

## Managing Club Conflicts - Case Studies

### Task Conflict

The senior members in the club think the club is doing too many projects. The newer members are looking for ways to serve as that's why they joined Rotary.

The Club attendance has not been great. When a new meeting day or time is suggested the members who have been coming say it's not fair to change it because it works for them.

The board meetings are held at a time when most can't make it. The President has a tight schedule and won't change the meeting day and time.

The club has a tradition of the President deciding how the fundraising dollars are going to be distributed for the year. The members are feeling left out and don't want to participate in fundraising.

Club having trouble with membership. Part of the club wants to change meeting times to attract new members. Older members of club resistive.

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### Relationship Conflict

Joe has been the treasurer in the club for the last 10 years. We have a member who is willing to step up and serve. How do we talk to Joe about that without making him feel bad.

Suzy has been trying to get a team together to do some fellowship activities. Because no one is stepping up to help on the team there are no fellowship activities happening.

Bob has been interested in joining the board but, some of the senior members have made comments that he's too new in Rotary to understand how to serve on the board.

Member in club with dominant personality who others are often intimidated by and have trouble speaking up.

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### Process Conflict

Several members in the club would like to have the option to pay their invoice electronically. Joe, the treasurer, doesn't know how to do it so he says it can't be done.

During the holiday season a hat is passed around the club to fundraise for needy families. Some of the members feel like that should be taken out of money that is raised in fundraising efforts.

The club has had a process in selecting the next President. The person selected needs to serve in all the board positions before they can be President. Some of the members feel that it needs to be changed because it takes too long to serve as a President and it's getting too hard to find someone who will serve that long. Some who have done it feel like it needs to stay that way for someone to know how the club functions.