

IEEE R10 Annual Meeting
2nd March, 2024, Kuala Lumpur

Chun Che Lance Fung
IEEE R10 Director 2023-2024

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IEEE and R10 Membership Statistics



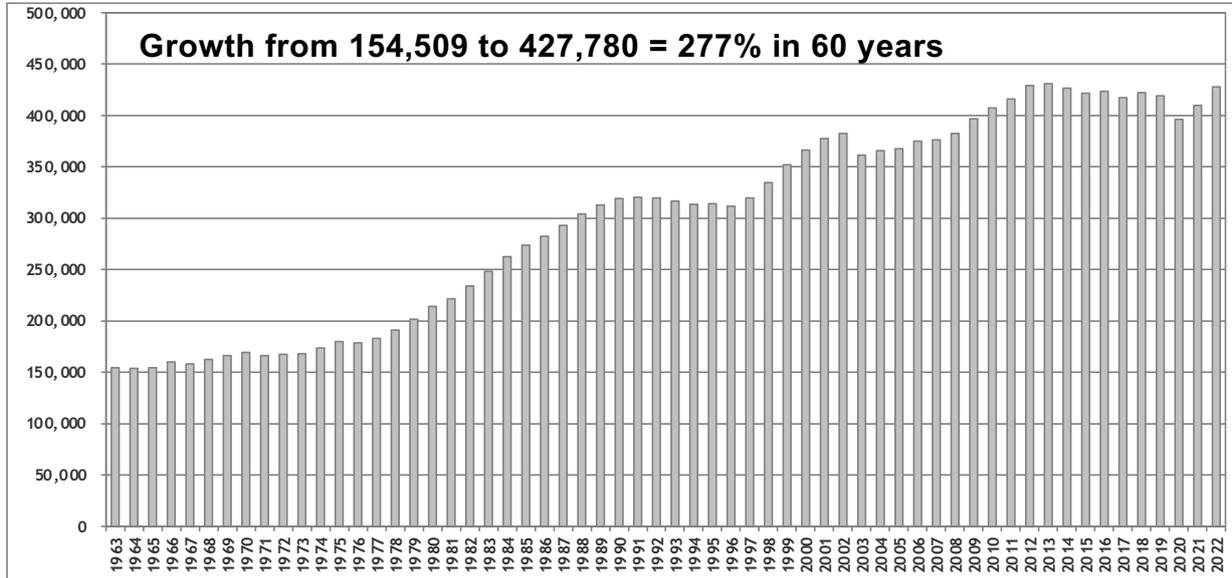
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Total IEEE Membership (1963 - 2022)

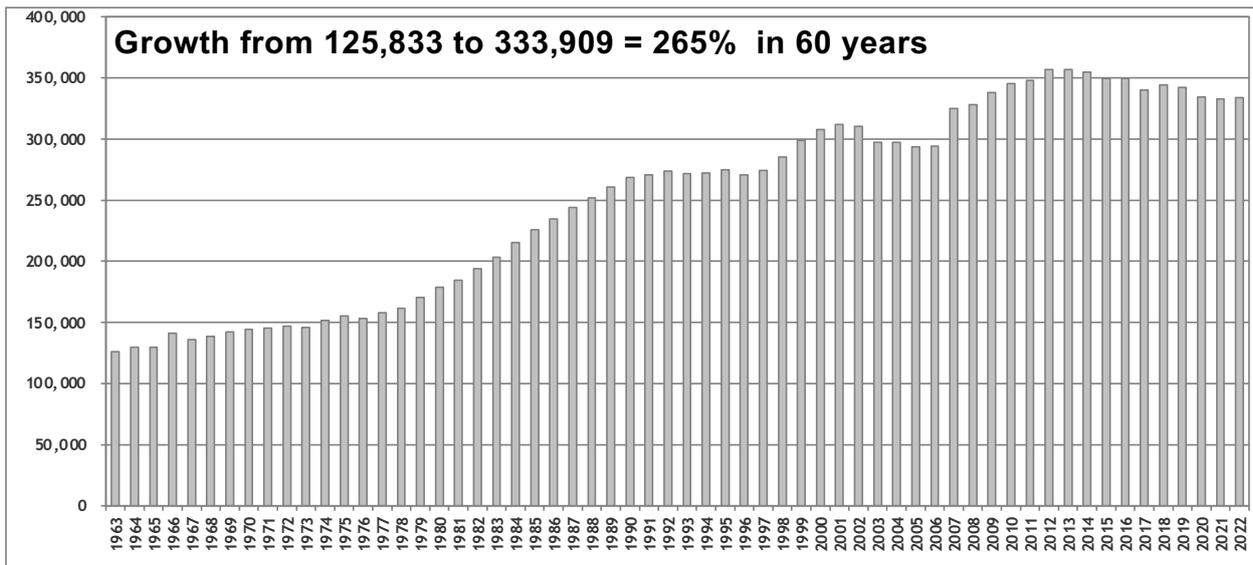
as at 31st December 2022



3

Total Higher Grade Membership (1963 - 2022)

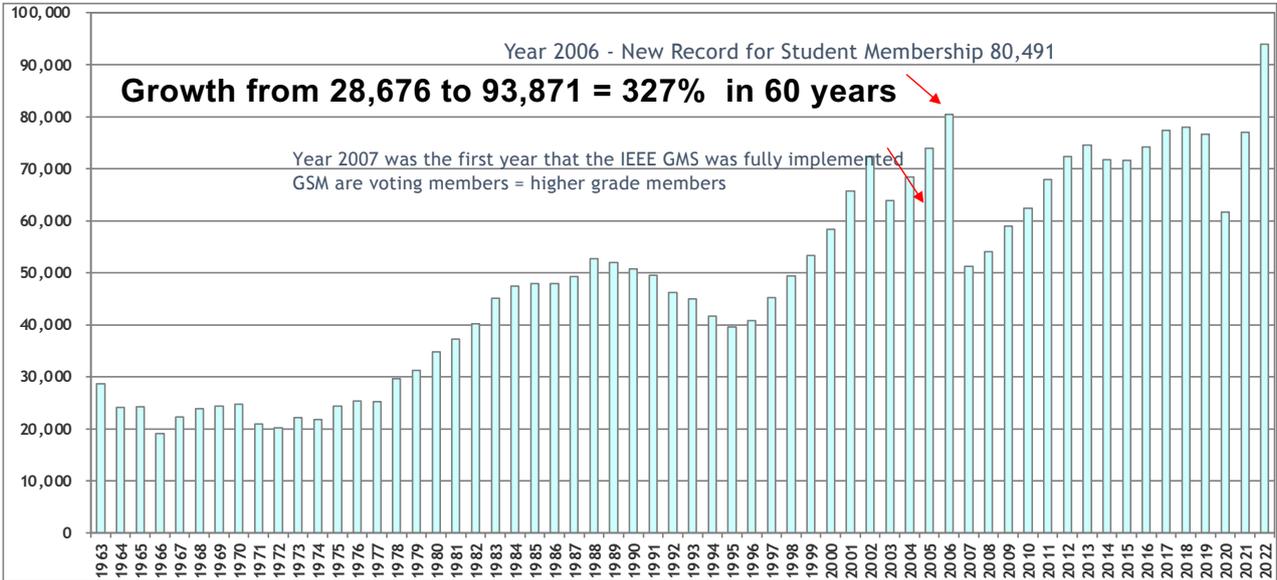
as at 31st December 2022



4

Total Student Membership (1963 - 2022)

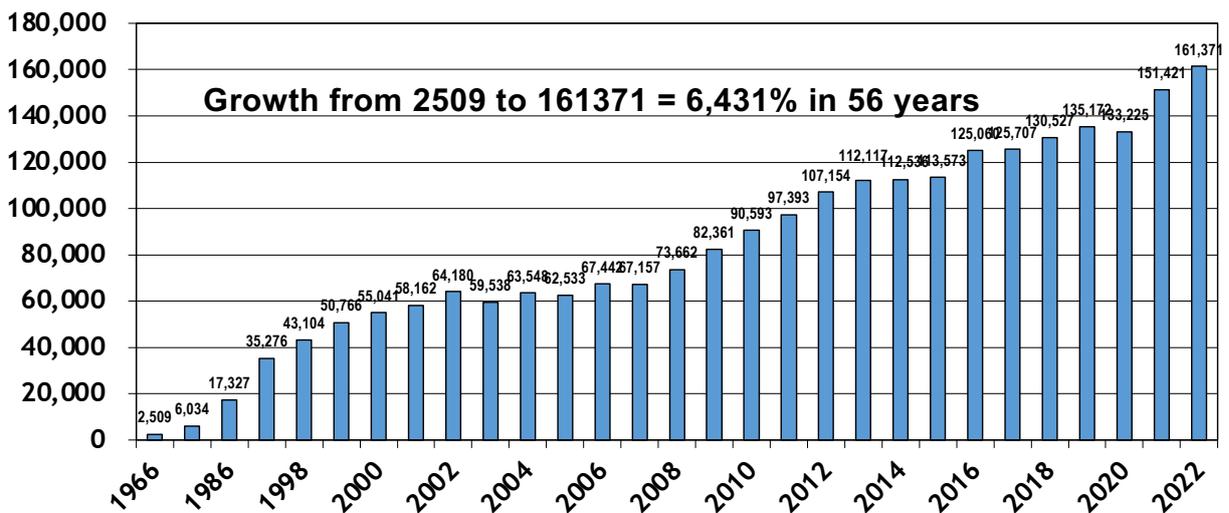
as at 31st December 2022



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Region 10 Membership History (1966 - 2022)

Region 10 was created on 1 January 1967

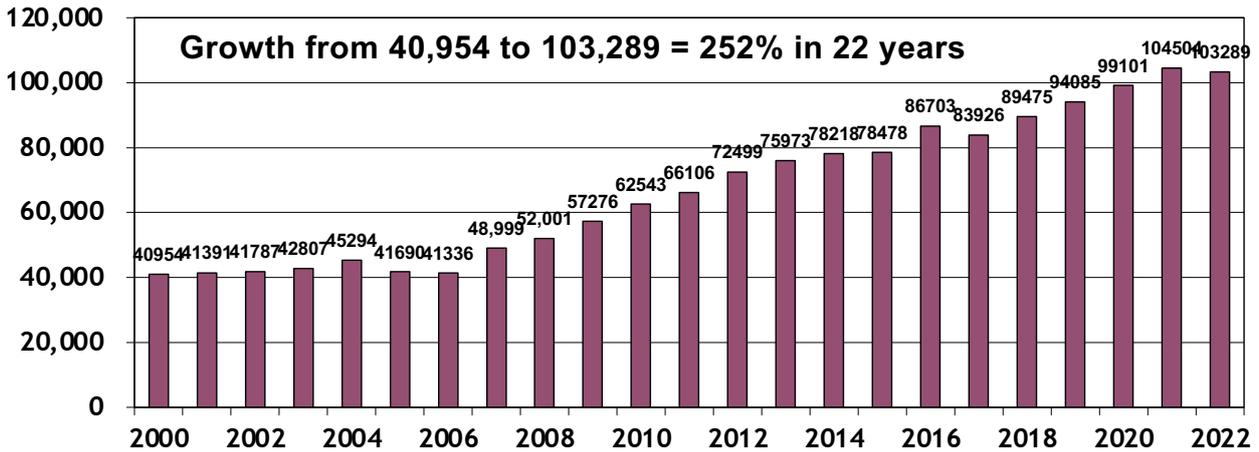


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Region 10 Higher Grade History 2000 - 2022

2007 was the first year that the IEEE Graduate Student member (GSM) Grade was fully implemented.

From 2007 onwards, Higher membership count include GSM.

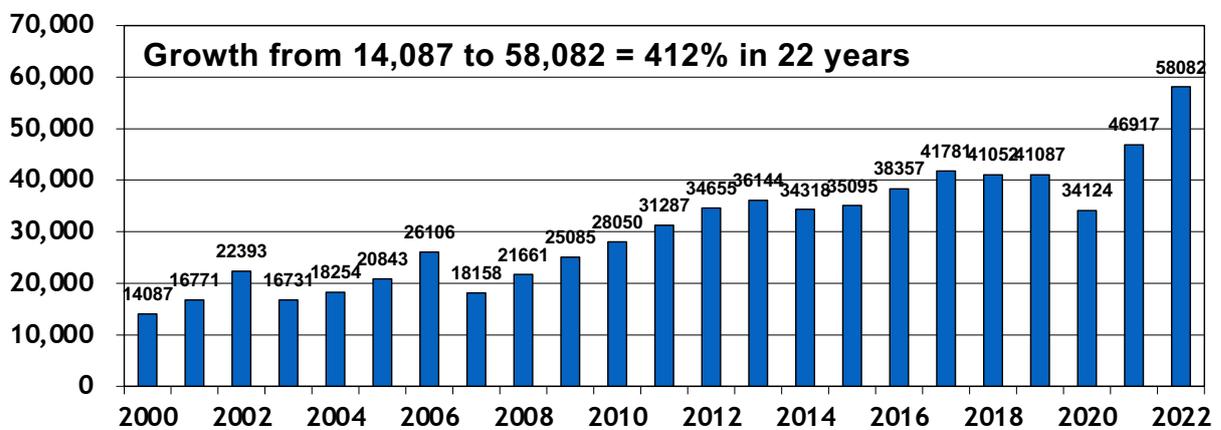


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Region 10 Student Membership History (2000 - 2022)

2007 was the first year that the IEEE Graduate Student member (GSM) Grade was fully implemented.

From 2007 onwards, Higher membership count include GSM.



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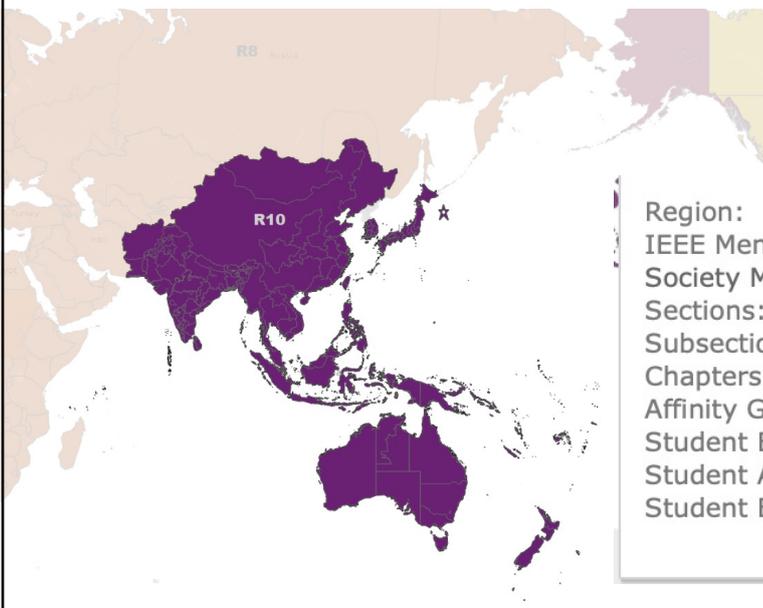
IEEE R10, the Latest



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Region:	R10
IEEE Members:	174,061
Society Members:	87,046
Sections:	60
Subsections:	42
Chapters:	833
Affinity Groups:	115
Student Branches:	1,778
Student Affinity Groups:	517
Student Branch Chapters:	1,869

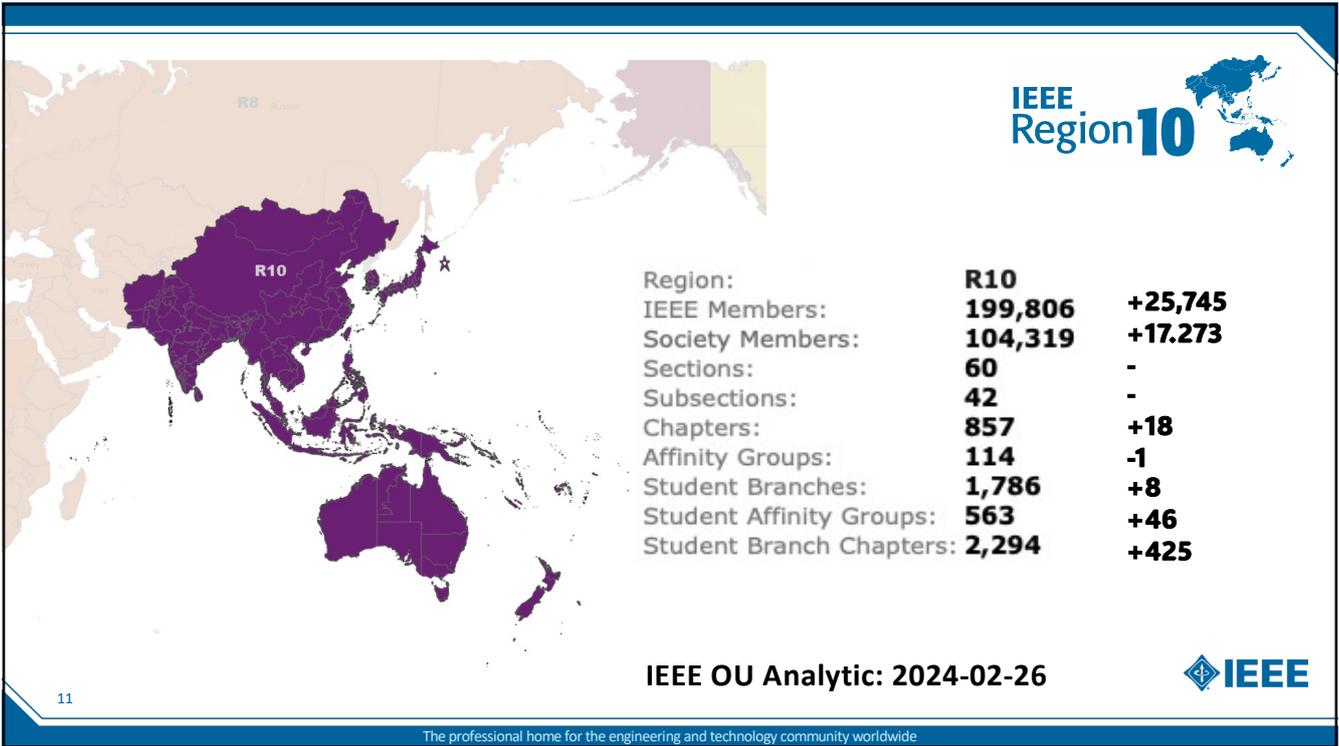
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IEEE OU Analytic: 2023-02-24



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	IEEE	R10	% of R10 vs IEEE
Members	484,054	199,806	41.3%
Society Members	255,076	104,319	40.9%
Sections	344	60	17.4%
Subsections	87	42	48.3%
Chapters	2,726	857	31.4%
Affinity Groups	756	114	15.1%
Student Branches	3,651	1,786	48.9%
Student AG	1,029	563	54.7%
SB Chapters	4,253	2,294	53.9%

IEEE OU Analytic: 2024-02-26

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Grade	Jan-2023	Jan-2024	#Change	%Change
HG members w/o GSM	79,540	86,238	6,698	8.4%
Graduate Students	26,069	31,847	5,778	22.2%
Student Members	63,186	76,945	13,759	21.8%
Total	168,795	195,030	26,235	15.5%
WIE HG Members	2,739	3,726	987	36.0%
WIE Student Members	26,338	28,856	2,518	9.6%
YP HG w/o GSM	26,048	29,893	3,845	14.8%
YP GSM w/o Students	24,519	30,073	5,554	22.7%

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IEEE MGA MD Jan 2024

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IEEE R10, Highlights from 2023

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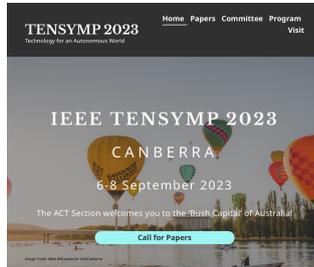
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2023 R10 Flagship Events

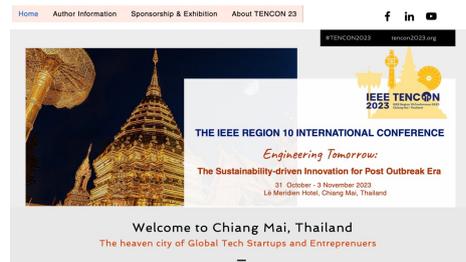


<https://tensymp2023.org/>



About IEEE R10 HTC (Humanitarian Technology Conference)

<https://r10htc2023.org/>



<https://www.tencon2023.org/>



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IEEE R10Talk | Reliability and Safety Challenges for the AI Hardware to Enable the Future Metaverse
 WEBCAST ON
 Towards the IEEE Fellow Grade
 Dr. Den Tan
 General Executive Officer
 National Research Foundation Singapore
 November 14, 2023 (12:00 PM - 12:30 PM)
 (Singapore time)

IEEE R10Talk | Towards the IEEE Fellow Grade
 IEEE Region 10 • 138 views • 3 months ago

IEEE R10Talk | Workshop on Building Trust Through IEEE
 IEEE Region 10 • 58 views • 4 months ago

IEEE R10Talk | IEEE Roadmaps Outlining Technology In Solutions
 IEEE Region 10 • 29 views • 5 months ago

IEEE R10Talk | Reliability and Safety Challenges for the Future Metaverse
 IEEE Region 10 • 33 views • 6 months ago

IEEE R10Talk | Radio over Fiber Technologies for 5G and Beyond
 IEEE Region 10 • 146 views • 6 months ago

IEEE R10Talk | Interconnecting & Communicating with (DERs)
 IEEE Region 10 • 104 views • 6 months ago

IEEE R10Talk | IEEE Region 10 Panel on Climate Change
 Harbans L Bajaj
 IEEE Region 10 • 21 views • 6 months ago

IEEE R10Talk | The Acceleration and Sustainability of AI
 Yu Yuan
 IEEE Region 10 • 21 views • 6 months ago

IEEE Region 10 R10Talk
Physics and Engineering of Pianos
 Dr. Clive Woods
 MA, DPhil, DSc (Oxford), FIET
 Associate Dean, College of Engineering
 Professor of Electrical & Computer Engineering
 University of South Alabama
 18th November 2023 | Saturday |
 (11.30 AM - 12.30 PM, SOT, UTC + 8)

SPEAKER BIO
 Dr. Clive Woods moved to the University of South Alabama in 2016 as Associate Dean of Engineering responsible for research and graduate affairs. He studied at New College in the University of Oxford where he earned Bachelor's and Master's degrees, and the Doctor of Philosophy degree for his original research on magnetic resonance conducted at the University of Oxford's Clarendon Laboratory. Next he worked on surface-acoustic-wave signal-processing devices in the University of Oxford's Engineering Science Department. He was Senior Scientist at Plessey Research (Caswell) Ltd, Trowcester, specialising in semiconductor lasers and LED systems. He was then a Lecturer and subsequently Senior Lecturer in Electronic and Electrical Engineering at the University of Sheffield. In 1989 he was awarded a British Association Fellowship. He was appointed Full Professor of Electrical and Computer Engineering at Iowa State University, Ames, Iowa, in 2003. Moving again in 2004 to be Department Chairman, his Department achieved its best-ever performance under his leadership. For his work at NSF he received the NSF Director's Award for Collaborative Integration recognizing his exceptional teamwork in representing a model for a truly collaborative activity across the Foundation involving science, administration, and science diplomacy. He has authored more than 100 peer-reviewed research publications (plus a number of patents) and is an invited member of multiple NSF research panels. He is a member of the Editorial Board for several prestigious peer-reviewed research journals including IET Nanodielectrics and Springer Nature/Light: Science & Applications. In 2021 the IEEE appointed him to its Ethics and Member Conduct Committee which he Chaired in 2022 and 2023. Also an accomplished pianist, he has played at many public concerts in both Europe and North America, including France, Germany, New York City, Washington D.C., Maryland, the north of England, and London. He is particularly well-known as a soloist and as an accompanist for operatic and choral works.

ABSTRACT
 Of all of the traditional musical instruments, the piano scientific and engineering principles have been applied most comprehensively to the modern piano. This presentation will explore some of the main aspects of the design compromises and developments that have been implemented in all commercial piano designs since the late 19th century. The focus will be particularly upon the scientific details of sound production by pianos and how pianos have been engineered to exploit the principles of acoustics, dispelling some common misconceptions along the way. The intended audience is pure and applied scientists and engineers interested in design, evaluation, and musicians interested in how science and engineering have influenced instrument design. A basic knowledge of physics (frequency, Fourier series, basics, tension, stretched strings, impedance, power transmission, elasticity, 1D wave equation) and only a little music theory (names of notes, intervals, basic notes on a staff) will be assumed.

IEEE Region 10 | IEEE R10 | IEEE Region 10 Young Professionals | IEEE Region 10 | IEEE Life members

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R10 Educational Activities Committee – Reflection Highlight – Prof Leon Lai

Sandbox for Learning Computational Intelligence for Pre-university and Undergraduate Students

- Collaboration between R10 EAC (MGA, EAB) and CIS Education Portal Subcommittee (TAB)
- Organize synchronous virtual events across Hong Kong, Taiwan, Japan, Indonesia and Korea
 - Also collaborated with workshops at IEEE CEC 2023 and IEEE FUZZ 2023
- Over 200 participants explored the synergy of machine learning, robotics, generative AI and other technologies in events
- Events were reported by multiple local news companies in Taiwan, with local community impacts

R10 Conference Quality Management Committee – Reflection Highlight – Prof S M Sameer

Conference Quality & Management Committee

Imparting Education on Enhancing Conference Quality

- Conference quality is always a growing concern- particularly relevant in Region 10 countries
- Organized three training workshops for potential future organizers- conveyed that the **quality is not a destination but a journey and every step is important.**

R10 Humanitarian Technology Activities Committee – Reflection Highlight – Emi Yano

Emi YANO, R10 HTA Committee Chair 2023

Team

Visibility Enhancement:
IEEE R10 HTA Impact Congress at HTC 2023 (15-16 October, Rajkot, India)
400+ event, 22 participants from 11 sections
Day 1: SIGRT Chairs / HTA volunteers Meetup

Funding:
R10 Supporting Fund: 11 projects from 21 proposals
R10 Travel Funding: 12 winners

Award
Kerala Section 2023 R10 HTA Outstanding Section Award
Robiah Ahmad – Malaysia Section 2023 R10 HTA Outstanding Volunteer Award

R10 Industry Relations Committee – Reflection Highlight – Sanjay Kar Chowdhury

Industry Conclave- 2023 – Looking Back

A two-day event held at HTC-2023.

- ◆ **Expert Session:** Industry4.0-Overview, Implementation, Challenges & Future
Target Audience – YP & SAC
- ◆ **Panel Discussion on:** Artificial Intelligence for Humanitarian Technology:
- ◆ **Workshop on Industry4.0:** Overview, Implementation, Challenges & Future- Target Audience - Students
- ◆ **Hands-on Training & Demonstration on IIoT Enabled metal Casting Facilities-Target Audience Students**

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R10 Information Management Committee – Reflection Highlight – Vijay Paul

Information Management Committee
Portfolio Highlight 2023 - **Increased accessibility** for R10 website

- Data suggests that 8.2% of people in Asia and 3.8% of people in Oceania region use some kind of accessibility tool to view website content.
- R10 being one of the most diverse Regions in IEEE, we have to be mindful of the inclusivity in the most accessible manner possible.
- 2023 IM Committee had a specific focus on increasing the accessibility of the IEEE R10 website.
- The accessibility score of the website has increased from 40 (poor) to 56 (fair) in the last 10 months.
- The aim is to achieve a minimum score of 70 (very good).
- Increasing the website traffic – an increase of 12.3% in 2023, as compared to 2022.



R10 Student Activities Committee – Reflection Highlight – Prof Jennifer Delacruz

IEEE Region 10 Student Summit

- Flagship event funded by R10 SAC.
- 7 Host Sections
- Two Phases: Plenary and Sectional Assemblies
- Plenary was hybrid where the sections gathered physically and R10 leadership presented online.
- Sectional Assemblies were hosted as separate events by section SACs adhering to the structure provided by R10 SAC.
- Total participation upto a count of nearly 1,200.



IEEE R10 Student Summit 2023

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R10 Newsletter Committee – Reflection Highlight – Akila Wijethunge

2023 R10 Newsletter Committee

- Four issues published (Jan, Mar, Jun and Oct)
- Rearranged the newsletter website and Newsletter with less data consumption and easy access for both mobile and web with an embedded email
- Conducted Video recording of senior IEEE volunteers and leaders



IEEE Region 10 Young Professionals Saaveethya Sivakumar

R10 Internship Program

The first regional level internship program, launched and pioneered by IEEE R10 YP, which aims to provide the interns with necessary training and involving on projects which benefits the members of the IEEE.

CLAP IEEE Region 10 Young Professionals Career Leadership Aid Program (CLAP) is focused on equipping student and graduate student members with the necessary skills to achieve their career goals and facilitate their transition to IEEE Young Professional.

Region 10 YP Vitality

60 Sections within R10	50 YP AGs	148 Events	Top 3 AGs based on member count
1 Dormant AG	18.2% Membership Growth	44087 Members	Beijing – 6902 Bangalore – 2475 Shanghai – 2241



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R10 Ad Hoc: Volunteers Upskills and Empowerment – Reflection Highlight – Prof Mousmi Chaurasia

IEEE R10 Volunteer Upskill and Enhancement Committee (VUEC)

- Designed a roadmap of the committee for the upcoming years
- Drafted a **Region 10 Volunteer Upskill program** proposal inspired by MGA VoLT
- Received 1,800USD to organise the **Volunteer Leadership Training in North East Asia**

IEEE WIE China Leadership Summit 2023
21 October 2023 – Over 110 Attendees

IEEE SYWL 2023 – Shinshu Section Website
24 November 2023

IEEE R10 Section Chapter SYMPOSIUM
1-3 DECEMBER 2023

IEEE Region 10 Section Chapter Symposium

R10 Ad Hoc: Philanthropy Initiatives – Reflection Highlight

ITEMs of REFLECTION and HIGHLIGHT R10 Ad Hoc Committee on Philanthropy Initiatives – Paulina Chan

- Introduce IEEE Philanthropy Initiatives to the Region
- Fund STEM learning for pre-university students via projects like Underwater Robotics and Bokashi-based horticulture in Space
- Coorganize HK Government Trade Development Council's Symposium on Innovation & Technology 2023; moderate distinguished Panel Discussion with Industry and Academia.
- Host and facilitate TRY-Engineering's first international TESI Camp, summer 2024.



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R10 Ad Hoc Committee Chair on Climate Change – Reflection Highlight – Prof Shaikh Fattah

Interactive Training on Climate Change

conducted interactive training on climate change with expert talk/panel/pavilion



- Physical Training and Climate Change Pavilion – In R10 flagship Conferences- R10-HTC & IEEE TENCON
- Virtual Training with Panel and Talk-
- Technical talk: IEEE President Saifur Rahman
- Panel: Shay Bahramirad, PES President-Elect & H. L. Bajaj, Past R10 Director

R10 Ad Hoc: ASEAN Roundtable with Industry on Climate Change – Reflection Highlight – Agnes Irwanti

IEEE R10 ASEAN Industry Roundtable Discussion on Climate Change

- Brought together industry leaders, researchers and government representative to focus on the pressing need for innovation, sustainable practices, and education to effectively tackle climate change.
- The topics covered include the impact of climate change on natural resources, the significance of energy efficiency and renewable energy sources, and the need to shift away from coal and gas in power generation.
- Overall, the panelists agreed on the need of a united effort to combat climate change to create a better future for all.
- This discussion was aired live on YouTube and was watched by more than 850 person at the time.
- It was also aired on TVRI World channel which is accessible by satellite and pay TV platforms overall countries within South-East Asia and 7 countries in Europe.
- <https://www.youtube.com/live/AGZbeFTHQ7a-eRcQjUG6CKtEB8mdE>



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IEEE R10 in 2024

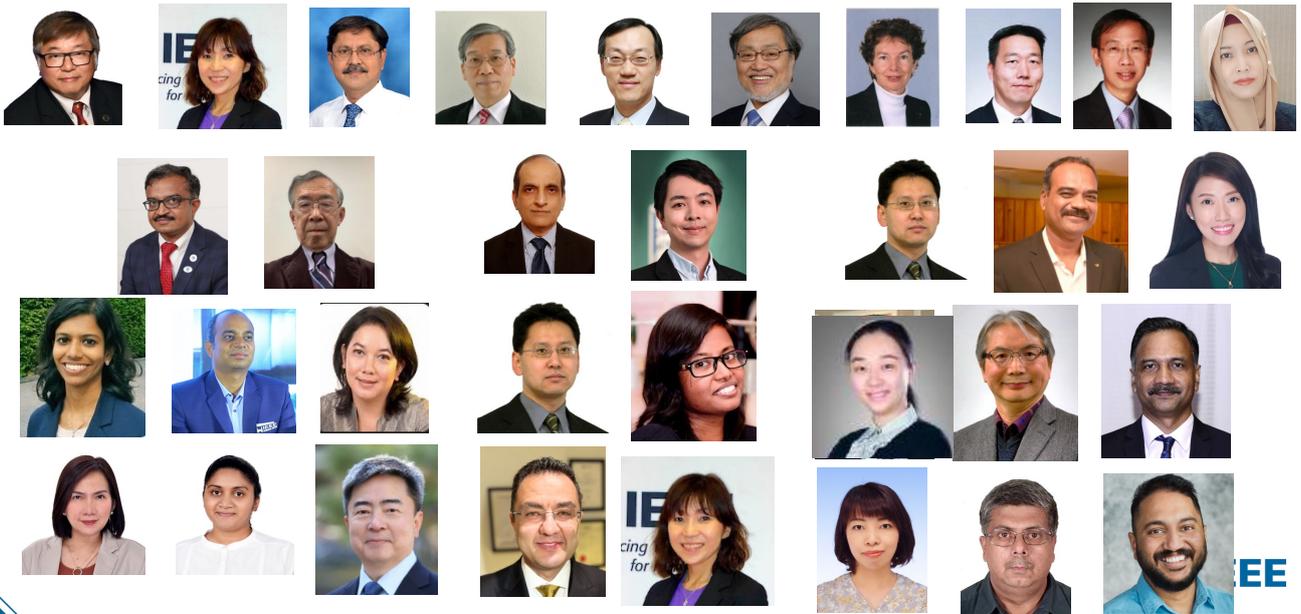
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2024 IEEE Region 10 Executive Committee



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2024 R10 ExCom and AdHoc Committees

**Operation Committee – 9 (3 D’s, Sec, Tre, 3 VC’s, Zone Rep)
 Committee Chairs – 19 (D-E serves on SPNIC, and VC TA on History)**

Advisory Committee – 7 (4 past Directors and President)

AdHoc Committees – 5

- Entrepreneurship and Innovation (ACEI)
- Industry Engagement and Round Table (ACIERT)
- Outreach and Retention (ACOR)
- Volunteer Upskill and Enhancement (ACVUE)
- Climate Change and Sustainability (ACCS)



Total 35

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Diversity of ExCom Members

Gender Balance: Male 23/Female 12 (65.7% vs 34.3%)

North and South Asia: N 12/S 23 (34.3% vs 65.7%)

Role assignment: New / Changed / Continued

6 / 3 / 26 (17.1% vs 8.6% vs 74.3%)

Countries (12):

India (9), Japan (7), Australia (5), S. Korea (3), Sri Lanka (2), Singapore (2), Indonesia (2), Philippine (1), China (1), HK (1), Malaysia (1), Bangladesh (1)

Aim to include more volunteers from other countries/sections in the committees



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IEEE Region 10 Focus Aligns with MGA's objectives

- **Members**
 - Recruitment, Retention and Rejuvenation
 - Enhance Membership Value and promote Awareness of Benefits
 - Create and Facilitate opportunities for participation and engagement
- **Volunteers**
 - Enable, Empower and Equip
 - Support, Educate and Engage
- **Leaders**
 - Serve and Lead by examples
 - Initiate Quality Programs with impacts and efficiency
 - Accountability, Ethical Behaviour and Professional performance



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IEEE Region 10 – Key Activities

- **Member, Professional and Technical Activities** continual to be led by R10 Committees chairs under the three VC's
- **Awareness on Ethics and Risk Management**
- **Flagship Conferences and Local Activities**
- **R10 Talk, SYWL and 2024 Robotic Competition**
- **Section Bylaws updates and Section Reviews**
- **Regional Offerings**

AdHoc Committees on:

Outreach and Retention (Preeti Bajaj)

Entrepreneurship and Innovation (Suresh Nair)

Industry Engagement and Round Table (Bernard Lim)

Volunteer Upskill and Enhancement (Mousmi Ajay Chaurasia)

Climate Change and Sustainability (Shaikh Fattah)



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TENSYPMP 2024
Technological Advancements to Help Society Overcome Various Socio Economic and Health Challenges
September, 27th-29th, 2024 | IICC DELHI

2024 IEEE Region 10 Symposium (TENSYPMP)

2024 IEEE Region 10 Symposium (TENSYPMP) will be held in Delhi, India from 27-29 September 2024. The theme of TENSYPMP 2024 is "Technological Advancements to Help Society Overcome Various Socio-Economic & Health Challenges".



IEEE R10 HTC 2024

2024 IEEE R10 Humanitarian Technology Conference (HTC)

2024 IEEE Region 10 Humanitarian Technology Conference (HTC) is a premier annual cross disciplinary conference that will bring together technologists, engineers, scientists, investors, representatives from NGOs, governments, academia, and industry. Details of HTC 2024 coming soon.



TENCON 2024 IEEE Region 10 Conference 2024 (TENCON 2024)
Artificial Intelligence and Deep Learning Technologies for a Sustainable Future
1-4 December 2024 | Marina Bay Sands, Singapore

2024 IEEE R10 Conference (TENCON)

2024 IEEE Region 10 Conference (TENCON) will be held in Singapore from 1-4 December 2024. The theme of TENCON 2024 is "Artificial Intelligence and Deep Learning Technologies for a Sustainable Future".



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IEEE R10 SYWLC 2024

2024 IEEE R10 SYWL Congress

2024 IEEE Region 10 Student-Young Professional-Women in Engineering-Life Member Congress (SYWLC) is the biennial gathering of volunteer leaders from across the Region, to network, learn and collectively shape the future of IEEE. Details of R10 SYWLC 2024 coming soon.



IEEE R10 ROBOTICS COMPETITION 2024
Have you been building robots for a better world?

CALL FOR PARTICIPATION

Time to showcase your work on an international stage!
R10 Robotics Competition is an opportunity for all IEEE Student members (Undergraduate and Postgraduate) in the IEEE Region 10 to demonstrate their innovative robot projects designed for solving real life problems and making world a better place to an international audience in **Tokyo, Japan**.

Who can participate?

- The IEEE R10 Robotics Competition is open to IEEE Student members and Graduate Student members belonging to educational institutes located within the geographical boundaries of the IEEE Region 10.
- Non-member students must join IEEE to participate in the competition.

What can be submitted?
Submissions should be of innovative and useful robotics and automation technology projects for following purposes:

- Robots for healthcare and humanitarian causes
- Robot for educational/research purposes
- Robots for community services or community awareness
- Robots for tackling the climate change challenges or assisting with climate sustainability
- Robots for industrial applications
- Robots for world peace, for example, prevention of human suffering by landmines detection and defuse, surveillance and narcotics control etc.

R10 Robotics Competition will be organized in following 3 stages:

Stage 1
January to April 2024

- IEEE Sections/Subsections to pick the best team(s) for IEEE R10 Robotics Competition and organize robotics activities such as technical talks for members and hands-on workshops for school children to inspire younger people to STEM.
- A limited IEEE R10 funding will be available to Sections/Subsections for Stage 1 activities.

Stage 2
10 May - 30 June 2024

Teams registration and online assessments of all nominated teams.

Stage 3
August 2024

Final Rounds in **Tokyo, Japan**.

<http://robotcomp.ieee-r10.org>

R10-ROBOTICS-COM@ieee.org





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R10Talk
In Pursuit of Excellence

Human Digital Twins and their Applications to Healthcare

Dr. Claudio Pizzolato
Research Lead
Griffith Centre of Biomedical and Rehabilitation Engineering,
Griffith University

February 24, 2024 | Saturday
2:30 PM to 3:30 PM (UTC +8:00 /Kuala Lumpur, Singapore)
12:00 noon to 1:00 PM (UTC +5:30/India)

IEEE Region 10

IEEE Region 10

IEEE

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IEEE region 10 | IEEE Malaysia Section | IEE ELECTRONICS SOCIETY | IEEE ELECTRONICS PACKAGING SOCIETY | IEEE AFU STUDENT BRANCH | MIMOS

2024 IEEE INDUSTRY DAY & INDUSTRY ROUND TABLE DISCUSSION

Welcoming Remarks

Ir. Dr. Bernard Lim
IEEE R10 ACERT Chair

Ir. Dr. Nordin Ramli
IEEE Malaysia Section Chair

Prof. Dr. Ho Chin Kuan
APU Vice Chancellor

SPEAKERS

Ts. Dr. Lee Hing Wah
MIMOS Berhad

Ir. Dr. Wong Shaw Fong
Intel

Mr. Noorazidi Che Azib
Inari Amertron Berhad

Dr. Rakesh Kumar
IEEE Dataport

Dr. Don Tan
IEEE Robotics & Equipment

Andy Chen
IEEE Entrepreneurship

Joanne Wong
IEEE Entrepreneurship

Bala Prasanna
IEEE Region 10

Venue: Asia Pacific University of Technology & Innovation
08.30 - 09.00AM Registration
09.00 - 09.30AM Welcoming & Opening Remarks
09.30 - 12.00PM Global Semiconductor Landscape Challenges and Opportunities
Venue: MIMOS Berhad
14.30 - 15.45PM Navigating the Innovation Landscape
16.00 - 17.30PM Technical Visit

REGISTER NOW

Friday 1 March 2024 8.30 AM - 5.30 PM

<http://bit.ly/2024IDRTD>

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HTX-IEEE Public Safety Workshop
From Research to Real-world Application - TXS 2024

A workshop to inspire greater interaction between researchers and public safety operations personnel, to push for more research and translation collaborations.

Half-day hybrid workshop as part of Milipol AsiaPac-TechX Summit 2024

5th April 2024
9am - 12nn Singapore Time

Register at www.techxsummit.sg Or email Yuan_Yidi@htx.gov.sg

IEEE Advancing Technology for Humanity HTX

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Collaborations with other OU's

- Education Society – TALE Conference
- R8, R7, R9 – HisTelCon
- CIS - CIS Education Sandbox Workshop
- IEEE IEC
- IEEE Entrepreneurships
- IEEE Dataport
- IEEE Blockchain Technical Community...

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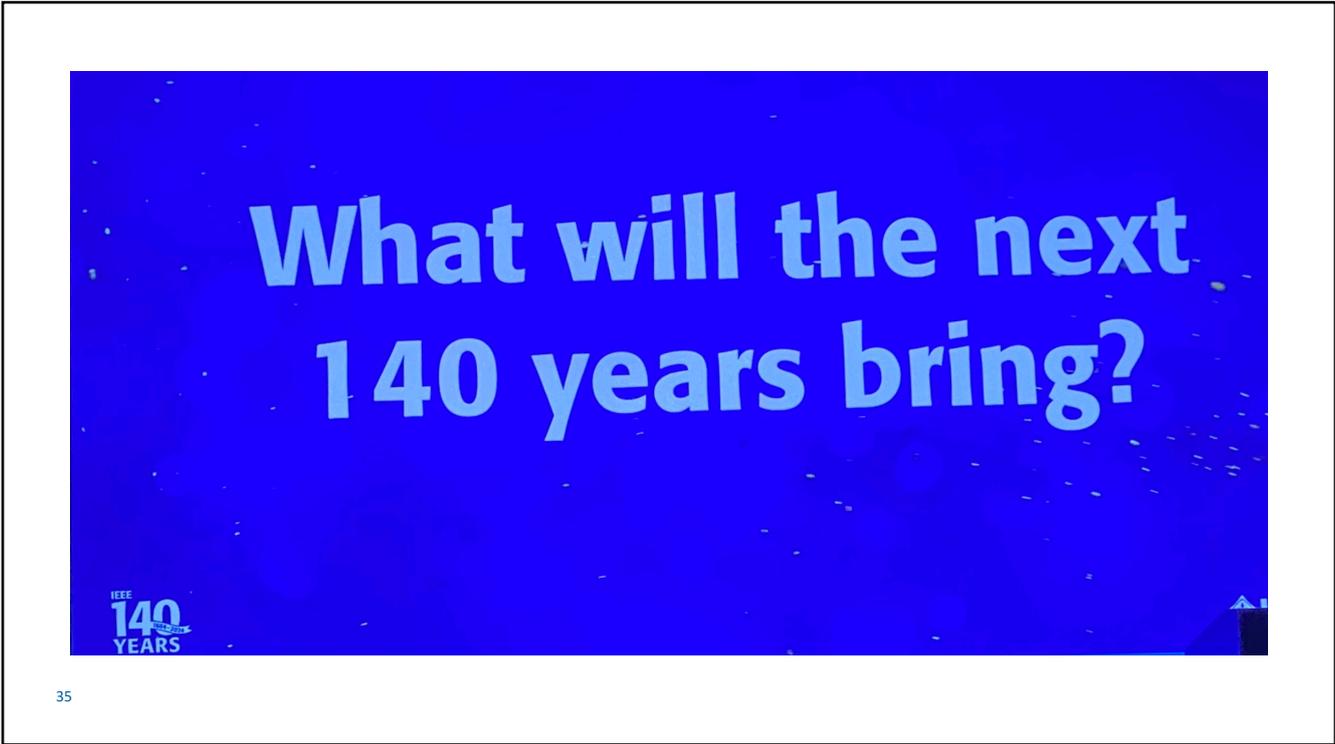
2024 IEEE Focus: *R10 for RIO*

*R*etention

*I*ndustry

*O*utreach

The Challenge



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Financial Implications on Membership dues

(Ref: Feb 24 MGAB "Finance Update")



	Member Count	2023 Actual Revenue (\$ x,000)	Average Revenue per Member
Higher Grade	162,358	23,363.3	\$143.9
Students & GSM	156,961	2,580.8	\$16.4
Electronic Membership	39,595	2,980.9	\$75.3
Affiliates	5,852	392.1	\$67.0



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Affinity Groups (2023)

(Ref: Feb 24 MGAB "Finance Update")



- ▶ Revenue (Budget 2024)
 - Women in Engineering Dues **\$106,000**
 - Women in Engineering **\$398,300**
 - Young Professionals \$23,800
- ▶ Expenses (Budget 2024)
 - Women in Engineering **\$1,062,600**
 - Young Professionals \$191,400
- ▶ IEEE Contributions (Budget 2024)
 - Women in Engineering **\$558,300**
 - Young Professionals **\$167,600**
- ▶ Member Count (HG+Students) @Jan 2024
 - Women in Engineering 3,726 + 28,856 = 32,582 **Avg \$17.1**
 - Young Professionals 29,893 + 30,073 = 59,966 **Avg \$2.8**



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BALANCE



IEEE

- ▶ Spirit = Mission, Vision, and Plans
- ▶ Mind = Governance, Structure, and Tools
- ▶ Body = Volunteers, Staff and Community

Individual

- ▶ Spirit = Personal Belief, Value, and Intention
- ▶ Mind = Intelligence, Experience, and Knowledge
- ▶ Body = Ability, Availability, and Agility



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Lessons from Okinawa?



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How do the lessons relate to longevity, vitality and health of R10, OU's and volunteering?



- ▶ **Purpose** – Volunteering can only be maintained, and sustained with appropriate purpose and intention. *Are you and your committee members standing firm on the purpose and objective of volunteering?*
- ▶ **“Moai”** – the network and circle of friends are another reason for people joining and maintaining as a member of IEEE. *Are you able to foster a circle of friendship among the members and volunteers, so that each will help and support one another?*
- ▶ **Positive Outlook** – Be prepared for set backs, discouragement and pressure along the journey of volunteering. *Are you able to ride above the storm and sail towards the destination and goals?*
- ▶ **Activities** – Success of volunteering are correlated with activities, projects and programs. Without such services and products, OU's will not grow and become stagnant. *Are you Active?*
- ▶ **Nutrient rich food** – they are the appropriate resources needed to grow the OU's, and it is important to know where to find them and utilize them. *Do you have the right resources for your work?*
- ▶ **Medical plants** – solutions need to be found to address issues and overcome problems. *Do you have the right medicine or solution for any problem?*



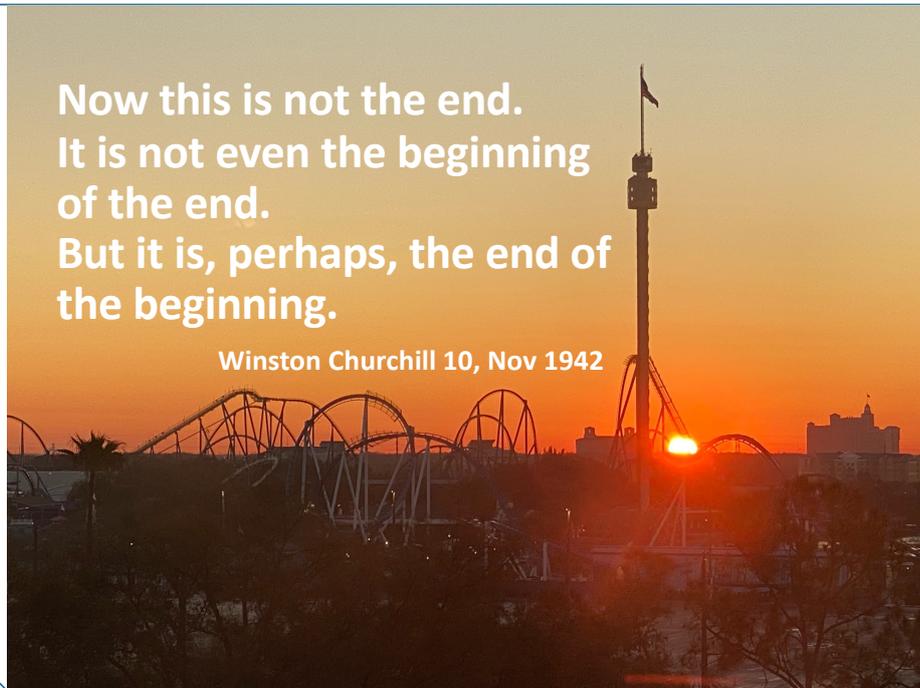
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Now this is not the end.
It is not even the beginning
of the end.
But it is, perhaps, the end of
the beginning.

Winston Churchill 10, Nov 1942



Thank you



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