



DISTRICT EXECUTIVE COMMITTEE MEETING

Meeting details

Date: 25 September 2022 09:30 – 12:30 CEST
 Location: Hybrid Zoom/Vienna
 Minutes: Courtesy of Yoko Owatari, Katherine Quinn, Margherita Brodbeck Roth

Agenda

Time	Description	Presenter	I, D, P*
9:24	Welcome	District Director Turan Tanin	I
9:35	Call to Order	District Director Turan Tanin	I
9:36	Parliamentary Procedures Session	Parliamentarian Lorenzo Gios	I
9 :45	District Mission	Acting Administration Manager Margherita Brodbeck Roth	I
9 :46	Certification of Quorum	Acting Administration Manager Margherita Brodbeck Roth	I
9 :47	Request for Approval of Agenda	District Director Turan Tanin	D
9 :48	Request for Approval of the Minutes of the DECM of 8th May 2022	District Director Turan Tanin	D
9 :49	Keynote Speech	International Director, Region 10 Jean Gamester, DTM	I
9 :57	Presentation of District Success Plan:		I
	<ul style="list-style-type: none"> • Overview • Program Quality • Club Growth • Public Relations 	District Director PQD CGD PRM	
10:28	Q&A session on District Success Plan		I
10:29	Request for Motion to Approve District Success Plan	District Director Turan Tanin	D
10:30	Presentation of District Budget	Finance Manager Giannis Kanlis	I
	Q&A session on District Budget		I
	Request for Motion to Recommend to the DCM to Approve the District Budget	District Director Turan Tanin	D
10 :45	Audit Committee Report	Lead auditor Louis Imhof	
	BREAK		
	Presentation of the District Contest Plan	PQD	I



Time	Description	Presenter	I, D, P*
	Request for Motion to Approve District Contest Plan	District Director Turan Tanin	
11 :02	Individual updates by the Division Directors	Eight Division Directors	I
11 :55	Update regarding DLC	DLC Chair Lilian Shaftacola	I
12:05	Any Other business		
12:12	Adjournment	District Director Turan Tanin	

Abbreviations

AD	Area Director
BC	Brigita Tomas DvD F
CA	Camille Asmar AD A6
CGR	Cristina Gómez Robles AD E4
DB	Danja Bauer AD F1
DD	Dimitrios Diamantopoulos
DvD	Division Director
EF	Eric Fingerhut DvD D
EG	Elena Grammenou DvD G
EN	Elsa Negri DvD A
GH	Gitel Hesselberg DvD B
GK	Giannis Kanlis, Finance Manager
GT	Gloria Teo AD C3 (on behalf of Godela Bittcher DvD C)
JG	Jean Gamester, International Director Region 10
KC	Karina Castella DvD E
KQ	Katherine Quinn AD D3
LEI	Louis-Edgar Imhof AD C2
LF	Laura Filippi, Public Relations Manager
LGi	Lorenzo Gios, Parliamentarian
LGI	Laor Glukhovsky AD B3
LS	Lilian Shaftacola, Past Immediate District Director
MBR	Margherita Brodbeck Roth, Program Quality Director (PQD)
MK	Marika Dubiel AD F3
NL	Natalia Liaropoulou, Club Growth Director (CGD)
TA	Tuana Arikboğa DvD H
TT	Turan Tanin, District Director (DD)
XC	Xiao Chen AD F2
YO	Yoko Owatari AD D1

Minutes

TT	<ul style="list-style-type: none">• Welcomed the members of the DECM.• Thanked several people for joining the session.• Invited the Parliamentarian, LG to present the Parliamentary Procedures.
LG	<ul style="list-style-type: none">• Presented the Parliamentary Procedures



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- TT
- Thanked LG
 - Invited the acting Admin Manager, MBR to present the District Mission
 - Invited the acting Admin Manager, MBR to present the Quorum (72% achieved)
- TT
- Asked for approval of the **Minutes** of the DECM held on the 8th May 2022
- TT
- Hearing no opposition, requested that the MBR cast a single vote in favour of approving the minutes of the DECM held on the 8 May 2022, as presented.
- MBR
- A single vote has been cast to approve the minutes of the DECM held on 8th May 2022, as presented.
- TT
- Introduced Keynote Speaker, DTM Jean Gamester, International Director Region 10.
- JG
- Delivered keynote speech with following points:
 - The world opened with the current role.
 - Lessons learned – it is a person that counts, not the history. We do not have to live in the physical boundaries.
 - It does not have to be a man to lead the team – e.g., Queen and Prime Minister in the UK are women.
 - It does not matter who you are, you can be a leader.
 - What is so special of Region10 – two continents, diversified cultures, nationalities
 - Crossing the border beyond our roles.
 - Teaching young people in London with diversified background, nationalities –, we teach people to speak, listen and *connect*.
- TT
- Thanked Keynote Speaker.
- TT
- Introduced the **District Success Plan:**
 - Mission: Everything we do is at the service of our clubs and our members.
 - Members are in the highest level; district officers serve in the lowest level.
 - Core TM vales: respect, integrity, service, excellence.
 - Passion beyond Borders – everyone has made a conscious choice to dedicate their time and take roles – key commonalities in diversity.
 - We can connect because we are able to master the technologies.
 - Key focus of this year – we make turn around.
 - Positive turnaround for membership growth.
 - Increase the number of healthy clubs, health is defined by each club.
 - District officers need to understand what is going on and offer the possible solutions - no one-size-fits-all.
- TT
- Invited the Program Quality Director MBR to present the quality programme.
- MBR
- PQD Presentation**
- Need to think three points to support our members and to ensure healthy clubs: (1) Service quality; (2) TM is a framework and can be leveraged to our own benefits; (3) Recognition and acknowledgment are important.
 - Service quality – it is important to listen to our members, to see the differences and commonalities. It is also useful to listen to past members.
 - Understanding what members need, for example, corporate club presentation demonstrated the difference from community/public, university clubs.
 - Frameworks can be leveraged to help us achieve.
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- Acknowledgement of those members that go the extra mile is important; Triple Crown achievers will be acknowledged soon.
 - Use Pathways to help us, not us helping Pathways.
 - Elevate meeting standards. Many clubs are doing a great job, but others are struggling, perhaps because they do not have enough members. We are looking at how to help and incentivize them.
 - It is never enough to say thank you. Thank you needs to be said authentically but followed up with actions.
- TT
- Thanked the PQD and invited the Club Growth Director NL to present her Club Growth Plan.
- NL
- CGD Presentation**
- Pleased to hear potential launch of five new clubs.
 - Both human and financial resources are finite, and the priority goes to existing clubs.
 - Sent Club coach information flyer to all District officers.
 - Many ADs said they are looking for club coaches, but they may find them firstly in their own areas or division, especially those pursuing DTM.
 - Old members are extremely valuable – have old mentality of each club; do not exclude old members who disturb the club, just deal with the issue. Other old members can cause the same issue even a member was excluded.
- TT
- Thanked NL.
- TT
- Invited the Public Relations Manager LF to present the public relations plan.
- LF
- Presented the vision for the **Public Relations Plan**.
 - Clubs are made of members; our passion is dedicated to members.
 - Members are key to our success plan.
 - It is important to focus on new members as they will be the new leaders.
 - Ensure they have enough support and do not feel alone.
 - Be aware of your leadership styles. Talk about leadership with members, especially new members.
 - Working on a leadership campaign on social media.
 - Will provide training for all the VPPRs in the district and for any members that are interested in PR.
 - There will be a dedicated programme for the guests, so we are talking outside of the district, outside of the clubs.
 - Breaking News – 15 languages, not just in English – Looking for people for interviews in their native languages for stronger impact.
- TT
- Thanked LF.
 - This year the District Success Plan was shared in advance via shared whiteboard.
 - Opened the floor for questions from the officers.
- MBR
- Move a motion to approve the District Success Plan (DSP) as presented.
 - Seconded by CGD NL.
 - A single vote was cast to approve the DSP.
- TT
- Invited Finance Manager GK to present the 2022-2023 Budget Proposal.
- GK
- 2022-2023 Budget Proposal**
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- More in-person meetings, AD visits; increased cost of travel; hybrid speech contests demand high AV and room rental costs; education and retention of membership remain top priority.
 - Proposed budget (Revenues membership dues 50,511 EUR, expenses 50,076 EUR) .
 - Districts are not permitted to subsidize the conference.
 - Opened the floor for questions from the officers.
- TT Opened the session for questions regarding the budget.
- MK
- Request for information by MD.
 - What budget is included in the speech contest? If there is no budget for the district conference, are the speech contests financed?
- GK
- We have allocated necessary funds for the District Speech Contest separately, so the conference organisers do not have to lift a heavyweight.
- DB
- Request for information by DB.
 - What is the budget for hybrid contests?
- GK
- Clarified that a hybrid meeting is treated as an in-person meeting.
- XC
- Request for information by XC.
 - Are there any funds allocated for the technical equipment required for hybrid meetings and what is definition of technical equipment?
- GK
- There is a budget limit for every event, but it is not specified how it should be spent. For example, COT has a cap of 250 EUR, and all cannot be used for refreshments. Some money could be spent on equipment. If the budget is not sufficient, plan a joint event and justify with accurate and clear explanation.
- NL
- Point of information by CGD NL.
 - Events can be organized with sponsors and equipment can be shared in an area between clubs.
- GK Encouraged members to contact him via mails and zoom calls with any follow-up questions.
- TT Thanked GK for his presentation and his work.
- TT Requested for a motion to approve the budget proposal.
- MBR
- Proposed a motion to approve the budget.
 - Seconded by MD.
 - No objections.
- MBR A single vote has been cast in favour of the budget proposal as presented.
- TT Invited Audit Committee member LEI to present the Audit Committee Report.
- LEI
- Presented **Audit Committee Report.**
 - Followed the Audit Committee Guidelines document and all concur expenses items were reviewed with evidence; all bills register entries were matched against the concur approval report.
 - Outcome: Concur – 5 invoices for Zoom Pro licenses were reimbursed twice; all invoices included in reimbursement of 29 June 2021 are related to expenses of 2020 (should be reimbursed in 90 days). A meeting was held with LS and DD and it was agreed that this was a minor error that could be corrected.
 - Thanked financial manager for his availability to answer questions.
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- TT Opened the floor to questions-
- TT
- Thanked LEI for his report and his role.
 - It is very important that finances should be transparent, and audit is a normal part of this to ensure that our members' money is spent as it should be.
- BREAK**
- TT Invited the PQD to present the **District Contest Plan.**
- MBR
- The contest formats must be agreed at District for the different levels.
 - We must be prepared for difficulties such as global pandemic so if any country in our district goes into lockdown, then all subsequent contests will be online.
 - The proposal agreed among District officers yesterday is that: (1) Clubs can do whatever format they want, (2) Area: hybrid, (3) Division: hybrid and (4) District: hybrid
 - For contest types, it is proposed that at District Level only 3 speech contests will be run (1) International Speech Contest, (2) Evaluation Speech Contest and (3) Table Topics Speech Contest (all in English only).
 - Levels below district are free to include other contests if they want (such as humorous, tall tales or other languages).
 - Contest time windows are proposed to facilitate organization (Clubs: Dec – 19 Feb, Area: 20 Feb – 19 Mar, Div. 20 March – 30 April, 12-13 May).
- LG
- Request for information by Lgl and LF.
 - Will there be a contest for "Other Language"?
- MBR
- The Multilingual Speech Competition is the least interesting for the audience and the most complex to run.
 - Division can present the variety of languages at the District Conference, where the audience (not Judges) will vote for the winner.
- CA
- CA moved a motion to approve the contest format and type.
 - Seconded by EF.
 - No objections.
- TT A single vote has been cast to approve the proposal of the contest format and type.
- TT Thanked PQD for her presentation.
- TT Invited DvD A EN.
- EN **Report for Division A**
- Key priorities: sustainable growth, quality for members, synergies and cooperation and retention. Also, having fun while building tomorrow's leaders.
 - Presented the team: Area directors as well as division directors for Growth and PR.
- TT Thanked EN. Invited DviD B GH.
- GH Division B is in need.
- Bulgaria is discouraged. Sofia Toastmasters are meeting online and need new members to be in good standing. All clubs in B2 have less than 11 members.
 - There is a bright spot in the Division. Area B3, Israel is doing well.
 - They need support but they are a division of fighters and hope to pull through.
- TT Thanked GH and stated that District is aware of the difficulties and hope to connect with the clubs and help them.
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- TT Introduced AD C3 GT on behalf of DvD C.
- GT Report for Division C
- Area 1 – One of their best clubs was a corporate club that was in difficulty, but they began accepting members from outside of the company and it is now thriving.
 - Area 2 has two clubs in difficulty, but they are working on helping them adapt their strategy.
 - Area 3: the corporate clubs are doing well as they have a great hybrid set-up and support from the company, and it is the community clubs that have the most difficulty.
 - To deal with their problems they are implementing a mentoring program and holding open house events.
 - They will be holding a German COT as well as an English one.
 - They are encouraging more interaction between clubs.
 - 3 prospective clubs.
 - Healthy club does not mean number, most of members are active – healthy.
- TT Thanked GT and invited DvD E EF.
- EF Report for Division D
- 8 clubs in Geneva, 1 club in Neuchatel, 1 in Vevey and 5 in Lausanne
 - Started with 16 clubs but 5 are closing so down to 11
 - All the other clubs are healthy
 - 2 prospective clubs at P&G and Incyte
 - Only 1 French-speaking club in Geneva so there may be an opportunity to restructure
 - Foster community with face-to-face events and cross division communication, need financial support
 - Sometimes it is better to accept that club's closure and focus energy on existing healthy clubs
 - Hoping to create an "opportunity board" in the district to encourage cooperation between clubs, areas, divisions
- TT Thanked EF and invited DvD E KC.
- KC Report for Division E
- 5 areas, 21 clubs (43% corporate, 50% < 20 pax) 461 members.
 - Area alignment could be considered.
 - In-person COT training was organized at the end of August; trained 50% of officers.
 - Statements from area directors.
- TT Thanked KC and invited DvD F BT.
- BT Report of Division F
- Division F is Austria and Slovenia.
 - Introduced the team.
 - 4 areas, 16 clubs – 3 clubs have less than 13 members and need special attention.
 - No new clubs on the horizon so their focus is strengthening already-existing clubs.
 - Summer COTs conducted F1 and 2 in-person, F3 and 4 online.
 - Work in progress – collecting renewals, AD visits, open house/demo meetings.
- TT
- Thanked BT and invited DvD G EG.
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- EG Report of Division G
- 2 prospective clubs on 2 islands.
 - Presented their mission.
 - Planning a Division G website.
 - Continue their Division YouTube Channel (this promotes all their clubs).
 - Continue to take advantage of virtual meetings.
 - Pathways Greek translation project.
 - Considering an extended Team for PR.
- TT • Thanked EG and invited DvD H TA.
- TA Report of Division H
- 9 active clubs + 1 that should shortly be reinstated.
 - Only 1 corporate club so an opportunity to grow in corporate.
 - 4 separate COTs to meet different language needs.
 - Thanked Margherita for her support with Pathways - Previous Pathways adoption rate improved from 33% to 70%.
 - Division contest planned in March.
 - Three clubs are planning to charter.
 - Using 5 different social media channels – please follow them!
- TT Thanked TA.
- TT Introduced IPDD LS, DLC Chair, to present DLC information.
- LS
 - The DLC is responsible for validating and then nominating candidates for District Officer roles (except area directors).
 - DLC chair and 8 committee members representing each Division.
 - Many voters do not actually know the candidates, so it is important to have experienced members evaluate and present candidates that are eligible.
 - After eligibility checks the two DLC members interviews the candidates (on Zoom).
 - All candidates are heard and given opportunity to be evaluated fairly; to make the life of District Council members who will be voting easier.
 - Candidates – a series of documents will have to be provided to the DLC that give info the TM background, achievement, goals.
 - Events – Oct 1st week composition of DLC finalized; Oct-Nov DLC members receive training and agree on the strategy; Dec – webinar on roles and applications; Feb - March candidate interview period.
 - All communication, including the interviews will be on zoom.
 - LS is available as DLC chair for any questions.
 - Buy your ticket by applying.
- TT Thanked LS and stated the importance of succession planning.
- TT
 - Opened the floor to **Any Other Business**.
 - No request.
- TT
 - Thanked JG for joining and inspiring us.
 - Thanked LS for joining and participating as DLC Chair.
 - Thanked LG for presenting as Parliamentarian.
 - Thanked all online participants, and especially GK for the best ever budget proposal presentation.
 - Thanked XC and DB for the organization of the meeting and the whole weekend.
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- Thanked CGR who helped organize the refreshments
 - Thanked EG who was Zoom master and technology set-up over the weekend
 - Thanked YO for her help with all the organization yesterday and today and KQ for taking notes.
 - Special thanks to MBR for the preparation.

TT Adjourned meeting.
