

A WELLBEING SERIES FROM THE
AUSTRALIAN LIONS WELLBEING FOUNDATION

THRIVING MEMBERS THRIVING CLUBS



SOCIAL
CONNECTION



SLEEP



ANXIETY



IDENTITY IN
LATER LIFE



MOTIVATION



NUTRITION



MOVEMENT



TRICKY
CONVERSATIONS

CLUB GUIDE

Helping Lions and Lions Clubs Thrive.

ONE CONVERSATION AT A TIME

A practical guide to introducing wellbeing
conversations at Lions Club meetings.



Wellbeing
Foundation

Developed in partnership with
Andrew Fuller, Clinical Psychologist
and Author

Welcome

Every Lions Club has the power to strengthen wellbeing one conversation at a time.

Every Lions Club has the opportunity to strengthen wellbeing, not by becoming mental health experts, but by creating spaces where members feel connected, valued and supported.

The **Thriving Members. Thriving Clubs. Facilitator Workbook** has been developed by the Australian Lions Wellbeing Foundation in partnership with psychologist Andrew Fuller to help Club leaders introduce meaningful wellbeing conversations in a simple and practical way. You don't need to be a wellbeing expert. Your role is simply to start the conversation and let your members do the rest.

This Club Toolkit Covers Eight Topics



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Each Wellbeing topic includes

- Facilitation Guide
- Conversation starters
- Practical group activity
- Club action ideas
- Member challenge
- Follow up ideas

Support materials

- Support factsheet for every topic
- Topic newsletter articles
- Social media tiles
- Wellbeing conversation cards
- Handouts - such as support services - see these at alwf.org.au/tmtc



alwf.org.au/tmtc

Small Conversations. Thriving Clubs. Thriving Members

Together, we can build a healthier, happier Lions community

BUILD WELLBEING ONE MEETING AT A TIME

This toolkit offers a simple framework for introducing meaningful wellbeing conversations at your Club meetings.



We recommend introducing one wellbeing conversation at each Club meeting - have it as a standard agenda item.

Spending just 10–15 minutes exploring one topic each month can strengthen friendships, encourage meaningful discussion and help create a Club where every member feels valued, supported and able to thrive.

You don't need to be a wellbeing expert. Your role is simply to start the conversation and let your members do the rest.

Download our handout on *how to talk about mental health* alwf.org.au/tmtc

- You don't need to have all the answers
- Your role is simply to create a safe space where members can feel comfortable talking, listening and learning together
- Every conversation is an opportunity to strengthen wellbeing, build connections and help members and Clubs thrive.



SOCIAL CONNECTION

Building meaningful relationships

*Connect more.
Belong more.
Thrive together.*

Before the meeting

This conversation is designed to help members reflect on the importance of connection, belonging and supportive relationships.

Avoid focusing on loneliness or asking members to share personal experiences unless they choose to.

Instead, encourage discussion about the ways Clubs create connection and how we can strengthen a sense of belonging for all members.

Why this matters

Strong social connection is one of the most powerful protective factors for wellbeing. Lions Clubs already create countless opportunities for connection. This discussion is about making those moments even more intentional.

Thriving Members. Thriving Clubs

Topic insight:

Strong social connections are one of the most important foundations of wellbeing. Feeling connected helps us manage life's challenges, supports our mental and physical health and gives us a sense of belonging and purpose.

Lions Clubs play an important role in creating opportunities for friendship, meaningful relationships. Small moments of connection or checking in with another member, can make a significant difference.



LEADER TIP

Focus on belonging.

Rather than asking:

“Who feels lonely?”

Try asking:

“What helps people feel welcome, connected and valued in a Club?”

This encourages positive discussion and helps members explore practical ways to strengthen connection and belonging.



Conversation Starters

- What helps people feel welcome in a Club or community?
- What small actions help people feel included?
- Why is belonging important for wellbeing?
- How can our Club strengthen social connections?



Facilitator Activity Strengthening Connections

In small groups discuss:

“What are the small things that make people feel welcome and connected in a Club?”

Examples may include:

- Greeting people by name.
- Introducing new members.
- Checking in with someone who has missed meetings.

Finish by asking:

“What is one thing our Club could do more often?”



Club Actions Ideas

Discuss these as a group - what can you action?



Check in on members who haven't attended recently



Build social time into meetings.



Welcome new members with a buddy



THIS WEEK - member challenge

Call one fellow Lion.
Not about Club business,
Just to check in.

*Small conversations. Stronger Clubs.
Better wellbeing.*

Continue the Conversation

This guide introduces the conversation.

For practical strategies, expert insights and activities to support stronger social connections, encourage members to download the [Social Connection Factsheet](#)

Social Connection Factsheet

The factsheet explores:

- Why social connection matters for wellbeing
- The health benefits of belonging
- Practical ways to strengthen relationships
- Simple actions to reduce loneliness and build community

Scan for more resources

Access the full series of factsheets and other resources.





Anxiety

Supporting understanding. Encouraging conversations

*It's okay to ask.
It's okay to listen.
It's okay to not have all the answers.*

Before the meeting

This conversation is designed to increase understanding, reduce stigma and encourage supportive conversations. Avoid asking members to share personal experiences unless they choose to.

Instead, focus on creating a respectful discussion where everyone feels comfortable participating and learning together.

Why this matters

Many people quietly experience anxiety while continuing to volunteer, work and support others.

By normalising conversations about wellbeing, Lions Clubs can become places where members feel comfortable checking in, asking for support and supporting one another.

Sometimes simply knowing someone cares can make a significant difference.

Topic insight:

Everyone experiences anxiety differently.

For some people it may be occasional worry before a challenging situation. For others, anxiety can become overwhelming and affect everyday life. As a Club leader, you are not expected to be a counsellor or have all the answers. Your role is simply to create a supportive environment where members feel safe to talk, listen and support one another.



LEADER TIP

Use everyday language

Rather than asking:

“Does anyone experience anxiety?”

Try asking:

“What helps people cope when life feels overwhelming?”

Everyone can contribute to that conversation without feeling pressured to share personal experiences.



Conversation Starters

- Why do you think people sometimes hide when they're struggling?
- What helps you stay calm during stressful times?
- How can our Club make it easier for members to ask for support?
- What simple act of kindness can make someone feel less alone?



Facilitator Activity Sharing what helps

Invite members to think about something that helps them feel calm or unwind during busy or stressful times.

Invite volunteers to share one practical strategy with the group.

As a group create a list of practical wellbeing strategies the Club can revisit throughout the year.

Finish by asking:
"Which of these ideas could you try this week?"



Club Actions Ideas

Discuss these as a group - what can you action?



Encourage members to look after one another



Respect when someone needs to step back from responsibility



Promote a culture where asking for help is seen as a strength



One small step - member challenge

Choose one practical strategy that you can try in your daily life that makes you feel calm and practise it daily.

At our next meeting, take a moment to reflect on what worked for you.

Continue the Conversation

This guide introduces the conversation.

For a deeper understanding of anxiety, practical strategies to manage anxious feelings and Andrew Fuller's expert advice, encourage members to download the factsheet.

Anxiety Factsheet

The factsheet explores:

- What anxiety is and why it happens
- Common signs and symptoms
- Practical strategies for managing anxiety
- When and where to seek additional support

Scan for more resources

Access the full series of factsheets and other resources.



Share Helpline Services

Print off the helplines handout for members alwf.org.au/tmtc



Sleep

Restoring energy through better sleep

*Rest well.
Live well.
Serve well.*

Before the meeting

This discussion is about helping members understand why sleep matters and encouraging practical ideas for improving sleep.

Avoid asking members how many hours they sleep or inviting personal medical discussions.

Instead, focus on sharing practical habits that support healthy sleep and wellbeing.

Why this matters

Many people accept poor sleep as a normal part of getting older or leading a busy life.

However, good sleep supports memory, concentration, emotional wellbeing and physical health.

Healthy sleep habits can improve energy, patience and resilience, benefiting not only individual members but the whole Club.

Topic insight:

Sleep is one of the most powerful wellbeing tools we have.

When we sleep well, we think more clearly, manage stress more effectively and enjoy stronger physical and emotional health.

Poor sleep doesn't just leave us feeling tired, it changes how we think, feel and respond to the people around us. The good news is that small changes to our daily habits can make a real difference



LEADER TIP

Keep the conversation practical

Rather than asking:

“Who struggles to sleep?”

Try asking:

“What helps you wake feeling refreshed?”

This encourages everyone to contribute and keeps the discussion positive.



Conversation Starters

- What habits help you enjoy a good night's sleep?
- How does poor sleep affect your mood or energy?
- What evening routine helps you wind down?
- Why do you think we often sacrifice sleep when life gets busy?



Facilitator Activity

Good Habits. Good Night.

Invite members to thinking about one habit that helps them relax and unwind at the end of the day and one that keeps them awake.

Invite volunteers to share their habits creating a do and avoid list.

Finish by asking:

"Is there one idea you've heard today that you'd like to try this week?"

Remind members that there is no single solution for better sleep. Small, consistent habits can make a meaningful difference over time.



Club Actions Ideas

Discuss these as a group - what can you action?



Share the sleep article in your next newsletter - alwf.org.au/tmtc



Remind members that looking after themselves helps them continue serving others.



Give each member the *Taking Care of Your Wellbeing* brochure



One small step - member challenge

This week, choose one small sleep habit to improve. It might be:

- Going to bed at the same time night each night
- Switching off devices 60 mins before bed
- Taking time to unwind before sleep

Continue the Conversation

This guide introduces the conversation.

For practical sleep strategies, expert insights and simple habits that can improve sleep quality, encourage members to download the sleep factsheet

Sleep Factsheet

The factsheet explores:

- Why sleep matters for wellbeing
- Common causes of poor sleep
- Practical ways to improve sleep quality
- Simple habits that support better sleep

Scan for more resources

Access the full series of factsheets and other resources.



Self care Planner

Print the self care planner for members alwf.org.au/roar



Identity in Later Life

Rediscovering purpose and belonging

*Your story matters.
Your wisdom matters.
Your contribution matters.*

Before the meeting

This discussion encourages members to reflect on the many experiences, strengths and values they bring to their Club.

The conversation isn't about ageing. It's about recognising that purpose, contribution and belonging continue throughout every stage of life.

Encourage members to share stories if they wish.

Why this matters

A strong sense of identity is closely linked with better wellbeing, stronger resilience and greater life satisfaction. For many people, Lions membership becomes an important part of who they are.

Clubs that celebrate experience, encourage contribution and value every member help create a powerful sense of belonging that benefits everyone.

Topic insight:

Throughout life our identity is often shaped by the roles we hold - our career, our family, our responsibilities and our place in the community.

As life changes, those roles may change too. Retirement, children leaving home, changing health or the loss of a loved one can all leave us wondering: "Who am I now?"

The good news is that identity isn't something we lose. It continues to grow as we discover new ways to contribute, connect and live with purpose.

LEADER TIP



Keep the discussion focused on strengths.

Rather than asking:

"What have you lost since retiring?"

Try asking:

"What experiences or strengths do you bring to our Club today?"



Conversation Starters

- What life experience has shaped who you are today?
- What values have stayed constant throughout your life?
- How has being a Lion influenced your sense of purpose?
- What wisdom would you like to pass on to others?



Facilitator Activity Stories that shape us

In pairs each person shares a story about a time they felt proud to make a difference through Lions or another meaningful experience that has shaped who they are today.

After, invite volunteers to share what they learnt about their partner. This activity reminds us that every member has a story worth hearing.

Finish by asking “What did this activity remind us about the value of every person’s life experiences?”



Club Actions Ideas

Discuss these as a group - what can you action?



Celebrate member stories and achievements - not just the years of their service



Create opportunities for different generations to work together



Recognise that everyone has something valuable to contribute.



One small step - member challenge

This week, take a few moments to reflect on three strengths or qualities that define who you are today. They might include kindness, curiosity, resilience, generosity or service.

Then ask yourself: “How can I use one of these strengths to make a positive difference this week?”

Continue the Conversation

For a deeper understanding of identity, purpose and wellbeing in later life, encourage members to download the full factsheet.

Identity in Later Life Factsheet

The factsheet explores:

- Why identity matters for wellbeing
- How our roles change throughout life
- The importance of purpose and belonging
- Practical ways to build a strong sense of identity in later life

Scan for more resources

Access the full series of factsheets and other resources.



Wellbeing Conversation Cards

These cards are ideal as a relaxed way to open up discussion.



Motivation

Rediscovering purpose and belonging

*Start small.
Build momentum.
Keep going.*

Before the meeting

This conversation encourages members to reflect on what gives them purpose and energy.

Avoid focusing on productivity or achievements. Instead, explore how meaningful goals, connection and small successes help us stay engaged and motivated.

Encourage everyone to contribute, there are no right or wrong answers.

Why this matters

Every volunteer experiences times when motivation feels low.

Life changes, health challenges or competing priorities can all affect our enthusiasm.

By understanding how motivation works, we can support one another, celebrate progress and continue finding purpose through service and connection.

Topic insight:

Motivation isn't something we're born with.

It rises and falls throughout life and is influenced by our experiences, habits and environment.

Many people wait until they feel motivated before taking action. In reality, the opposite is often true.

Taking one small step is often what creates motivation in the first place.

As leaders, we can help others rediscover purpose by celebrating progress rather than perfection.

LEADER TIP



Keep the discussion hopeful.

Rather than asking:

“Why do people lose motivation?”

Try asking:

“What helps you get started when you don't feel like doing something?”

Small actions often spark bigger changes.



Conversation Starters

- What gives you a sense of purpose?
- When have you felt most motivated as a Lion?
- What helps you keep going when enthusiasm fades?
- How can our Club encourage and inspire one another?



Facilitator Activity Goal Setting

Invite each member to think about one goal or activity they've been putting off.

Ask them to write down the smallest possible first step they could take this week.

Invite volunteers to share their first step - not the whole goal.

Finish by reminding everyone that progress begins with action, not perfection.



Club Actions Ideas

Discuss these as a group - what can you action?



Break large projects into smaller, achievable steps.



Create opportunities for members to try something new.



Celebrate effort as well as achievements.



One small step - member challenge

Choose one thing you've been meaning to do. Don't aim to finish it. Simply take the first small step this week.

It might be making a phone call, sending an email, starting a walk, or beginning something you've been putting off. Notice how taking action changes your motivation.

Continue the Conversation

For a deeper understanding of how motivation works, why it changes over time and practical ways to rebuild it, encourage members to download the factsheet

Motivation Factsheet

The factsheet explores:

- How motivation works in the brain
- Why motivation naturally rises and falls
- Practical strategies to reignite motivation and purpose

Scan for more resources

Access the full series of factsheets and other resources.





Nutrition

Nourishing your body and mind

*Eat well.
Feel well.
Live well.*

Before the meeting

This discussion is about encouraging healthy habits - not judging food choices.

Everyone has different tastes, cultures and health needs.

Keep the conversation positive and practical, focusing on simple changes that can support wellbeing.

Why this matters

Good nutrition helps support our physical health, emotional wellbeing and energy levels.

Healthy eating doesn't have to be complicated.

Small, consistent changes can improve how we feel, help us stay active and support our ability to continue contributing to our families, friends and Lions Clubs.

Topic insight:

Food is much more than fuel.

The foods we choose influence our energy, concentration, mood and overall wellbeing.

Healthy eating isn't about perfection or strict diets.

It's about making small, realistic choices that help us feel our best so we can continue doing the things we enjoy - including serving our communities.



LEADER TIP

Focus on healthy habits.

Instead ask:

"What healthy habit has made the biggest difference for you?"

Sharing practical ideas encourages learning rather than comparison.

Is there a local guest speaker who could provide professional insights?



Conversation Starters

- What healthy habit helps you feel your best?
- How does the food you eat affect your energy and mood?
- What healthy meal or snack do you enjoy preparing?
- What small nutrition change has made a positive difference in your life?



Facilitator Activity Small Changes

Ask members to think about one healthy eating habit they'd like to improve and note one simple change they could make this week.

Examples might include:
Drinking more water, Adding an extra serve of vegetables, Eating breakfast regularly.

Share ideas and encourage one another.



Club Actions Ideas

Discuss these as a group - what can you action?



Share simple healthy recipes in newsletters.



Encourage members to stay hydrated during events.



Include healthy options at Club meetings.



One small step - member challenge

This week, choose one healthy habit to focus on.

It could be:

- Drinking more water.
- Preparing a healthy lunch.
- Cooking one nutritious meal for your family.

Remember...

Small choices made consistently create lasting change.

Continue the Conversation

For practical nutrition advice, healthy eating ideas and Andrew Fuller's expert insights, encourage members to download the factsheet.

Nutrition Factsheet

The factsheet explores:

- How nutrition influences wellbeing
- Everyday healthy eating habits
- Practical ideas for making healthier choices
- Simple strategies that support long-term wellbeing.

Scan for more resources

Access the full series of factsheets and other resources.



Club Newsletter

We have prepared an article on each of these topics for your newsletter.



Movement

Every movement counts

*Move more.
Feel stronger.
Live well.*

Before the meeting

This conversation encourages members to think about movement in ways that feel realistic and enjoyable.

Avoid focusing on fitness levels or comparing abilities.

Instead, encourage everyone to reflect on how regular movement, whatever that looks like for them, can support their wellbeing and help them continue enjoying an active and fulfilling life.

Why this matters

Regular movement benefits both our body and our mind.

It can improve mood, reduce stress, strengthen muscles and bones, increase energy and support better sleep.

For Lions, staying active also helps us continue serving our communities, enjoying friendships and participating in the activities we love.

Thriving Members. Thriving Clubs

Topic insight:

Movement is one of the simplest and most effective ways to support both physical and mental wellbeing.

You don't have to run a marathon or spend hours at the gym to experience the benefits.

Small amounts of movement throughout the day can improve energy, lift your mood, strengthen your body and help you stay connected with the people and activities you enjoy.

The goal isn't to do more than everyone else, it's simply to move a little more than yesterday.



LEADER TIP

Keep the conversation inclusive

Avoid asking:

“How much exercise do you do?”

Instead ask:

“What type of movement do you enjoy most?”

Movement isn't one-size-fits-all. Gardening, Walking the dog, dancing or working in the shed all count.



Conversation Starters

- What type of movement do you enjoy most?
- How do you feel after spending time outdoors or being active?
- What are some barriers?
- How could our Club encourage members to be more active together?



Facilitator Activity

Discover Everyday Movement

Invite members to work in pairs and list as many ways to add movement into everyday life without joining a gym.

Examples might include walking with a friend, gardening, taking the stairs, playing with grandchildren.

Come back and share ideas.
Finish by asking:

“Which one of these could you realistically do this week?”

This keeps the discussion practical, inclusive and achievable.



Club Actions Ideas



Include a short walk before or after a meeting



Organise a community walk and talk



Promote movement rather than fitness



One small step - member challenge

This week, choose one way to move a little more each day. It might be:

- A 15-minute walk.
- Gardening.
- Walking with a friend.
- Taking the stairs.

Remember...

Every movement counts.

Continue the Conversation

For practical ideas, expert advice and simple ways to build more movement into your everyday life, encourage members to download the factsheet.

Movement Factsheet

The factsheet explores:

- Why movement matters for wellbeing.
- The physical and mental health benefits of staying active.
- Practical ideas for moving more every day.
- Small habits that can make a lasting difference.

Scan for more resources

Access the full series of factsheets and other resources.





Tricky Conversations

Building stronger Clubs through respectful conversations

*Listen first.
Understand deeply.
Resolve together.*

Before the meeting

This discussion isn't about solving current Club issues. It's about helping members build confidence in having respectful conversations before problems become conflicts.

Encourage participants to read the Tricky Conversations factsheet, paying particular attention to the **RESOLVE Framework**.

Why this matters

Healthy Clubs aren't free from disagreement. They are Clubs where people feel heard, respected and willing to work together even when they see things differently.

Addressing concerns early, listening with curiosity and responding with respect helps build stronger relationships and healthier Club cultures.

Topic insight:

Strong Clubs don't avoid difficult conversations.

They create a culture where people feel safe to raise concerns, share ideas and work through differences respectfully.

Conflict is a normal part of any organisation made up of passionate people.

What matters most isn't whether disagreements happen, it's how we respond to them.



LEADER TIP

Lead with curiosity.

Don't ask

"Who's right?"

Instead ask

"What do we need to understand?"

Curiosity almost always creates a better conversation than certainty.



Facilitator Activity

Putting RESOLVE into Practice

Ensure everyone has had a chance to reach the factsheet.

R Respond with Respect

E Engage

S Seek Understanding

O Observe Feelings

L Lower the Tone

V Value Add

E Empower

Present the following scenario.

A newer member suggests changing a long-standing Club tradition.

Several experienced members dismiss the idea without discussion.

The newer member stops contributing during meetings.

Discuss Together

In groups using the RESOLVE Framework, discuss:

- Which steps of the framework could help improve this situation?
- How might each person approach the conversation differently?
- What behaviours would help build understanding rather than defensiveness?
- How could the discussion be redirected towards finding a solution that benefits the whole Club?

Invite each group to share their insights.



One small step - member challenge

This week, practise one skill from the RESOLVE framework.

It might be:

- Listening without interrupting.
- Asking one more curious question.
- Taking a breath before responding.

Notice how changing your response changes the conversation.

Continue the Conversation

For practical examples and Andrew Fuller's complete RESOLVE Framework, we recommend you provide members with a copy at the meeting.

Tricky Conversations Factsheet

The factsheet explores:

- Why conflict happens in Clubs
- The seven-step RESOLVE framework
- Practical conversation examples
- Common mistakes that escalate conflict

Scan for more resources

Access the full series of factsheets and other resources.



Bonus Resource - Club Newsletter

Download ready-to-use newsletter articles for each topic.



Helping create happier,
healthier, safer communities



DISCOVER

Our wellbeing resources,
campaigns, grants and
programs



alwf.org.au