



K O O N G G A

Bulletin of the Rotary Club Of Ku-ring-gai Inc - Chartered 6th February 1959

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Rotary monthly theme: maternal & child health

This week: Todd Kerslake: investing in uncertain times

Are you baffled by what's going on in the world - both locally and internationally - and how it affects your investment choices? How do historically low interest rates, diving commodity prices, escalating property prices, turmoil in the Middle East and large scale international corporate tax minimisation impact your retirement planning?



Todd Kerslake has worked in stockbroking for over 25 years, the last 15 as a client adviser on a wide range of direct equities and finance matters. He currently works with Morgans Financial.

In his talk, Todd will give a view on today's market's conditions, interest rates, how you might position yourself for the future, some leading blue chip stocks and how he can assist self-managed superannuation funds. It promises to be a talk which will give you plenty to think about.

Last meeting's guests & announcements

President Tony:

- Welcomed our guest speaker, Steve Champion, Chris Lewis and Stan Glaser;
- Said that there were 2,701 riders in the Bobbin Head Cycle Classic and between \$205,000 and \$220,000 was raised for charity;
- Floated the idea of our club selecting another charity to benefit from the event in future;
- Said that he expected that the maximum number of riders that the event would accommodate would be less than 5,000 and it should be possible to raise \$500,000 from each event; and
- Thanked the major contributors to organisation of the event (Peter Kipps, Ross Egan, John Aitken, Bob Elsworth, Bob Ivey and Jack McCartney), others who played vital parts (Gary & Nicky Dawson, Lindsay Forrest, Graham Timms, Greg Newling and - prompted by

those present - himself).

Greg Newling thanked the raffle ticket sellers, who raised \$1,953, including:

- Linda Lam-Rohlf, Rita Coenen, Caroline Jones, Margaret Braid (Salesperson of the Year, whose sales included one for \$100) and Geoff Hungerford;
- Ivan Cribb, who folded all the ticket stubs for the draw; and
- Joyce Cribb, who sold tickets all day long, setting a fine example for everyone else.

Joyce Enos announced that:

- Eagles RAPS won \$10,000 in the Daily Telegraph competition for charities;
- Will have its premises renovated and its kitchen replaced by its local council; and
- Can now register as a community college, meaning that it will qualify for government assistance.

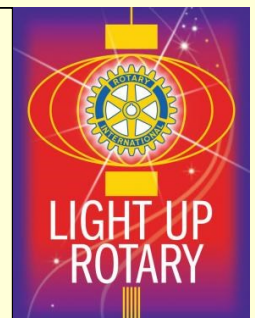


Peter Kipps commented on aspects of the Bobbin Head Cycle Classic, as follows:

- Of all who have ridden the event, about 1,000 (about 33%) have returned to ride it again;
- It follows that each event has to attract a substantial number of new riders;
- There are 4,000 people on the event database;
- Funds raised in each of the last 4 weeks before the event increased exponentially, due to the efforts of rider teams;
- It is expected that well over \$140,000 will be raised from rider contributions;
- The amount raised per rider is almost 4 times what it was in the first year of the event (but still only 20% of the amount per rider raised by the 'Gong Ride');
- It may be necessary to engage professional help with

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The club meets every Monday 6.30pm at Killara Golf Club, 556 Pacific Highway, Killara. Visitors welcome (Tel: 9498 2700). www.kuringgairotary.org.au

Rotary International
Theme 2014-2015

fundraising;

- Management of teams within the event system needs improvement;
- A central database of volunteers is needed in order to improve allocation of volunteers.

Bobbin Head Cycle Classic

Rider feedback

- “Couldn't fault organising/safety, plenty of marshalls/signage and good traffic management., drink/food stations well stocked - good riding up there, rate it highly!”



- “Hello Bobbo Organisers.

Thank you one and all for a great day out.

The overall organisation, marshalling and signage is the best I have encountered in such an event.

The route signage, strategic water/rest stop areas and hazard warnings were greatly appreciated.

The ever helpful marshalls were a re-assuring sight and their traffic control was exemplary.

Thank you once again. It was fabulous.

Best wishes and kind regards.”



- “A big thank you to all the volunteers - so many smiles and words of encouragement. So many “white” lies of “you're nearly there”, “not much further to go”. Great job guys.”

- “Hi,

I rode in the Classic yesterday for the first time and wanted to drop you a line to pass on my thanks and congratulations.

It was brilliantly run from start to finish. Your volunteers along the course were outstanding and really helped me along – particularly on the hills!

Congrats to everyone involved and I look forward to taking part again next year.”

- “Thanks to the wonderful volunteers at West Head toll booth who gave me their chair when leg cramps got the better of me. Also the amazing Sweepers who rescued me and my bike. You are worth your weight in gold.”



- “What a Sensational day, with so many fit people on

their bikes and volunteers assisting to raise money for Rotary charities. Fantastic effort.”

Raffle prize winners

Congratulations to all the Raffle Winners:

1st Winston, Epping

Two night luxury stay at Pier One Sydney Harbour Hotel, for 2 people including breakfast. Value \$900

2nd Sharon, Neutral Bay

Five course dinner with matching wines for four people at Pilu Restaurant. Value \$640.

3rd Ross, Lakelands

Family entertainment pack including family entry passes to the Australian Maritime Museum, Australian Museum, Powerhouse Museum, and Taronga or Western Plains Zoo.

4th Georgia, Pymble

Picnic Hamper Backpack for 4

A big thank you to Emma at Lifeline and Felicity from Kuring-gai Youth Development Service, who sourced the prizes.

Logistical challenges



The logistics team was not happy to receive 1000 more bananas than expected, each one needing to be listed in the inventory and labelled. Malcolm Braid (aka B3) is responsible for collection and counting of all used food containers and will be happy to receive them back at our meetings.

Is this quality control at work or are Graham and Bob trying to figure out how to get the plastic packaging off the gourmet beef patties? Just cook 'em, fellows!



Annabelle Chauncy - Harvey Norman Young Woman of the Year

On 4 March 2015, Premier Mike Baird and Minister for Women Pru Goward announced the winners of the 2015 NSW Women of the Year Awards during a special reception at NSW Parliament House.

Mr Baird said each woman has made an immense contribution to their community, and is a worthy winner of this year's award.

Harvey Norman Young Woman of the Year



The recipient of the 2015 Harvey Norman Young Woman of the Year is **Annabelle Chauncy OAM**, the co-founder of the School for Life Foundation. The Foundation is helping to build educated, sustainable and productive communities in rural Uganda.

"Annabelle has dedicated the past ten years to expanding the work of the Foundation, which now employs more than 50 people, educates hundreds of children and will construct two new schools this year," Ms Goward said.

"Her philanthropic achievements are impressive, having raised \$2million over the past four years.

"Annabelle is a remarkable role model, particularly for young women."

District Conference

Recently I was fortunate to experience my first District Conference. The Crown Plaza Hotel was an excellent choice of venue and I found the company of other Rotarians both supportive and enjoyable.



Miriam Silva, the first speaker, has managed many diverse teams in pharmaceuticals, banking and agriculture. She shared with us the dual challenges faced by a Muslim woman in the male dominated industry of agriculture. Miriam sits on numerous boards and volunteers with a number of organisations including the Muslim Women's Association

and Rotary. I found myself amazed at the challenges she faced and found her one of the most informative speakers of the day.

Dr Luc Mulimbalimba has amazingly completed four radio stations, orphanages, schools, bridges, a hospital and a micro hydroelectric plant, which he has funded himself. He has planned many projects for 2015, which are worth us investigating to see if our International Service Committee can be of support.



We also had the pleasure of the 4 Way Test Speaking Competition. Two students from Shore and Brigidine College battled it out, with both students excelling with two totally different approaches. These students highlighted the quality of education and the encouragement given today for debate and public speaking.

I look forward to the 2016 Conference and hope we will again have a strong representation from Kur-ring-gai.

Georgina Manning

Working with Children Check

A reminder to please go online to www.kidsguardian.nsw.gov.au/check, complete the simple form and then take the number given online to the RTA.

It would also be a good idea to ask friends of Rotary, partners, etc to do the same, as they may help at various events. Please advise me when you've done this, so that we have a record of registrations.

Many thanks to those who've already done so.

Joyce Enos

Last meeting: Steve Champion: industrial relations in 2015



Steve Champion is a director of ER Strategies Pty Limited, which helps employers prevent problems with employees and resolve them when they occur. He talked to us about a growing problem in workplaces. This is a summary of his presentation:

From my direct recent experience, there is a big threat facing employers in Australia. The threat is from a rising tide of narcissism in our community.

What is narcissism?

We live in an increasingly narcissistic society, where people are taught to feel they are "special", above the needs of others.

People with narcissistic traits, or Narcissistic Personality Disorder (NPD), live by the motto 'me first!' and everything is about them. These employees are self-absorbed and attention seeking. They can display behaviours such as an exaggerated sense of self-importance, lack of sensitivity and empathy to others, and a need to be the centre of attention.

These traits can be relatively harmless. Sometimes people with them can rise into powerful leadership roles – perhaps you might know a boss who acted like this? Or many politicians!

However, they can also quickly develop into highly antagonistic and manipulative behaviours. This can be incredibly detrimental in the workplace, especially if the employee feels targeted or victimised by others around them, including their employer. Narcissists have the tendency to become enraged or aggressive when their ego is at stake.

Narcissistic aggression can be passive-aggressive or explosive, and employers should aim to avoid being subjected to a narcissistic employee's wrath.

So what is so wrong with everyone being special?

Some employees will go to great lengths to get back at employers who they feel have "done them in".

In my business of helping employers deal with difficult employees with whom they have a dispute, this can take the form of different types of litigation, including unfair dismissals, bullying and harassment claims, 'general protection' matters, or so-called "stress leave" claims.

Sometimes those employers brought things upon themselves by their own actions against the employee, some

times they created conditions where they opened the door for employees to “try it on” with them.

How can you avoid these bad situations eventually?

Firstly, you need to be careful to set clear rules for all employees and apply them equally and consistently across all your employees, right from the start. You won't be thanked by a narcissist for cutting them some slack – instead they will pan you for your inconsistency.

Secondly, be careful to document all disciplinary warnings. They won't take responsibility for their actions, but they will try to blame you, including litigating against you. So you will need proof of what really happened.

Thirdly, give the reason why you are taking action – I don't mean saying you are disciplining them because they are narcissistic, but the direct consequence of their behaviours. For example, failure to comply with your sick leave policy.

The Fair Work Act introduced a new employee right to a remedy for “adverse action”, which is where you treat someone less favourably for a proscribed reason.

No paperwork or reason for terminating an employee can make it very difficult to defend such a claim.

Fourthly, don't try and “fix” them. You won't be able to, so don't try.

Lastly, you need to stay as emotionally detached as much as possible. This can be very difficult when you are the subject of what you will likely see as disgraceful behaviour on the employee's part.

Harvard National Model United Nations – The Experience



Mehhma Malhi spoke at a recent meeting about her experience of a Model United Nations Assembly. This is her own account:

From the 22 January to the 1 February I travelled with a delegation of fellow students from Washington to Boston, where we represented Pymble Ladies' College at the sixty-second

session of the Harvard National Model United Nations conference. The event lasted for 4 days and had over 3000 participants, making it the largest Model United Nations conference in the world.

With my co-delegate Alina we were assigned to the African Union, where we were given the task to find solutions to preventing the spread of ebola, as well as eliminating the virus.

As this was my first Model United Nations conference, I was sometimes overwhelmed by the process, and the proficiency of many of the delegates present. For instance, I had not expected the speed of the debate and process of working papers and draft resolution writing. It was so proficient and for the amount of work that we were required to do it was astonishing to see that once on the roll we were able to churn out draft after draft.

During the first hour of debate people started sending notes and gathering outside to talk, to find equally minded people and start writing down ideas in working papers. Towards the second day it became clear who the

major blocks were, which made it possible on the third day to merge papers and ideas to create bigger blocks.

I was a part of the block who actually succeeded in merging with another block. We were able to gain wide support for our paper before it was presented to the committee as a draft resolution. In the final voting session, our paper was voted on and passed.

Before the trip we went through training sessions, making sure everyone was informed about the rules of procedure and could ask any questions they had on the process and what to expect. We had our brilliant coach, Joy, who studies law at Sydney University and throughout the holidays we had intense training sessions in order to prepare ourselves.

There were a lot of experienced MUN-ers in our delegation. This was helpful, as a lot of the people at the conference were experienced and driven in terms of passing papers and resolutions.

HN MUN is definitely one of the most competitive MUN conferences. However I think this is what made it so interesting and rewarding.

Even though it was hard work, the conference was great fun and I enjoyed and learned a lot from it. Harvard Model United Nations and MUN in general is a great way to meet people from all around the world, discuss international issues and practice your debating skills. Furthermore, it is a great way to gain an insight into the functions of the United Nations and therefore a great experience to have on one's CV. I recommend it to everyone who is interested in having a fun, hectic and challenging experience.

Theatre Night

BLACK COFFEE

by **Agatha Christie**

Where: Pymble Players

cnr Bromley Ave & Mona Vale Rd, Pymble

When: Thursday 14 May 2015 at 7.45pm for 8pm

Why: Fundraising for Vanuatu

Book: <https://docs.google.com/a/wildcolour.com/forms/d/1Tk8zVo-SG8C6ckLjVhmDCv6b6Mf12NK6gu29DLcHqdl/viewform?c=0&w=1>

Pay: BSB: 032 089; Account no.: 253 333

In an English country house an eccentric inventor is murdered and his important formula stolen. One man immediately senses a potent brew of despair, treachery and deception among the house party. That man is Hercule Poirot. Enjoy the classic Christie setting for a Poirot whodunit – French doors, elegant women, country tweeds and knowing housekeepers.



Calendar of events

April	20	Bobbin Head Cycle Classic review
	27	Dr Clare Hooper: macular degeneration
May	4	Club business meeting
	11	Robert Mulas: The parent café - creating community amid diversity
	14	(Thursday) Fundraising night: Pymble Players: Black Coffee by Agatha Christie
	18	Meeting postponed 2 days
	20	(Wednesday) Bobbin Head Cycle Classic presentation to charities
	25	Chris Russell: Behind the scenes at 'New Inventors'
June	8	Queen's birthday - no meeting
	15	Lindsay Forrest: '10 on me'
	29	Changeover dinner

Club officers and committee chairmen 2014-15

Board of directors

President	Tony McClelland
Vice President	John Aitken
President Elect	Graham Timms
Secretary	Geoff Hungerford
Treasurer	Graham Maslen
Director - Membership	Greg Newling
Director - Public Relations	Michael Midlam
Director - Club Administration	Joy Newling
Director - Service Projects	John Aitken
Director - Rotary Foundation	Graham Timms

Service committee chairmen

Club Service	Joy Newling
Vocational Service	Michael Midlam
Community Service	Ross Lambert
International Service	Roger Desmarchelier
Youth Service	[Vacant]
Bobbin Head Cycle Classic	Bob Elsworth
Sergeant-at-Arms	Malcolm Braid

Club committees 2014-15

Administration: Joy Newling, Geoff Hungerford, Rob Hall, Graham Maslen, Michael Tyler (Koongga)

Bobbin Head Cycle Classic: Bob Elsworth, Graham Timms, Tony McClelland, Ross Egan, John Aitken, Michael Midlam, Emyr Evans, Dilys Geddes, Geoff Hungerford, Jack McCartney, Linda Lam-Rolfs

Club History: Malcolm Braid, Tom Jackson

Community: Ross Lambert, Michael Midlam (Bowel scan), Lou Coenen, Linda Lam-Rolfs, Gary Dawson, Roger Desmarchelier, Chris Hoch (Red Shield), Caroline Jones, Nick Kenyon, Loïc Lacombe, Ross Egan (Daffodil Day)

International: Roger Desmarchelier, Graham Maslen, David Forsythe, Peter Tang, Georgina Manning, Lindsay Forest, Loïc Lacombe, Emyr Evans, John Aitken

Membership: Greg Newling

Public Relations: Michael Midlam

Rotary Foundation: Graham Timms, Peter Tang

Vocational: Michael Midlam

Youth: Joy Newling (acting), Bob Ivey, Malcolm Braid, Tom Jackson, Ted Price, Joyce Enos, Greg Goodman, Linda Lam-Rolfs, Jack McCartney