

RI President-Nominee Sam Owori, RI Director Corneliu Dincă, and Past RI Director Safak Alpay graciously invited The Rotary Foundation Cadre of Technical Advisers to Rotary institutes in Ghana (Zone 20A) and Greece (Zone 20B). In Accra, Ghana, we had general sessions to address global grants and the cadre's expanding role. A planned breakout session on the cadre was canceled because of a hotel fire, but the French-speaking Rotarians invited me to their concurrent session, and we gained some much-needed additions to the cadre.

At the institute in Thessaloniki, Greece, convened by Safak, we led half a day of cadre training for 30 Rotarians who had missed earlier training because of schedule conflicts. This time, our only competition was tourism. What a dedicated and enthusiastic group of Rotarians they were. Thanks go to veteran cadre members Salwa "Sally" El-Haddad, PDG Korhan Atilla, and PDG Assem Abdek Razek for their insightful, inspiring presentations.

We later staffed a breakout on effective global grants. I gave a general presentation on both global grants and the cadre, in which I urged regional Rotarians to seek cadre help in writing grant applications to aid area refugees, a local concern discussed during the institute. With help from cadre member Katerina Kotsali-Papadimitriou, some Rotarians visited a refugee camp nearby. The issues are complex and evolving, but there are clear roles for Rotary.

Cadre member Ted Silver was invited to speak on global grants and the cadre at the Rotary institute for Zone 21A in Punta Cana, Dominican Republic. Ted did some incredible fact-finding as he interacted with Rotarians during his sessions — which will be helpful as we move forward in Latin American countries.

Also, cadre Technical Coordinator and Past RI Director Noraseth Pathmanand lead a group of Rotarians at the Bangkok institute to explain the cadre's roles. And I had the opportunity to work with 25 district Rotary Foundation chairs, as well as a few assistant regional Rotary Foundation chairs, and Trustees of the Rotary Foundation from Zones 25/26 at the Rotary institute in Santa Barbara, California, USA. The institute was a great venue to recruit Spanish-speaking cadre members in accounting and other areas. Thanks, RI Director Brad Howard!

**Areas of Focus and the Cadre Database.** We have real strength in our numbers and our diversity. Rotary's areas of focus are very broad, and our Foundation staff members do a great job of drilling down to find the area of focus subgroups that are most pertinent to the project when they recommend grant application coaches or cadre project reviewers.

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## Cadre Training in Atlanta

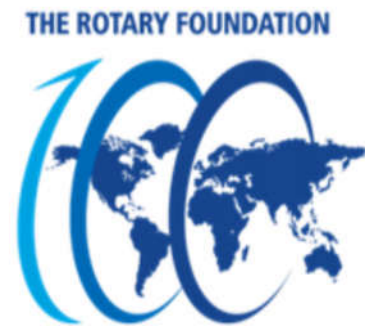
Save the date:  
Saturday, 10 June

The next cadre training will be held on 10 June, as Rotary International begins the Atlanta Convention.

09:00-17:00

Room 302 Hall B — Georgia World Congress Center

Any cadre members interested in attending should complete the training registration form or write to [cadre@rotary.org](mailto:cadre@rotary.org) for more details.



## Message from the Chair

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For example, one area of focus, economic and community development, includes many specialties, such as microcredit, agribusiness, cooperatives, marketing, vocational training, low-cost housing, and empowerment of women. We are calling on all cadre members in the weeks ahead to update their profiles on My Rotary with more detail to better match cadre expertise with projects in our client clubs and districts.

**What Does ‘Cadre’ Mean to Rotarians?** It varies quite a bit by region. Some know it’s a word for “group” or “team” with a high-level connotation. Others find it too enigmatic and want it changed. In some Latin American countries, we learned, it means someone who might be “out to get you.”

Most Rotarians — even some regional Rotary Foundation coordinators! — confess that they do not know about the cadre. Increasingly, though, we are making progress in conveying the image of the cadre as a group of highly experienced Rotary volunteers who help grant sponsors become more successful

In cadre fellowship and gratitude for your service to those who serve,

Phil Silvers

### Join the discussion on Rotary Groups!

Rotary Groups — discussion groups you’ll find at My Rotary — are open to Rotarians, Rotaractors, Rotary Peace Fellows, and alumni of other Rotary Foundation programs. There are seven cadre discussion groups, one for each area of focus and the seventh for financial auditors.

A pair of experienced cadre members will be actively guiding discussions for all areas of focus from 15 January to 30 June 2017.

So join a group and take part in the conversation. And be sure to promote this opportunity to “ask the experts” in your club and district, because all Rotarians are welcome in cadre discussion groups. Find out [how to join a group](#).

### Remember to visit the cadre’s shared site

If you’re a registered cadre member, you can use the site by signing in to My Rotary at [www.rotary.org](http://www.rotary.org) and visiting the Rotary Workgroup section in your profile. The site serves as a document resource, survey tool, and news and information center. Contribute to discussion groups, download training documents, access the *Tech Talk* archive, view photo galleries, and more.

## Contributing to the Rotary Peace Centers

Jos Nolle, Rotary Club of Markham Sunrise, Canada (District 7070)

After doing several project evaluation visits for the cadre in places such as Ecuador, Brazil, Arizona, Mozambique, and Ethiopia, a somewhat unusual request came my way — to help the Rotary Peace Centers program team evaluate its six centers, located in the USA (Duke/UNC), the UK (Bradford), Sweden (Uppsala), Japan (International Christian University), Australia (Queensland), and Thailand (Chulalongkorn).

Although the Rotary Peace Centers Committee has conducted evaluations of the centers since the program started, this past evaluation marked the first time that the cadre was asked to conduct the evaluations, in order to provide a neutral review of the program.

During seven years of my professional career (1988-95), I worked as administrator of the international medical relief organization Medecins sans Frontieres, or Doctors Without Borders, in many conflict regions around the world. Since then, I have worked 20 years in professional and technical vocational training and education, and I have been involved in a variety of education development projects, some of them in post-conflict regions. Due to my background and experience, the cadre believed that I could assist in the evaluation process.



Former cadre Technical Coordinator Jos Nolle engages in one of his favorite pastimes — listening.

After preparing with the team in Evanston, I visited the six centers between November 2014 and March 2016. During that period, I was frequently in contact with Rotary Peace Centers staff in Evanston about my findings. Each visit was followed by a short report, which gave my observations from meeting with peace fellows at each center, with local peace center staff, and with the host area coordinator and a small group of host counselors.

Meeting the peace fellows was fantastic. These are very deserving young humanitarians who have already earned their stripes before being selected for the generous fellowship. They range from United Nations peacekeepers to local police officers, from emergency doctors in conflict zones to social workers in inner cities and shantytowns, from founders of small grassroots NGOs and community-based organizations to environmental activists.

They all were inspired and inspiring, strong young professionals for whom this fellowship was an opportunity to reflect, to absorb research findings in their field, and to study together with like-minded, driven professionals. Full of admiration, I listened to some 120 stories of courage, stubbornness, and perseverance of young professionals who were ready to “go to the field” again.

“The Rotary experience has been simply incredible. I was amazed by the amount of support we got from the Rotary Peace Center, staff, professors, and, of course, Rotarians. All Rotarians have been instrumental in me feeling like home here from day one, and connection with my host family has been very helpful. In general, the two-year experience has taught me a lot about what fellowship is all about. We are very close with all fellows in my class, and the relationships built have been amazing. I am very fortunate to have had the chance to be part of this program and a group of people who want to change things for the better for themselves and their communities. Special thank you to Rotary Peace Center staff who have always been so helpful and open.” — *Cristina Andoni, former Rotary Peace Fellow, (Duke University/UNC at Chapel Hill, USA)*

The universities around the world selected by the Rotary Peace Centers Committee to host these centers are of very high quality, and they all have some niche areas of expertise in peacekeeping and peacebuilding. These master’s degree programs, offered at five centers, and the professional development certificate, offered at the Chulalongkorn center, give the fellows the theory and practical skills to do their work even better than before.

There is much more I could tell you, but my advice is to see if you can visit one of these Rotary Peace Centers yourself and meet with the host-area Rotarians (who take great care of the fellows), the young professionals, and the academics who guide them through the further learning and honing of their skills.

This is a Rotary activity that should become another “legacy program” once the fight against polio has been won. The Rotary Peace Centers program deserves more attention and more funding to take it to the next level. The potential is clear and the importance is obvious.



Jos captured this scene while visiting a class at Chulalongkorn University, host of the Rotary Peace Center in Bangkok.

## New Cadre Orientation Process and Membership Restructuring

For the cadre, 2017 promises to be an exciting year. Membership will be restructured, and new training resources and learning opportunities will be available for cadre advisers, beginning with an enhanced and updated Cadre Training Manual. To maintain active cadre membership status, cadre advisers will need to complete a series of e-learning courses that build knowledge of Rotary grant fundamentals and planning resources and confirm understanding of the manual's critical points. Also, advisers who are expected to evaluate applications and projects will need to complete a practice desk review of a grant application in their area of expertise.

All current and incoming cadre advisers will enter one of two membership groups. Placement depends on an array of factors, including professional expertise, Rotary grant experience, language fluency, and the geographic needs and priorities of the cadre. The work of both groups is essential, and membership between the groups may be fluid.

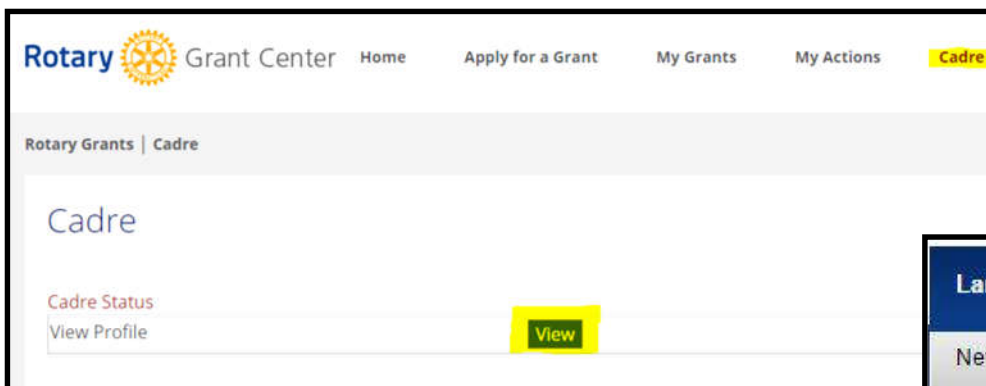
**Cadre Promotion and Training Group:** Members will promote best practices and train Rotarians on concepts that lead to meaningful, community-driven, sustainable grant projects. Members should seek opportunities in their region to train Rotarians, promote resources, and work with their [district international service chairs](#) to build support networks for planning and implementing grants. Members of this group typically have experience in writing and implementing at least five Rotary grants, or have a professional background in community or international development.

**Cadre Evaluation and Audit Group:** Members will have extensive professional expertise in financial auditing or at least one of Rotary's six areas of focus. A professional background, beyond the experience of implementing Rotary projects, is central to members of this group. Key responsibilities may include offering technical expertise to help Rotarians plan projects, assessing project proposals, visiting sites to evaluate current projects, and guiding others on topics such as community assessments, measurement and evaluation, and long-term sustainability.

Cadre members will learn more about these changes as resources are developed.

## Update Your Cadre Profile

To help us prepare for these changes, please update your cadre profile before **15 January 2017**. You can reach your profile from the top menu of the new Rotary Grant Center — see screenshot below.



For each cadre sector, select the subcategories that apply to you, and attach a CV or résumé to your profile. Confirm your language skills by scrolling to the blue Languages box at the bottom of your profile. Contact [cadre@rotary.org](mailto:cadre@rotary.org) with any questions.

Languages	
Language	Reading Proficiency
Spanish	5
English	5
French	3

## Cadre Members in Action



A grant project in Nairobi, Kenya, which a cadre member Marion Natukunda-Tumusime of Uganda (not pictured) from Uganda evaluated, uses puppet theater for an HIV/AIDS education campaign.”



During an evaluation of a global grant in Kenya, cadre member Moses Musiitwa (left) of Uganda takes notes at a self-help group meeting that focused on providing microcredit management training.

## Cadre Success Stories

Do you know of a cadre member offering exceptional support to Rotarians planning and implementing grant projects? We want to hear about it! Please write to [cadre@rotary.org](mailto:cadre@rotary.org) and tell us about any instances of cadre members going above and beyond the call of duty.

## Resources You Need to Know

As a cadre adviser, you should be knowledgeable on global grants and best practices. Make sure you are familiar with these important grant resources:

- [Terms and conditions](#)
- [Areas of Focus Policy Statements](#)
- [A Guide to Global Grants](#)
- [Community Assessment Tools](#)
- [Six steps to sustainability](#)

## Stewardship Staff

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