President Doug Taylor welcomed members and guests to the 2857th meeting of the Rotary Club of Pearl Harbor where we pursue Peace Through Service.

The Pledge of Allegiance was led by President Doug Taylor, a member since February 1984, sponsored by George Topic. He also gave the inspiration which read “Our greatest strength is in bonding, bringing people together, sharing values and overcoming diverse barriers. Goodwill and fellowship are the heart of rotary”.

Past President Bill Bow, a member since October 1997, sponsored by Jim Dolim, led us in singing “God Bless America”.

Acting Sergeant-at-Arms Ernie Anderson, who was filling in for Stefanie Wilson welcomed distinguished guests: Harvey Gray (District Newsletter). Rotarian Guests Within District 5000: Alan Lloyd (Windward, Calabash Member). Rotarian Guest Outside District 5000: Roger McLain (RC of Westlake, Austin, Texas) Guest of Rotarians: Dolores and Kyle McLain (wife and son of Roger McLain), and Steven Comes (Windward Oahu). Guests of RCPH Members: Megan Oshiro (Steve Dyer) and Cristina Watarida (Doug Taylor). Guest Speaker: Micah Kane of Pacific Links Hawaii.

Member Induction: Jeff Deer, inducted August 1, 1981, sponsored by Herb Robish. Spouse Birthday: Gertrude Ogawa, August 3.
ACKNOWLEDGEMENTS

“I CAN” donators: Bill Bow, Alice and Bee Clark, Donna and John McLaughlin, Willa Gardner, John Mihlbauer and Alan Lloyd.

Past President Steve Dyer introduced Meghan Oshiro. Meghan was a 2011 recipient of a HRYF scholarship, sponsored by the PHRC. She just completed her first year at Willamette University and is working this summer at Steve’s law firm, Ayabe, Chong, Nishimoto, Sia & Nakamura. Meghan was valedictorian of the Moanalua HS class of 2011.

HAPPY BUCKS

Bruce Fink, $20 to the Foundation. Doug Taylor, $20 to the Foundation. Bill Bow, $20 to the Foundation for having a nice golf day with Bruce Fink on Saturday. John Doty, $20 to the Club because he sold his wine business

PROGRAM

Program Chair, Jeff Deer, introduced Micah Kane of Pacific Links Hawaii. He is the chief operating officer responsible for the company’s Hawaii operations and future acquisitions in the islands. Kane is also a current member of Kamehameha Schools Board of Trustees. His previous work experience includes being the chairman of the Hawaiian Homes Commission and The Department of Hawaiian Home Lands.

Pacific Links Hawaii is a golf course investment company that seeks to elevate the quality of golf in Hawaii while enhancing the quality of life for Kama’aina. Founded in 2009 as Hawaiian Golf Properties, they changed their name to Pacific Links Hawaii this year to connect with its parent company, Pacific Links International.

Pacific Links Hawaii aims to provide economic stability to the neighborhoods surrounding the courses it owns and operates, while being a good steward to the land and its community members. It has pledged to take on responsible practices that assure the presence of Hawaii’s host culture in the islands into the future including a concerted effort for water conservation and ideally, restoring and enhancing cultural elements on its properties.

A top priority of Pacific Links Hawaii is to be a good partner of the community. Opportunities will be plentiful for keiki interested in the sport of golf, and anticipates establishing educational curriculum, as well as programs for underprivileged youth to participate in the game. The company is now developing the basis for a foundation that hopes to grow the industry and help preserve and educate its members, employees and guests about the host culture.

The parent company, Pacific Links International, is wholly owned by Du Sha, a Canadian citizen and one of China’s most respected entrepreneurs. He is the founder of the 97-store Home World Group. Mr. Du is Chairman of Pacific Links. Bruce Simmonds, Chief Executive Officer of Pacific Links, founded and grew Clublink into Canada’s largest owner and operator of golf clubs.

In addition to its Hawaii operations, Nevada golf courses owned or controlled by Pacific Links International include the Golf Club at South Shore in Henderson and Southern Highlands Golf Club in Las Vegas. Pacific Links International also owns the Pete Dye Golf Club in Bridgeport, West Virginia, and a 27-hole golf club in Tianjin, China. It is in the process of transforming the property into a six-star international golf resort and high-end residential community slated to open in 2013. The Company seeks to acquire additional quality golf properties in order to assemble a world-class collection of golf courses.
President Doug Taylor thanked Micah Kane and asked him to sign a book, *Keiki: The Little Fish With a Spectacular Wish* by Yuko Green, to be donated to Aiea Elementary School to promote literacy.

**President Doug Taylor thanked Micah Kane** and asked him to sign a book, *Keiki: The Little Fish With a Spectacular Wish* by Yuko Green, to be donated to Aiea Elementary School to promote literacy.

**John Doty** led us in the 4-Way Test.

## Creating a Positive and Passionate Culture

The success of any business, group, club or association can be attributed to the people involved, their ambition, their attitude and most importantly effective communication. This is no different for service clubs. So what contributes to a positive and passionate culture in your club?

### 1. Communication

In order to be a successful club, you have to devote regular opportunities for all members to sit together and discuss what is going well and what isn’t. It’s critical to take note of all of your victories but it is just as important to analyze what problems the club may be facing. A productive and fertile culture is one that recognizes when things don’t work and adjusts quickly to rectify the problem.

Furthermore, in order for members to speak freely on their opinions, it is important to make them feel comfortable sharing their thoughts, by letting them know that their input is welcomed. Communication of course isn’t just about talking but also about listening. Great cultures grow around people who listen. Listen to your club members, to your potential members and to what others are saying. Surveys in their most simplest forms are a direct way to encourage members to give their opinions, and can be as straightforward as an email asking several questions. However, for more interactive discussions, consider holding a Club Assembly in lieu of one of your meetings, preferably in a different location. For larger clubs, it may be a good idea to break up into groups and go through a list of topics, with a final recap at the end.

### 2. Tend to the Weeds

In every large crowd, you are going to have at least one person who only focuses on what is wrong and continues to complain, spreading negativity throughout the group. Although this may simply be their nature, one needs to work alongside such a person to address their attitude. Sometimes, by identifying such a person and working with them from the beginning, you can avoid bigger problems from brewing. Keep in mind that while you risk offending this one person, by doing nothing you risk offending several members who are affected by this person.

### 3. Be Ambitious

Without ambition, we would stagnate. You need to support big steps and powerful beliefs. As a club that does so much for the community, you and your members have to be ambitious and believe that you can accomplish your goals. Great cultures grow around ambition and determination. Foster this by recognizing passion for a certain project or cause and by encouraging members to bring forth ideas where they feel they can make a difference. When the club gets behind this member with a project, you have cemented this person’s dedication to the club and retained them for a long time.

### 4. Celebrate Differences

Great cultures are built on diversity of background, experience and interests. These differences generate energy and create interaction between members that helps breed revolutionary ideas. When the club and its members celebrate their differences and unite to achieve a common goal, they create a positive and welcoming atmosphere, which attracts new members to become part of the club. How does our club...
acknowledge differences in culture, age, gender and background, and use this to gain better ground in the community?

5. **Work Hard. Play Hard.**

To obtain passion capital requires a work ethic. It’s easy to do what you love and be part of what you believe in and it is also very rewarding. Sometimes, you might feel that the club and its activities are demanding too much of your time and attention but note that all the hours and devotion will yield great rewards. If all of your club members adopt this attitude, you can be sure that your club is headed towards great success. Recognize members that have gone above and beyond their call of duty by nominating them for awards, writing about them in your next newsletter, or simply by acknowledging their contributions in front of the club.

6. **Take the Long View**

Very often, we tend to overestimate what we can do in a year but underestimate what we can do in five years. By looking ahead and planning for the future, we can plan our strategies to accomplish our goals as well as plan for any uncertainties that may lie ahead. By doing so, you are setting your club to become a strong and powerful club ready to take on the challenges ahead. Sit down with the club and put together your long term plan by setting goals on what your club hopes to accomplish in membership, community contributions, as well as culture and style. Then, break down the goals into a series of steps to ensure you get there. Reassess every year where the club is in terms of its long term strategy, and make adjustments as necessary. Keep every member involved in this process so everyone is accountable on the state of the club, and therefore also attributable to its success.

Adapted from Forbes Article: Rules for Creating a Passionate Work Culture

*ClubRunner Newsletter*

August Membership & Extension Month

**Aug 6:** Theo Stiller, Rotary’s Ignite Membership Program
**Aug 13:** Laura Beeman, UH Wahine Basketball Coach
**Aug 20:** SBX Radar Dome, (Pending)
**Aug 27:** Jen Chahanovich, CEO of Pali Momi Medical Center