Circle K International April-May-June 2021 Board Book

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February International Board Meeting Minutes (Unredacted)

Thursday, February 25 at 5:30 PM ET | Zoom

I. President Tana Early calls the meeting to order at 4:32PM CST
II. President Tana Early entertains a motion to approve the agenda and the Winter Board Meeting Minutes
    A. Trustee Tyler Kearns so moves
    B. Trustee Hannah Spargur seconds
    C. No discussion
    D. Motion carries
III. Awards
    A. President Tana Early entertains a motion to approve Dave Kelly for the Circle of Service Award.
        1. Award is to be kept confidential until its announced
        2. In continuation of the entertainment: President Tana Early entertains a motion to approve Dave Kelly as Circle of Service Award Recipient.
        3. Trustee Austin Underwood so moves
        4. Trustee Maria Alejandra Landron seconds
        5. No discussion
        6. Motion carries
    B. President Tana Early entertains a motion to approve Virginia Brasswell for the Outstanding Alumni Award.
        1. Hannah so moves
        2. Tyler seconds
        3. No discussion
        4. Motion carries
IV. CKIx Update
    A. The discussion of CKIx has been redacted, and will not be released. Please reach out to International Vice President Joey Cain (vicepresident@circlek.org) with any questions.
V. Open Floor
    A. Director Jeff Harris: there were 214 voting delegates in Orlando

VI. Goals Update
VII. GATC
    A. Modules
    B. Agenda is finished and will be sent out shortly
VIII. Awards
    A. Graphics made for awards--they will be sent out soon.
       circlek.org/awards.
IX. President Tana Early entertains a motion to adjourn the meeting at 6:20PM CST.
    A. Trustee Hannah Spargur so moves
    B. Trustee Tyler Kearns seconds
    C. No discussion
    D. Motion carries

CKI Circle K International

April International Board Meeting Minutes

Wednesday, April 28 at 6:30 PM ET | Zoom

- I. President Tana Early calls the meeting to order at 6:33PM EST
- II. President Tana Early entertains a motion to approve the agenda and the March Board Meeting Minutes
    - A. Trustee Maria Alejandra Landron so moves
    - B. Vice President Joey Cain seconds
    - C. No discussion
    - D. Motion carries
- III. Ethan Arredondo leads the pledge
- IV. Goals Check in
- V. Dues Waivers
    - A. District Board Members will need to be removed if they do not pay
    - B. Trustees please call governor or club president
    - C. Clubs have until next Thursday
        - a) Clubs must be in good standing to receive awards
- VI. Dues Proposal
    - A. Hannah: How will this impact our membership growth
        1. Jeff: This is less than what was charged back in the 1980s. It will help our clubs with 10-15 members.
        2. Michelle: CKI has a much stronger sponsorship connection as KCI
        3. Michelle: the fee was not based on where we have been but rather where we would like to go
    - B. Tyler: How did staff manage their math?
        1. Michelle: Split everything into buckets
            a) Administrative and program budget. Part of the dues go to the administrative budget. Roughly about $4.75
        2. Insurance is only for North American Countries
            a) Kiwanians get charged $17/person
                (1) Claims gives you a lower rate

      b) True cost of a background check is $90 per time you have moved for each address. We will charge $10

    3. Resource and training

      a) Looking forward--KI has underwritten GLC in the past, but there will be learning management services

      b) Parliamentarian

      c) GATC Travel & Booklets

    4. Meeting Expense

      a) CKI Board Meetings

      b) Fly people to other events and other things

C. Alissa: Elaborate a bit more of the KI side of costs

    1. Special projects will be programmatic, but they are put in as an investment

    2. Kiwanis pays partially for board travel

D. Joey: We have hundreds of thousands of dollars left from this year, as Michelle mentioned before. With this proposal we will just be letting this go to KI and administrative things outside of membership?

    1. Michelle: Staff predicted the decrease.

    2. Michelle: Surplus is held back from our numbers.

      a) We will wait until the September 30th to put together final figures.

E. Tyler: 70% of members would like to get rid of member pins if it lowers dues

    1. Jeff: We don't mail anything to officers anymore. The pins come out of the chartering kits and they can be ordered online.

    2. Jeff: Members still want something--tshirts and stickers could be printed locally much easier. We are talking with licensing about sending out the specs.

F. Joey: What is the timeline on this?

    1. Retail is still developing a network of local partners through the Shop CKI website.

G. Joey: GLC expansion

    1. Michelle: We have not set on a learning management system. Training is more than the GLC

    2. We have not decided on an LMS

3. We will do the math based on the entire membership
4. Jeff: We may do officer training, DA training and club advisor training based off of this

H. Tyler: GLC will be full fledged soon? Is the full curriculum released soon?
1. Michelle: It is released in October
   a) Tyler: Will it be accessible to non-English speakers?
      (1) Michelle: A lot of the Tier B & C countries are not paying in as much towards this. We will go English primarily first, and then subtitles and translation to French (onsight staff member) and then rolling out to ASPAC a bit later.

I. Alissa:
1. Marketing portion. Do we have a breakdown of costs
2. Jeff: Cost of a pin is 88c. Things fluctuate.

3. Jeff: In social media we could do ads and whatnot on social media.

J. Hannah:
1. Reached out to govs and asked what they thought clubs would do
   a) Undercut the membership.
   b) New club that chartered was not sure what they would do
   c) Final club had high growth and membership dues are $7-11 per member and that would jump up

K. Austin: We are going to this system. Per member seems to be the most equitable. It costs us more than $25/year to operate. We came with a "low ball." No one wants to pay money, but we have an intrinsic value in our membership. We cannot charge nothing--we have operations, costs, and fees. We are undervaluing what we have as an organization.

L. Tyler: Just want to talk from personal standpoint. Home club is one of the largest clubs in the organization. Do it all by fundraising. Club dues would be nearly $4000 for dues. Large clubs that do philanthropic efforts will decline dramatically. Jamaican clubs are able to grow astronomically. No one is against the per member cost, we just want to make sure that it is fair.

M. Jeff: Underreporting, but those members will not have access to anything international offers.
1. Also the burden of individual dues. Caribbean DA believes this is wonderful

N. Michelle: First year, we will see underreporting, but as we advertise the value, we can increase the value and build on the work.
1. Investing in new finance and membership package was a choice from the past board.

O. Ethan: It is obvious there is no perfect solution. Clubs can fundraise for other things that they want to do.

P. Joey: philanthropic & bottoming out & GATC is exclusive

Q. Ethan:
1. It is up to leaders of the organization to trickle down the value of the membership. It is what it is. This is what we do.

R. Austin
1. NJ makes up WASH totals, they have 28 members per club
2. Did not inhibit today. It is something to do to make it more fair
3. Clubs that fall below 20% precovid makes up 42% of our clubs.

VII. Trustee Austin Underwood moves to table the amendment
    A. Trustee Alissa McIntyre seconds
    B. No discussion
    C. Motion carries

VIII. Open Floor
    A. Ethan--thank you for everyone who helped with senior night
    B. 70 emails for Zoommates 2.0

IX. President Tana Early entertains a motion to adjourn the meeting
    A. Trustee Austin Underwood so moved
    B. Trustee Tyler Kearns seconds

May International Board Meeting Part 1 Minutes

Wednesday, May 12 at 8:30 PM ET | Zoom

  I.   President Tana Early calls the meeting to order at 5:32pm PST
 II.   President Tana Early entertains a motion to approve the agenda and April Board Meeting Minutes
    A. Trustee Austin Underwood so moves
    B. Trustee Tyler Kearns seconds
    C. Motion carries
III.   Dues Proposal
    A. We will hold a governor forum to hear their opinions
IV.   District Bylaw Amendments
    A. PNW: Changing the dates for the amendment process is a direct violation of Article 10 Section 16 of the International Bylaws.
    B. President Tana Early entertains a motion to block all amendments from the following districts:
        a) Capital
        b) Eastern Canada
        c) Illinois Eastern Iowa
        d) New England
        e) Nebraska Eastern Iowa
        f) Rocky Mountain
      1. Trustee Hannah Spargur so moved
      2. Trustee Tommy Thach seconds
      3. No discussion
      4. Motion carries
    C. President Tana Early entertains a motion to approve the above block
      1. Trustee Austin Underwood so moved
      2. Trustee Tyler Kearns seconds
      3. No discussion
      4. Motion carries
    D. Back to PNW Discussion
      1. President Tana Early entertains a motion to approve PNW

district bylaw amendments except for A13 S1 and A13 S3
- a) Trustee Hannah Spargur so moved
- b) Trustee Austin Underwood seconds
- c) No discussion
- d) Motion carries

V. GDA Committee Amendments
VI. President Tana Early entertains a motion to endorse the amendments provided by the GDA Committee
- A. Trustee Hannah Spargur moves
- B. Trustee Tyler Kearns seconds
- C. Discussion
    1. Need to block first
- D. Trustee Hannah Spargur withdraws

VII. President Tana Early entertains a motion to block the GDA Amendments
- A. Trustee Hannah Spargur so moves
- B. Trustee Tyler Kearns seconds
- C. No discussion
- D. Motion Carries

VIII. President Tana Early entertains a motion to endorse the blocked amendments as a board
- A. Trustee Hannah Spargur so moved
- B. Trustee Tyler Kearns seconds
- C. No discussion
- D. Motion carries

IX. Open floor
X. Jeff:
- A. Hopefully by Friday we will have a more complete agenda for ELC by Friday
- B. Send committee meetings minutes to Joey

XI. President Tana Early entertains a motion to adjourn
- A. Trustee Hannah Spargur moves
- B. Trustee Alissa McIntyre seconds
- C. No discussion
- D. Motion Carries

CKI
Circle K
International

June International Board Meeting Minutes

Tuesday, June 22 at 4:30 PM MT | Salt Plaza Hotel

I. President Tana Early called the meeting to order at 7:36PM MST
II. President Tana Early entertains a motion to approve the May Pt. 2 Board Meeting Minutes and the Agenda for the June Board Meeting
   A. Trustee Maria Alejandra Landron so moves
   B. Trustee Austin Underwood seconds
   C. No discussion
   D. Motion Carries
III. District Bylaws
   A. Ohio and Kansas are Left
   B. President Tana Early entertains a motion to approve all of bylaw amendments from Ohio and Kansas
      1. Trustee Austin Underwood so moves
      2. Trustee Hannah Spargur seconds
      3. No Discussion
      4. Motion carries
IV. Strategic Planning
   A. Trustee Austin Underwood moves to adopt as written
   B. Trustee Tyler Kearns seconds
   C. No Discussion
   D. Motion Carries
V. Alumni Strategic Plan
VI. PNW appealed a decision from the board's last board meeting
VII. ELC Updates from Jeff
   A. Any safety concerns, alert Jeff
   B. We will meet in room 252 at 9am tomorrow for registration.
      1. 12-7pm, two people in the registration room
      2. In the morning we will stuff bags
   C. Sign receipts and take a photo of them
   D. Half hour registration before – 7:30am Austin will cover the registration tables
   E. 5 Candidates remote, everyone else here
      1. Can use 252 to present

      2. 254 is just a viewing room

F. Opening night can be casual

      1. Wrist bands and meal tickets

G. Will do a walkthrough

H. ICM will be taped off

      1. Eight governors remote.

      2. Will have an amendments table with 3 people—one fully remote.

      3. Sam will be doing the ballots

I. Workshop Rooms

J. ICM Elections

      1. Joey to time keep

      2. Lori will help with ballots from Indy

K. Joint Board Meeting

      1. Strategic Planning

      2. We will ask the next president to make the agenda

L. Questions

      1. Scripts will be sent ahead of time

         a) White binder will be on the podium

VIII. Alumni Strategic Plan

A. Mostly done, but would like to have a commenting period from the board

B. Here to guide the alumni program for the next 5 years.

C. Want to make sure that it is aligned with the strategic plan and the Salesforce capabilities.

D. Readjusted timeline to October 1st to align with Kiwanis fiscal year

      1. Can be used for staff to put together the budget

E. Benchmarks

      1. Year end goals for the plan

F. Point of Information: Can be done through KCF or we can a level for an alumni membership and then that would be programmatic funds. Rather than having a membership fee. Without charging dues, we may be able to gain more revenue.

G. Endowment would grow off of the strategic plan.

H. Alumni databases (two of them are $10-15k with Facebook and LinkedIn interface)

I. Cheapest way to collect the data to do the networking is $10k

        1. KI is willing to foot the bill for the first 1-3 years until it is up and running.

IX.   Trustee Austin Underwood moves to recommend the Alumni Strategic Plan to the next board

      A. Trustee Maria Alejandra Landron

      B. No discussion

      C. Motion Carries

X.   President Tana Early adjourns the meeting at 6:22PM MST

June International Council Meeting Minutes

Friday, June 25 at 9:30 AM MT | Salt Palace Convention Center

XI.   President Tana Early moves that Amendments 1, 3, 4, 5, 6, 7, 8, 9, 11, 12 be approved as a block. [As displayed in **Appendix I**]
- A. President Tana Early recognizes Hannnah Spargur for a second
- B. Trustee Hannah Spargur seconds the motion
- C. There are no objections
- D. The amendments are approved as a block motion

XII.   President Tana Early moves that Amendments 2 and 10 be approved as a block
- A. President Tana Early recognizes Trustee Hannah Spargur for a second
- B. Trustee Hannah Spargur seconds the motion
- C. There are no objections
- D. The amendments are approved as a block motion

XIII.   Trustee Austing Underwood moves that the body adopts amendment 13 as proposed
- A. President Tana Early recognizes Trustee Maria Alejandra Landron for a second
- B. Trustee Maria Alejandra Landron seconds the motion
- C. Discussion
    1. President Tana Early recognizes Austin Underwood
        a) We feel this is the safest move for the organization. The International finance committee fully supports
    2. Governor Austin Bicknell
        a) Governor Austin Bicknell proposes an amendment to the motion as follows:

Each Circle K club shall submit to Circle K International or its designated fiscal agent annual dues and membership information for every member, but not including honorary members. All clubs are encouraged to send fees **electronically or** via traceable means, i.e. certified mail. Clubs must submit

payment by check, money order or credit card; cash will not be accepted. A club roster or dues invoice must be submitted at the time of payment. Clubs that fail to follow these guidelines for dues payment will be placed into a special handling group that will delay the processing of fees.

The amount of dues shall be determined according to the per capita gross national income defined by the World Bank for the nation of the Circle K club, as follows:

   a. Each CKI club in a nation with a per-capita gross national income of US$10,000, or more ~~and from a four-year institution with an enrollment of 5,000 or more students~~ shall pay annual ~~club~~ **international** dues of US$~~600~~ **24 per member, with clubs paying more than a total of US$1992 in international dues for all club members collectively receiving relief**;
   ~~a. Each CKI club in a nation with a per capita gross national income of US $10,000 or more from a four-year institution with an enrollment of less than 5,000 students, shall pay an annual club fee of US$450;~~
   ~~b. Each CKI club in a nation with a per capita gross national income of US$10,000 or more and from a two-year institution shall pay an annual fee of US$300;~~
   b. Each CKI club in a nation with a per-capita gross national income **of between US$5,000 to US$9,999** ~~than US$10,000~~ shall pay annual **international** dues of US$~~150~~ **10 per member, with clubs paying more than US$830 in international dues for all club members collectively receiving relief;**
   c. **Each CKI club in a nation with a per-capita gross national income of US $4,999 or less shall pay annual international dues of US$5 per member, with clubs paying more than US$415 in international dues for all club members collectively receiving relief.**

All international dues shall be payable during a period of at least sixty (60) days according to a schedule set forth in Circle K International Policies**.** ~~and defined for each nation taking into account academic calendar and financial practices of the nation.~~ There shall be no other fees or assessments of club or club members.

       (1) Trustee Tyler Kearns seconds

XIV. Discussion on the amendment:

  A. Governor Austin Bicknell

    1. We want to make sure the new dues system does not deter larger clubs.

  B. Governor Selin Kavak

    1. Not a discussion regarding the amendment on the floor

  C. Trustee Maria Alejandra Landron moves to amend to $10 and $5 per member for tier B and C nations to $6 and $3.

    1. Governor Austin Bicknell seconds the motion

    2. Discussion:

      a) Trustee Maria Alejandra Landron

        (1) Three nations at our focus group would no longer be in CKI anymore as they cannot afford the fees proposed. Many are focused on their district, but we will lose three CKI nations unless we bring this number down

      b) Trustee Austin Underwood

        (1) We need to be equitable, are we underselling ourselves. We have benefits. I have a concern with equity

      c) Governor Deanna Fisher

        (1) Regions 2-7 focus group. Regions 3-7 are not given any benefits whatsoever. There is a lack of support in those regions. Currently, lets lower the dues to sustain clubs in that area, and then we can raise it when we see growth. This will not be substantial. Once we get them districted, then we can discuss raising the dues

      d) The motion carries

XV. Return to discussion on the amendment to the motion.

  A. Trustee Alissa McIntyre

    1. Made exceptional progress in handling DEI; it is our job to represent all of the clubs. We need to be equitable to those

clubs and be sure that we don't lose that portion of our membership

B. Trustee Ethan Arredondo
  1. The dues will be the members responsibility. Giving the benefit to bigger clubs is not fair to smaller clubs
C. Trustee Hannah Spargur
  1. Having the cap gives the incentive for clubs to grow over the 83 member number
D. Trustee Tyler Kearns
  1. If you are in the top 10-15% of this organization, there are hundreds of members that will be affected by this in each club. We need to do as much as we can to give those clubs a break, even if it is a slight decrease.
E. Governor Dawson Alexander
  1. If clubs grow too much, how will that affect our financials? People who don't have the cap will be adversely affected by this.
F. Governor Alyx Merritt
  1. 23 to 24 is a one dollar difference to save thousands of dollars for larger clubs. We need to make sure that we can keep these clubs
G. Governor Ryan Tan
  1. Point of information: What does relief mean?
    a) Austin Bicknell
      (1) In order for the language to be implemented, it will come back to the clubs similar to the
  2. Point of information: When can they expect to receive the relief?
    a) Tana
      (1) It will be done orderly and done by staff?
  3. Point of information: Will this include tax?
    a) Tana
      (1) We don't charge tax
H. Trustee Ethan Arredondo
  1. Point of information: How many members will this--
I. President Tana Early

1. Time is done, is anyone opposed to extending to 10 minutes?
J. Governor Tatum Vondra
   1. Point of information: Is there any way to not do it through rebate?
      a) No, there is not with the current system.
K. President Tana Early calls for a vote on the amendment to the main motion
   1. The motion carries with 28 votes in favor, 5 opposed and 2 abstentions

XVI. Discussion to the main motion:
A. Governor Alyssa Joyce
   1. To the 2021-2022 International Board, we want the new board's word that they will receive full transparency. New Jersey fully supports the amendment.
B. Trustee Ethan Arredondo
   1. There is a lot of research that goes into the budget. I apologize on behalf of the board if we have not given full transparency
C. Governor Alyx Merritt
   1. Point of information: There was a lot of discussion on the impact of this on the international budget
      a) President Tana Early
         (1) We do not have the information to answer your question right now
D. Trustee Austin Underwood
   1. Austin B came up with something better than the original proposal. We are in favor. Hopefully next year we can report at where we are
E. Governor Austin Bicknell
   1. I would like to remind everyone voting that we have come pretty far from where we started. There is no alternative that would be more favorable to us. I have met with Jeff, Joey and numerous governors. In my opinion, this is the best thing that we are going to come up with.
F. Trustee Hannah Spargur

      1. Point of information: If someone joins after semester break, will their fee be cut in half

    G. Governor Deanna Fisher

      1. Point of information: If we pass it through this year, it will be eligible for discussion in the 2022 House of Delegates

    H. President Tana Early: We will move to a vote

      1. The motion carries 33 in favor 3 opposed.

    I. President Tana Early

      1. We will move on to an associated policy code change

      2. Trustee Austin Underwood moves to update the policy code to reflect the recent change to our bylaws

        a) Trustee Maria Alejandra Landron seconds

        b) No objections

        c) We will adopt the policy code as proposed

XVII. President Tana Early: We will recess for lunch at 10:59AM MST

XVIII. The ICM has resumed

XIX. There are 36 voters present

XX. President Tana Early nominates Trustee Tyler Kearns, Joshua Burgett and Kyle Lank for the position of International President

    A. Trustee Tommy Thach seconds the nominations

    B. We will hear a one minute speech from each candidate

    C. The international council has elected Kyle Lank as International President

XXI. President Tana Early nominates Leah Reiser and Isabelle Wang for the position of International Vice President

    A. Trustee Kaitlyn Carroll seconds the nominations

    B. We will hear one minute speech from each candidate

    C. The international council has elected Leah Reiser as International Vice President

XXII. President Tana Early nominates Trustee Alissa McIntyre, Trustee Tyler Kearns, Madeleine Eichorn, Isabelle Wang, Liz Sevigny, Jonathan Varano, Chelsea Jordan, Katelyn Van Buren, Derek Nhieu, Anna Thorton and Matt Wade for the position of International Trustee

    A. Ethan Arredondo seconds the nominations

    B. We will hear a one minute speech from each candidate

C. The international council has elected Trustee Alissa McIntyre, Trustee Tyler Kearns, Madeleine Eichorn, Isabelle Wang, Liz Sevigny, Jonathan Varano, Chelsea Jordan and Katelyn Van Buren for the position of International Trustee

XXIII. The meeting is adjourned

International President Update - Tana Early

Current Projects
- April
  - Finalizing Dues proposal
  - Transitioning with new governors
  - Diversity, E & I efforts
  - Supporting the I-board and committees
  - Alumni strategic plan
- May
  - ELC planning
  - Finalizing dues proposal
  - Working on strategic plan
  - Supporting the board
  - Finishing up passion projects
- June
  - Adopting dues proposal
  - Passing strategic plan
  - Helping with ELC
  - Readying transition documents
  - Meeting with the next board
  - Everything else that you have to do to finish out a year of I-board work

Events & Meeting Attendance

APRIL
- Met with all 8 trustees in monthly 1:1s
- 4 office hours sessions (each Wednesday of the month)
- 4 Weekly staff calls
- 4 weekly check ins with Vice President
- Bi-weekly check ins with Alumni Task force chair
- Bi-weekly check ins with Trustee Ethan
- Bi-weekly check ins with DEI task force chair
- Bi-weekly check ins with KI board counselor
- 4 days of virtual GATC

- 2 virtual meet and greets for new govs
- april board meeting
- april exec meeting
- DEI fund meeting
- GACKI // trustee meeting
- Kiwanis Board meeting
- ASPAC conference

MAY
- Met with all 8 trustees in monthly 1:1s
- 4 office hours sessions (each Wednesday of the month)
- 4 Weekly staff calls
- 4 weekly check ins with Vice President
- Bi-weekly check ins with Alumni Task force chair
- Bi-weekly check ins with Trustee Ethan
- Bi-weekly check ins with DEI task force chair
- Bi-weekly check ins with KI board counselor

- Met with Eastern Canada Gov on inclusion of OUS clubs
- I-Board dues meeting
- may board meeting
- may exec meeting
- 3 dues town halls
- strategic planning session
- water week talk
- board social
- 2nd may board meeting
- governors forum
- civic engagement seminar run through

JUNE
- Office hours
- meeting with governors
- weekly or twice a week staff calls
- governors forum
- Civic engagement institute
- board meeting
- dues amendment meetings

International Vice President Update - Joey Cain

Current Projects

- Prioritizing member involvement at Circle K International Convention
- Governor & Administrator Training Conference Preparation
- Wrote articles as requested for district publications
- Facilitated weekly and biweekly calls with KI staff and Kiwanis Board Counselor
- Sent out District Secretary Treasurer Updates
- COVID Dues Response
    - Assist with final clubs on payment plans
- Monitor directives and pace of each committee
- Global Inclusivity on Member Benefits and Finances
- Assisted in the planning for an Alumni Program
- Assisted in planning for CKI Education Leadership Conference
- Assisted with travel issues regarding ELC
- Prepared all records for official meetings

Events & Meeting Attendance

- April Executive Committee Meeting
- April International Board Meeting
- April Trustee Collaboration Session
- Key Club Counterparts Meetings
- Finance Meetings with Kiwanis Staff
- President & Vice President Weekly Office Hours
- Bi-Weekly Board Counselor Check-ins
- Weekly Staff Calls
- District Secretary Treasurer One/Two on Ones
- May Executive Committee Meeting Part 1
- May International Board Meeting Part 1
- May Executive Committee Meeting Part 2
- May International Board Meeting Part 2
- May Trustee Collaboration Session/Social
- May Governor Forum
- CKIx Discussions
- Dues Discussions

- Strategic Planning Discussions
- GDA Amendment Check ins
- GATC Preparation Meetings
- KFR/MDE Committee Discussions
- Dues Forum
- ASPAC Conference
- Committees
  - Assisted in directive planning and initial implementation
  - Attended majority of committee meetings for all eight committees
  - Report on committee progress when necessary to Kiwanis International Staff
- GATC Bootcamp
- GATC
- ELC Preparation Calls
- Parliamentarian Meetings
- Key Club Senior Night
- ELC Rehearsals
- WASHATHON

International Trustee Update - Alissa McIntyre

Current Projects
- April
  - I am focused on getting my govs the resources they requested during our 1:1s and getting my later-transitioned governors the materials they can't find. I am also working on my passdown and my "success packets" which is essentially what I've learned and done with each district.

Events & Meeting Attendance
- International Board Meetings
- Committee Meetings
- Committee Chair Meetings
- Governor 1:1s

International Trustee Update - Kaitlyn Carroll

Current Projects
- April
  - Held first one-on-one's with new governor's to get to know them and answer pre-GATC questions, attended some sessions of GATC to lead breakout rooms and host a service initiatives privilege sip activity, attended Illinois-Eastern Iowa's president's retreat and district officer training, helped Alyx when she needed it and answered the officer's questions about ELC and other international initiatives going on, gave a presentation at West Virginia DCON about professional development, and gave an international update at their recognition dinner. Finished the Service Committee's Community Outreach Report and created the formal agenda and community simulation instructions for the Civic Engagement Institute.
- May-June
  - I planned and hosted the Civic Engagement Seminar with the Service Committee, met with the DEI Task Force multiple times in the past month to work on incorporating DEI within the Tomorrow Fund, and finished the Community Outreach tool. I finished my transition packets, had sister district office hours, had a governor group call, attended I-I's officer training and helped Alyx, gave Jordan resources for planning his officer training, and came up with questions for the trustee pairing survey.

Events & Meeting Attendance
- Governor one on ones
- West Virginia DCON
- Civic Engagement Institute Planning Meetings
- Service Committee Meeting
- GATC
- Service Committee Meeting
- Service Committee Check-Ins
- April Gov Forum
- April I-Board Meeting
- Illinois-Eastern Iowa President's Retreat & District Officer Training

- Illinois-Eastern Iowa Board Meeting
- I-Board Dues Meeting
- DEI Tomorrow Fund Meeting
- Governor Group Call
- May I-Board Meeting
- Sister District Office Hours
- Service Committee Meetings
- Dues Forum

- One-on-Ones w/Tana
- Tyler's Green Week Event
- Finance Webinar
- DEI Tomorrow Fund Meeting
- Southwest Board Meeting
- Tana & Joey Office Hours
- May I-Board Meeting
- Civic Engagement Seminar

International Trustee Update - Maria Alejandra Landron

Current Projects
- April-June
  - This month I worked on all of the governor and board training materials, finalizing my presentations for GATC, and creating presentations for any April/May board trainers that were requested. I also helped with the planning of ASPAC Conference and began transition work with the new Colombia Governor after she got elected at the end of April. I presented a professional development workshop for one of the New Jersey charters, promoted awards, had a phone call with the CNH Secretary about how to improve MRF reporting in CNH. I also answered general questions and attended the meetings above.

Events & Meeting Attendance
- New Govs Group Call
- GDC Meeting
- Eastern Canada Board Meeting
- Discussion on charter support school with Tana
- GATC Bootcamp
- GATC
- CNH District Secretary Call
- GDC Meeting
- Ohio Board Trainer
- CKI-Key Club Senior Night
- NJ Club Professional Development Presentation
- Discussion on B/C Tier Dues
- April Exec Call
- Rocky Mt. One-on-One
- Ohio One-on-One
- CNH One-on-One
- Eastern Canada One-on-One
- ASPAC Conference
- April Board Meeting

International Trustee Update - Hannah Spargur

Current Projects
- April
  - Workshop for New England's COTC
  - Gathering District Opinions on the Dues Proposal
  - Helping Wisconsin-Upper Michigan Get New Members for a UWGB and Bellin College Charter
  - Amendments for ELC ICM
  - Planning a Summer Kickoff
  - Create Resources for Members to Obtain ELC Funding
  - Bringing New Governor's Requests and Ideas to Fruition
  - Pushing the LinkedIn Membership Certificate
  - Helping Create 2021-2022 Awards
- May-June
  - Workshop for New England's COTC
  - Gathering District Opinions on the Dues Proposal
  - Helping Wisconsin-Upper Michigan Get New Members for a UWGB and Bellin College Charter
  - Amendments for ELC ICM
  - Planning a Summer Kickoff
  - Create Resources for Members to Obtain ELC Funding
  - Bringing New Governor's Requests and Ideas to Fruition
  - Pushing the LinkedIn Membership Certificate
  - Helping Create 2021-2022 Awards

Events & Meeting Attendance
- GDA Committee Meetings and Work Sessions
- Governor 1:1s
- Sister-District New Year's Party
- GATC
- Hannah's Bi-Weekly Office Hours
- New England Club Officer Training
- Capital District Officer Training
- Key Club Senior Night
- April Governors' Forum
- Wisconsin-Upper Michigan Spring Fling

- Wisconsin-Upper Michigan Board Meeting
- I-Board April Board Meeting
- Bi-Weekly Office Hours
- GDA Committee Meetings and Work Sessions
- Governor 1:1s
- I-Board Dues Pow Wow
- May Part 1 Board Meetings
- Minnesota-Dakotas DOTC
- I-Council Dues Forum
- GDA 1:1 with Leah
- CKI Personal Finance Webinar
- I-Board Social
- Tana and Hannah 1:1
- Strategic Planning Pow Wow
- All-Member Dues Forum
- Sistrict Summer Kickoff
- May Board Meeting Part 2
- May Governor Call

International Trustee Update - Tommy Thach

Current Projects
- April
  - I released resource documents to my district governors to send to their clubs that need it. I have been working with a lot of the clubs on the smaller level on board education and tackling issues that they each personally face. Example: Clubs in Caribbean struggling with the gap between board and general members. I have also been working on Sister District Events with my governors and we're excited to execute them! I have been communicating with Bryce about MUC problems on behalf of the Caribbean and Minn-Dak. Caribbean club members have not been able to get their full membership packages and Minn-dak has been having issues with new officers not being granted access to the MUC according to Jon.
- May-June
  - I've been just helping my governors and clubs with anything they need assistance with. I'm still bugging Member Services for many missing membership packages for the Caribbean district.

Events & Meeting Attendance
- DEI Task Force Meetings
- Key Club Senior Night
- CKIx Committee Meetings
- CKIx Call With Jeff, Issy, Joey, ETC.
- April Gov Forum
- I-board meetings

- DEI Task Force Meeting
- Leadership workshops for Caribbean clubs
- 1-on-1's with governors
- 1-on-1's with Caribbean E-board members
- I-Committee Banquet

International Trustee Update - Tyler Kearns

Current Projects
- April
  - Summer Support Folder
  - Green Week Programming
  - Alumni Program Strategic Planning
  - Successor Drive
  - Dues Proposal Forum for Sister Districts
- May-June
  - R&D Research Report
  - Transition Packets
  - Summer Resource Kit

Events & Meeting Attendance
- PNW Board Meetings
- I-Board Dues Discussion
- April Gov Forum
- April Board Meeting
- R&D Committee Meetings
- Alumni Check Ins
- Office Hours
- CKI Key Club Senior Night

- PNW DOTC
- Dues Town Hall
- Carolinas Board meeting
- June Gov Forum
- May Board Meetings
- Office Hours

CKI
Circle K International

International Trustee Update - Austin Underwood

Current Projects
- May
  - Zoommates email is getting sent out here next week, and honestly at this point I'm getting some of my transition materials around, applying for awards, and just attending a bunch of my districts events and trying to support them the best that I can.

Events & Meeting Attendance
- April board meeting
- NJCKI Officer Training
- PACKI Officer Training
- LMT Officer Training
- LMT COTC
- April Exec Call
- Dues Discussion Calls
- Key Club Senior Night

- CKI Finance Call
- All of GATC and fellowship
- Dues proposal Check
- PACKI board meetings
- NJCKI Board meeting
- NJCKI discord meeeting

International Trustee Update - Ethan Arredondo

Current Projects
- April
  - Providing resources
- May
  - Transitioning

Events & Meeting Attendance
- District board Meetings
- International Board Meetings

Membership Development & Education Committee Update - Alissa McIntyre & Deanna Fisher

Chair Projects

1. GLC Pilot Program wrap-up
2. Finalizing CKI Week Recommendations to send to IBoard
3. Big push for registration to ELC
4. Attempted joint projects with KFR, but timing was not on our side
5. Drafted idea for ELC workshop, but was scrapped due to lack of workshop space
6. Turned New Member Orientation presentation into GATC module

Committee Projects

1. GLC Pilot Program wrap-up
2. AIding in DST training (Deanna and Brooke)
3. Charter help with PNW District (Deanna)
4. Finalizing CKI Week Recommendations to send to IBoard
5. Assorted presentations to Districts and Clubs

Committee Collaborations

1. CKIx - workshop ideas passed along for ELC
2. KFR - had ideas and meetings for future collaboration ideas, but fell through due to timing conflicts
3. Worked with staff to determine ways to make YPG presentations more accessible to membership

Year End Review

1. This year, the MDE committee was able to accomplish a large variety of tasks to support the membership of Circle K International. From creating and updating resources, to aiding in website flow for viewers, and presenting at various club and district events. Our committee members

had great ideas and passions to make the membership experience better.

2. A big success was our piloting of the Global Leadership Certificate. Committee members participated in the initial rollout of the GLC and gave constructive feedback to CKI Staff to ensure that the GLC was created to best benefit CKI membership. Having CKI Staff decide to make this pilot very student-driven was great to see.

3. A big challenge that we discovered this year was our committee members having many great ideas to accomplish on the committee, but due to timing and other projects, not all of those ideas could be accomplished.

Future Recommendations

1. The 3 weeks on, 1 week off was a really great system for having the committee function.
   a. Schedule: Business - Social - Business - Break
   b. In saying this, scheduling meetings was incredibly hard with 3 time zones and many conflicting schedules. A suggestion would be to get the best meeting time for the majority of members, and then fill in those that would have to miss the meetings.

2. Something we noticed early on, was the sheer amount of ideas that committee members had, and the short amount of time that we had to do them. A suggestion would be to take all the ideas at the beginning of the year, and prioritize them with a realistic timeline.

3. Having different specialists on the committee may be beneficial. Reducing the number of recruitment and retention specialists, and adding in new, situational/year specific specialists.

Global Development Committee Update - Brandon Ramirez

Introduction

This report includes a summary of the progress that the Global Development Committee has accomplished in the months of February and March. The report consists of the following information.

1. Projects Worked on by Committee Chair: Brandon Ramirez
2. Projects Worked on by the Committee
3. Collaborations that occurred with other committees

Committee Chair Projects

1. Map Project: Working to finalize all the clubs that I could find on this international map. Currently working and finalizing our districted regions as well.
2. Transition Packets: Supporting ambassadors in creating resources for future GDC members to have guidance on what to do. Although our committee will officially retire on July 1st, we will continue to support international clubs until a new committee takes over.

Committee Projects

1. Asia Pacific Region
   a. Taiwan Districting: Sofia has been working with Taiwan to see if they can afford getting at least five dues paid clubs in preparation for Districting.
   b. ASPAC Conference: Sofia and Nancy planned and hosted a conference for our ASPAC clubs.
   c. ELC Fundraiser: Sofia and Nancy hosted a small fundraiser to support ASPAC clubs on going to this conference. They were able to get every member who was interested an opportunity to attend virtually.
2. European Region

a. KIEF Erasmus: Sarah worked with Erasmus in Europe to see if she could help get the Kiwanis and Circle K name out to more college populations.
b. Study Abroad Program: Sarah has been working with Trustee Hannah to create some programs for students studying abroad. She hopes that this project can be continued in future terms as a means of marketing abroad and looking for potential college students who can help charter clubs.
3. Latin America Region
a. LATAM DCON: Erick has been working with Trustee Maria and Trustee Ethan to hold a conference for the LATAM chapters to learn from one another and create a sense of community among the region in this virtual environment.

Committee Collaborations

1. Finance: Gave feedback on the dues structure for international clubs that was being changed alongside districted dues at ELC.
2. CKIx: Did not work directly with them, but supported their efforts of promoting ELC to our clubs and international clubs.

Year End Review

I am proud of the work that my committee has done during these difficult times. Working with our international clubs is difficult but it is rewarding to know that we are here to support them.

Our committee has done a lot from translating resources, creating maps, hosting conferences, and giving the international clubs a voice. Chartering can be difficult when it comes to time zones and language barriers, but we tried to do what we could with the limited resources that we had.

The one thing that sticks with me, is that our international clubs are full of passion and they desire more! I've seen several international clubs from the ASPAC region continue to comment about the conference and continue to post pictures of this event!

Here in the United States, we typically call this Post-DCON Depression, when we miss the fun times we had at a District Convention, and all the amazing people we met along the way. Although it may not be easy to ever plan an ASPAC Conference in person, we saw so much passion and energy virtually!

Future Recommendations

I recommend more conventions and events for our International Clubs to partake in! They want to be more involved, so we need to find more ways to support them and give them the recognition they deserve!

Something that I found weird about internationally is the lack of Kiwanians to guide us. On the District level every committee has a Kiwanis Advisor who may work in a field or who has experience related to the committee's work to support the committee but who can also give them quick feedback on what would work. I get that we have Kiwanis Staff, but that takes longer to get questions we have answered.

Governing Documents & Awards Committee Update - Leah Reiser

Chair Projects

1. Chair Transition Packet
   a. Working on a transition packet for the next GDA Chair to be able to review.
   b. Working on a Formstack guide in order to explain to the next GDA Chair and Committee how to efficiently and effectively use Formstack to develop the next set of awards.
2. Awards Questions
   a. Developed a document with all the questions listed for the next GDA Committee as well as descriptions of why we chose to make certain edits to the awards.

Committee Projects

1. Continued the development of the 2021-2022 Awards. Several current awards are going to be adjusted as well as the creation of new awards. Currently the committee has seven possible new awards along with the idea of a new award structure that would allow for subsections or honorable mentions. The new awards will be sent to CKI Director Jeff Harris and CKI Specialist Samantha Wagner for approval
2. A list of proposed amendments has been created for the next GDA Committee to decide if they would like to put forward at the next House of Delegates.
3. Edits have been made to both the District Bylaws Standing Form and the Club Bylaws Standing Form. These edits have been given to the next GDA Committee and the next International Executive Committee to approve.
4. A transition packet is being created by the committee members of GDA for the next committee members to view.

Kiwanis Family Relations Committee Update - Annamarie McGuire

Chair Projects

1. Assisting my committee members on preparation and presentation of Key Club Senior Night
   a. Working with our liaison to get meeting set up ahead of time to run-through the presentation with the Kiwanis Staff Members and with Key Club I-Board members
2. Committee One-on-Ones
   a. Hosted meetings with each committee member individually at least 2 times during the month of April/May to check in on their project progress and assess the plans for the end of the year.

Committee Member Projects

1. Key Club Senior Night
   a. Met with members of the Key Club International Board and staff to run through the night and presentation.
   b. Hosted the event on April 18th, 2021.
   c. Created a timeline and advice document for hosting Key Club Senior Night.
2. Kiwanis Mentorship Program
   a. Two materials remain to be edited and completed before ready for submission to the communications team.
      i. This will have to be completed by the next committee.
3. Passion Projects
   a. Each member continued working on individual passion projects and establishing ideas that they would like for the committee to work on.
   b. These ideas also were projects/events that the Kiwanis Family Relations Committee could present during future service years.
      i. Continued creating working documents for ideas of how Districts/Clubs could use their project ideas like a K-Family Livestream for fundraising, Pen Pals, and Kiwanis Family Connections.
4. Transition Packets

a. Each committee member completed a transition packet to discuss what they have worked on and to outline the next steps for any of their projects that will be passed onto the next committee.

Year End Review

1. This year has been full of a lot of ups and downs. The KFR committee has tried so many new things to see what would be possible from extended collaborations with other committees to trying to think outside the box with potential projects that would impact our members. Physically, it does not seem like the committee accomplished a lot but the committee started to figure out more of the type of role that KFR can play as an international committee.
2. Successes:
    a. We successfully hosted Key Club Senior Night and have established a full timeline and advice for next year's committee for hosting it.
    b. We have nearly completed compiling and creating Kiwanis Mentorship documents that will make it easier for districts to start their own mentorship program.
        i. There are only two documents left to finish revising and editing before they can be reviewed by the communication team.
3. Challenges:
    a. Clear and consistent communication was the biggest challenge the committee faced.
        i. The challenges came with receiving responses or being informed about events/socials.
4. Path Forward:
    a. The KFR committee has a place on the international level helping to connect the Kiwanis Family branches. This year, we worked to connect with Key Club seniors with Key Club Senior Night and with Kiwanis members through expanding the Kiwanis Mentorship program by creating documentation and toolkits for districts to start their own program. Moving forward the committee can branch out by connecting with the other Kiwanis Family branches and helping clubs and districts personally connect with their Kiwanis Family counterparts.

Finance Committee Update - Amanda Lang

Chair Projects

1. Dues proposal
   a. Led discussions on dues proposal
   b. Determined financially viable per-member dues amount and submitted recommendations.

Committee Projects

1. Club outreach
   a. Held Personal Finance workshop led by representative from Edward Jones.
   b. Mock-presented and submitted Road to CKIx "Funding for Tomorrow" workshop.
2. Membership models
   a. Completed membership prediction based on previous membership data and past three years' MRF data.
3. Amendment town halls

Committee Collaborations

1. CKIx/Service/Finance Committee Road to CKIx workshop

Year End Review

This committee served an advisory role for the Circle K International Board. The paramount project was the dues proposal, in which we used statistic-based evidence to recommend a per-member dues amount that would attempt to both sustain the organization and appeal to members. To do this, we communicated heavily with general members, collected data from surveys, and analyzed that data. In addition, we assisted with club and district outreach related to finances.

Future Recommendations

1. I would like to see CKI become more student-led. I think we could put more effort into discovering why the general member joins and remains in CKI, and tailor our programs to that. I believe CKI values inclusivity, and would appreciate more decision making power being delegated to members.
    a. Across the organization, I'd like to see more participation in policymaking. Currently, the way our bylaws are set up, only the most active members are able to make significant change in how the organization runs; however, they are the minority. For example, the dues amendment submission process could be more straightforward.
2. That being said, from my committee's research and my interactions with other CKI members, I'd personally like to make CKI's expenses more transparent. Not only do I think members would be more willing to pay dues if they knew exactly where their money went, but I also believe it is an ethical action. I am not suggesting we publicize international expenses, but that we make it easier for members to find that information if they choose to.

CKIx Committee Update - Isabelle Wang

The CKIx Committee has not given an update for May-June as they were working diligently to plan for the Education Leadership Conference. Please direct any questions to International Vice President Joey Cain (vicepresident@circlek.org).

Please see the two reports completed by the Research & Development Committee. Please reach out to Trustee Tyler Kearns (trusteetyler@circlek.org) or Vice President Joey Cain (vicepresident@circlek.org) with any questions.

October 2020 Research Report

Prepared by the 2020-2021 International Research & Development Committee

The Circle K International Research and Development Committee conducted research on four topics during the month of October. These topics included changes other organizations have implemented in their recruitment strategies, meeting format, and financial obligations in response to the COVID-19 pandemic as well as member discounts offered by other organizations. After conducting this research, the Committee made the following recommendations for Circle K International:

1. Circle K International should establish a recruitment guide for the three school environments, (community college, public school and private school,) focusing primarily on recruiting virtually.
2. Circle K International should recommend safety guidelines while recruiting and hosting welcome events that take place in-person.
3. Circle K International should formulate a base outline structure for online meetings to send to clubs including ice breaker ideas.
4. Circle K International should suggest useful technologies applicable to clubs of various sizes, as well as the typical events held by clubs.
   a. Google Meets and Microsoft Teams for clubs that are smaller with less money.
   b. Zoom and WebEx for clubs that are larger with a bigger budget.
   c. Discord for clubs that focus on fellowship.
5. Circle K International should help to address disparities in resources available to clubs from different types of institutions.
6. Circle K International should consider prioritizing stability and maintaining existing clubs and membership over expansion during the COVID-19 crisis.

7. Circle K International should offer a range of member discounts of various categories to make the membership attractive to a variety of people.
8. Circle K International should decide on implementation of member benefits from a student perspective and their relevance to student members.
    a. Eg. Member events, food discounts, professional discounts related to tools (such as Zoom) or professional development discounts for certification programs seem most relevant.

The following report contains the details of the research conducted.

Recruitment During the COVID-19 Pandemic

Research conducted by Research Associate Emily Reale

Methods

Recruitment methods during COVID-19 were researched first by identifying the types and variety of club structures within Circle K International by surveying the membership of the committee. The three categories, Socially Distanced (in-person classes and events permitted), Hybrid (some in-person classes or events, mostly online), and online (all virtual) were established. Following this, recruitment methods between organizations similar to Circle K International, Alpha Phi Omega and Omega Phi Alpha, were identified.

Additionally, recruiting methods and resources between community colleges, public universities, and private colleges were researched through comparing college websites for club information.

Data and Information Collected

Both Alpha Phi Omega and Omega Phi Alpha had created recruiting guides for their members that took into account the circumstances of COVID-19. In both accounts, virtual recruitment depended largely on the accessibility of the club to prospective members. This meant establishing effective online social media sites and advertising on college websites prior to recruitment season. For socially distanced and hybrid events, the Omega Phi Alpha guide included ideas for what type of room size and materials were needed to host a recruiting event while in the era of covid-19. This included booking larger rooms under 25% capacity, providing hand sanitizer for attendees, standing 6 ft apart, and having multiple sessions.

For socially distanced campuses, Omega Phi Alpha suggested a drive-thru or speed dating projects, focusing on quicker interactions with less mingling to reduce infection. For hybrid campuses, the suggestion was to keep recruitment efforts online to promote attendance and only host necessary projects in-person (i.e. service projects). Informational sessions could be live on

social media whereas other welcome week projects took place with virtual and in-person options. There were very few resources provided for virtual recruitment.

When comparing three community colleges within the same general vicinity of Los Angeles County, there were still great differences between their general operations and on-campus support. Pasadena City College hosted an online club rush with videos promoting their club. They also have a student portal more reminiscent of larger colleges in the area. Los Angeles City College, on the other hand, had a very delayed club rush and no access to club information besides an outdated page. Finally, Mt. San Antonio College had a list of clubs meeting on campus but no additional information. None of the three colleges provided Zoom accounts or other online support for campus clubs. They often relied on support from other nearby clubs for links or from advisors in order to host club meetings. Public and private universities were, for the most part, able to provide Zoom accounts for their students. However, this depended largely on the budget of the university. Typically, these colleges provided a platform for clubs to host informational sessions and other networking opportunities with potential members. Colleges and universities dependent on public funding saw the greatest impact on campus life.

Conclusions

1. Proper marketing of recruitment events and a consistent platform of communication have become essential tools to online recruitment
2. Other organizations have clear guidelines for safety when hosting in-person projects, especially in regards to recruitment
3. COVID-19 has widened the financial gap between some colleges and universities, reducing their ability to promote campus life and their clubs

Recommendations

1. Circle K International should establish a recruitment guide for the three school environments, community college, public school, and private school, focusing primarily on recruiting virtually.
2. Circle K International should recommend safety guidelines while recruiting and hosting welcome events that take place in-person.

Online Meetings and Events During the COVID-19 Pandemic

Research conducted by Research Associates Emily Reale and Reagan Robinson

Methods

      The leading sources for this topic were a TED Talk by Priya Parker, a conflict mediator and author, and virtual icebreakers from the company Management Training Specialists. These were found through Google searches.

      Information for online events was collected through browsing through various Circle K International clubs' Instagram accounts, as well as the accounts for other organizations such as sororities and fraternities. Virtual fellowship ideas and technologies for online meetings were collected from this research.

Data and Information Collected

      According to Priya Parker's Ted Talk on online meetings, there are recommendations she gives to hold an online meeting that connects people. The recommendations she gives are to clarify the purpose of each meeting, encourage varied meeting locations for each member, have a clear host of the meeting, keep an opening ritual, ask members to share what they are doing with one another, and employ breakout rooms to discuss personal items or to discuss something related to the meeting.

      According to Management Training Specialists, good icebreakers include "virtual coffee", virtual bingo, and a joke of the day. There is also an icebreaker called *Rose, Rose, Thorn, Bud* where a member says two happy things, a challenge, and something that they are looking forward to. Another icebreaker is called *Pass the Bucket* where a member shares a goal in their life (assumedly from their bucket list). A last icebreaker suggestion was *No Such Thing As A Bad Idea* where each member answers a given prompt related to the meeting.

      Virtual fellowship ideas are: color individually while on a group video call, video chat while taking a walk and share what you find, play Jackbox and other similar games, watch movies or TV shows together, and utilize breakout rooms to get to know one another.

Technologies available for online meetings are Zoom, Google Meets, WebEx, Remind101, Discord, Slack, GroupMe, Microsoft Teams, and social media. Zoom and Webex require a subscription to be used; however, breakout rooms can be used here. Google Meets allows group meetings up to 8 members; however, then a subscription is required and Google Meets does not allow breakout rooms. Discord and Slack can be used without a subscription and 'breakout' rooms can be easily formulated. Microsoft Teams currently allows their apps to be used without subscription. Remind101 and GroupMe are two free messaging apps to contact members without having to use their phone numbers.

Conclusions

1. There needs to be a set structure to online meetings where people know what to expect; however, the structure needs to keep members engaged with one another.
2. Icebreakers should be varied to keep the meeting interesting, as well as to keep members engaged with the meeting.
3. There are many technologies that are out there to facilitate a productive meeting. It is up to the club to choose which technologies work best for the size of their club.

Recommendations

1. Formulate a base outline structure for online meetings to send to clubs including ice breaker ideas.
2. Suggest useful technologies applicable to clubs of various sizes, as well as the typical events held by clubs.
   a. Google Meets and Microsoft Teams for clubs that are smaller with less money.
   b. Zoom and WebEx for clubs that are larger with a bigger budget.
   c. Discord for clubs that focus on fellowship.

Financial and Administrative Changes During the COVID-19 Pandemic

Research conducted by Research Associates Kai Jun Ma and Jackson Traas

Methods

Information was primarily collected through other organizations and government websites. A look into the administrative and financial support available to non-profit organizations was acquired by researching the COVID-19 response by the Canadian Government, UNICEF, WE, and various media. The financial response of other organizations relating to dues structure and grants of the organizations Friends of the Children, The Elks National Foundation, Alpha Phi Omega, and ASCE (American Society of Civil Engineers) to COVID-19 were considered because of similarities those organizations share with Circle K International (either chapter or college-based).

Data and Information Collected

In general, it was very difficult to find any type of information on other organization's dues structure, especially whether it was modified due to COVID-19. Every fraternity and sorority website requires a user log-in to access any type of financial information, and many other national and international student groups have a similar log-in interface required to access their resources. It appears that Alpha Phi Omega, a volunteer-based college student organization, has not adapted their dues structure because of COVID-19. Habitat for Humanity no longer requires a dues payment by college chapters, though it was unclear whether this was a pre-planned action as it is permanent and not for only this year.

In regards to general finances, the nonprofit organization Friends of the Children, which has 22 chapters across the US and UK, has been commended as a model for prospering during the pandemic. Their current leader attributes their success to prioritizing stability by pivoting away from national expansion campaigns to focus on the chapters already in place. While the organization typically distributes 80% of its funds to local chapters, it increased that value this

year (though they did not say by how much), and leaned heavily on an aggressive digital fundraiser campaign strategy. Meanwhile, the Elks National Foundation, an organization similar to Kiwanis International, paused all long-term grant submissions by chapters because they believe there are too many unknowns related to when and where larger gatherings will be allowed to occur.

A point of discussion that arose during an R&D meeting was the disparity in resources provided to student groups between 4-year private, 4-year public, and 2-year universities and colleges. Though not inherently financial, free access to otherwise expensive products/services such as Zoom appears to be more common at larger schools. Since COVID-19 began, many "list" articles have been written that provide resources that are currently available for free to the nonprofit sector. The article from the magazine Entrepreneur is very comprehensive. Of note, Microsoft Teams and Mailchimp have expanded free plans. There are also resources from the Canadian and US Federal government in the form of emergency wage and commercial rent assistance subsidies that may be applicable to some students. With financial resources at a premium, organizations such as WE have turned to heavily relying on virtual media to further their mission.

Conclusions

1. Almost all member-based organizations require a user log-in to access their national/international website to access information regarding dues and club finances.
2. Other organizations have paused, adapted, or increased flexibility in their grant and expansion processes to account for the external circumstances brought on by COVID-19.
3. There are various grants/funding available for non-profit organizations from governments and student unions.

Recommendations

1. Circle K International should help to address disparities in resources available to clubs from different types of institutions.

2. Circle K International should consider prioritizing stability and maintaining existing clubs and membership over expansion during the COVID-19 crisis.

Member Discounts

Research conducted by Research Associates Kai Jun Ma and Jackson Traas

Methods

Information on member benefits from other organizations was collected from organization websites. We focused on 3 specific organizations. We researched Rotaract and Alpha-Phi Omega (APO), both service organizations similar to CKI allowing better comparison. The third organization we researched was American Society of Civil Engineers (ASCE) which has international membership open to all eligible civil engineers globally. We looked at ASCE, a less service oriented organization to add a different perspective to our study. We also looked at information from a survey conducted on members of US organizations to gather data directly from members' perspectives on what they considered the best member benefits. Popular member benefits were found by researching organization websites and from secondary sources, such as articles.

Data and Information Collected

According to Rotaract's website, they have five main, overlapping categories of member discounts: Gifts & Flower, Insurance & Health, Rotarian Businesses, Services, Shopping, and Travel. Notably, they offer discounts to services and tools useful to students such as Zoom, Lenovo, and Freewill. They also have many travel related discounts for hotels and airlines and entertainment related discounts including those related to sports games, concerts, and shopping. Alpha-Phi Omega's (APO's) member discounts cannot be viewed by the public, but APO's member benefits do include scholarships and a Certified-Nonprofit Professional (CNP) certification program offered by the Nonprofit Leadership Alliance and created for emerging leaders working in the nonprofit sector. The program is offered to current members at a discounted rate of $300 and to Alumni at $1360-1700 depending on year of graduation. While not a service organization, the American Society of Civil Engineers (ASCE) also offers discounts on professional development tools such as books, standards, and journals.

To answer the question of which member discounts are common and which are preferred, we looked at a survey that was a part of the National Attitudes, Awareness, and Usage Study done on members paying less than $250 annually to any kind of exhibit-based cultural organization in the US. The survey identified the top 3 member benefits as 1) admission, 2) supporting the organization's mission, and 3) discounted guest tickets. Because of the difference between CKI and the type of organization of which the surveyed members were a part, the top member benefits that are relevant to CKI from this survey is 1) supporting the organization's mission, 2) member events, and 3) food discount. It is worth noting that while researching other organizations, we also found Geico to be a commonly listed member benefit. The extensive list of organizations with Geico insurance as a member benefit found on their website does confirm its ubiquity. But as with all the common member discounts discussed, ubiquity does not confirm its popularity among members. For example, Geico is not available globally and not all students have a need for Geico insurance either because they do not have a car or because they already have other insurance.

Conclusions

1. Common member discounts in service and non-service organizations are in several categories: a) insurance, b) travel, and c) professional tools/services/development.
2. While there may be correlation between common member discounts and preferred member discounts, the relevance of common member discounts to CKI and its student members need to be considered.

Recommendations

1. Circle K International should offer a range of member discounts of various categories to make the membership attractive to a variety of people.
2. Circle K International should decide on implementation of member benefits from a student perspective and their relevance to student members.

a. Eg. member events, food discounts, professional discounts related to tools (such as Zoom) or professional development discounts for certification programs seem most relevant.

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Report on November 2020 Survey of Circle K International Membership

CKI
Circle K
International

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Report approved by the Committee on February 17, 2021

The November 2020 Survey of Circle K International Membership was conducted by the Circle K International Research and Development Committee to obtain general knowledge about the membership, including information on demographics, CKI program knowledge, Kiwanis family background and experience and other related topics.

The survey was open for responses from November 15, 2020 through December 15, 2020. The survey was publicized through emails to the Circle K International membership, social media posts, and word of mouth. A total of 195 responses were received in the collection period.

Members of the Research and Development Committee each analyzed the survey through a different lens of analysis. This report is the result of 7 weeks of careful analysis by the Committee.

Key findings from the survey are as follows:

Detailed Findings

Demographics of Responses

Responses were collected from members across 30 unique districts. The breakdown of how many responses came from each district is shown in Figure 1A. The percentage of responses from each district is compared to the percentage of overall Circle K International membership from each district, according to the year-end membership totals from the 2019-2020 year, in Figure 1B.

Figure 1A. Responses By District

District	Total Responses Received	% of Overall Responses Received
Alabama	24	12.31%
California-Nevada-Hawaii	30	15.38%
Capital	3	1.54%
Caribbean	25	12.82%
Carolinas	1	0.51%
Eastern Canada	7	3.59%
Florida	6	3.08%
Georgia	4	2.05%
Illinois-Eastern Iowa	4	2.05%
Indiana	7	3.59%
Japan	0	0.00%
Kansas	1	0.51%
Kentucky-Tennessee	5	2.56%
Louisiana-Mississippi-W. Tennessee	4	2.05%
Michigan	2	1.03%
Minnesota-Dakotas	6	3.08%
Missouri-Arkansas	0	0.00%
Montana	0	0.00%
Nebraska-Iowa	3	1.54%
New England	5	2.56%
New Jersey	5	2.56%

	Total Responses Received	% of Overall Responses Received
New York	7	3.59%
Ohio	3	1.54%
District	**Total Responses Received**	**% of Overall Responses Received**
Pacific Northwest	4	2.05%
Panama	1	0.51%
Pennsylvania	4	2.05%
Philippine Luzon	0	0.00%
Rocky Mountain	1	0.51%
Southwest	5	2.56%
Taiwan	0	0.00%
Texas-Oklahoma	9	4.62%
Utah-Idaho	0	0.00%
West Virginia	2	1.03%
Western Canada	6	3.08%
Wisconsin-Upper Michigan	11	5.64%

Figure 1B. Percentage of Responses vs. Overall Circle K International Membership

District	% of Overall Responses Received	% of Overall Membership
Alabama	12.31%	3.28%
California-Nevada-Hawaii	15.38%	21.71%
Capital	1.54%	4.58%
Caribbean	12.82%	6.91%
Carolinas	0.51%	3.38%
Eastern Canada	3.59%	0.86%
Florida	3.08%	3.19%
Georgia	2.05%	3.39%
Illinois-Eastern Iowa	2.05%	1.85%
Indiana	3.59%	2.83%
Japan	0.00%	0.16%
Kansas	0.51%	1.54%
Kentucky-Tennessee	2.56%	1.22%
Louisiana-Mississippi-W. Tennessee	2.05%	1.73%
Michigan	1.03%	3.39%
Minnesota-Dakotas	3.08%	2.22%
Missouri-Arkansas	0.00%	0.67%
Montana	0.00%	0.30%

District	% of Overall Responses Received	% of Overall Membership
Nebraska-Iowa	1.54%	2.03%
New England	2.56%	2.15%
New Jersey	2.56%	2.79%
New York	3.59%	7.99%
Ohio	1.54%	1.94%
Pacific Northwest	2.05%	2.65%
Panama	0.51%	0.00%
Pennsylvania	2.05%	4.72%
Philippine Luzon	0.00%	1.39%
Rocky Mountain	0.51%	1.27%
Southwest	2.56%	1.85%
Taiwan	0.00%	0.37%
Texas-Oklahoma	4.62%	3.19%
Utah-Idaho	0.00%	0.09%
West Virginia	1.03%	0.38%
Western Canada	3.08%	0.92%
Wisconsin-Upper Michigan	5.64%	3.06%

Respondents were also asked which year they are in school. The breakdown of responses is shown in Figures 2A and 2B.

Figure 2A. Responses By Year In School.

Year in School	Number of Responses	% of Overall Responses
1st Year Undergraduate	51	26.15%
2nd Year Undergraduate	47	24.10%
3rd Year Undergraduate	51	26.15%
4th Year Undergraduate	33	16.92%
5th Year Undergraduate	5	2.56%
Graduate/Medical School/Law School/Etc.	8	4.10%

Figure 2B. Chart of Responses By Year In School
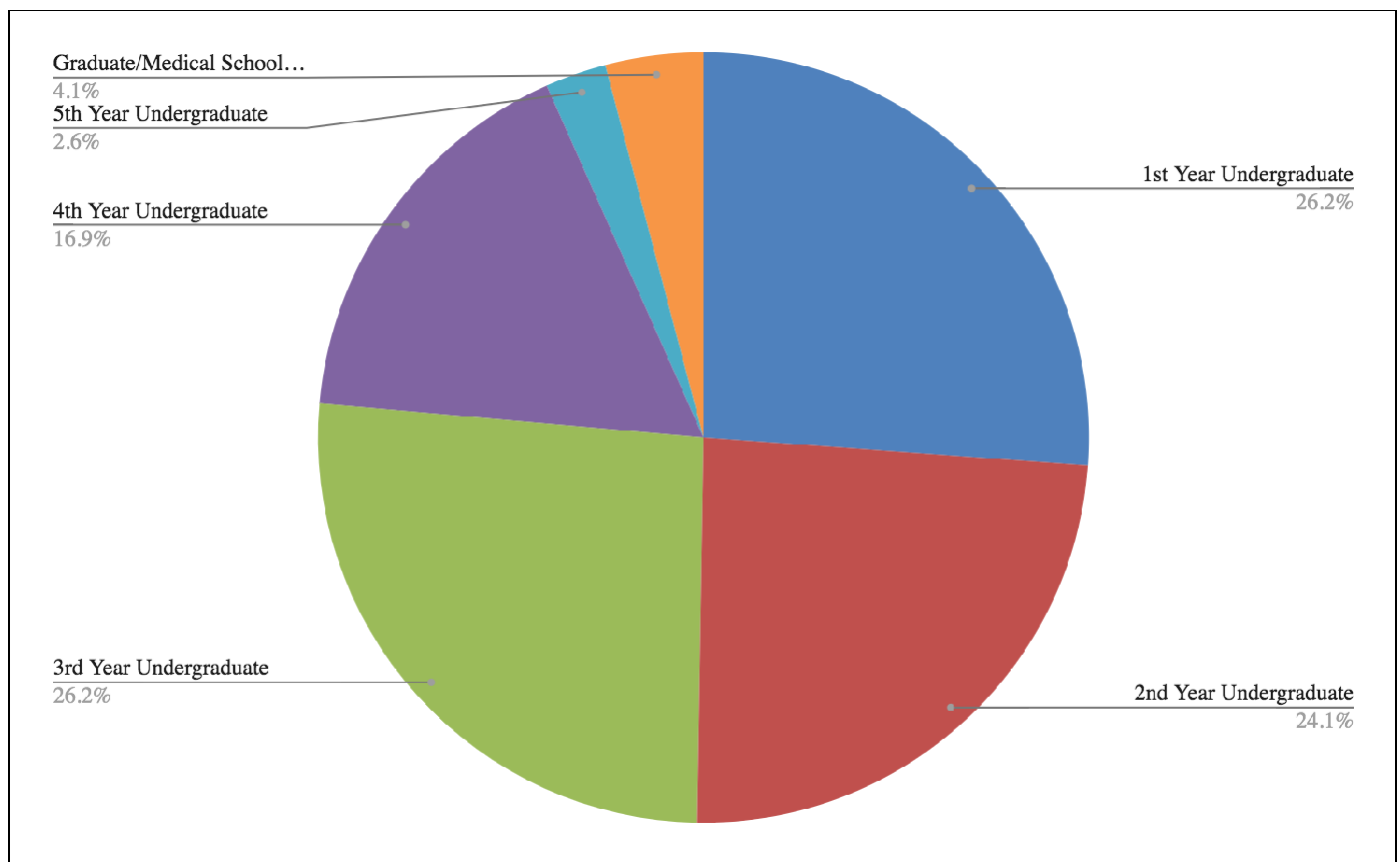
Respondents were asked what type of institution they attend. The breakdown of those responses is shown in Figures 3A and 3B.

Figure 3A. Responses By Institution Type

Institution Type	Number of Responses	% of Overall Responses

Public University	155	79.49%
Private University	30	15.38%
Community or Technical College	10	5.13%

Figure 3B. Chart of Responses By Institution Type
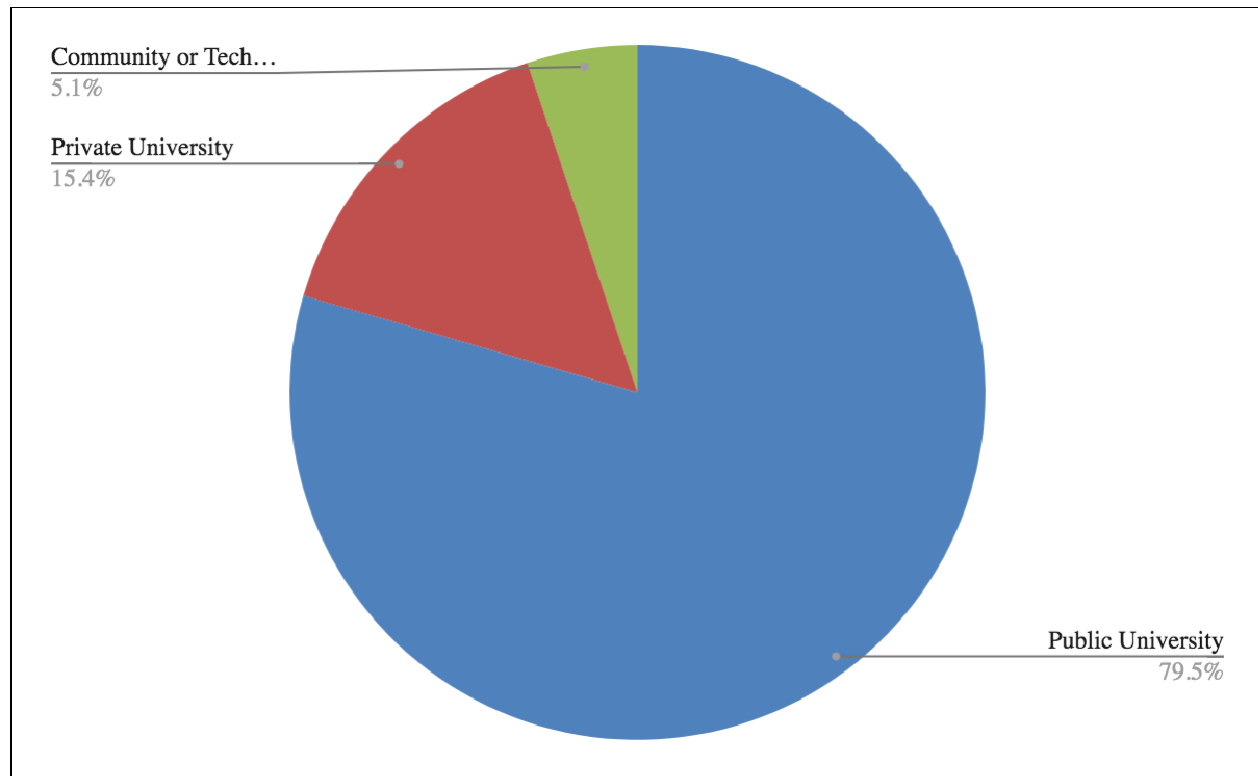
The final demographic question asked respondents what levels of leadership positions they currently hold in Circle K International. Some respondents held positions at more than one level. A breakdown of responses is shown in Figures 4A and 4B.

Figure 4A. Responses By Level(s) of Leadership Position(s)

Level(s) of Leadership Position(s)	Number of Responses	% of Overall Responses
General Member	98	50.26%
Club Officer	60	30.77%
District Officer	41	21.03%

| International Officer | 7 | 3.59% |

Figure 4B. Chart of Responses By Level(s) of Leadership Position(s)
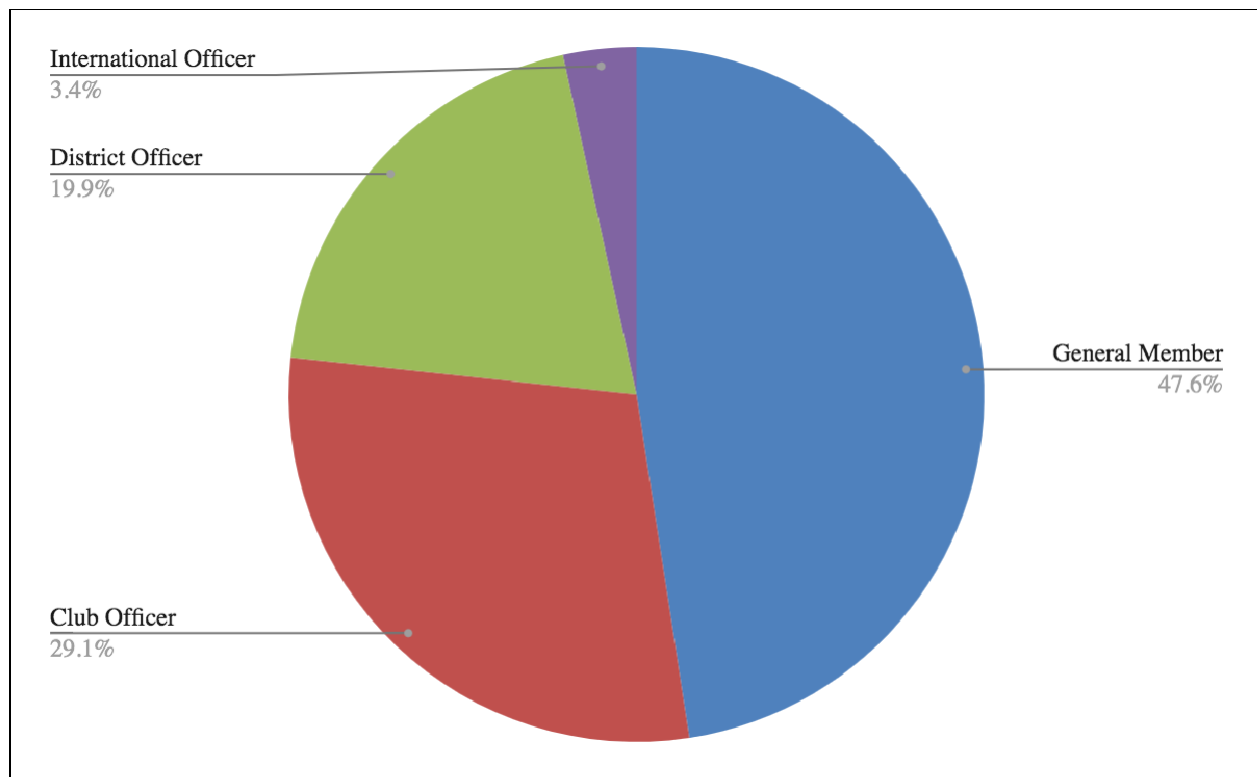
Pandemic Response

Three questions on the survey related to the effects of the COVID-19 Pandemic on Circle K International members. The first of these asked respondents how their institution would be holding classes for the next (Spring 2021) term. Figure 5A shows the breakdown of overall responses and Figure 5B shows the breakdown of responses by district.

Figure 5A. Chart of How Classes Are Being Held Next Term (Spring 2021) Overall

Figure 5B. How Classes Are Being Held Next Term (Spring 2021) By District

District	% In-Person	% Hybrid	% Online	% Unsure	% Other
Alabama	25.00%	**37.50%**	0.00%	**37.50%**	0.00%
California-Nevada-Hawaii	0.00%	6.67%	**93.33%**	0.00%	0.00%
Capital	0.00%	0.00%	**66.67%**	33.33%	0.00%

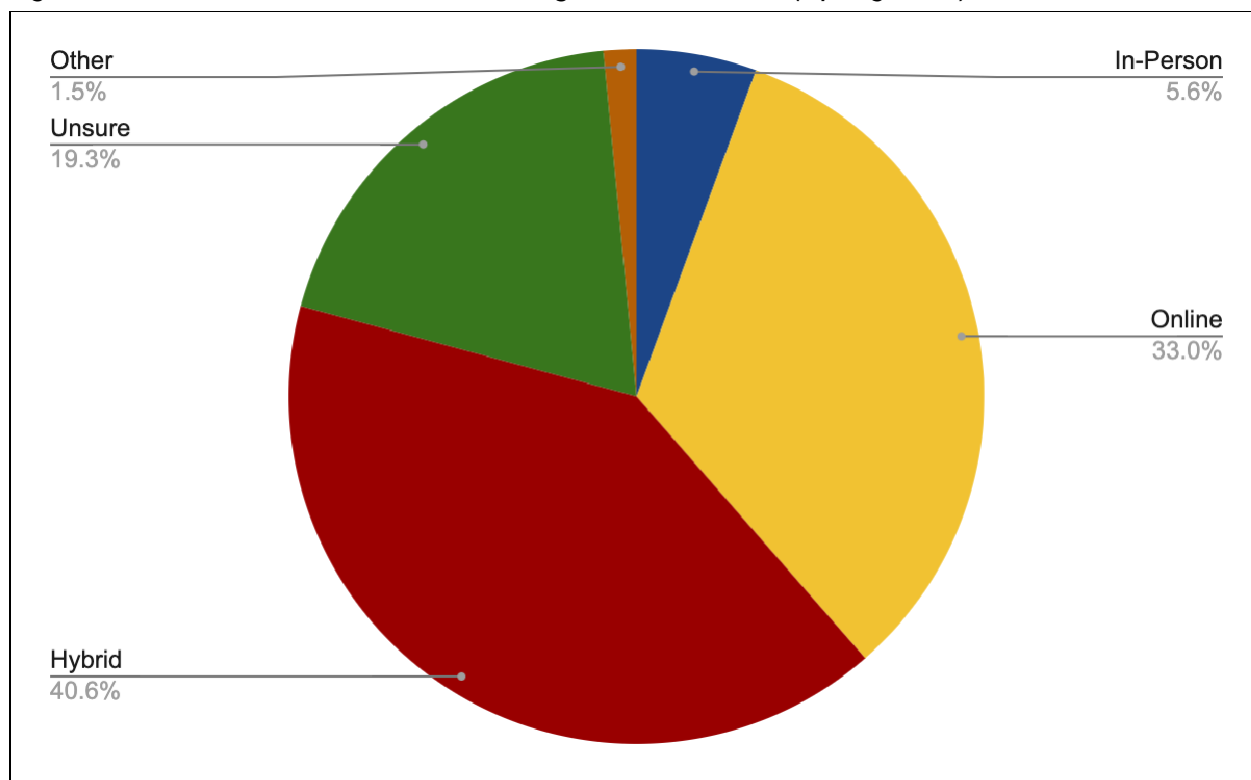| District	% In-Person	% Hybrid	% Online	% Unsure	% Other
Caribbean	0.00%	8.00%	40.00%	**52.00%**	0.00%
Carolinas	0.00%	0.00%	0.00%	**100.00%**	0.00%
Eastern Canada	0.00%	14.29%	**71.43%**	14.29%	0.00%
Florida	16.67%	0.00%	**50.00%**	33.33%	0.00%
Georgia	0.00%	**75.00%**	0.00%	25.00%	0.00%
Illinois-Eastern Iowa	0.00%	**75.00%**	25.00%	0.00%	0.00%
Indiana	0.00%	**100.00%**	0.00%	0.00%	0.00%
Kansas	**100.00%**	0.00%	0.00%	0.00%	0.00%
Kentucky-Tennessee	0.00%	40.00%	**60.00%**	0.00%	0.00%
District	**% In-Person**	**% Hybrid**	**% Online**	**% Unsure**	**% Other**
Louisiana-Mississippi-W. Tennessee	0.00%	**25.00%**	**25.00%**	**25.00%**	**25.00%**
Michigan	0.00%	0.00%	**100.00%**	0.00%	0.00%
Minnesota-Dakotas	0.00%	**83.33%**	16.67%	0.00%	0.00%
Nebraska-Iowa	0.00%	**66.67%**	0.00%	33.33%	0.00%
New England	0.00%	**60.00%**	20.00%	20.00%	0.00%
New Jersey	0.00%	**60.00%**	20.00%	20.00%	0.00%
New York	0.00%	**71.43%**	0.00%	28.57%	0.00%
Ohio	0.00%	**66.67%**	0.00%	33.33%	0.00%
Pacific Northwest	0.00%	**75.00%**	25.00%	0.00%	0.00%
Panama	0.00%	0.00%	**100.00%**	0.00%	0.00%
Pennsylvania	0.00%	**75.00%**	0.00%	25.00%	0.00%
Rocky Mountain	0.00%	**100.00%**	0.00%	0.00%	0.00%
Southwest	0.00%	**100.00%**	0.00%	0.00%	0.00%
Texas-Oklahoma	11.11%	**55.56%**	11.11%	11.11%	11.11%
West Virginia	0.00%	**100.00%**	0.00%	0.00%	0.00%
Western Canada	0.00%	**50.00%**	**50.00%**	0.00%	0.00%
Wisconsin-Upper Michigan	9.09%	**72.73%**	0.00%	9.09%	9.09%

The second question related to the pandemic asked respondents if they were comfortable attending in-person events. Four responses to this specific question were ignored because respondents selected a stray 'Option 3' rather than "Yes" or "No." Figure 6A shows the overall breakdown of responses, Figure 6B shows the breakdown of responses by district, and Figure 6C shows the breakdown of responses based on institution type.

Figure 6A. Chart of Comfort Levels For Attending In-Person Events
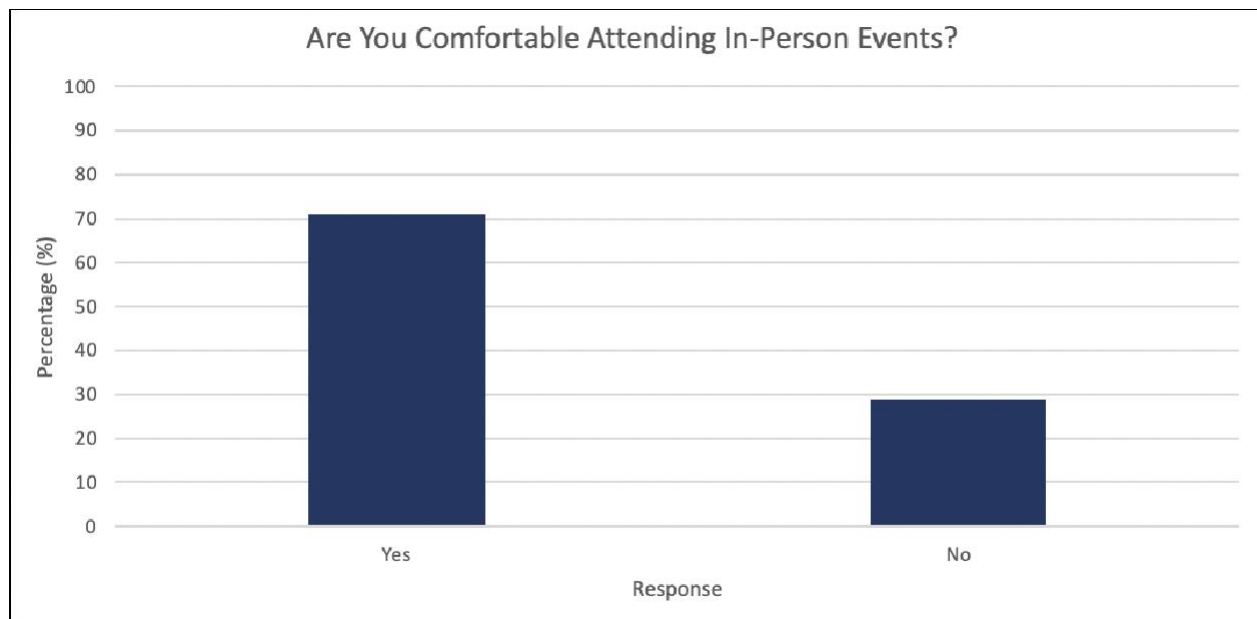
Figure 6B. Comfort Levels For Attending In-Person Events By District

District	% Yes	% No
Alabama	**91.67%**	4.17%
California-Nevada-Hawaii	46.67%	**53.33%**
Capital	**100.00%**	0.00%
Caribbean	**84.00%**	16.00%
Carolinas	**100.00%**	0.00%
Eastern Canada	28.57%	**71.43%**
Florida	**50.00%**	33.33%
Georgia	**100.00%**	0.00%

Illinois-Eastern Iowa	**50.00%**	**50.00%**
Indiana	**71.43%**	14.29%
Kansas	**100.00%**	0.00%
Kentucky-Tennessee	**60.00%**	20.00%
Louisiana-Mississippi-W. Tennessee	**100.00%**	0.00%
Michigan	0.00%	**100.00%**
Minnesota-Dakotas	**66.67%**	33.33%
Nebraska-Iowa	**100.00%**	0.00%
New England	20.00%	**80.00%**
New Jersey	**60.00%**	40.00%
New York	**100.00%**	0.00%
District	**% Yes**	**% No**
Ohio	33.33%	**66.67%**
Pacific Northwest	**75.00%**	25.00%
Panama	0.00%	**100.00%**
Pennsylvania	**75.00%**	25.00%
Rocky Mountain	0.00%	**100.00%**
Southwest	**80.00%**	20.00%
Texas-Oklahoma	**77.78%**	22.22%
West Virginia	**50.00%**	**50.00%**
Western Canada	**66.67%**	33.33%
Wisconsin-Upper Michigan	**81.82%**	18.18%

Figure 6C. Comfort Levels For Attending In-Person Events By Institution Type

Institution Type	% Yes	% No
Community or Technical College	**87.5%**	12.5%
Private University	**70%**	30%
Public University	**70%**	30%

Figure 6D. Comfort Levels For Attending In-Person Events By Year in School

Year in School	% Yes	% No
1st Year	64.00%	36.00%
2nd Year	82.00%	18.00%
3rd Year	68.00%	32.00%
4th Year	78.00%	22.00%
5th Year or More	46.00%	54.00%

The third question related to the pandemic asked respondents how the pandemic affected their personal disposable income. There were five options for respondents to choose from: strongly negatively affected, moderately negatively affected, not affected, moderately positively affected, and strongly positively affected. Figure 7A shows the overall breakdown of responses, Figure 7B shows the breakdown of responses by district, Figure 7C shows the breakdown of responses by institution type, and Figure 7D shows the breakdown of responses by year in school.

Figure 7A. Chart of Income Effects Due to the Pandemic

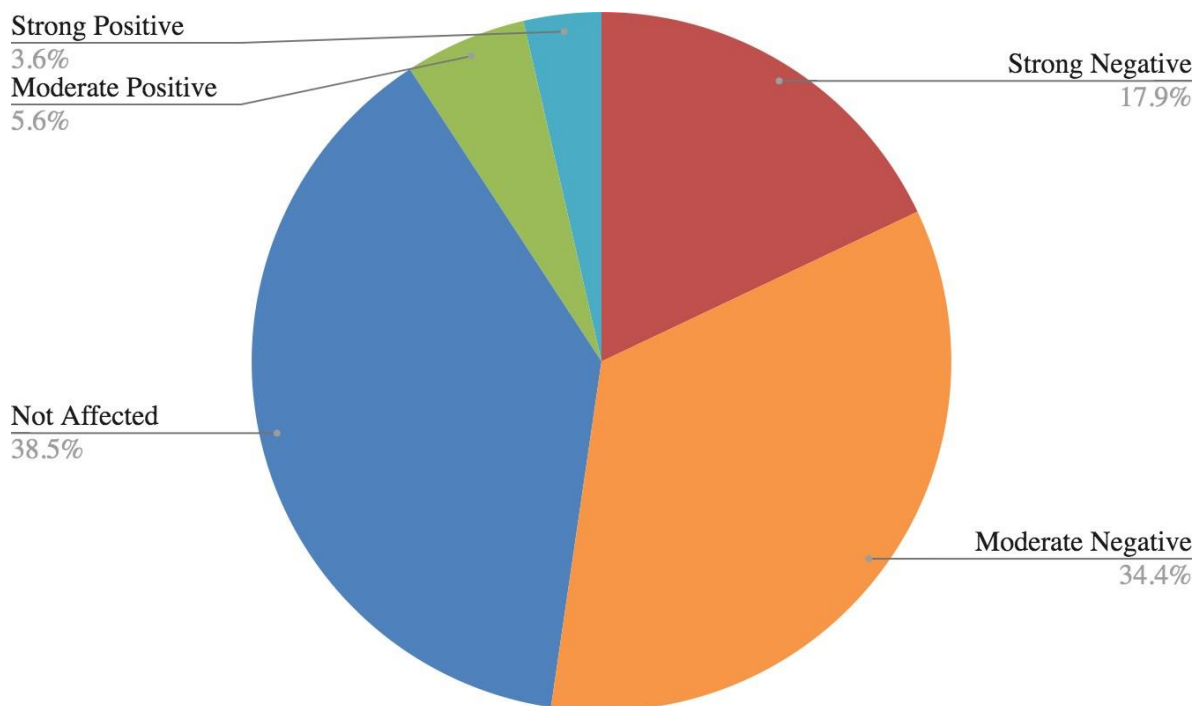*Figure 7B. Income Effects Due to the Pandemic by District*

District	% Strongly Negative	% Moderately Negative	% Not Affected	% Moderately Positive	% Strongly Positive
Alabama	12.50%	29.17%	**45.83%**	8.33%	4.17%
California-Nevada-Hawaii	10.00%	**46.67%**	33.33%	6.67%	3.33%
Capital	0.00%	0.00%	**100.00%**	0.00%	0.00%

District	% Strongly Negative	% Moderately Negative	% Not Affected	% Moderately Positive	% Strongly Positive
Caribbean	**40.00%**	24.00%	12.00%	8.00%	16.00%
Carolinas	0.00%	0.00%	**100.00%**	0.00%	0.00%
Eastern Canada	14.29%	**42.86%**	**42.86%**	0.00%	0.00%
Florida	**33.33%**	16.67%	16.67%	16.67%	16.67%
Georgia	**50.00%**	0.00%	**50.00%**	0.00%	0.00%
Illinois-Eastern Iowa	0.00%	**50.00%**	**50.00%**	0.00%	0.00%
Indiana	14.29%	28.57%	**57.14%**	0.00%	0.00%
Kansas	0.00%	0.00%	**100.00%**	0.00%	0.00%
Kentucky-Tennessee	20.00%	20.00%	**60.00%**	0.00%	0.00%
Louisiana-Mississippi-W. Tennessee	**75.00%**	0.00%	25.00%	0.00%	0.00%
Michigan	0.00%	**100.00%**	0.00%	0.00%	0.00%
Minnesota-Dakotas	**50.00%**	16.67%	33.33%	0.00%	0.00%
District	**% Strongly Negative**	**% Moderately Negative**	**% Not Affected**	**% Moderately Positive**	**% Strongly Positive**
Nebraska-Iowa	0.00%	33.33%	**66.67%**	0.00%	0.00%
New England	0.00%	**40.00%**	20.00%	**40.00%**	0.00%
New Jersey	0.00%	**80.00%**	20.00%	0.00%	0.00%
New York	28.57%	**42.86%**	28.57%	0.00%	0.00%
Ohio	0.00%	**66.67%**	33.33%	0.00%	0.00%
Pacific Northwest	0.00%	**50.00%**	**50.00%**	0.00%	0.00%
Panama	0.00%	0.00%	**100.00%**	0.00%	0.00%
Pennsylvania	25.00%	25.00%	**50.00%**	0.00%	0.00%
Rocky Mountain	0.00%	0.00%	**100.00%**	0.00%	0.00%
Southwest	20.00%	**40.00%**	**40.00%**	0.00%	0.00%
Texas-Oklahoma	0.00%	**55.56%**	33.33%	11.11%	0.00%
West Virginia	0.00%	**50.00%**	**50.00%**	0.00%	0.00%
Western Canada	33.33%	16.67%	**50.00%**	0.00%	0.00%
Wisconsin-Upper Michigan	0.00%	36.36%	**54.55%**	9.09%	0.00%

Figure 7C. Income Effects Due to the Pandemic by Institution Type

	Strongly Negative	Mod. Negative	Not Affected	Mod. Positive
Community / Tech	0%	50%	30%	20%
Private	14%	38%	45%	3%
Public	21%	34%	40%	5%

Figure 7D. Income Effects Due to the Pandemic by Year in School

	Strongly Negative	Mod. Negative	Not Affected	Mod. Positive
First Year	16%	29%	51%	4%
Second Year	11%	37%	41%	11%
Third Year	20%	48%	28%	4%
Fourth Year	27%	30%	37%	7%
Fifth or More	31%	23%	46%	0%

Diversity, Equity, and Inclusion

The Circle K International Diversity, Equity, and Inclusion Task Force submitted two questions to include on the survey. These questions asked respondents about their gender identity and other additional identities. Figure 8 shows the overall breakdown of data about gender identities and Figure 9 shows the overall breakdown of additional identities in Circle K International.

Figure 8. Gender Identities in Circle K International

| Gender Identity	Total Responses	% of Overall Responses
Agender	14	7.18%
Cisgender-Woman	135	69.23%
Cisgender-Man	33	16.92%
Genderfluid	3	1.54%
Nonbinary	2	1.03%
Questioning	1	0.51%
Two-Spirit	1	0.51%
Other	6	3.08%

Figure 9. Additional Identities in Circle K International

Additional Identity	Total Responses	% of Overall Responses
Parent	8	4.10%
Adult Learner (25 years old or older)	9	4.62%
Adopted	9	4.62%
First-Generation College Student	56	28.72%
Foster Youth/Former Foster Youth	0	0.00%
Pell Grant Eligible	39	20.00%

Religious Minority	15	7.69%
Undocumented/DACAmented	0	0.00%
Veteran Status	0	0.00%
LGBTQ+	36	18.46%
Low Socioeconomic Status	36	18.46%
High Socioeconomic Status	5	2.56%
Blind/Low Vision	11	5.64%
Physical/Chronic Illness	5	2.56%
Deaf/Hard of Hearing	1	0.51%
Learning Disability	10	5.13%
Color Blind	0	0.00%
Psychological Disability	12	6.15%
Other	6	3.08%

Respondents were also asked which languages are read, spoken, and written by a majority of members in their home club. The following languages were choices: English, French, Japanese, Mandarin, Nepali, Portuguese, Spanish, Tagalog, and Other. Figure 10 shows the overall breakdown of responses.

Figure 10. Languages Spoken by Circle K International Members

Spanish
0.5%

English
99.5%
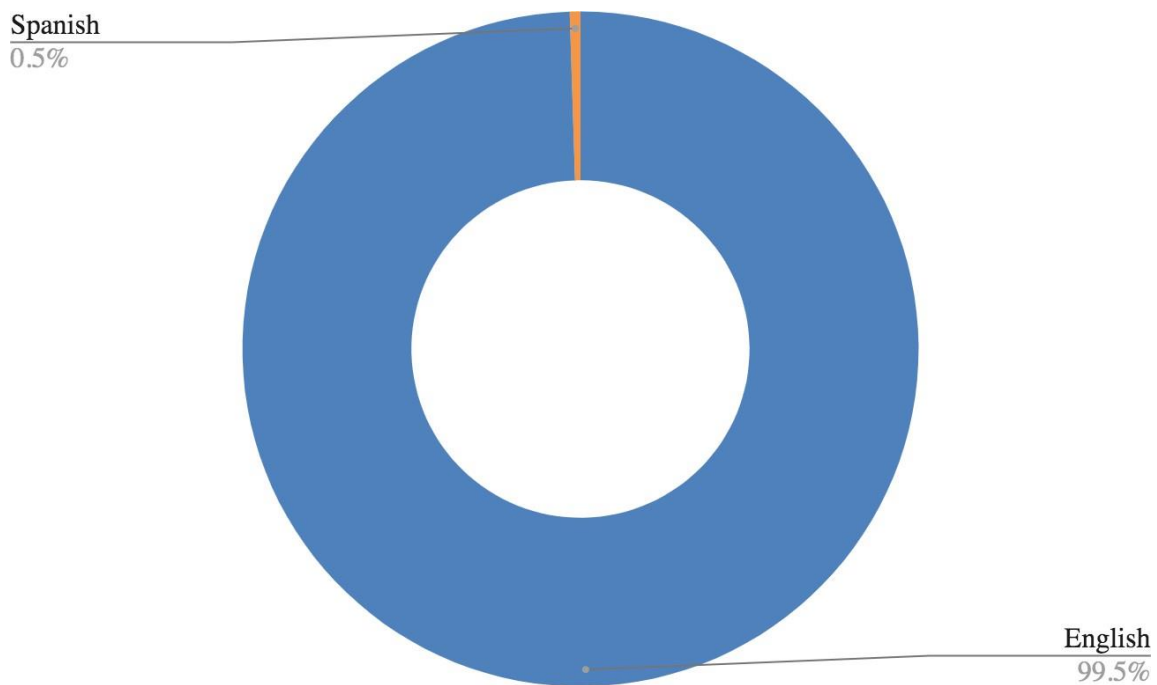
Social Media and Information

Methods/How You Researched

Data was collected using a survey sent to all CKI members from October 2020 to November 2020. Analysis and graphical representations were all done using Google Sheets. The goal of this analysis was to answer three questions regarding social media and information:

1. AUDIENCE: Who is following CKI social media?
2. ACCESSIBILITY: What factors affect members' ability to follow CKI social media?
3. EFFECTIVENESS: How effective has CKI social media been on giving members knowledge of common CKI initiatives/events?

Results and Discussion

AUDIENCE

We began by looking at on which social media platforms CKI had the most following. As seen in Fig. 1, CKI has the most following on Instagram, with 88.7% of survey responders following. Other platforms on which members follow CKI, listed in descending order of percentage of followers, are Facebook, LinkedIn, and Twitter. Focusing on CKI's two most followed platforms, first, second, and third year university students comprise most of CKI's Instagram followers, while first, second, third, and fourth year students comprise majority of Facebook followers. This may be due to response bias; that is, most of the survey respondents may be in first, second, third, and fourth year, reflecting the fact that the majority of student populations at universities are made up of first to fourth year students. In Fig. 2, similar biases possibly exist.

Fig. 2 again shows that platforms with the most to least followers are Instagram, Facebook, LinkedIn, and Twitter. Fig. 2 also shows that the top three districts with the most CKI social media followers are Alabama, California-Nevada-Hawaii, and Caribbean. Again, these results may be subject to the bias of population differences in the Districts or response bias; for example, Alabama, California-Nevada-Hawaii, and Caribbean may be the districts that advertised the survey the most. Hence, although it appears that students in specific years or

districts are more likely to be CKI's social media followers, data shown is likely affected by bias in survey response and student populations. However, it is very valuable to know CKI can reach the most audiences on Instagram and Facebook.
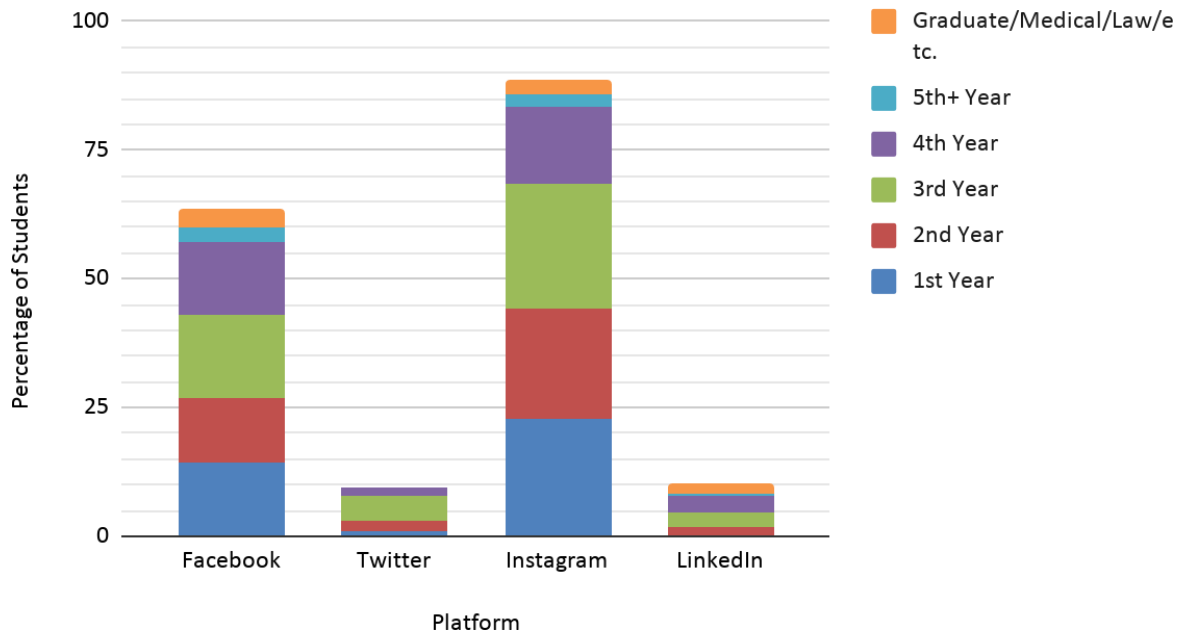

Figure 1. Percentage of students following specified platforms in each year.
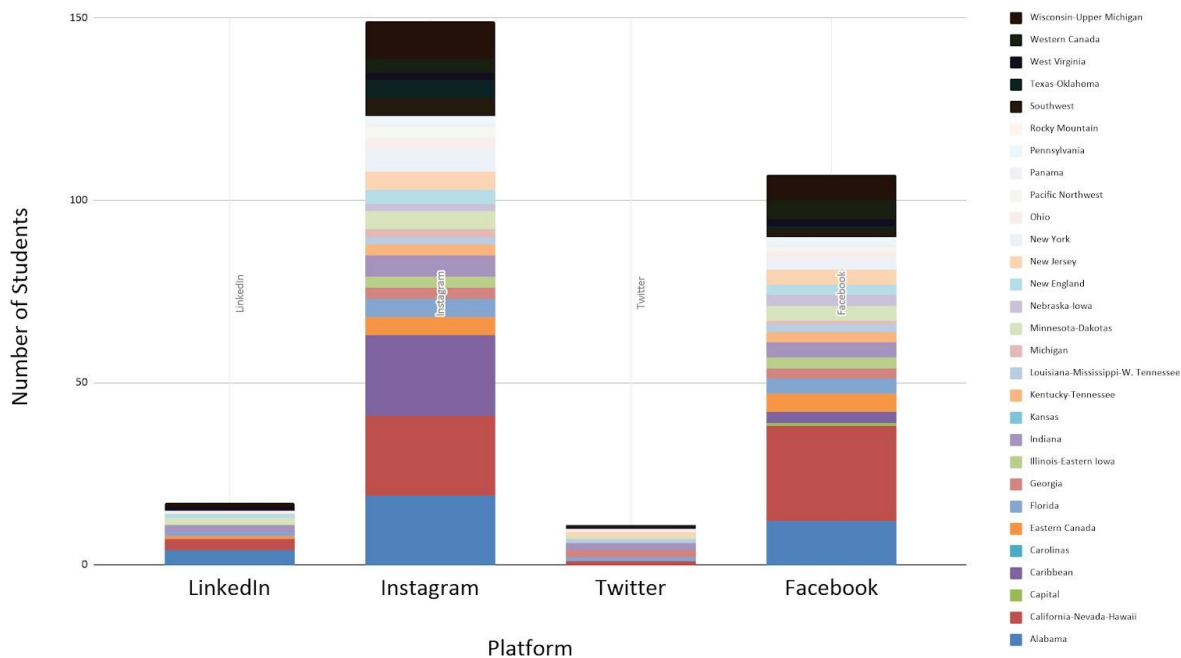
Figure 2. Number of students following specified platform in each district.

ACCESSIBILITY

Next, we looked at which social media platforms CKI members access and use. Fig. 3 shows that all social media platforms listed in the survey, Facebook, Twitter, Instagram, Snapchat, Pinterest, Reddit, and Tik Tok, can be accessed by and are used by members. Instagram is the most used social media platform, which is congruent with the fact that CKI has the most followers on Instagram. Facebook being the third most used social media platform by members is also congruent with fact that CKI has the second most followers on Facebook. Of note, is the fact that the second most used social media platform is Snapchat, which is not a platform currently being used by CKI. However, considering the nature of Snapchat and it commonly being used for personal purposes, Snapchat is not necessarily a platform for development of CKI social media presence.

Many CKI members use LinkedIn and Twitter (Fig. 3) but few members follow CKI on those platforms (Fig. 1). In the case of LinkedIn, low number of followers may be due to lack of activity on CKI's LinkedIn profile (there have been no posts) or due to members' lack of knowledge about the existence of CKI's LinkedIn profile. Although CKI's Twitter account is more

active than its LinkedIn account, the low number of Twitter followers seen in Fig. 1 could also be due to members' lack of knowledge about existence of CKI's Twitter profile. Another reason for the low number of Twitter followers could be because less members use Twitter compared to other social media platforms (Fig. 3).

Since accessibility to Wi-Fi may also affect social media following, we looked at the percentage of members with one to seven days of reliable internet in a given week (Fig. 4). 87.7% of members have reliable Wi-Fi seven days in a week, suggesting majority of members have the internet capabilities to follow CKI on social media. It is important to note here that although 87.7% of members have reliable Wi-Fi 7 days in a week, 13.3% of members do not, possibly affecting members' ability and willingness to follow CKI on social media.
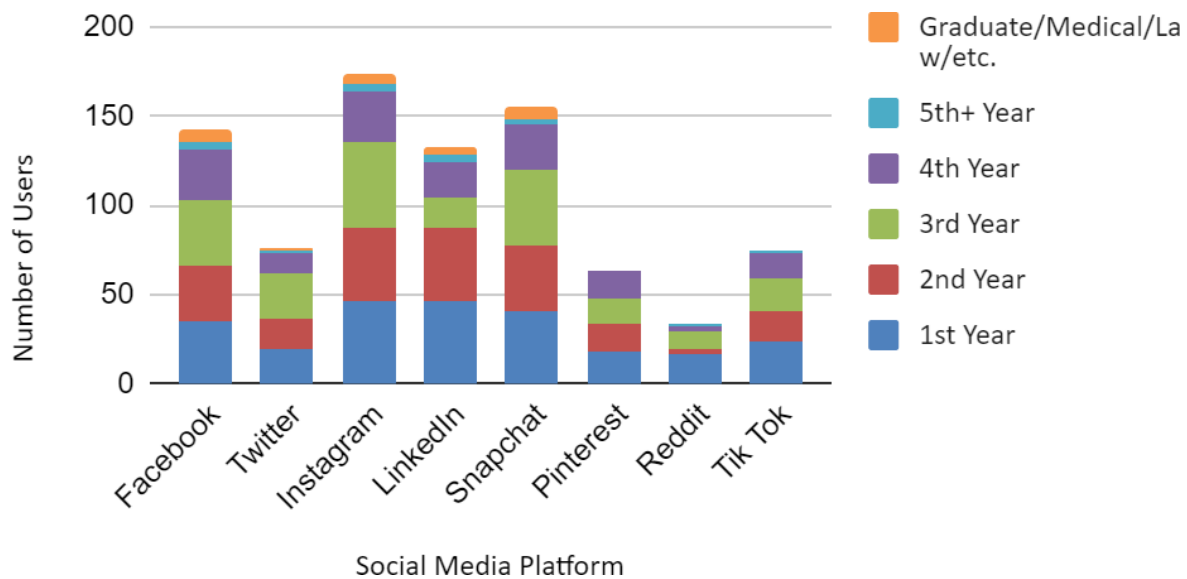

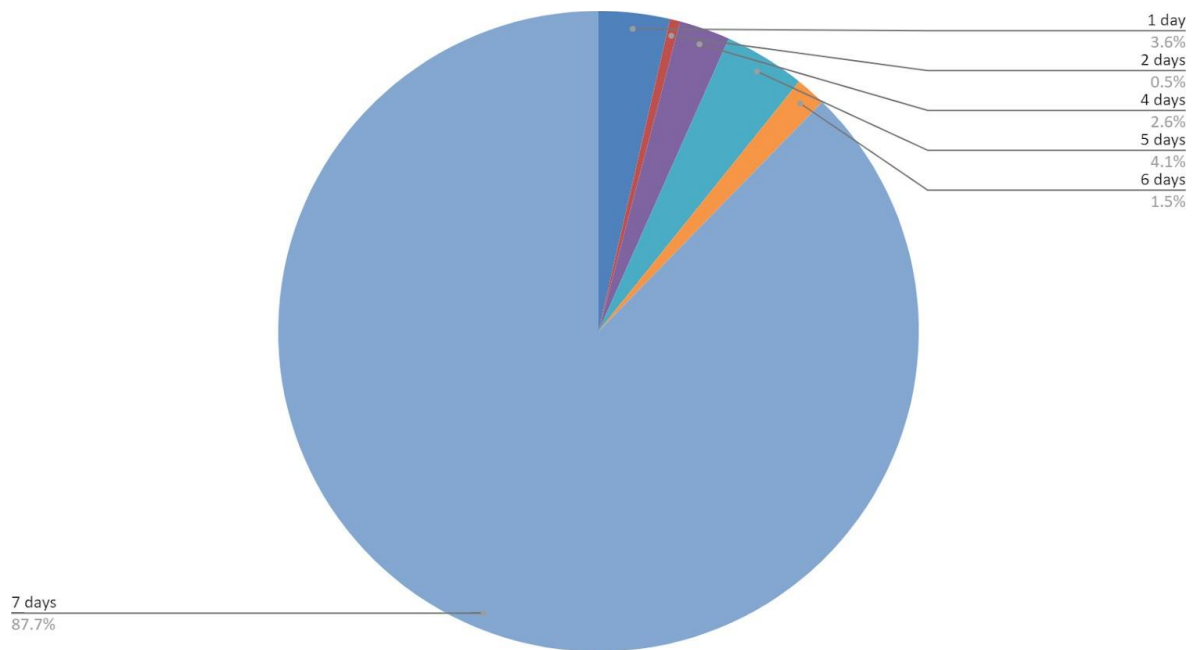Figure 3. Number of students using the specified platform in each year.

Figure 4. Percentage of members with 1 to 7 days of reliable Wi-Fi in a week.

<u>EFFECTIVENESS</u>

Finally, to look at how effective CKI social media has been so far, we collected data on how knowledgeable members are regarding initiatives or events advertised via CKI social media. The percentage of students with various degrees of knowledge on initiatives advertised (the WASH Project, Trick-or-Treat for UNICEF, March Water Madness, The Tomorrow Fund, and Circle K International Convention) via CKI social media are shown in Fig. 5. For all initiatives, except Trick-or-Treat for UNICEF, members replied, in order of decreasing percentage of replies, "I've heard of it", "I'm familiar with it", and "I've worked with it". For Trick-or-Treat for UNICEF, members replied, in order of decreasing percentage of replies, "I've heard of it", "I've worked with it", and "I'm familiar with it". There was no option for "I've never heard of it" as an answer in the survey, therefore, "I've heard of it" may mean the member has never heard of the initiative or have heard of it, but know little about it. With that, it is clear CKI social media have not been effective because most members have little to no knowledge of advertised initiatives.
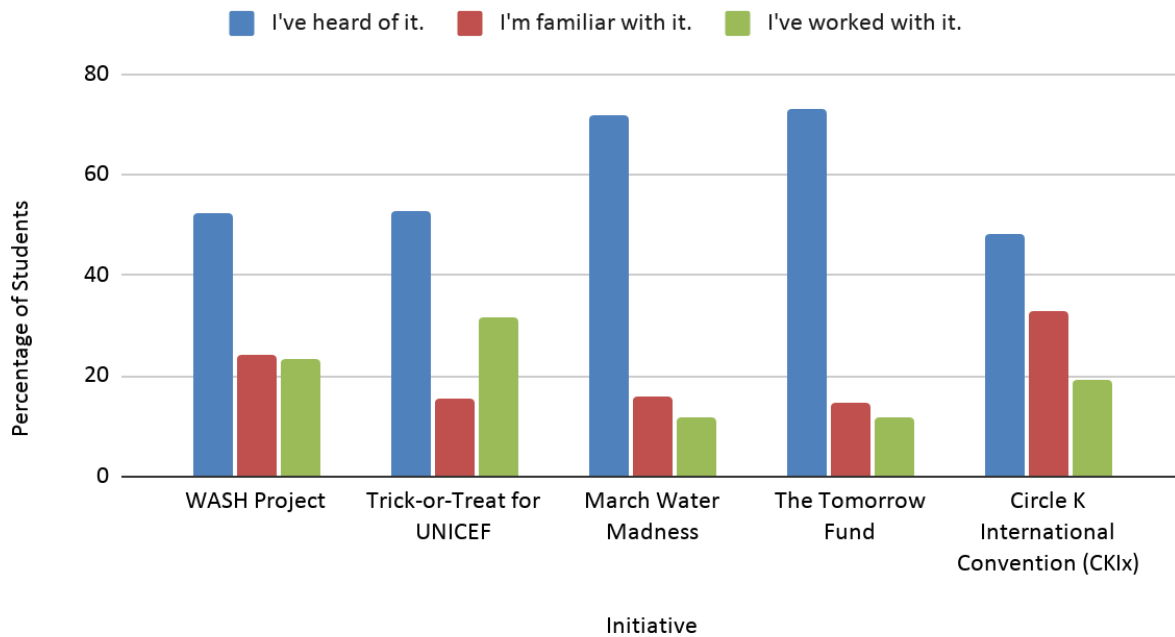
Figure 5. Percentage of students with various degrees of knowledge on initiatives advertised via CKI social media.

Conclusions

1. Survey results suggest CKI has the most members following on Instagram.

2. Majority of CKI social media audiences consist of university students in years 1 to 4 and members of the Alabama, California-Nevada-Hawaii, and Caribbean Districts. However, this may be a reflection of response biases and differing populations in universities and districts.

3. 87.7% of members have access to reliable Wi-Fi seven days a week and majority of members seem to have access to social media, suggesting inaccessibility is not the reason for any CKI social media following or effectiveness issues.

4. CKI social media has not been effective in advertising common CKI initiatives or events such as the WASH Project, Trick-or-Treat for UNICEF, March Water Madness, The Tomorrow Fund, and Circle K International Convention.

Recommendations

1. Incentivize members to follow, tag friends on, and share CKI social media to increase social media following. Examples of incentives include being entered for a draw for a gift card.

2. Increase social media presence on platforms that members use but on which members do not follow CKI. Such platforms include Twitter and LinkedIn. Tell members about CKI profiles on those platforms through currently active and well followed platforms such as Instagram and Facebook.

3. Make more engaging and informative posts regarding CKI initiatives and events.

The Pandemic Response Effect on Results of the November Survey
Reagan Robinson

Overview:

Overall, there were 195 responses to the October Survey given to the Circle K members. Out of the 195 responses, there were four responses that were ignored because the members selected a stray 'Option 3' rather than yes or no for the following question: *Are you comfortable with in-person events?*

Figure 1. Are You Comfortable Attending In-Person Events? Out of the 191 viable responses, 71% of members are comfortable attending in-person Circle K events and 29% of members are not comfortable attending in-person Circle K events.

Note:

1. Only 195 responses from all of the Circle K members is possibly not an accurate representation of the entire club.

Conclusion:

1. The majority of members are comfortable attending in-person events.

Type of University or College:

Out of the 191 viable responses, 153 of the responses were from public universities, 30 of the responses were from private universities, and 8 of the responses were from community or technical colleges.
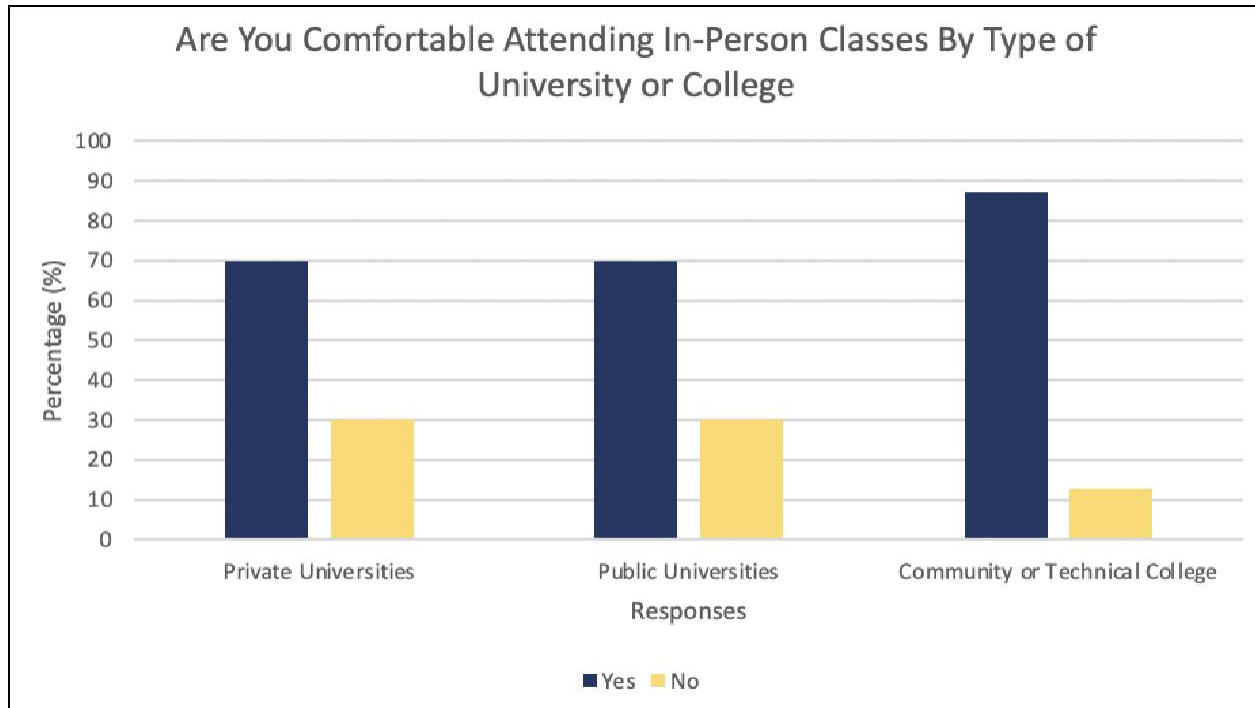
Figure 2. Are You Comfortable Attending In-Person Classes By Type of University or College. 70% of members who attend private and public universities are comfortable attending in-person events, while 30% of members who attend private and public universities are not comfortable attending in-person events. 87% of members who attend community or technical college are comfortable attending in-person events, while 13% members who attend community or technical college are not comfortable attending in-person events.

Notes:

1. A large portion of responses was from public universities which could not properly represent the rest of Circle K.
2. A very small portion of responses was from community and technical colleges. These colleges are having the most issues with keeping their Circle K clubs going due to the pandemic.

Conclusion:

1. Even when breaking the responses down by the type of university or college in determining who is comfortable in attending in-person events, the majority are comfortable with it.

Districts

The 191 viable responses were taken and divided by district to determine if there were any districts that were more comfortable with attending in-person events than other districts. Splitting up the responses this way shows a variety of how comfortable members are with in-person events.
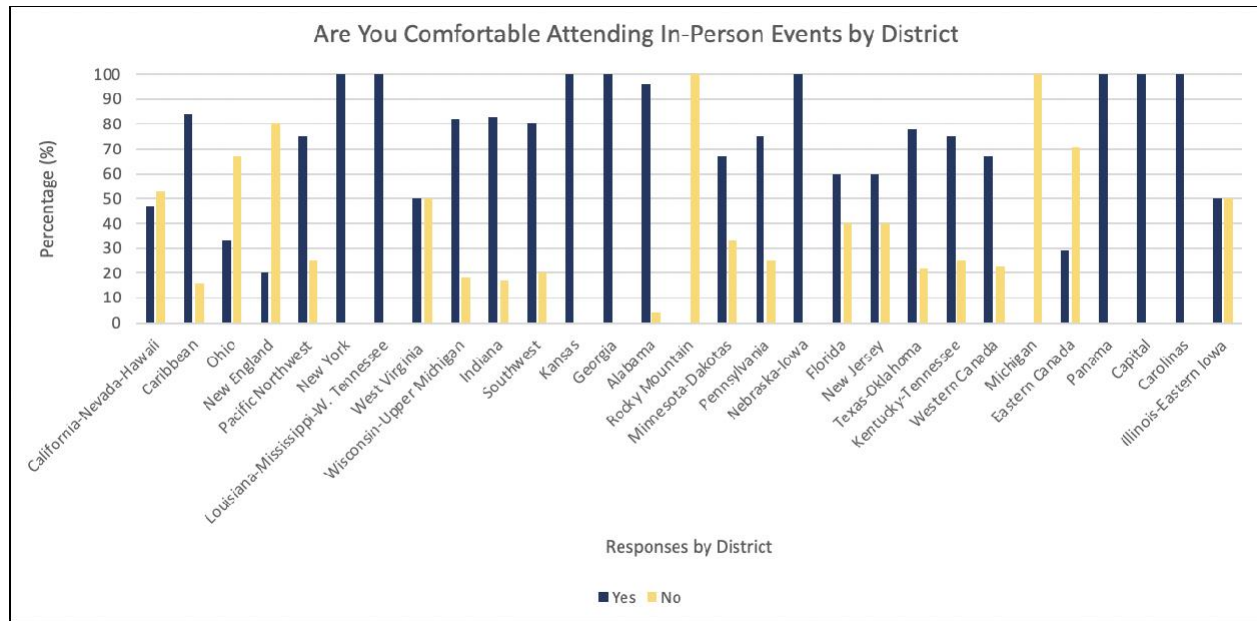
Figure 3. Are You Comfortable Attending In-Person Events By District. Out of the 29 represented districts, 22 districts are comfortable with in-person events, seven districts are not comfortable with in-person events, and two districts are split on whether they are comfortable with in-person events.

Notes:

1. Some of the districts such as California-Nevada-Hawaii, Caribbean, and Alabama have many responses (upwards of 30), while some of the districts such as Michigan, Panama, and Florida only have a few responses (no more than 5).

2. This is not an accurate list of all districts in Circle K - there are 33 total districts.

Conclusions:

1. The Caribbean, Pacific-Northwest, New York, Louisiana-Mississippi-W. Tennessee, Wisconsin-Upper Michigan, Indiana, Southwest, Kansas, Georgia, Alabama, Minnesota-Dakotas, Pennsylvania, Nebraska-Iowa, Florida, New Jersey,

Texas-Oklahoma, Kentucky-Tennessee, Western Canada, Panama, Capital, and Carolinas districts are comfortable with in-person events.
2. The California-Nevada-Hawaii, Ohio, New England, Rocky Mountain, Michigan, and Eastern Canada districts are not comfortable with in-person events.
3. The West Virginia and Illinois-Eastern Iowa districts are split on being comfortable with in-person events.

Classes

As stated before, there were 195 responses to the October Survey. Every school across the world is currently holding their classes in different formats; however, this is what the members of Circle K are experiencing. The choices were: in-person, online, hybrid, unsure, or other to the question: *How will your college/university hold classes next term?*

Notes:

1. Some of the responses are heavily leaning towards a few particular districts, as stated in the previous section.
2. This survey was available for a month; therefore, the responses to the format of classes could have changed by now.

Conclusions:

1. Roughly 73% of members will be taking classes online, or in a hybrid-style; therefore, the in-person events or in-person club meetings may be difficult to attend.
2. Roughly 20% of members are unsure of what their classes will be like for this term, so events could be difficult to plan.
3. Less than 5% of members are guaranteed to have class in-person which requires a presence on campus which leads to in-person events and meetings being possible.

Impact of Year in College on Results of CKI December Survey

Jackson Traas

Overview:

The following analysis separates the results of the CKI December member survey into discrete categories based upon their year in school. Overall, a remarkably flat distribution of survey responses compared to class year was observed, with ~25% of responses coming from first-year, second-year, and third-year students. Fourth-year students, fifth-year students, and graduate/medical/law students make up the remainder ~25%.

Figure 1: Survey Response by Year in School

Leadership Positions:

Notes:

1. The majority of first-year students who responded were general club members.
2. The second-year students was an equal split of club members and club officers.
3. The third-year students are split between all three positions.
4. The majority of fourth-year students who responded are district officers.
5. The rest of the students were split evenly between all three positions.

Table 1: Leadership Positions Held vs. Year in Class

	Club Member	Club Officer	District Officer
First Year	42	6	2
Second Year	21	18	6
Third Year	20	16	12
Fourth Year	10	6	14
Fifth or More	5	3	5

Comfort with Attending In-Person Events:

Notes:

1. Roughly 80% second-year and fourth-year students are comfortable with in-person events
2. Roughly 65% first-year and third-year students are comfortable with in-person events
3. There is no explicit explanation for the variation from year to year except for natural deviation

Table 2: Comfort with In-Person Events vs. Year in Class

Effect of COVID-19 on Income:

Notes:

1. Fourth-year and graduate students were more than twice as likely to respond that their income was strongly negatively impacted relative to first or second-year students.
2. Roughly 60-70% of third-year, fourth-year and older students responded that COVID-19 either strongly negative or moderately negative.

Table 3: Income Impact of COVID-19 vs. Year in Class

Knowledge About a Series of Topics:

Notes:

1. The following response are on a scale of red to blue, with red indicating a high percentage response and blue indicating a low percentage response with white representing the middle.
2. It's important to note that no correction is made for what year students joined Circle K – this could complicate some analysis. For example, a third-year student who just joined Circle K would theoretically have the same knowledge/experience as a first-year student.

Analysis:

1. In general, members became more familiar with all topics as their class year increased, as would likely be expected.
2. Members were most familiar and had worked with Trick or Treat for Canned Goods, CKIx, and the Membership Update Center.
3. Many people are familiar and have worked with the WASH Project, but there is a gap with how that translates to knowledge of March Water Madness.
4. There is an unfortunate lack of familiarity and experience working with the Tomorrow Fund.
5. There is low experience and familiarity with the International Board minutes, International request form and Member Services Hotline.

Table 4: Knowledge of Topics vs. Class Year

	Heard of it.	Familiar with it.	Worked with it.	
	WASH Project			
First Year	38	12	1	
Second Year	24	14	9	
Third Year	27	10	14	
Fourth Year	12	8	13	
Fifth or More	2	2	1	
	Heard of it.	Familiar with it.		Worked with it.
	Trick or Treat for UNICEF			
First Year	37	6		8

Second Year	27	10	10
Third Year	23	6	22
Fourth Year	13	6	14
Fifth or More	2	0	3
	March Water Madness		
First Year	47	4	0
Second Year	38	6	3
Third Year	38	6	7
Fourth Year	15	12	6
Fifth or More	4	0	1
	Tomorrow Fund		
First Year	49	1	1
Second Year	36	9	2
Third Year	34	9	8
Fourth Year	21	5	7
Fifth or More	3	1	1

	CKIx		
First Year	41	8	2
Second Year	24	14	9
Third Year	21	19	11
Fourth Year	10	15	8
Fifth or More	1	2	2
	Board Meeting Minutes		
First Year	46	3	2
Second Year	40	3	4
Third Year	39	6	6
Fourth Year	21	6	6
Fifth or More	3	0	2
	International Request Forms		
First Year	47	2	2
Second Year	36	7	4
Third Year	35	11	5

	Heard of it.	Familiar with it.	Worked with it.
Fourth Year	23	4	6
Fifth or More	3	1	1

	Heard of it.	Familiar with it.	Worked with it.
	Membership Update Center		
First Year	46	4	1
Second Year	31	8	8
Third Year	31	2	18
Fourth Year	10	4	19
Fifth or More	2	0	3
	Member Services Hotline		
First Year	49	0	2
Second Year	40	0	7
Third Year	42	3	6
Fourth Year	24	5	4
Fifth or More	3	0	2
	Youth Protection Helpline		

First Year	49	0	2
Second Year	37	0	10
Third Year	38	0	13
Fourth Year	24	0	9
Fifth or More	4	0	1

No Longer Distributing Membership Pin:

Notes:

1. Across the board, roughly two-thirds of CKI members support stopping the distribution of membership pins while 1/3 do not.

**Table 5: Support to Stop Membership Pins vs. Year in Class**

	Yes	No
First Year	67%	33%
Second Year	57%	43%
Third Year	68%	32%
Fourth Year	61%	39%
Fifth or More	77%	23%

Impact of Institution Type on Results of CKI December Survey
Jackson Traas

Overview:

The following analysis separates the results of the CKI December member survey into discrete categories based upon the respondent's institution type. Of the members who responded, 80% attend public colleges, 15% attend private colleges, and 5% attend community / tech college.

Figure 1: Survey Response by Institution Type

Legend: Community/Tech College — Private University/ College — Public University/ College
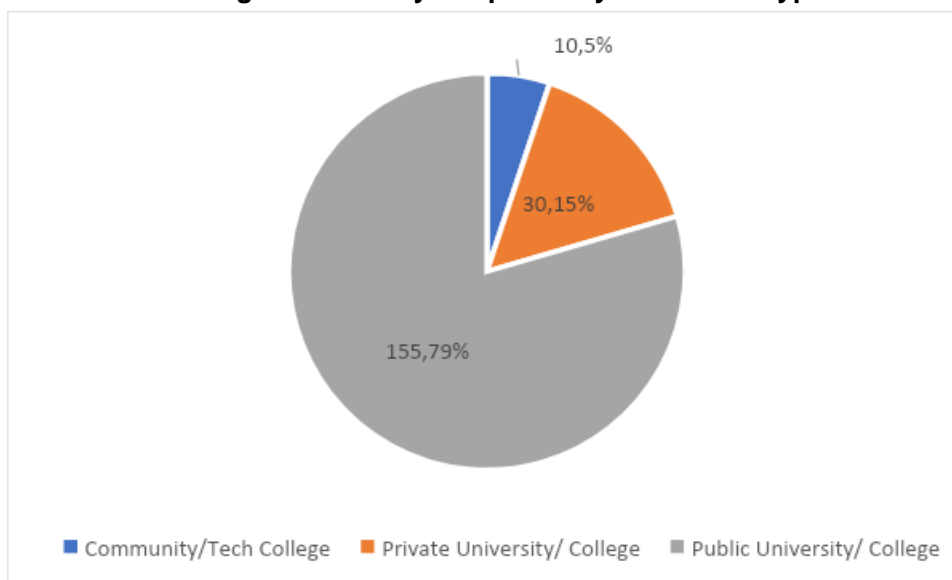
Leadership Positions:

Notes:

1. Little information of any statistical significance can be found from the distribution of club member, club officer, and district officer within a given institution type.
2. Though with a limited sample size, 5.1% of the district officers that responded attend community/tech college, 15.3% attend private colleges, and 79.4% attend public colleges, which could indicate that there is fair representation of individuals from each institution type on district boards as these percentages closely match the overall survey results shown in Figure 1.
3. Though again with a limited sample size, there is some backing to the inference that clubs at public colleges are in general larger than private college clubs, which in turn are larger than community/tech college clubs, which would explain why there are so many more general member respondents from public colleges. This is more likely than the notion that general members from public colleges were randomly more likely to respond. Reduced club size would lead to a higher percentage of members in club officer roles.

Table 1: Leadership Positions Held vs. Institution Type

	Club Member	Club Officer	District Officer
Community / Tech	2	6	2
Private	13	18	6
Public	83	16	31

Comfort with Attending In-Person Events:

Notes:

1. There was little difference across all institution types regarding comfort with in-person events. The limited sample size for community/tech school makes that percentage very susceptible to individual responses and falls within a standard deviation.

Table 2: Comfort with In-Person Events vs. Institution Type

Effect of COVID-19 on Income:

Notes:

1. Though there is variation in the severity of the negative impact on income as a result of COVID-19, the percentage of respondents from each institution type that selected either "strongly negative" or "moderately negative" was between 50-55%.
2. Public and private college respondents were more likely to have had their income be strongly negatively impacted by COVID-19.

Table 3: Income Impact of COVID-19 vs. Institution Type

Knowledge About a Series of Topics:

Notes:

1. The following responses are on a scale of dark green to white, with dark green indicating a high percentage response and white indicating a low percentage response within a given school type.
2. It's important to note that no correction is made for what year each member is – this could complicate some analysis. For example, a fourth-year student who responds from a public institution would theoretically have more knowledge/experience as a first-year student at a community / tech college.

Analysis:

1. 0% of members at community / tech college have worked with the WASH Project or March Water Madness, while only 13% of private college members have worked with the WASH Project and 7% have worked with March Water Madness. Public college members have slightly better odds, with 23% having worked with the WASH Project and 11% having worked with March Water Madness.
   a. Though purely correlative, it seems that roughly half of the members who have worked with the WASH Project have worked with it in the context of March Water Madness.

b. There is clearly an education gap in informing community / tech college clubs.

2. Tricked or Treat for Canned Goods is more well-known and familiar, with roughly 30% of members having worked with it across all institution types and 50+% either familiar or having worked with it.

3. Not a single member who responded from a private college or community / tech school has worked with the Tomorrow Fund. Moreover, less than 20% from either institution type was even familiar with it, indicating a lack of information being passed to these clubs. Only 1 in 8 public college respondents have worked with the Tomorrow Fund.

4. Community / tech college members were significantly less likely to be familiar with CKIx than private or public college members.

5. Knowledge of board meeting minutes, the international request form, member services hotline, and youth protection helpline was low across all institution types.

Table 4: Knowledge of Topics vs. Institution Type

	Heard of it.	Familiar with it.	Worked with it.
	WASH Project		
Community/Tech College	8	2	0
Private University/ College	18	8	4
Public University/ College	80	38	37
	Trick or Treat for Canned Goodes		
Community/Tech College	3	3	4
Private University/ College	15	6	9
Public University/ College	87	22	46
	March Water Madness		
Community/Tech College	9	1	0
Private University/ College	25	3	2
Public University/ College	113	24	18
	Tomorrow Fund		
Community/Tech College	9	1	0
Private University/ College	25	5	0
Public University/ College	113	22	20
	CKIx		
Community/Tech College	5	4	1
Private University/ College	14	9	7
Public University/ College	82	46	27
	Board Meeting Minutes		
Community/Tech College	6	2	2

Private University/ College	24	3	3
Public University/ College	123	16	16
International Request Forms			
Community/Tech College	8	2	0
Private University/ College	27	2	1
Public University/ College	127	21	7
Membership Update Center			
Community/Tech College	7	2	1
Private University/ College	19	2	9
Public University/ College	98	14	43
Member Services Hotline			
Community/Tech College	8	0	2
Private University/ College	27	1	2
Public University/ College	129	8	18
Youth Protection Helpline			
Community/Tech College	7	0	3
Private University/ College	26	0	4
Public University/ College	124	1	30

No Longer Distributing Membership Pin:

Notes:

1. Members attending private college are most likely to support stopping membership pins with 70% in favor, while a majority of public college members also support it, at 65%. Community / Tech College members are split evenly on the topic.

Table 5: Support to Stop Membership Pins vs. Institution Type

	Yes	No
Community/Tech College	50%	50%
Private University/ College	70%	30%
Public University/ College	65%	35%

Impact of Kiwanis Family Background on November 2020 Membership Survey

Tyler Kearns

Overview:

The following analysis separated survey responses into two discrete groups, respondents who are past Kiwanis Family members and those who are new members to the Kiwanis Family. Overall, groups were almost equal, with 91 responses being new members in the Kiwanis Family and 104 responses having some sort of past Kiwanis Family experience. The majority of respondents with Kiwanis Family experience were only members of Key Club, with one response being only in Builder's Club and six responses being only in Kiwanis. 5 responses came from members who were in both Key Club and Builder's Club, 7 came from members who were in both Key Club and Kiwanis, and 2 came from members who were in K-Kids, Builders Club, and Key Club.

Leadership Positions:

Findings:

1. 58.7% of those who had Kiwanis Family experience reported to hold some sort of leadership position on either the club, district,or international level, or combination of those levels, while 40.3% reported to be general members. This is compared to the 39.6% of new Kiwanis Family members who reported holding a leadership position and 60.4% reported being general members.

2. All responses that reported holding an International leadership position were members of another Kiwanis Family branch before Circle K.

3. 33 past Kiwanis Family respondents reported a District leadership position to be at least one of the offices they hold, compared to 8 respondents that are new Kiwanis Family members.
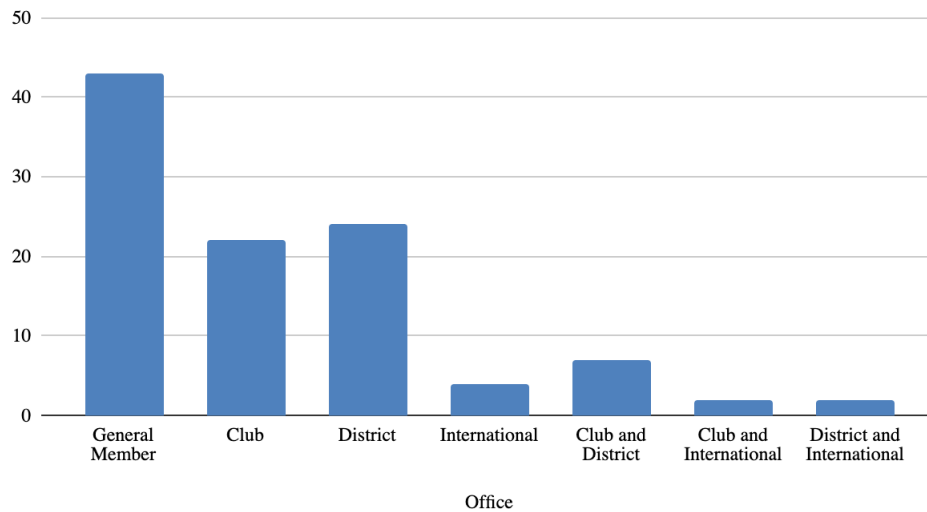
4. 31 past Kiwanis Family respondents reported a Club leadership position to be at least one of the offices they hold, compared to 30 respondents that are new Kiwanis Family members.

Past K-Fam Member

Figure 1. Past Kiwanis Family members responses to offices they hold. Counts being 43 general members, 22 club officers, 24 district officers, 4 international officers with 7 responses holding both a club and district office, 2 holding a club and international office and 2 holding a district and club office.
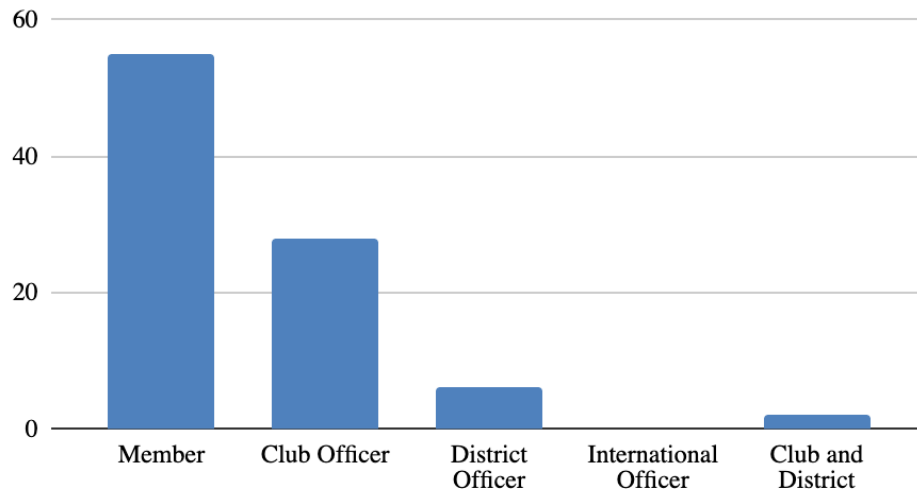
New Kiwanis Family Members

Fig 2. New Kiwanis Family members response to leadership positions. 55 responded being a general member, 28 responded being a club officer, 6 responded being a district officer with 0 responses being an International officer and 2 responses being a club and district officer.

Social Media Following:

Findings:

1. Past Kiwanis Family members and new Kiwanis Family members followed Circle K International on social media platforms at similar occurrences.
2. No new Kiwanis Family members follow Circle K on all available platforms (Facebook, Instagram, LinkedIn, and Twitter).
3. In both groups, 13 people didn't follow Circle K International on any social media platforms.
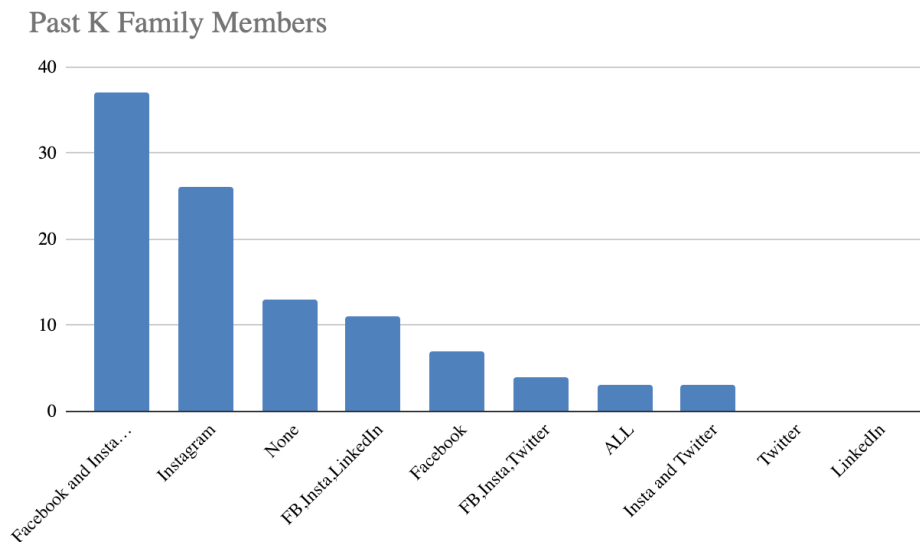
Past K Family Members

Figure 3. Past Kiwanis Family members and the rates at which they followed Circle K International on different social media platforms and with which combination, if applicable. Rates are 37 members follow on both Facebook and Instagram, 26 on solely Instagram, 13 do not follow, 11 follow on Facebook, Instagram, and LinkedIn, 7 follow on solely Facebook, 4 follow on Facebook, Instagram and Twitter, 3 follow on all available platforms, 3 follow on Twitter and Instagram and 0 follow Linked in or Twitter exclusively.
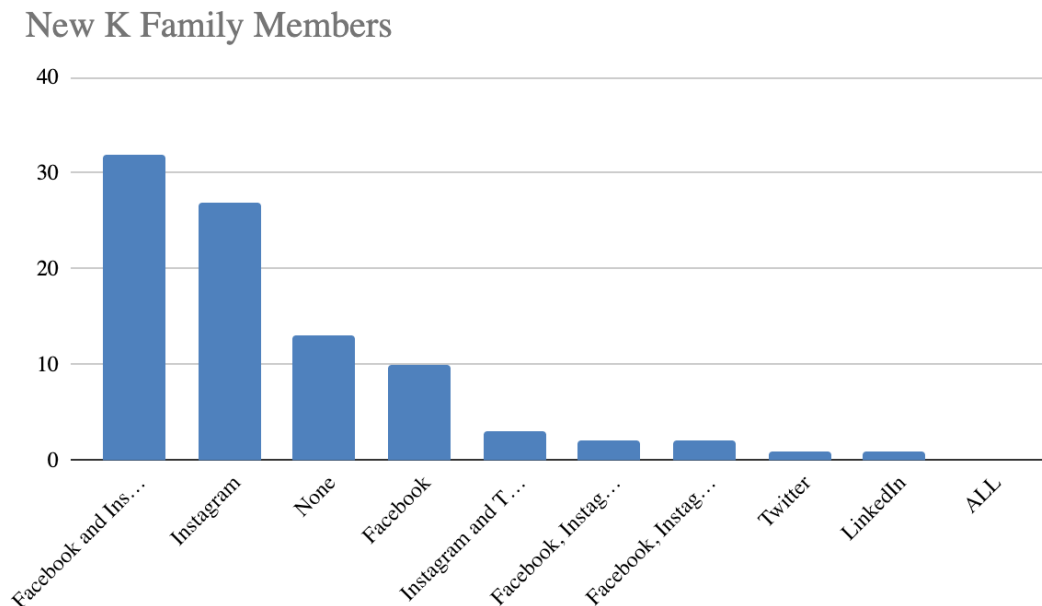
New K Family Members

Figure 4. New Kiwanis Family members and the rates at which they followed Circle K International on different social media platforms and with which combination, if applicable. Rates are 32 members follow on both Facebook and Instagram, 27 on solely Instagram, 13 do not follow, 10 solely on Facebook, 3 on Instagram and Twitter, 2 on Facebook, Instagram and Twitter, 2 on Facebook, Instagram and LinkedIn, 1 solely on Twitter and 1 solely on LinkedIn. 0 new Kiwanis Family members follow Circle K International on all available platforms.

Alumni Program:

Findings:

1. Both groups had an overwhelming majority saying they are willing to join a Circle K International Alumni Program.

2. The new Kiwanis Family members said that they would not join an alumni program in 7 responses, compared to past Kiwanis Family members 2 responses for no.
3. The new Kiwanis Family member group had 3 responses say other.
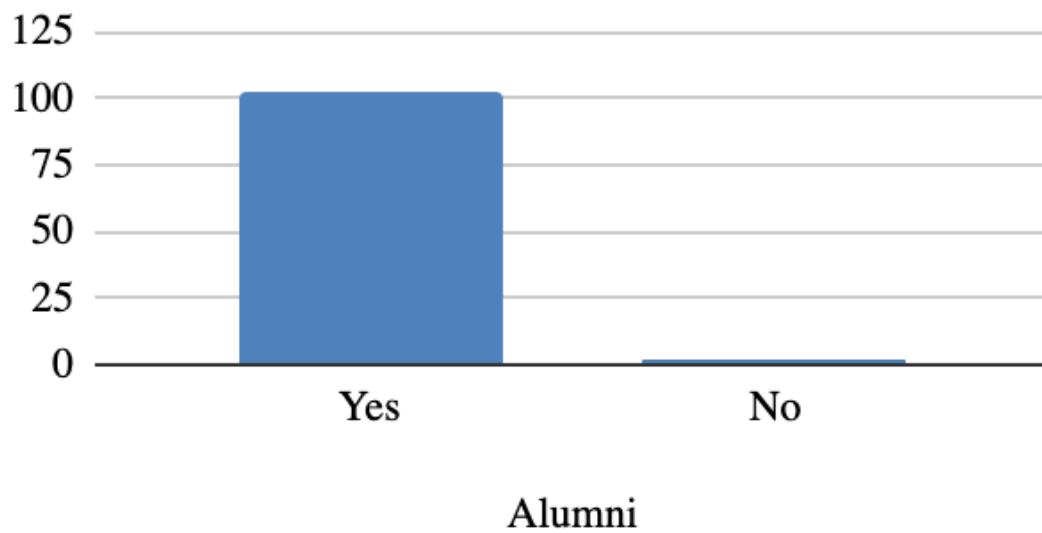
Past K Family Members

Figure 5. Past Kiwanis Family members on joining a Circle K International Alumni Program. Rates are 102 for yes and 2 no responses.
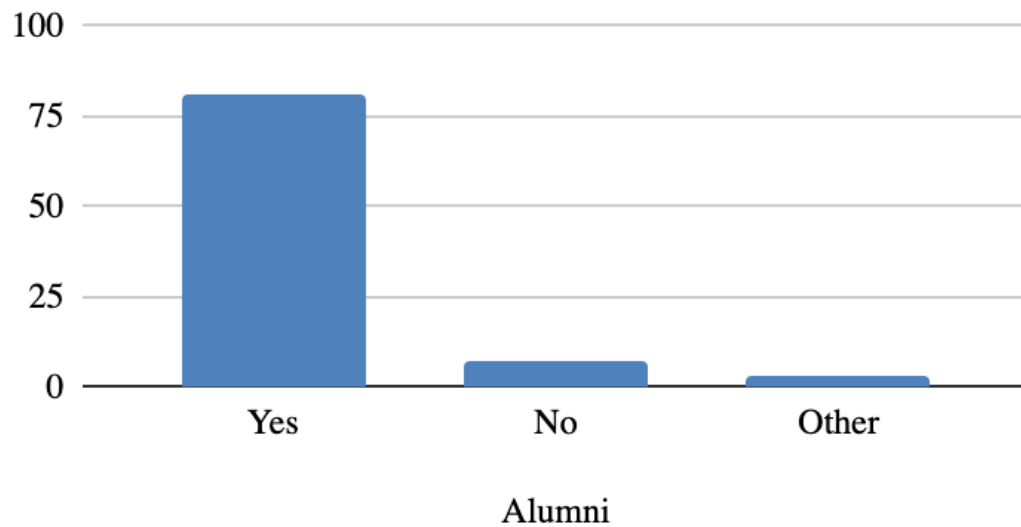
New Kiwanis Family Members

Figure 6. New Kiwanis Family members on joining a Circle K International Alumni Program. Rates are 81 yes, 7 no, and 3 other responses.

Appendix

Appendix I: June International Council Meeting Amendments

Amendment #1
Submitted by the International Council (July 2020)
Reasoning: Replaces the word friendship with fellowship and defines the organization's tenants clearly in CKI governing documents.

ARTICLE 2. OBJECTS, MISSION, AND VISION
Section 2. Mission and Vision.
Circle K **International** is the organization that holds the promise of college student**s** becoming tomorrow's leader**s**. It exists to meet the personal needs of the individual collegian through the qualities of leadership, the rewards of service, and the unique spirit of ~~friendship.~~ **fellowship.** Circle K's potential lies in its ability to positively influence those in society who are facing ultimate personal decisions, and those who will one day create the vision of humanity for generations to come. Circle K is the embodiment of those qualities necessary to shape the future, realized in the colleges and universities. Circle K International is dedicated to the realization of humanity's potential.

The Mission of Circle K International shall be: Circle K International develops college and university students into a global network of responsible citizens and leaders with a lifelong commitment to service.

The Vision of Circle K International shall be: to be the leading global community-service organization on college and university campuses that enriches the world one member, one child, and one community at a time.

The Tenets of Circle K International shall be: Service, Fellowship and Leadership

Amendment #2
Submitted by the International Council (July 2020)
Reasoning: The amendment updates language to better represent current practice and to make it more clear.

ARTICLE 6. CHARTERING OF CLUBS
Section 2, 3 & 5: Multi School and Club Satellites

Article 6 Section 2. Chartering of Multiple-School Club.
A charter can be granted to a multiple-school club, with no more than one institution being a four-year institution with 5,000 students **or more**, defined as a club that is composed of students from two or more institutions that are standard degree-granting colleges, universities, junior colleges, and/or vocational technical schools that have been certified by the appropriate national, state, or provincial board(s) of education, given that these institutions are within the same Circle K International District. Charters will be governed by the same rules surrounding a four-year institution with less than 5,000 students or a two-year institution, and the name of the club will be determined by the city(ies) that contain the institutions that comprise it. A request to charter a multiple-school club must be submitted for approval to the Board of Trustees; this approval is required to form the club. The request must include an explanation of the need to charter a multiple-school club, proposed club name, club officer information, and membership roster listing each member's home institution. After receiving approval by the Board of Trustees, the charter paperwork may be submitted to the International Office.

Section 3. Re-Chartering to a Multiple-School Club.
For cases in which one Circle K club is already chartered, the Board of Officers of the district, with approval of the Director of Circle K International, shall grant permission for the club to allow students from local institution(s) to become members of said club, thus forming a multiple-school club. **No more than one institution in the re-charter process may be a four-year institution with 5,000 or more students.** If a Circle K club is already chartered at a given institution, students at that institution must remain within that given club. ~~Internet-based clubs are not permitted~~.

Section 4. Minimum Charter Strength for Multiple-School Clubs.

For all multiple-school clubs, the club**'s combined membership** must adhere **at least** to the minimum club charter strength of clubs with an enrollment ~~or~~ **of** 1000 ~~of~~ **or** more as outlined in Section D, Article 7c of the Policy Code.

Section 5. Club Satellites.
1. A club satellite shall be a club formed as a subsidiary of an active Circle K club (hence known as the host CKI club).
    a. Agreement from the following parties must be obtained to form a satellite club.
        a. The host CKI club
        b. The sponsoring Kiwanis club(s) of the host CKI club
        c. The district board of officers
        d. The CKI Director in conjunction with the CKI Executive Committee
    b. Both the host and satellite clubs are expected to honor all rules from their respective student governments.
2. A club satellite must be within reasonable range of the host club and be within the same district.
3. Club satellite members will count as additional members to the active CKI club and be treated as such, save for the following exceptions
    a. Club satellite members shall not count towards membership numbers in awards.
    b. Club satellite members shall not count towards the minimum membership for a club to be active.
    c. Club satellite members may only hold an appointed, non-voting role within the host club.
    ~~c.~~d. ~~Club satellite members may not hold any office, whether appointed or elected, at the host club, district, or international level, with exception to a liaison position that will facilitate communication between the satellite and host club.~~
    ~~e.~~d. Satellite club members that hold a position will remain a member of the host club in that position until their term has ended or a substitute has been elected.
4. ~~When a Club Satellite 15 members at a four-year institution with 1,000 or more students, or 10 members at a four-year institution with less than 1,000 students or a two-year institution, they will have two (2) years to charter their club. otherwise Their club satellite recognition will be revoked~~
5. A club satellite recognition shall cease to exist either two years after the date of final approval or upon the chartering of a full Circle K club at the institution.
    a. A club satellite may renew its recognition with the approval of the parties in subsection 3.
6. If at any point the host CKI club ceases to be active, the club satellite shall also be deemed inactive.
7. In cases where there are conflicts between rules set by a student government and this text, the student government rules shall supersede this section of the bylaws.
8. No Circle K club may host more than two (2) club satellites at the same time.

Amendment #3

Submitted by the International Council (July 2020)

Reasoning: Clarifies where a member would need to go to verify they meet membership requirements .

ARTICLE 11. OFFICERS

Section 1. Officers.

The officers of Circle K International shall be a president, a vice-president, eight international trustees, the Director of Circle K International, and the district governors.

Section 2. Membership Requirements.

Any International officer will serve under the membership requirements as outlined in the ~~governing documents~~ **Policy Code to be** considered active at the time of election or appointment.

Amendment #4

Submitted by the International Council (July 2020)

Reasoning: Since most CKIx conventions are now after the July 1st deadline, moving to prior to August 1st aligns better with our organization.

ARTICLE 12. NOMINATION AND ELECTION OF OFFICERS
Section 2. Term of Office & Administrative Year.
The president, vice-president, and trustees shall serve for a term of one (1) year or until their successors are duly elected, and/or begin their term.

The term of the international officer shall begin on the day following the close of the annual International convention and shall end on the final day of the next annual convention. In any year in which no annual Circle K International convention is held, the term of the international officer shall begin ~~July 1.~~ **no later than August 1st**.

Amendment #5

Submitted by the International Council (July 2020)

Reasoning: To make this section clearer on who the International Council entails as well as providing clarification that trustees will also be elected if no convention is held.

ARTICLE 16. INTERNATIONAL COUNCIL

Section 1. Composition.

The International Council of Circle K International shall be established and consist of the **president, vice-president, trustees, and district governors**. ~~officers of Circle K International, as defined in Article 12, Section 1 of these Bylaws.~~ In addition, the Kiwanis Counselor to Circle K International shall serve as advisor to and as a non-voting ex-officio member of the Council. The Director of Circle K International shall also serve as a non-voting ex-officio member. Past presidents of Circle K International who are active members of Circle K clubs in good standing shall also be members of the International Council.

Amendment #6
Submitted by the International Council (July 2020)
Reasoning: To update this section, to allow any member to be able to apply for an International Committee Chair role.

ARTICLE 19. COMMITTEES
Section 1. Standing Committees.
        a. The president with the consultation of the vice president and the Circle K International Director shall appoint Board members to the following standing committees: Membership, Global Development, Kiwanis Family Relations, Service and CKIx Planning. Standing committees will consist of Trustees and members in good standing in Circle K International. Members will be eligible for such appointment for the purpose of assisting in the development of policies, programs, and procedures. ~~Only Trustees and~~ ~~past committee members~~ For a past committee member to be eligible, they must ~~have served on the committee for which they are applying for~~ ~~no less than six (6) months~~

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Amendment #7
Submitted by the International Council (July 2020)
Reasoning: Changes names of committees to match section title.

ARTICLE 19. COMMITTEES
Section 2. Ad-Hoc Committees.
~~Special Committees~~ **Ad-Hoc Committees** shall be appointed by the president, with the advice and consent of the CKI Board of Trustees and the Director. Such committees shall consist of International Trustees and members. The Vice President shall be responsible for ensuring that the committees remain on task. The terms of such committees shall expire coincident with the term of the CKI Board of Trustees.

The president may appoint ~~special~~ **ad-hoc** committees for the purpose of studying or investigating various issues of importance to Circle K International, or for developing specific programs or policies deemed necessary by the CKI Board of Trustees. The nature and duties of such committees shall be determined by the CKI Board of Trustees. Such committees shall consist of members and an International Board Liaison. The terms

of such committees shall expire at the discretion of the president, with the advice and consent of the CKI Board of Trustees and the Director.

Amendment #8
Submitted by: CKI Director Jeff Harris
Reasoning: Deletes outdated language that is not used anywhere else throughout the bylaws or policy code.

ARTICLE 5. MEMBERSHIP OF CIRCLE K INTERNATIONAL
Section 1. Clubs
The membership of Circle K International shall consist of Circle K **International** clubs ~~or chapters~~ which have been accepted by the CKI Board of Trustees and certified in the manner prescribed in these Bylaws. ~~Wherever the terms "club" or "clubs" are used, "chapter" or "chapters" may be substituted.~~

Amendment #9

Submitted by: CKI Director Jeff Harris

Reasoning: This amendment reorders the existing language to make this section more readable. It also removes the requirement for CKI Board approval for all multi-school charters, which can cause delays depending on how often the board meets. Revising this language will allow for a quicker chartering process for multi-school clubs.

ARTICLE 6. CHARTERING OF CLUBS

Section 2. Chartering of Multiple-School Clubs

~~A charter can be granted to a multiple-school club, with no more than one institution being a four-year institution with more than 5,000 students, defined as a club that is composed of students from two or more institutions that are standard degree-granting~~

~~colleges, universities, junior colleges, and/or vocational technical schools that have been certified by the appropriate national, state, or provincial board(s) of education, given that these institutions are within the same Circle K International District. Charters will be governed by the same rules surrounding a four-year institution with less than 5,000 students or a two-year institution, and the name of the club will be determined by the club members in both institutions. A request to charter a multiple-school club must be submitted for approval to the Board of Trustees; this approval is required to form the club. The request must include an explanation of the need to charter a multiple-school club, proposed club name, club officer information, and membership roster listing each member's home institution. After receiving approval by the Board of Trustees, the charter paperwork may be submitted to the International Office.~~

1. A multiple-school club is defined as a club that is composed of students from two or more institutions that meet the following criteria:
    a. **Both/all are within the same Circle K District**
    b. **Both/all are standard degree-granting colleges, universities, junior colleges, and/or vocational technical schools that have been certified by the appropriate national, state, or provincial board(s) of education.**
    c. **No more than one institution is a four-year institution with more than 5,000 students.**

2. Charters will be governed by the same rules surrounding a four-year institution with less than 5,000 students or a two-year institution, and the name of the club will be determined by the club members in both institutions.

3. The charter paperwork shall be submitted to the International Office

Amendment #10
Submitted by: CKI Director Jeff Harris
Reasoning: This will allow multi-school clubs, where members are not based on the same campus, to hold meetings online. It also clarifies and streamlines the existing wording.

ARTICLE 6. CHARTERING OF CLUBS
Section 3. Re-Chartering to a Multi-School Club.
For cases in which one Circle K **International** club is already chartered, the district board, with approval of the Director of Circle K International, ~~shall~~ **may** grant permission

for the club to allow students from **other** local institution(s) **as defined elsewhere in this article** to become members of said club, thus forming a multiple-school club. If a Circle K club is already chartered at a given institution, students at that institution must remain within that given club. **Virtual club meetings are permitted for multiple-school clubs**. ~~Internet-based clubs are not permitted.~~

Amendment #11

Submitted by: CKI Director Jeff Harris

Reasoning: Deletes Article 22 from the CKI Bylaws because the organization no longer has an official publication.

~~**ARTICLE 22. OFFICIAL PUBLICATION**~~

~~**Section 1. Publication Policy.**~~

The Board of Trustees of Kiwanis International shall have full control of all questions of CKI policy of the official publication.

Section 2. Editor.

The Director of Circle K International, as editor, shall have complete charge of, and responsibility for, the issuance of the official publication, subject to the direction and control of the Board of Trustees of Kiwanis International.

Section 3. Editorial Content.

The CKI Board of Trustees shall work closely with the Director of Circle K International and the Executive Editor in the selection of the news and editorial content of the official publication, advising the Director of the needs and desires of the Circle K membership relating to the content of the official publications.

(All subsequent articles will be renumbered accordingly.)

Amendment #12

Submitted by: CKI Director Jeff Harris

Reasoning: Clarifies that the CKI Director is not a required to be a member of the organization.

ARTICLE 11. OFFICERS

Section 2. Membership Requirements

Any International Officer, **<u>except the Director of Circle K International</u>**, will serve under the membership requirements as outlined in the governing documents specifically being considered active at a club in good standing at the time of election or appointment, and during the term of office.

<u>Amendment #13</u>

Submitted by: CKI Director Jeff Harris

Reasoning: With Kiwanis International switching dues collection systems, CKI's dues structure must change to meet the requirements of the new system. This amendment, changes CKI's dues structure to comport with the new system while ensuring a reasonable, equitable international membership fee.

*Note that district dues are controlled by the districts and are separate charges from International dues. CKI simply collects district dues for the districts, then remits them back to the districts.

ARTICLE 20. REVENUE
Section 1. International Fees.
Each Circle K club shall submit to Circle K International or its designated fiscal agent annual dues and membership information for every member, but not including honorary members. All clubs are encouraged to send fees **electronically or** via traceable means, i.e. certified mail. Clubs must submit payment by check, money order or credit card; cash will not be accepted. A club roster or dues invoice must be submitted at the time of payment. Clubs that fail to follow these guidelines for dues payment will be placed into a special handling group that will delay the processing of fees.

The amount of dues shall be determined according to the -capita gross national income defined by the World Bank for the nation of the Circle K club, as follows:

a. Each CKI club in a nation with a per-capita gross national income of US$10,000, or more ~~and from a four-year institution with an enrollment of 5,000 or more students~~ shall pay annual ~~club~~ **international** dues of US$~~600~~ **25 per member**;

~~a.~~ ~~Each CKI club in a nation with a per capita gross national income of US $10,000 or more from a four-year institution with an enrollment of less than 5,000 students, shall pay an annual club fee of US$450;~~

~~b.~~ ~~Each CKI club in a nation with a per capita gross national income of US$10,000 or more and from a two-year institution shall pay an annual fee of US$300;~~

~~c.~~ b. Each CKI club in a nation with a per-capita gross national income **of between US$5,000 to US$9,999** ~~than US$10,000~~ shall pay annual **international** dues of US$~~150~~ **10 per member**.

~~d.~~ c. **Each CKI club in a nation with a per-capita gross national income of US $4,999 or less shall pay annual international dues of US$5 per member.**

All international dues shall be payable during a period of at least sixty (60) days according to a schedule set forth in Circle K International Policies**.** ~~and defined for each nation taking into account academic calendar and financial practices of the nation.~~ There shall be no other fees or assessments of club or club members.

Section 2.

Each Circle K club that is a member of a Circle K district shall pay to Circle K International or its designated fiscal agent, annual district per-member dues defined within the district's bylaws and not exceeding US$25 per member, ~~for every member~~, but not including honorary members. ~~District per-member fees shall be payable during the same period set forth for payment of Circle K International fees and as defined in Section 1 of this Article~~ **District dues shall be submitted to Circle K International along with International dues, and CKI shall then remit the district dues payment to the districts**. There shall be no other fees or assessments of clubs or club members by the Circle K district.

NOTE: If the above amendments are adopted, Policy Code should also be adjusted correspondingly.

CKI Policy Code Amendment
Section D: Clubs
7: Club Status
i. Each of the following club status categories shall be further defined as follows:
> i. Active indicates a club has submitted ~~club fees~~ **international** and district dues for at least the minimum number of members as defined by Sub-section c above. These clubs are in good standing' and should be listed as active charters in the official records of the organization.
> ii. Inactive indicates a club has not submitted ~~club fees~~, **international or** district dues and proper membership information for the current fiscal year. Clubs wishing to gain active status must reactivate by remitting the ~~club fee~~ **international** and district dues plus a US$100 reinstatement fee.
> iii. Charter revoked indicates a club has not submitted ~~club fees~~, **international or** district dues and proper membership information for two or more consecutive fiscal years. Any club on inactive status one year or more from the date of becoming inactive is automatically charter revoked. Clubs wishing to gain active status must charter again and pay the standard club-chartering fee.

Thank you for reading! As you may have read, Leah Reiser was elected as the next International Vice President! Please feel free to reach out to her with any questions. She will be taking over my email as of June 27th, 2021: vicepresident@circlek.org. You can also reach me at joeycain.cki@gmail.com or +1 (262) 789-9375 if you would like! Thank you all for a wonderful year!

Yours in Service,
Joey Cain
Immediate Past Circle K International Vice President