

District 35 District Council Meeting – Virtual Teleconference

Saturday, May 2, 2020

9:00 a.m. to 12:00 p.m.



WHERE LEADERS ARE MADE

Call to order and welcome – District Director Rozaline Janci, DTM

Attendance and Credentials Committee Report – Ed Thelen, DTM, IPDD

- Number of clubs in good standing = 103
- X2 = 206 Total Club Presidents and Vice Presidents Education
- Number of club votes required for a quorum = 69
- Number of votes issued = 130
- Number of District Executive Committee votes issued = 33
- Total votes issued = 163
- Number of votes to equal 50% + 1 vote (majority) = 82
- 2/3 vote = 109

Administration Manager Adoption of September 14, 2019 District Council Meetings – District Director Rozaline Janci, DTM

- Minutes from the September 14, 2019 District Council Meeting are published on the District 35 website under the forms section
- The minutes were reviewed by a sub-committee and approved as published
- In addition to the meeting minutes, all individual reports from today's meeting will be posted on the District 35 website

Alignment Committee Report – Jim Hughes, DTM, PDG

- After review of the current alignment of clubs in District 35, the District Alignment Committee is recommending that no realignment of clubs take place for the 2020-2021 Toastmasters year.

District Finance Manager Report – Spring Sun, PM5

- Financial report as of March 31, 2020:
 - Available Funds
 - Cash – Associated Bank \$22,133
 - District Reserve \$ 9,919
 - Total \$32,053
 - Minimum District Reserve Required at Year End (\$10,841)
 - **Total Available Funds** **\$21,212**
 - Net Income
 - Actual \$7,289
 - Budget \$3,544
 - Variance \$3,745
 - Membership payments have declined; this is concerning
 - Expenses are significantly below budget
- All expenses for 2019-2020 must be submitted before June 15, 2020
- Mileage reimbursed at \$0.14 per mile

Report of the Audit Committee – Thomas Rozga, DTM, PDG

- Audit report as of February 10, 2020
- District financial records are robust; no issues found
- Kudos to Finance Manager Spring Sun for her organization and diligence in record keeping

District Leadership Committee – Andrew Little, DTM, PDG

- Nomination Slate for 2020-2021
 - District Director Kris Pool
 - Program Quality Director Teri McGregor
 - Club Growth Director Jennifer Kibicho
 - Club Growth Director Theresa Flynn
 - Division A Barbara Judd
 - Division B Timothy Griep
 - Division C Robin Cosgrove
 - Division D Jason Feucht
 - Division E Leslye Erickson
 - Division F Robert Wall
 - Division N Karen Polege
- David Matta (Tosa/Medical Club #5010) nominated Janet O'Rourke to be added to the ballot for Club Growth Director
- Judy Bauer (Pewaukee Speaks #6666287) moved that all uncontested positions to dispense with the secret ballot and have the Administration Manager cast a single ballot for these positions. The motion was seconded by Jesse Franklin (Speak Up Milwaukee #3408269). Motion carried.
- Club Growth Director Election
 - Candidates:
 - Theresa Flynn, DTM
 - Jennifer Kibicho, DTM
 - Janet O'Rourke, DTM – Floor Candidate
 - Candidates each gave a two-minute presentation for their candidacy
- Voting Process
 - Each voting member will receive an email with a personalized link
 - The link will take the voting member to Election Runner to allow each to vote for the candidate of choice
 - If a voting member has more than one vote, there will be a separate email for each vote OR the vote may be weighted to account for each vote
 - A vote for the candidate nominated the day of the meeting would have to be submitted as a write-in
 - Voting will end after 5 minutes
 - Once voting has ended, the votes will be tallied electronically and the newly elected officers will be announced
 - For a contested position, if there is not a 50% +1 vote for a candidate, the candidate with the lowest tally votes will be dropped and a second voting will occur, following the same procedure as the first
 - The candidate with the greatest number of votes in the second ballot will be declared the winner
- Activities Taking Place During Voting
 - Several Council members communicated they were not credentialed/had not filled out the form by the deadline
 - Council leadership team as quickly as possible got those individuals credentialed

- A trial vote was sent to Council members to confirm the online voting platform was functioning properly
- While voting and technology troubleshooting was taking place, the meeting continued with oral reports
- **Division Report – Dmitry Lapan, ACB, ALB**
 - Written report submitted for **Division A**
 - Overall, the division is doing well
 - One club distinguished (Rok the Talk)
 - Other clubs are close to distinguished status if they can get a few more members
 - All but one club has renewed at least 8 members
- **Division Report – Raj Kumar**
 - Written report submitted for **Division B**
 - Division is trending successfully in the transition to Pathways
 - Corporate clubs are a challenge during the COVID-19 crisis
- **Division Report – Tom Carlson, DTM**
 - Written report submitted for **Central Division**
 - Lost a club with a great history but things fell apart when they lost their venue; many members from that club are transferring to other clubs
 - Emphasis on working more with clubs that have weak leadership
 - Area C4 has opened a new corporate club
 - TLI last June was attended extremely well
 - Introduction of the vertical banner for promotional purposes
- **Division Director Report – Janet O'Rourke**
 - Written report submitted for **Division D**
 - Interesting year and April was very productive
 - 96% Pathways adoption by officers
 - 80% Pathways adoption by members
 - Challenges with COVID-19
 - All clubs are in good standing
 - Membership is always a challenge
- **Division Director Report – Jennifer Kibicho**
 - Written report submitted for **Division F**
 - Division F is doing well; 100% of reports are submitted
 - All clubs are meeting virtually
 - All clubs are in good standing
 - 11 out of 14 clubs have 5+ DCP Goals
 - Division F leadership team meets regularly
- **Division Report – Paul Freiberg, DTM**
 - Written report submitted for **Eastern Division**
 - Membership is down 17%; recruiting is the biggest challenge
 - Virtual meetings are going well
 - 3 clubs have been suspended
- **Division Report – Craig Carpenter, DTM, PDG**
 - Written report submitted for **Northern Division**

- Greatest concern is what will happen when in-person meetings resume; membership worldwide has declined
- What are we going to do to make meetings so educational and resourceful that recruitment efforts are enhanced and existing members will feel compelled to stay
- **Club Growth Director Report – Teri McGregor, VC4**
 - Summary Data
 - 85 paid clubs (down 30% since July 1, 2019)
 - Membership payments are at 3,347 (down 19% since July 1, 2019)
 - 87 clubs are eligible for coaches (68.5%)
 - 14 clubs have dissolved or are currently suspended
 - 5 clubs were chartered in the first 6 months of the year
 - 117 charter members and 508 new members
 - District 35 is fourth in the region for paid clubs
 - District 35 is sixth in the region for member payments
 - District 35 is on par with other clubs globally
 - Club Growth Director initiatives this year:
 - 7 virtual training sessions on various topics
 - Worked closely with area and division directors to teach them how to find new club leads and how to start a new club
 - The group learned where to look for potential new club growth, how to seek out leads and how to start a conversation with a potential lead
 - As a result, new club leads have grown since January
 - The COVID-19 crisis has negatively impacted numbers for this year
 - Last month, the District hosted its first Virtual Open House
 - Last month, the District held its first Virtual Demo Meeting

Program Quality Director – Kris Pool, DTM

- 209 education awards in the traditional program:
 - 41 Competent Communicator awards
 - 53 Advanced Communication education awards
 - 115 Leadership education awards
- 392 education awards in the Pathways education program:
 - 191 Level 1 paths completed
 - 112 Level 2 paths completed
 - 54 Level 3 paths completed
 - 22 Level 4 paths completed
 - 13 Level 5 paths completed
- 18 of the above are new DTM awards
- Traditional education program, with the exception of the ALS and DTM, will end on June 30, 2020. The ALS and DTM in the traditional education program will extend to June 30, 2021.
- Due to COVID-19, the Spring Convention was cancelled.

Immediate Past District Report – Ed Thelen, DTM

- The virtual meetings for the past two September District Council meetings reduced the learning curve for the COVID-19 environment
- Worked with Region 5 Region Advisor Farzana Chohan to serve on a planning committee to hold a mock District Council meeting for all the Region 5 districts
- Presented information at the monthly District Executive Committee meetings

District Director Report – Rozaline Janci, DTM

- This has been a challenging time for Toastmasters everywhere during the Covid-19 situation
- One of the beneficial changes was that Toastmasters International extended the timeline for earning an educational goal in the traditional program to June 30th, 2021
- This extension only applies to those who still want to earn their Advanced Leader Silver and/or DTM in the traditional program
- Due to the Covid-19 environment, the executive team decided to conduct virtual meetings, cancel area contests and cancel the spring convention to focus on how we can continue to help our members advance in their Toastmaster journey
- Special kudos to Kris Pool and the rest of the convention team for all their hard work planning the event
- Our district ranks #4 in paid clubs and #6 in member payments in our region
- Please see attached written report for full details.

Voting Results

- Club Growth Director Round #1
 - Theresa Flynn 43
 - Jennifer Kibicho 77
 - Janet O'Rourke 20
 - Total Votes Cast 140
- District Officer Election Results
 - Elected Leaders for 2020-2021
 - District Director Kris Pool
 - Program Quality Director Teri McGregor
 - Club Growth Director Jennifer Kibicho
 - Club Growth Director Theresa Flynn
 - Division A Barbara Judd
 - Division B Timothy Griep
 - Division C Robin Cosgrove
 - Division D Jason Feucht
 - Division E Leslye Erickson
 - Division F Robert Wall
 - Division N Karen Polege

Announcements – Rozaline Janci, DTM

- The next District Council Meeting will be on September 19, 2020
- The meeting will be held virtually

Adjournment

Meeting adjourned at 10:32 a.m.

Respectfully submitted,

Tracy Rothman

Administrative Manager

ATTACHMENTS

Finance Manager Report

Name: Spring Sun

Date: May 1, 2020

As a reminder, Toastmasters is a 501c3 non-profit for education organization. Therefore, all district and club purchases are tax exempt. You will need to show the Sales Tax Exemption Certificate. This certificate is available on the district website at <https://district35.org/files/#14-forms-and-instructions>. There is a tax-exempt certificate available for both Wisconsin and Michigan.

Financial Update:

Available Funds 03/31/2020

Cash - Associated Bank	22,133
District Reserve	<u>9,919</u>
Total Cash & District Reserve	32,053

Minimum District Reserve Required at Year End (10,841)

Total Available Funds **21,212**

NOTE: The district reserve is 25% of last year's revenue.

Actual versus Budget

Profit & Loss 07/01/2019 through 03/31/2020

	Actual	Budget	Variance
District Revenue			
Membership Revenue	31,214	38,951	(7,737)
Other Revenue	2,456	4,993	(2,537)
Total District Revenue	<u>33,670</u>	<u>43,944</u>	<u>(10,274)</u>
District Expenses			
Total District Expenses	<u>26,380</u>	<u>40,400</u>	<u>(14,020)</u>
Net Income	<u>7,289</u>	<u>3,544</u>	<u>3,745</u>

Report from District 35 Audit Committee

Thomas F. Rozga, DTM – Chairman,

Laurie Baker, DTM & Justin Gottfried, DTM

Mid-Year Audit – February 10, 2020

The District is now using the Concur Expense Reporting system for reimbursement processing.

This system enables to Finance Manager improved controls of all District funds. The system includes an auditor function which streamlines the audit function.

Overall, District revenues are down, per the budget, but expenses are significantly down. We expect the expenses to get closer to budget during the remainder of the year.

Item #1 – Ensure that all expenses are tax exempt. Do not reimburse sales tax for any expense. We are tax exempt and should use our Wisconsin Tax Exempt Number for all purchases. The Finance Manager is aware of this issue and is taking appropriate steps to control the situation.

Item #2 – Approvals over \$500 require an additional approval. The entries in Concur have an email attachment giving approval or a voucher added with the appropriate approval. This was an audit issue in the past, but the Finance Manager has taken appropriate steps to address the issue.

Item #3 – We see the District Revenue is down, but also understand the financial reporting for the TLI is not included. The focus on Membership Revenue, for the first six months is within 1.5% of budget, this is very good. We hope the next reporting cycle is just as good. District Expenses are significantly lower than budget. We expect to see those numbers come closer to budget during the year-end audit.

Overall, the committee would like to compliment the District Finance Manager, Spring Sun, for her excellent job of record keeping and accuracy of the reports. The presentation of documents is well organized and made for a more efficient audit.

Division Director Report

Name: Dmitry Lapan, Division A

Date: 04/30/2020

Educational Goals:

D = Distinguished; SD = Select Distinguished

- Direct Supply Champion Chatters Club: 5 – need 4 more new members for D
- Menomonee Falls TM: 7 -- need 5 more members to renew/join for SD
- Speak Up Milwaukee: 7 -- need 9 more members to renew + 1 to join for SD
- Well Toasted: 4
- ROK The Talk: 9 ☐ President's Distinguished achieved!
- Finest In Speech: 6 -- need 5 more members to renew and 4 to join for D
- Toastmasters in Control: 6 – need 3 more members to renew/join for D
- Tosa/Medical Club: 4
- GE Speaks: 7 – need 4 more new members for SD
- EQ Leadership: 1
- Empower Train TM: 2

Pathways adoption issues/concerns/successes: All clubs are now on Pathways. The traditional program has been extended by a year.

Dues Renewal: Clubs are in the process of renewing remaining members. All except 1 club have renewed at least 8.

DCP Goals: A1 – 26 goals, A2 – 27 goals, A3 – 14 goals.

Club Officer Training: Officer training is now complete and all attendance has been entered.

Contact with Area Directors: Working with area directors mostly over the phone and email. Hemendra (A2) has completed all reports. Division A Director visited 4 clubs and completed 2 reports. Looking for reports from Area A3 and to finish the A1 reports in May.

Club Successes: Clubs are now meeting virtually using a variety of tools and the meetings are engaging. Skype, Zoom, Google Hangouts, Microsoft Teams are being used.

ROK The Talk has achieved President's Distinguished! A few more clubs are close to getting distinguished if they can renew a few more members. Please check your club's dashboard for details.

Club Struggles: Clubs are trying to renew their remaining members. Speak Up! only needs 3 more members to remain in good standing. Hopefully will renew during the grace period.

New Clubs: Charter Chatter now has a club coach (me) and we had our first joint meeting on April 15.

Successors for Area / Division Director(s): Nominees have been and are being submitted in the Club Visit reports.

Contest Updates: Division A has hosted all Area speech contests. The Division A contest has been cancelled. Trophies will be returned to the Trio after the quarantine.

Other Information / Comments:

Please invite me and/or your AD to your virtual meetings, especially if you're in Division A and your club still needs a visit.

Division Director Report

Name: Raj Kumar, Division B

Date: May 2, 2020

Educational Awards by Area: (2019-20)

Total: 32 traditional awards completed in Division B in Toastmasters 2019-20.

- 12 CCs
- 8 ACs
- 12 ALs, CL, DTM

Total: 60 Pathway levels are completed in Division B in Toastmasters 2019-20. That is impressive!

Area B1: 9 Traditional, 13 Pathways

Area B2: 12 Traditional, 27 Pathways

Area B3: 4 Traditional, 9 Pathways

Area B4: 7 Traditional, 11 Pathways

Pathways adoption issues/concerns/successes: (2019-20)

Below are total of Pathways successes across all clubs in Division B. Definitely, Pathways are widely adapted and successful!

Total: 60 Pathway levels are completed in Division B in Toastmasters 2019-20 year. That is impressive.

- 31 Level 1s
- 14 Level 2s
- 16 Level 3s
- 4 Level 4s
- 2 Level 5s

Membership:

- April Renewals:
 - 14/18 Clubs are Renewed!
 - 4 failed to renew: Babbling Badgers, Walkie Talkies, Improvisors & Fiserv.
- 60 Members added in Division B during this Toastmasters 2019-2020!
- 3 Clubs less than 10 members: Babbling Badgers, Pewaukee Speaks, Landmark & Walkie Talkies.

DCP Goals:

6 clubs have 5+ DCP goals earned so far:

- Brookfield Toastmasters
- Love of Laughter
- Waukesha Toastmasters Club
- DJAB
- Landmark Toastmasters Club
- Advanced Leadership Toastmasters

1 club has 5+ DCP goals earned and 20+ or +5 members so far: President Distinguished

- Brookfield Toastmasters

Club Officer Training:

All clubs reached the minimum 4 officers trained, except:

- Babbling Badgers
- Oconomowoc
- Bulk Electric

- Walkie Talkies

Contact with Area Directors:

- Yes, group messaging ;-)

Club Successes:

- Zoom meetings are a big success in Division B ;-)

Club Struggles:

- Non-participation of TLIs;
- Virtual meetings & Renewals, esp. for Corporate clubs

New Clubs / Prospective Club Leads:

- No data at this time.

Successors for Area / Division Director(s):

- No data at this time.

Contest Updates:

- All contests are cancelled due to Covid-19.

CENTRAL DIVISION ANNUAL REPORT

Tom Carlson
MAY 2, 2020

C1 – Robin Proud - Words on Waters – This club got down to 4 members and through persistence working with the local hospital, the club meetings were moved to the hospital and they now have over 12 member and doing fine.

C2 – Charles Elftmann - Madison Club #1 – Dissolving due to UW not renewing their meeting place near campus center. Tom has experienced delayed responses and promises not kept.

C3 – Erin Bober - Prairie Swale – Probably lost member interest due to weak leadership and now the corporate sponsor is putting pressure to make corrections or dissolve. Erin has proposed combining Capital City and Prairie Swale and moving the venue to Promega where Prairie Swale meets now. Promega would benefit from their employees belonging to a Community Club in house.
Station Masters – New Corporate Club formed at Dean Care

C4 – Robin Cosgrove Robin is working closely with all her clubs, getting them using Virtual Meetings. She is very aware of each club's strength and weakness.

C5 – JuliusTheisz - Kerry Foods - Was expected to charter before May, then March Coronavirus struck. Now they are trying a Virtual Meeting the last week of April. Walworth County Area Club had a sudden growth in new members but will need a Club Coach to fix and improve their Meeting format. They have not started Virtual meetings yet and their president is very busy due to the virus attack.

D35 - Tom Carlson, CENTRAL DIVISION DIRECTOR

June TLI was regarded by several as "Best TLI I ever attended"
Nancy McCulley was working with proposed new club, Bilingual Club – A couple with previous club experience in Eastern part of US tried to form a club on their own. Was not working closely with D35 on proper steps to follow in forming a new club. They were moving forward w/o following D35 guidance.

July Started monthly Central Division Council Conference Call Meeting

August DEC Meeting, I saw at Pop-Up Vertical Banner, searched for a source and finally had a finished product to start showing and started taking orders, then March Coronavirus brought this project to a standstill. STATION MASTERS (Dean Health Care) formally formed corporate club

September - Bilingual club stopped their efforts to organize a club in Campus downtown area. Wingra Turning Point Club decided to dissolve

March – Concerned that the No-Meetings-Ruling would have a serious negative effect on membership renewals and Club Dissolutions, I developed a speech for Pathways Presentation Master to complete Level 3. I could see where Virtual Meetings really presented opportunities from the crisis. I practiced my speech at another club's virtual meetings and got the courage to take it to all the clubs in Central Division. By May 2, I will have made a presentation at 20 clubs and am available to present outside Central Division.

Division Director Report

Name: Janet O'Rourke, Division D

Date: May 2, 2020

Educational Awards by Area:

See awards by area below. Division D members have received a total of 63 Educational Awards this Toastmasters year.

	D1	D2	D3
July	5	0	3
August	2	1	1
September	3	0	1
October	0	0	1
November	2	2	3
December	5	0	5
January	3	4	4
February	4	1	8
March	0	1	0
April	16	2	11
	40	11	37

Pathways adoption issues/concerns/successes:

Current Pathways adoption by members is good. Adoption by members is at almost 80%, and adoption by officers is strong at 96%, with most clubs close to 100%. Current statistics are on page 4. The mix has changed in the past month. TT&SS, Riverview, Rumble Don't Mumble numbers are low as well. New member adoption rate is also low at 61%

Membership:

- *Happy to report that all clubs in Division D are in good standing.*
- *SpeakTV Media Masters gained a member and now has the 8 member required minimum. All members have paid dues. The club has spent time at their last 2 meetings talking about club growth.*
- *TT&SS on Tap (D3) has met their minimum of 8 members. . Recent conversations with senior management at that location have been productive.*
- *Toast on Tap is up to 8 members (D2).*
- *The challenge from now until June 30 will be membership. We are 3 clubs short of being a Select Distinguished District.*

DCP Goals:

Area Directors will discuss DCP goals during spring club visits. As of today, three Division D Clubs have achieved President's Distinguished – Smokeys Sensations, Cream City and NM Speaks.

Club Officer Training:

60 Division D officers (64% of total division) were trained at the Winter TLIs. Two Clubs, Toast on Tap and Wisconsin Club had 7 officers trained. Three clubs (Cream City, NM Speaks and Rumble Don't Mumble) also had 6 officers trained.

Contact with Area Directors:

Area Directors are scheduling visits to the respective area Clubs. Area D3 has completed 1 club visit. Areas D1 and D2 are still confirming official club visits.

Club Successes:

2 Clubs had 7 officers trained at the Winter TLIs. 7 clubs have met 4 or more goals in Division D. 5 clubs have met 5 or more goals.

Club Struggles:

The biggest issue that some clubs are still struggling with is low membership and/or not having membership at Charter strength. Some clubs at Charter Strength have met sufficient goals to be Distinguished or Select Distinguished. Will be focusing on this for the remainder of the Toastmasters year.

New Clubs / Prospective Club Leads:

I had hoped to work on forming a new club at my work location – however, the “Safer at Home” order has delayed this effort. I will resurrect this effort if the building is open, otherwise I will continue to work on this effort with the incoming Division D Director.

Successors for Area / Division Director(s):

Area Directors: To be advised. Jason Feucht is nominated for 2020-2021 Division D Director.

Other Information / Comments:

PATHWAYS ADOPTION RATES

			Club Total Member Count	Pathways Total Member Count	Pathways Total Member Rate	Officer Total Member Count	Officer Pathways Member Count	Officer Pathways Member Rate	New Member Total Count	New Member Pathways Count	New Member Pathways Rate			
Club Id	Club Name	Area												
3490	Wisconsin Club		1	15	13	86.67%	6	6	100.00%	1	1	100.00%		
739100	Cream City Communicators		1	21	19	90.48%	6	5	83.33%	2	2	100.00%		
1286374	Riverview Toastmasters		1	11	7	63.64%	4	4	100.00%	1	1	100.00%		
2940966	TT & SS on TAP		1	8	5	62.50%	5	5	100.00%	1	0	0.00%		
1533242	Toast On Tap		2	8	8	100.00%	5	5	100.00%	2	2	100.00%		
1542623	Marq Our Words		2	9	9	100.00%	5	5	100.00%	0	0	-		
3589328	Rumble Don't Mumble Toa		2	21	11	52.38%	6	6	100.00%	2	0	0.00%		
5264984	Chrome Conversations		2	14	10	71.43%	4	4	100.00%	0	0	-		
7564581	Long Story Short Toastmast		2	12	9	75.00%	5	5	100.00%	0	0	-		
2612	North Shore Badgers		3	16	14	87.50%	6	6	100.00%	0	0	-		
1416954	Smokey's Sensations		3	16	12	75.00%	6	6	100.00%	2	1	50.00%		
1490260	Toast of Milwaukee		3	12	10	83.33%	6	6	100.00%	0	0	-		
1498402	Speak TV Media Masters Tc		3	8	6	75.00%	6	4	66.67%	0	0	-		
4719944	NM Speaks!		3	25	23	92.00%	7	7	100.00%	2	1	50.00%		
				196	156	79.59%	77	74	96.10%	13	8	61.54%		

Division Director Report

Name: Paul Freiberg, Eastern Division

Date: May 1, 2020

Educational Awards by Area: TBD

Successes: Conducted the first virtual TLI in the district (pre-Covid), primarily for E5 and open to the district. Thanks to Teri McGregor for helping us navigate the technology and Kris Pool for education.

Membership: 225 as of 4/30/2020, down from 272 in October.

E1- 52 down from 60 in December

E2 – 42 down from 47 in December

E3 – 65 down from 93 in December

E4 – 45 down from 60 in December

E5- 21 down from 30 in December

DCP Goals: TBD

Club Officer Training: Supporting the upcoming virtual training in June 2020 for incoming officers.

Contact with Area Directors: We were unsuccessful in finding an area director for E5. We conducted monthly divisional leadership meetings with the area directors.

Club Successes: Most clubs in the division have transitioned to virtual meetings.

Club Struggles: Three clubs suspended as of April 30, 2020- Manitalkers, Bay de Noc, and US Venture.

New Clubs: Guardian/Appleton

Successors for Area: TBD

Contest Updates: Eastern Division Contest April 4, 2020 was cancelled. Area E1, E2, E3, E4 held area contests. E5 did not conduct a contest.

Other Information / Comments: US Venture chartered then cancelled. Opportunity for the district to learn from this as we prepare for the future.

Division Director Report

Name: Jennifer Kibicho, DTM – Division F

Date: April 25, 2020

Educational Awards

91 Education Awards earned to date, including 27 in the legacy program, 3 High Performance Leadership (HPL) Projects, 5 DTMs and 56 awards in Pathways. This indicates an increase in education awards, given that our Division earned 91 education credits for the 2018-2019 toastmaster year.

Area Director Reports

100% Area Director club visits and reports for November 2019 and May 2020 have been completed. Please join me in congratulating our industrious and dedicated Area Directors Jeff Werwie for Area F1, Jim Seaton Area F2 and Matt Wolter Area F3.

Membership

Thirteen of our 14 clubs in Division F met minimum membership payment requirements to date. We are working closely with one club who is only one-member payment away from becoming a club in Good Standing. However, due to the economic downturn, several members have not renewed their dues, and so we are stepping up member follow-up to encourage continued engagement with clubs.

DCP Goals

Eleven of 14 clubs in our Division have 5 or more DCP goals. Area F1, three of 4 clubs; Area F2, three of 5 clubs, and Area F3 all 5 clubs have met the distinguished status threshold, pending members requirement. We expect that at least 5 clubs will achieve Select Distinguished status and above by the end of the Toastmasters year. Our goal as a Division is to ensure that we become distinguished and that all 14 clubs are in good standing, thereby contributing to the District Mission to become distinguished.

Contact with Area Directors

Division F Council members include Jeff, Jim, Matt and Robert Wall who graciously agreed to lead his expertise to our team. We hold monthly Division Council meeting to review individual club performance and strategize on serving our clubs. In addition, I regularly email my entire team as well as reach out via email and phone to each Area Director to address specific club situations in their Area.

Club Successes and Struggles

Despite losing physical meeting locations, all clubs in Division F are meeting virtually. Most clubs are struggling to meet membership requirements to become distinguished. We held two speech contests before the COVID-19 pandemic necessitated the cancellation of remaining speech contests. We did not hold a Division contest. All 14 clubs in Division F are thriving and continuing to hold club meetings virtually via Zoom.

Successes for Area / Division Director(s)

My team has gone above and beyond the call of duty to engage with each club in their Area, ensuring that struggling clubs receive timely intervention and the necessary resources to be successful. I am truly thankful to work an amazing group of dedicated individuals who care about and serve clubs and members. Because of them, clubs in our Division are thriving despite enduring tough times.

Summary

Most of our clubs participated in a Membership Interest Survey where we polled our members on their goals and perspectives on the health of their club. The overwhelming response was that our members are looking to be celebrated for their success after achieving goals and milestones. It takes a village to manage a Division. It has been my highest honor to serve alongside a dedicated team—Jeff, Jim, Matt and Robert—who exemplify our Toastmaster values of professionalism, integrity, service and excellence.

Division Director Report

Name: Craig W. Carpenter, DTM, PDG – Northern Division

Date: 04/27/2020

Educational Awards by Area:

N-1: 9, N-2: 24, N-3: 1, N-4: 12

Pathways adoption issues/concerns/successes:

None at this time

Membership:

N-1: 52, N-2: 41, N-3: 34, N-4: 22 (Division net loss = 82)

DCP Goals:

N-1: 19, N-2: 22, N-3: 5, N-4: 12

Club Officer Training:

Completed

Contact with Area Directors:

Monthly conference calls, emails, phone calls

Club Successes:

Church Mutual is Distinguished, may be Select Distinguished, a fabulous come-back

Club Struggles:

Too many to list

New Clubs / Prospective Club Leads:

None at this time

Successors for Area / Division Director(s):

N-1: Ken McKenzie, N-2: Brandon Birrenkott, N-3: ?, N-4: Heather Puer

Contest Updates:

All completed until cancellation of all contests

Other Information / Comments:

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The year in Northern Division was looking highly successful until the Covid-19 pandemic curtailed all progress. As I look at the Distinguished Performance Reports for Toastmasters International, I see that we are all in the same predicament world-wide. Membership is down drastically and clubs in good standing are down significantly.

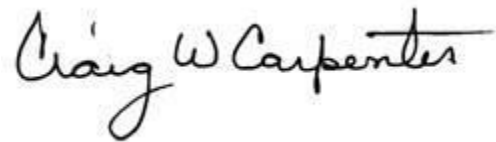
The work done by the Northern Area Directors has been outstanding. Club visits and reports were all completed in a timely and efficient manner. Their work and attitude have made it a true pleasure to serve as Division Director and I thank Karen (N-1), Dick (N-2), Nate (N-3), and Jen (N-4) for their service and dedication.

At the present time, I see no reason to "beat the proverbial dead horse." No amount of begging, pleading, cajoling, or threatening will induce more dues payments or force more clubs to improve their standings. We know that this self-isolation will end, even if we do not know when. My concern now is what are we doing to ensure success once we are able to return to in-person meetings? What can we do to induce those members who have not renewed their membership to do so? What resources can we make available to our club officers to enable them to present informative, instructive meetings.

Now is the time to be laying the groundwork that will ensure success once we are able to again socialize and meet in person. Our future and continued success depends on the actions we take now.

Thank you to Rozaline Janci, Kris Pool, Teri McGregor, and Ed Thelen for your leadership this year. It has been a true pleasure working with you and serving District 35.

Respectfully submitted,

A handwritten signature in black ink that reads "Craig W. Carpenter". The signature is written in a cursive style with a horizontal line extending from the end of the word "Carpenter".

Club Growth Director Report

Teri McGregor, Club Growth Director

Date: May 2, 2020

In my first report to this council in September, I spoke of the strong start to year and my team's plan to continue building on that early success. When you hear the word strong, what do you think of? Do you picture large concrete pillars supporting a bridge? Someone who bench presses their own weight. Maybe a strong person is someone who puts on brave face while facing adversity. Do you see strength in an organization that seems to grow with ease? If I think of the strength I spoke of in September, it is different than that strength I will report on today.

Let's start with the numbers. As of the creation of this report (4 days prior to the extended dues renewal date):

- 85 paid clubs (down 30% since July 1, 2019)
- Membership payments are at 3,347 (down 19% since July 1, 2019)
- 87 clubs are eligible for coaches (68.5%)
- 14 clubs have dissolved or are currently suspended
- 5 clubs were chartered in the first 6 months of the year.
- 117 charter members and another 508 new members who have found Districts 35 clubs this year (accounting for 18% of our total member payments).

These numbers are probably shocking to you, I know they are to me. Let me add perspective. Covid-19 has had a dramatic impact on Toastmasters, and we have felt that impact here in our district. We know that many members may not be working, are uncertain of what's to come and they are making financial decisions with regards to paying dues, especially those who are members of multiple clubs. Companies have told us that they are cutting back on non-essential meetings and therefore putting Toastmasters on hold and with community clubs losing their in-person meeting spaces, not everyone is on board with meeting virtually.

Given the drastic changes made to our planned program in the last 8 weeks, we really are not doing too bad. If we compare our district to the 10 other districts in our region, we rank #4 in paid clubs and #6 in member payments. Compared to the 118 districts in the world, we are rank #58 in paid clubs and #72 in member payments. These comparisons, along with recent comments from our Region Advisor, tell me that we are not alone in our struggles and that our performance is right in line with our peers across the globe.

What we have done this year is put some strategic plans in place that will support our sustained growth in the district.

I supported club growth through education. 7 virtual training sessions were hosted. Topics included how to start a new club; hosting an effective open house; marketing and most recently going over virtual meeting options for clubs. It was exciting to see presenters from across the district and beyond share their knowledge and enthusiasm with our members. These sessions are available on the district website for future use.

I worked closely with the area and division directors to teach this group how to find new club leads and how to start new clubs. We learned where to look for potential new club growth, how to seek out leads and how to start a conversation with a potential lead. These conversations and lessons sparked interest and action from many of our district leaders to start having conversations with potential new club leads. I am happy to report that with more people involved in this process; our list of new club leads has grown since January.

With the education and training topics delivered, I feel that the foundation has been laid to support future growth in the district. We have a solid group of experienced and enthusiastic Toastmasters spreading the word and making new club connections throughout the district!

Strength is following through with your dreams even though you experience bumps along the way. With the biggest bump of the year being Covid 19, I have seen the strength of our members and leaders. I have been impressed with the ability of our members to face these changes head on by remaining open-minded, optimistic and innovative while continuing to move their clubs and the district forward. Just this month, Landmark Toastmasters hosted the district's first virtual open house. On April 24, I held an introduction meeting for a new club lead in Milwaukee and On April 29, the district hosted their first virtual demonstration meeting for a new corporate club with a company in Madison.

I want to thank my team. Club Retention Chair – Laurie Baker; Club Coach Chair – David Reed; & Pathways Chair – Steve Wittman were all key leaders throughout the year in helping to grow and support the district. I have been proud to serve on the Trio Rozaline and Kris. Their passion for the members of this district is contagious and I learned so much about our district and leadership from them both.

The Dali Lama once said, "It is worth remembering that the time of greatest gain in terms of wisdom and inner strength is often that of greatest difficulty." The inner strength of our district is our members. Our members will have a richer experience as we work together to emerge from Covid stronger than ever.

Respectfully Submitted,

Teri McGregor, VC4

2019-20 D35 Club Growth Director

Program Quality Director Report

Name: Kris Pool, DTM – Program Quality Director

Date: 05-02-20

“Change brings opportunity.” – Nido R. Qubein

Never before has Toastmasters and District 35 faced as much change as we have during this past year, and especially, these last few months. And in the midst of this, we have stepped up to the challenge to adapt and move on.

We knew coming into this year there would be struggles with the transition from the traditional education program to Pathways. From July 1, 2019 to May 1, 2020, our members have earned:

- 209 education awards in the traditional program:
 - 41 Competent Communicator awards
 - 53 Advanced Communication education awards
 - 115 Leadership education awards
- 392 education awards in the Pathways education program:
 - 191 Level 1 paths completed
 - 112 Level 2 paths completed
 - 54 Level 3 paths completed
 - 22 Level 4 paths completed
 - 13 Level 5 paths completed

18 of these are new DTM awards! And we still have two months to go in the Toastmasters year to continue working on our education goals! Thank you for taking the time to work on and pursue your personal and professional development.

The original plan was that all education awards in the traditional program would need to be submitted by June 30, 2020. Toastmasters International has extended this deadline to June 30, 2021 – but only for those still needing to earn their Advanced Leader Silver and Distinguished Toastmaster (DTM) in the traditional program. This gives our members an extra year to complete the roles of Club Mentor, Club Sponsor, or Club Coach, the High-Performance Leadership (HPL) project, as well as hold a year of service as a District Officer needed to complete their DTM. The requirements to complete the Advanced Communicator Gold still needs to be completed by June 30, 2020.

With clubs meeting virtually for now, take advantage of this “no travel” opportunity to visit another club in a different part of the state – or even another country. Clubs can hold speak-a-thons and invite members from around the district to participate. This is occasion to give additional speeches – in either the traditional or Pathways education program. If your club needs tutorials on how to hold a virtual meeting, please contact the Trio.

As you know, since you’re logging into this annual meeting rather than sitting next to each other in Waukesha, the Spring Convention was cancelled due to COVID-19. I want to thank Rhonda Williams, DTM and her team for all they did to coordinate the Spring Convention and then have to “disassemble” it. Please note that we have confirmed Wayne Breitbarth to present at our Winter TLI 2020 on LinkedIn. Now we just need to confirm a date and location and share it with you.

With the cancellation of the Spring Convention, it also meant a tough decision needed to be made by the Trio to cancel the speech contests for the Division and District levels. This was disappointing to members, as well as the Trio, but we are taking it in stride and focusing on improving our technology skills with online meetings and increasing and retaining membership.

Winter TLI was held in Appleton in December. 394 club officers were trained, which is a drop from the 466 officers trained during summer. Members in attendance were engaged and enjoyed the day, especially when our keynote speaker, Karim Ellis, suggested that when an opportunity presented itself, MOVE.

Clubs can continue to work towards achieving distinguished status through the end of June; we currently have 9 clubs that are distinguished or better. There are 49 clubs that have achieved 5 or more DCP goals and another 15 that have 4 goals completed. The only caveat to achieving Distinguished status is the minimum membership number that most clubs are struggling with. But it's not just us; it's around the world. Keep doing what you do – hold well run, effective club meetings. Be proud of what you are doing and continue working the Toastmasters program! Help your members achieve their goals.

In closing, I share this quote from Walt Disney: “Around here we don't look backwards for very long... we keep moving forward, opening new doors and doing new things because we're curious... and curiosity keeps leading us down new paths.”

Thank you for this opportunity to continue serving District 35 as your Program Quality Director. Continued HUGS to help us grow stronger.

Respectfully submitted,

Kris Pool, DTM

Ed Thelen, DTM
Immediate Past District Director
District 35
Email: edmthelen@gmail.com

Immediate Past District Director Report – District Council – 5/2/20

Greetings District 35 District Council!

Who would have thought this is how we would conclude our year with a second virtual District Council meeting and with clubs meeting virtually as well? While it is difficult when we miss the enjoyment of seeing our fellow Toastmasters face to face, I think the change in meeting type will foster new innovation in our clubs and our District that will move us forward in a positive manner.

I am grateful we had the Fall virtual District Council meetings the last two years as this reduced some of the learning curve for changing this Spring meeting from an in-person meeting to a virtual meeting. That does not mean there was still not a lot of work involved – but while it was more work in some areas it was less work in others. I was honored to be asked by one of our Region 5 Region Advisors, Farzana Chohan, to serve on a planning committee to hold a mock District Council meeting for all of the Region 5 Districts. This successfully took place last Sunday afternoon.

My other work as Immediate Past District Director has been presenting information at the monthly District Executive Committee (DEC) meetings to help our District officers grow in leadership and to assist them in helping the members make themselves and their clubs better. I always enjoy this part of my District Leadership roles.

It's hard to believe my journey at the top of District 35 District Leadership is coming to an end. It has been an interesting and fulfilling four years. Along the way there have been many triumphs, some disappointments, a few tears and many blessings. I am grateful to the many people who encouraged me to step up and get WAY outside my comfort zone when I first ran for Club Growth Director five years ago (for those paying attention yes I did not win my election the first time) and continued to support me to the point where I am at today.

I am now trying to determine where I fit in amongst the group of people that are simply "Past District Directors". I know I have my place – it is simply finding out what skills and areas of interest I have that will best benefit the District. It is also trying to figure out if there are other ways where I might be able to serve even more Toastmasters. I have a feeling I will be hearing more from District Director Elect Kris Pool very soon.

I've been happy to serve as a resource to our District leaders this year and look forward to continuing to do so in the future.

Respectfully submitted,
Ed Thelen, DTM

Rozaline Janci, DTM
District Director
District 35
Email: rozaline.janci@gmail.com

District Director Report – District Council – 05/02/20

Good Morning Members of the District Council

It has been an honor and privilege to serve the members of district 35 during the last 3 years on the trio. I could not have done it without the support of past and current leaders.

We realize this time may be challenging due to the situation with Covid-19. One of the beneficial changes that happened during this difficult time was that Toastmasters International extended the timeline for earning an educational goal in the traditional program to June 30, 2021 instead of June 30th 2020. This extension only applies to those who still want to earn their Advanced Leader Silver and/or DTM in the traditional program.

I have been fortunate to have leaders who have continued to serve the district in various capacities. The moment we were quarantined I set up a meeting with a host of district members and current district leadership. We brainstormed and talked about options and opportunities in conducting contests, having our district virtual meetings and also, if we should cancel our district convention. This was not an easy decision to make. We had many meetings spanning 2 weeks and we realized most importantly that we had to put all our members first. The overwhelming majority agreed to stop the contests and serve all our members, by focusing on virtual club meetings and how our members can continue to advance in their Toastmaster's journey throughout the whole district.

Throughout the world, no district had a district convention this year. I feel sad and disappointed especially for our Program Quality Director, Kris Pool. She is the one in charge of all the planning for the convention, this was her big event. She had awesome plans in the works. We were all excited about the new dimensions we were going to offer along with the "tried and true" events that everyone loves at the Convention. Again special Kudos to Kris Pool. Also Kudos and thanks for all the efforts put forward by our past district director, Rhonda Williams as Convention Chair.

I congratulate all clubs who are continuing to meet virtually and am forever impressed with our members constant strive for personal improvement and growth at this difficult time. Also congratulations to Landmark Toastmasters, they conducted the District's first Virtual Open House and had 5 guests. We also had our first virtual demo meeting with a company in Madison and had 27 enthusiastic and interested people. I thank our Club Growth Director, Teri McGregor for having coordinated and conducted a fantastic virtual demo meeting.

Our district ranks #4 in paid clubs and #6 in member payments in our Region.

Our Area and Division Directors worked very hard to get the clubs to pay dues for at least eight members and did a commendable job so that the members of clubs did not lose their access to pathways. I thank each and every one of you.

I would also like to thank Laurie Baker and David Reed who helped with club building and retention in our district. Thanks are also due to Steve Wittman who led our Pathways Committee. Thanks to our District Leadership Chair-Andy Little, District re-alignment Chair- Jim Hughes, and our District Webmaster – Jim Kohli.

All of these people have been invaluable resources to our district.

District 35 Friends – we will emerge out of this crisis much stronger than we went in. We still have two months left of the Toastmasters year. Let's keep the enthusiasm and positive attitude going, to lock-in the direction of district 35 moving forward - one member and one club at a time.

Mother Theresa said "Even if you are on the right track, you'll get run over if you just sit there".

So let's keep moving forward together to ensure our success.

Blessings to you and your families, Stay safe, Stay healthy. It has been my privilege and honor to serve as your district director this toastmaster year.

Respectfully submitted,
Rozaline Janci, DTM