



District 35 – Meeting Minutes

Saturday, July 8, 2023

District Director Elect Jason Feucht convened the DEC meeting on Saturday, July 8, 2023 at 10:00am as a hybrid option (Coughlin Center, 625 East County Road Y, Oshkosh, WI 54901 or Zoom).

Attendees:

DD Jason Feucht
PQD Robert Wall
CGD Theresa Flynn
AM Kris Pool
FM Lisa Elz-Powell
PRM Teri McGregor
IPDD Jennifer Kibicho
DivD A Julie Gerasch

DivD C Lee Samson
DivD D Paul Anderson
DivD E Brandon Birrenkott
DivD F Yuriy Ksenidi
DivD N Karen Polege
AD A1 Judy Bauer
AD A2 Paul Arnhold
AD C2 Harriet Allen

AD C4 Charles Elftmann
AD D1 Alex Ashley
AD D3 James White
AD E2 Carol Mather
AD E3 Paul Van Dyck
AD F2 Laurie Showers
AD N1 Jeff Gut
AD N3 Kathy Shine

Absent:

AD A3 – OPEN
AD C1 Spring Sun
AD C3 – OPEN

AD D2 – OPEN
AD F1 Liz Urban
AD F3 – OPEN

AD N3 Cole Monroe

Agenda:

1. Welcome – Jason Feucht
 - a. Email the trio with questions; response time is within 48 hours
 - b. DEC leaders are asked to be responsive within 48 hours when possible
 - c. SLACK is an alternate communication tool if all members of the DEC want to join
https://join.slack.com/t/toastmasters-d35/shared_invite/zt-1wu73moms-MoSTa7RiXz~eHaTujTF1PQ
2. Icebreaker – Kris Pool
3. Division Breakouts
4. Education Session – Robert Wall
 - a. Creative Problem Solving: Getting Out of Your Own Way to Get Results
 - b. One of the keys to creative problem solving is questioning the framing statement, the variables, and the constraints – especially when you're stuck.
 - c. It's not about "right vs wrong" but rather a different way to consider problems.

5. District Success Plan – Jason Feucht

- a. Asking for collective input from the DEC on each of the District goals
 - i. Paid Clubs
 - ii. Member Payments
 - iii. Distinguished Clubs

6. Club Growth Director Updates – Theresa Flynn

- a. Remind clubs of the “coupon expiration date” – if the October 2023 – March 2024 dues renewals are paid by July 31, the price is \$45. Renewals paid on and after August 1 increase to \$60.00.
 - i. Clubs can earn \$20 in District Dollars if a minimum of 8 club members are paid by the end of July
- b. Member applications will also be updated.
- c. Expo Promotion Kits have been distributed to each Division.
 - i. Promo materials are a way to help clubs bring in potential members and expose more people to Toastmasters.
 - ii. Expo Promo Kits include: tablecloth, banner, banner stand, clipboard, balloons, and other items.
 - iii. Suggested use: Farmer’s Market, Job Fair, Volunteer Event, etc.
 - iv. Clubs encouraged to work together
- d. Watch the district website for details on club growth incentives

7. Program Quality Director Updates – Robert Wall

- a. Encourage clubs to self-evaluate using the TI dashboards, conducting Moments of Truth, and officers talking to club members about their goals and how the club can help
- b. TLI (Toastmasters Leadership Institute)
 - i. Summer TLI – July 15 – August 15
 - ii. Winter TLI – January 5 – February 10
 - iii. Club officers should request any corrections to the attendance by October 31; no changes can be made after this date.
- c. Contests
 - i. Clubs
 - 1. Held in person or virtual (club’s choice)
 - 2. Complete by January 18
 - 3. If it needs to be later, club needs to discuss with and get approval from their Area Director
 - ii. Areas
 - 1. Held virtually
 - 2. Held between January 19 and February 29
 - 3. If it needs to be later, Area Director needs to discuss and get approval from their Division Director

- iii. Divisions
 - 1. Format to be held (virtual or hybrid) – TBD
 - 2. Held between March 1 and April 6
 - 3. Division Directors requested to not schedule contests on the same date at the same time or during the time of the DEC meeting
- iv. District
 - 1. Hybrid format
 - 2. April 26 and April 27
- v. International Speech Contest will be held. The second contest is still being discussed and will be announced when finalized.

d. Club Support Seminars

- i. Held twice a month on Sundays at 7pm
 - 1. July 16
 - 2. August 6 and 20
 - 3. September 3 and 17 (9/3/23 may be switched)
 - 4. October 1 and 15
 - 5. November 5 and 19
 - 6. December 3 and 17 (12/3/23 may be switched due to Packers game)
 - 7. January 7 and 21
 - 8. February – June - TBD
- ii. Clubs asking for help or a club coach should attend
- iii. All club members invited to attend

e. Pathways Onboarding

- i. Held 4x a year on Sundays at 7pm (not same nights as Club Support Seminars)
- ii. Does not replace individual club onboarding, but is a useful tool in addition to the individual club onboarding

f. Forward ideas for additional events or training to Robert Wall

8. 30/60/90, District Director Wrap-Up, Questions & Answers – Jason Feucht

- a. Check the district website for details on various incentives
- b. Dues renewals – pay for the October to March renewal cycle by July 31 and still pay the current \$45 international dues price; price increases to \$60 on August 1
- c. Register and attend (virtually or in person) for the International Convention in August
- d. Assign proxy votes for International Convention Annual Business Meeting - Club President or Club Secretary will need to log into their Toastmasters account and assign a proxy for the Annual Business Meeting
- e. All DEC members should plan to attend the District 35 District Council Meeting on Saturday September 9, 2023. This is a virtual meeting. All club presidents and vice presidents education should attend and vote on behalf of their club.
- f. Bookmark the district calendar page for event details:
<https://district35.org/events/calendar/>

g. Q&A

- i. If any Area Directors want to collaborate with an HPL (High Performance Leadership) project for the first six months, please coordinate with Kathy Shine (klshine@yahoo.com)
- ii. The DEC leadership email listing will be forwarded to all DEC members
- iii. The transition between year-end and year-start usually takes several weeks, and possibly a full month. If anyone needs the Club Officer and Club Membership lists, contact the Trio members with your request.

h. Encourage club officers and members to attend the Club Support Session.

The next meeting is scheduled as a hybrid option on Saturday, August 5 from 10:00am to 2:30pm. Location to be finalized but is tentatively planned for Northern Division.

Meeting adjourned at 2:32pm.

Respectfully submitted,

Kris Pool

Kris Pool, DTM
Administration Manager

Attachment: Session Presentations
Future Meeting Dates – listed below

Distribution: District 35 DEC members

Future Meeting Dates:

Details available on the district website calendar at: <https://district35.org/events/calendar/>

- Saturday, September 9, 2023 – Fall District Council Meeting – 9am – noon
- Saturday, October 14, 2023 – Hybrid – 10am – 2:30pm
- Saturday, November 11, 2023 – Virtual only – 9am – 12:30pm
- Saturday, December 9, 2023 – Virtual only – 9am – 12:30pm
- Saturday, January 13, 2024 – Virtual only – 9am – 12:30pm
- Saturday, February 10, 2024 – Virtual only – 9am – 12:30pm
- Saturday, March 9, 2024 – Hybrid – 10am – 2:30pm
- April – TBD
- Saturday, May 11, 2024 – Virtual only – 9am – 12:30pm





District 35 Executive Committee Meeting

July 8, 2023

Coughlin Center, Oshkosh, WI and Zoom



Welcome

Jason Feucht, DTM

District Director

Welcome and Thank you!

“We learn best
in moments of
enjoyment.”

— Ralph C. Smedley,
Toastmasters Founder

“Leadership
is an action,
not a position.”

—Donald McGannon

“Before you are a leader,
success is all about
growing yourself. When
you become a leader,
success is all about
growing others.”

— Jack Welch,
retired business executive

If you want to
make everyone
happy,
don't be a leader.
Sell ice cream.

— Steve Jobs

Together as Toastmasters, We are All Stronger

Agenda → Objective: District Success Plan

<u>Time</u>	<u>Discussion</u>	<u>Facilitator</u>
10:00	Welcome	District Director Jason Feucht, DTM
10:15	Icebreaker	Admin Manager Kris Pool, DTM
10:30	Division Breakouts	Trio
11:00	BREAK	
11:15	Education Session	Creative Thinking – Robert Wall, DTM
12:00	LUNCH	
12:30	District Success Plan	District Director Jason Feucht, DTM
1:15	BREAK	
1:30	CGD Updates	Club Growth Director Theresa Flynn, DTM
1:45	PQD Updates	Program Quality Director Robert Wall, DTM
2:00	30/60/90 DD Wrap-up Q&A	District Director Jason Feucht, DTM
2:30	ADJOURN	



District Mission

We build new clubs and support all clubs in achieving excellence.

Toastmasters International Core Values

Integrity

Respect

Service

Excellence



Communication Expectations

- The Trio is here to help you!
 - Email us if you need something... It doesn't hurt to email all of us!
 - Jason Feucht – jfeucht.tm@gmail.com
 - Robert Wall – rswall@rswall.com
 - Theresa Flynn – tflynn_d35@yahoo.com
 - Response time
 - We will make every effort to respond within 48 hours – at least to acknowledge, even if we don't have an answer.
 - Reach out again if you don't hear from us.
- What we ask.... We ask the same from you
 - Please follow-up and be responsive to emails within 48 hours whenever possible



Communication Alternative

- Alternative to email → SLACK
- Shared workspace where you can asynchronously chat and share files with other users.
- Trio and Admin team use slack regularly
- Join us:
 - https://join.slack.com/t/toastmasters-d35/shared_invite/zt-1wu73moms-MoSTa7RiXz~eHaTujTF1PQ





Icebreaker

Kris Pool, DTM, PDD
Administration Manager

Option A or Option B

Option A

Stand up

OR

Keep video on

Option B

Stay seated

OR

Turn off video



Division Breakouts

Break





Creative Problem Solving

Getting Out of Your Own Way to Get Results

Robert Wall, DTM
Program Quality Director

What Goes Into Solving a Problem?

1. A problem statement: what are we trying to do?
2. Decision makers: who is responsible?
3. Controllable variables: what factors can we control?
4. Uncontrolled variables: what factors are out of our control?
5. Constraints: what rules do we have to follow?
6. Possible outcomes: what will happen in each case?

Creatively solving a problem involves correctly identifying the first five, extrapolating the sixth, and manipulating controllable variables to get the best possible outcome. It sounds so simple, doesn't it?

Potential Outcomes of Problem Solving

- A problem is **SOLVED** when the outcome value is maximized by adjusting the controllable variables
 - “I got the best possible option”
- A problem is **RESOLVED** when the controllable variables are adjusted such that the outcome value is “good enough”
 - “I got something I’m generally happy with”
- A problem is **DISSOLVED** when the parameters change such that the problem is no longer meaningful

The challenge is, our preconception of “best possible option,” and even the problem statement itself, actually influence what outcomes we’re looking for and what constraints we imply. This limits our ability to actually solve a number of problems.



The Gauge of Correctness

Let's Upgrade Robert's iPhone



Defining the Problem and Parameters

- **Problem:** I want an iPhone that charges via USB-C. My iPhone 14 doesn't have it, which means I'll need to buy an iPhone 15 when they come out this fall.
- **Decision Makers:** Me
- **Controllable Variables:** color, model, storage, screen size, cost
- **Uncontrollable Variables:** store availability, stock status
- **Constraints:** needs USB-C, no more than \$1,000, at least 128 GB (more is better), 6" screen (larger is better), max battery life is very important
- **Possible Outcomes:** we'd make a matrix of all the acceptable options

iPhone 14 Models

	iPhone 14	iPhone 14 Plus	iPhone 14 Pro	iPhone 14 Pro Max
Camera	12MP Main: 26 mm, <i>f</i> /1.5 aperture 12MP Ultra Wide: 13 mm, <i>f</i> /2.4 aperture and 120° field of view 2x optical zoom out; digital zoom up to 5x		48MP Main: 24 mm, <i>f</i> /1.78 aperture, 7-element lens 12MP Ultra Wide: 13 mm, <i>f</i> /2.2 aperture and 120° field of view 12MP 2x Telephoto: 48 mm, <i>f</i> /1.78 aperture 12MP 3x Telephoto: 77 mm, <i>f</i> /2.8 aperture 3x optical zoom in, 2x optical zoom out; 6x optical zoom range; digital zoom up to 15x	
Video	Dolby Vision HDR video recording up to 4K at 60fps		Dolby Vision HDR video recording up to 4K at 60fps	
Battery	20 hours video playback	26 hours video playback	23 hours video playback	29 hours video playback
Display	Super Retina XDR 6.1-inch	Super Retina XDR 6.7-inch	Super Retina XDR 6.1-inch	Super Retina XDR 6.7-inch
Capacity	128GB / 256GB / 512GB		128GB / 256GB / 512GB / 1TB	
Chip	A15 Bionic	A15 Bionic	A16 Bionic	A16 Bionic
Lidar	Yes	Yes	Yes	Yes
Price	\$799	\$899	\$999	\$1099
Height	5.78 inches (146.7 mm)	6.33 inches (160.8 mm)	5.81 inches (147.5 mm)	6.33 inches (160.7 mm)
Weight	6.07 ounces (172 grams)	Weight: 7.16 ounces (203 grams)	7.27 ounces (206 grams)	8.47 ounces (240 grams)
Resolution	2532x1170 px (460 ppi)	2778x1284 (460 ppi)	2556x1179 px (460 ppi)	2796x1290 (460 ppi)
Colors	Midnight, Purple, Starlight, Product Red, Blue		Space Black, Silver, Gold, Deep Purple	

It looks like I'm on my way to
buy an iPhone 15 this fall.

Except.... No.

That's not what I wound up doing.
I didn't need a new phone.

After talking to some people on a forum I frequent...



....I just got a \$50 USB-C battery case

Remember...

- The challenge is, our preconception of “best possible option” actually influences what outcomes we’re looking for – which limits our ability to actually solve problems!
- So where did my preconceptions steer me wrong?

What Was My Framing Issue?

- **Problem:** I want an iPhone that charges via USB-C. My iPhone 14 doesn't have it, which means I'll need to buy an iPhone 15 when they come out this fall.
- **Decision Makers:** Me
- **Controllable Variables:** color, model, storage, screen size, cost
- **Uncontrollable Variables:** store availability, stock status
- **Constraints:** needs USB-C, no more than \$1,000, at least 128 GB (more is better), 6" screen (larger is better), max battery life is very important
- **Possible Outcomes:** we'd make a matrix of all the acceptable options

One of the keys to creative problem solving is questioning the framing statement, the variables, and the constraints – especially when you're stuck!

A Fish-y Problem For The Group

After WWII, freezers were the "hot new thing," and a company decided to develop a line of frozen fish. The company had its own boats, processing plants, and markets. The boats would throw out nets and catch fish, small sharks, squid, plants, ocean debris, etc. They dumped the fish in a dry storage, and threw everything else back. The boats brought the fish to dock-side processing/freezing plants. People initially tried the frozen fish, but said the fish tasted "flat." Food chemists said that chemical changes after a fish died were to blame. They switched to a live hold, but the fish still tasted "flat." The food chemists noted that the fish being sedentary in the live hold made them not taste as "fresh" as active, just-caught fish.

You're called in to help this company solve their problem. Money is no object - the only constraint is that it must be *possible*, i.e. "no magic wizards that teleport fish." What do you do?

Remember...

One of the keys to creative problem solving is questioning the framing statement, the variables, and the constraints – especially when you're stuck!

- Let's split into groups for a Toastmasters-related problem

OH NO! Our Meeting Is Tomorrow!

Your VPE calls you and says "sorry, I won't be there tomorrow and the agenda is empty. You need to fill the agenda." Including yourself, you have 3 TMs that are willing and able to do any role.

You know you will have 8 guests at this meeting. You can't ask anybody else to attend. How do you fill the agenda?

6:00	Toastmaster Intro
6:04	Joke Master / Joke Of The Day
6:08	Grammarians / Word Of The Day
6:10	Historian / This Day In History
6:15	Speaker 1
6:23	Speaker 2
6:31	Speaker 3
6:39	Table Topics
6:55	TM introduces General Evaluator
6:56	Evaluation 1
7:00	Evaluation 2
7:04	Evaluation 3
7:08	Timer Report
7:10	Grammarians Report
7:12	General Evaluator Report

What Did You Do?

6:00	Toastmaster Intro
6:04	Joke Master / Joke Of The Day
6:08	Grammarians / Word Of The Day
6:10	Historian / This Day In History
6:15	Speaker 1
6:23	Speaker 2
6:31	Speaker 3
6:39	Table Topics
6:55	TM introduces General Evaluator
6:56	Evaluation 1
7:00	Evaluation 2
7:04	Evaluation 3
7:08	Timer Report
7:10	Grammarians Report
7:12	General Evaluator Report

Two Ways To Fill The Agenda (45/60 minutes)

6:00 Toastmaster Intro (TM 1)
6:04 Speaker 1 (TM 2)
6:12 Round-robin evaluation of
Speaker 1
6:20 Table Topics (TM 3 - prep 11
topics!)
6:34 Round-robin general
evaluation

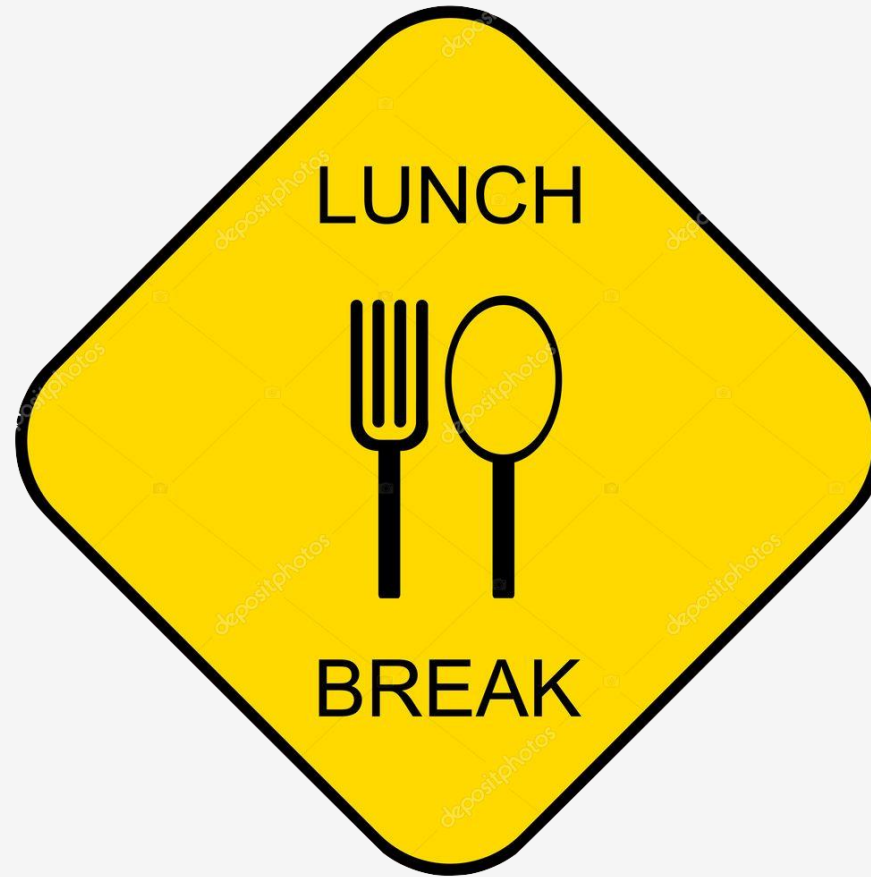
6:00 Toastmaster Intro (TM 1)
6:04 Speaker 1 (TM 2)
6:12 Round-robin evaluation of
Speaker 1
6:20 Speaker 2 (TM 3)
6:28 Round-robin evaluation of
Speaker 2
6:36 Table Topics (TM 1 - prep 11
topics!)
6:50 Round-robin general
evaluation

Speakers time themselves & take notes for their evals. Conclude the meeting with a guest Q&A, and hand out membership applications.

REMEMBER

This isn't about "right vs. wrong"
It's about a different way to consider problems.

Lunch





District Success Plan

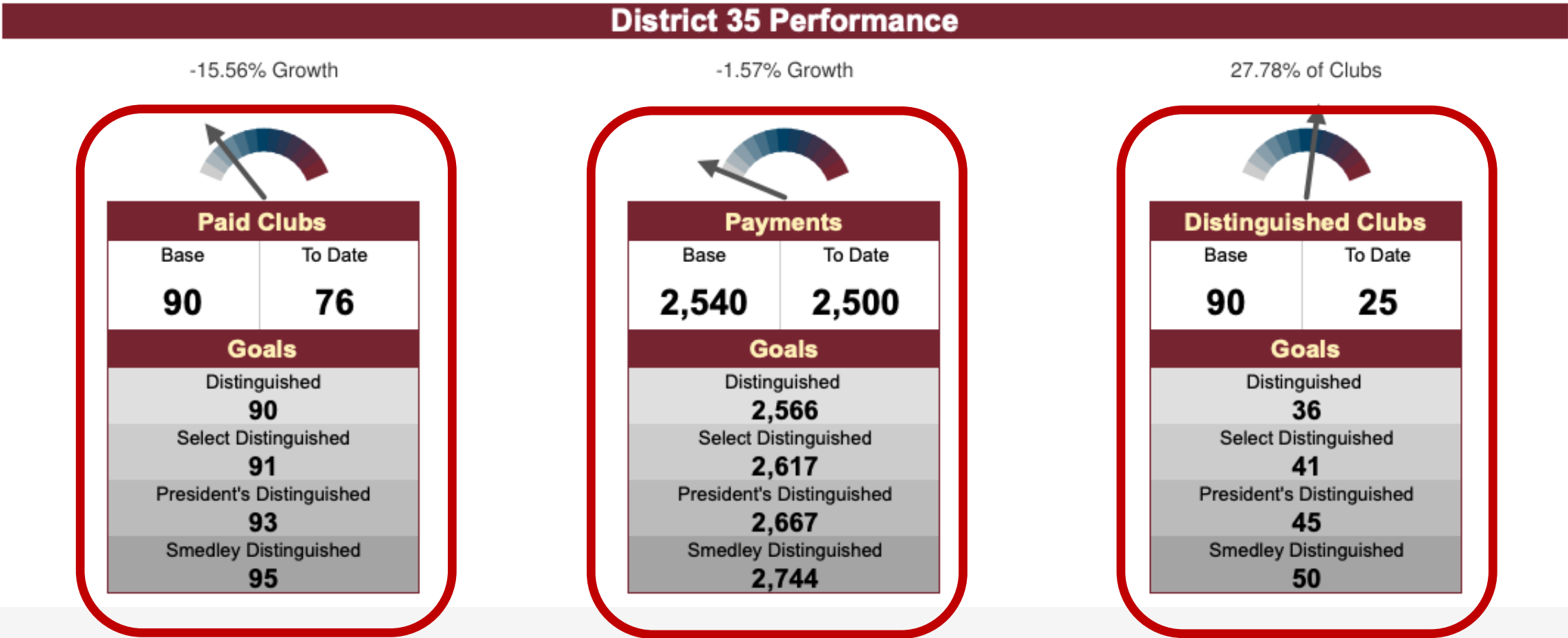
Jason Feucht, DTM
District Director

District Success Plan

- Roadmap for the year
- Collective input from all DEC members
- Supports the District mission and goals; supported by the District budget
- Planning begins today and will continue to work on details through August
- We will review implementation periodically



Three Measurable Goals



Steps

1. Break into teams
2. Define current situation (5 min)
3. Brainstorm strategies & resources (15 min)
4. Summarize & define next steps (10 min)
5. Present 1 idea to assembled DEC (3 min)



Break





CGD Updates

Theresa Flynn, DTM
Club Growth Director

CGD Updates

- Club Dues
 - Renewals paid by July 31 are \$45 → clubs can earn \$20 in District Dollars if a minimum of 8 club members are paid by the end of July
 - Renewals and new membership increase to \$60 effective August 1, 2023
- Expo Promotion Kits
 - Materials to help bring in potential members and expose more people to Toastmasters
 - Clubs encouraged to work together on events
- Watch the district website for details on club growth incentives



PQD Updates

Robert Wall, DTM
Program Quality Director

Program Quality Roadmap

You Only Need To Be One Step Ahead Of Your Clubs!

Program Quality in a Nutshell

Enjoyable Meetings

plus

Member Achievement

equals

SUCCESS

Some Ways for a Club to Self-Evaluate

- TI dashboards
 - <http://dashboards.toastmasters.org/Club.aspx?id=35>
- Conduct an evaluation
 - Moments of Truth – take one meeting and cover it all.
 - Abbreviated Moments of Truth – one section of MOT per meeting
 - Start/Stop/Continue – spend 5-10 minutes on each section
 - Download MOT: <https://www.toastmasters.org/resources/moments-of-truth>
- Have officers talk to members about their goals and how the club can help

Don't get hung up on the “WHAT.”

**Encourage clubs to do whatever works
for them...**

And to act on the results!

An Overview of the Year

The “Big Rocks”

TLI

- *Toastmasters Leadership Institute*
- Summer TLI:
 - July 15 – August 15
- Winter TLI:
 - January 5 – February 10

Spring Conference

- April 26 – April 27, 2024

Contests

- Clubs
 - In person or Virtual (club choice)
 - Completed prior to January 18 OR slightly later if approved by Area Director
- Areas
 - Virtual
 - January 19 – February 29 OR slightly later if approved by Division Director
- Division
 - Format TBD
 - March 1 – April 6
- District
 - Hybrid
 - April 26 and April 27 (at Spring Conference)

Some Smaller Stones

- Club Support Seminars
 - Held 2x per month on Sunday evenings at 7pm Central
 - If a club is asking for help or a club coach, they should start here
 - Open to all members to attend
- Pathways Onboarding
 - Will be held 4x per year on Sunday evenings at 7pm Central
 - Not intended to replace club onboarding, but is a useful stopgap
- PQD “Office Hours” – scheduled TBA
- Other events and training scheduled as need arises and/or opportunities present itself → your input is appreciated

Remember the “Main Thing”



30 / 60 / 90 || Wrap Up || Q&A

Jason Feucht, DTM
District Director

lets
Celebrate

Your Next 30 Days – mid-August (a)

- Review the [District Leader Handbook](#)
- Set personal goals and make a plan
- Transition with your predecessor
- Communicate with your supported clubs
- Schedule and conduct club visits → Submit reports online right away
- Remind clubs to submit their proxy for the International Convention Business Meeting
 - **Recommend assigning to District Director Jason Feucht**
- **Attend Makeup DEC Training – Sunday, July 9, 7pm – 9:30pm if needed**
- Attend the [August 5](#) hybrid DEC meeting
- Finalize your [Division](#) / [Area](#) Success Plan

Your Next 30 Days – mid-August (b)

- Support and attend Club Officer Trainings and Summer TLI
 - Follow up with clubs to ensure they received proper credit for attending Summer Club Officer Training / TLI
- Schedule and Lead Division / Area Council Meetings
- Remind clubs of dues renewals (and incentives)
 - Pay by end of September for the October – March dues period
- Attend the Toastmasters International Convention in the Bahamas
 - in person or virtually (virtual cost is \$55)
- Send a current photo to Robert Wall for the District Website

Your Next 60 Days – mid-September (a)

- Communicate with your supported clubs
- Complete initial club visits and submit reports online
- Virtual District Council Business Meeting on September 9 → **Attend and Vote**
- Review your [Division](#) / [Area](#) Success Plan and make necessary adjustments
- Review your personal goals and make necessary adjustments

Your Next 60 Days – mid-September (b)

- Follow up with clubs to ensure they received credit for attending Summer Club Officer Training / TLI
- Schedule & Lead Division / Area council meetings
- Remind clubs of dues renewals before September 30
 - Remind them of possible incentives

Your Next 90 Days – mid-October (a)

- Communicate with your supported clubs
- Complete club visits and submit reports online
 - Even if you have completed a visit and report, consider visiting again
- Attend the [October 14](#) hybrid DEC meeting
- Review your [Division](#) / [Area](#) Success Plan and make necessary adjustments
- Review your personal goals and make necessary adjustments

Your Next 90 Days – mid-October (b)

- Follow up with clubs to ensure they received credit for attending Summer Club Officer Training / TLI
 - No changes can be made after October 31
- Schedule and Lead Division / Area council meetings
- Share information about Winter TLI and Club Officer Training as it becomes available
- Start thinking about and planning for your Area / Division Contests

***You sure they're absorbing
all of this?***



copyright count5 LLC

Next Meeting

- [August 5, 2023 – Hybrid –
10 am – 2:30 pm](#)
- Host: TBD
- Location:
TBD

See district website for Zoom link

Tentative Agenda

Objective: District Success Plan

9:00	Arrival and Setup
10:00	Welcome & Icebreaker (30)
10:30	Division Breakouts (30)
11:00	Break (15)
11:15	Finance Update (15)
11:30	District Success Plan (30)
12:00	Lunch (30)
12:30	Education Session (45)
1:15	Break (15)
1:30	CGD Updates (15)
1:45	PQD Updates (15)
2:00	30/60/90, DD Wrap Up, Q&A
2:30	Adjourn

Mark Your Calendars – Future Meetings

- [September 9, 2023 - Virtual - 2023 Fall District Council Meeting - 9 AM - Noon](#)
- [October 14, 2023 - Hybrid - 10 AM - 2:30 PM](#)
- [November 11, 2023 - Virtual - 9 AM - 12:30 PM](#)
- [December 9, 2023 - Virtual - 9 AM - 12:30 PM](#)
- [January 13, 2024 - Virtual - 9 AM - 12:30 PM](#)
- [February 10, 2024 - Virtual - 9 AM - 12:30 PM](#)
- [March 9, 2024 - Hybrid - 10 AM - 2:30 PM](#)
 - *(Note: this will hopefully be at the Spring Conference venue)*
- April 26 & 27 - Spring Conference & District Business Meeting
- [May 11, 2024 - Virtual - 9 AM - 12:30 PM](#)

Remember... It's all about the MEMBER

Let's help our clubs help their members

TOGETHER

because

Together as Toastmasters We are All Stronger!

Questions?



Meeting Adjourned

Overtime!



Contact Information

- District Director Jason Feucht
jfeucht.tm@gmail.com
- Program Quality Director Robert Wall
rswall@rswall.com
- Club Growth Director Theresa Flynn
Tflynn_d35@yahoo.com