

## District 109

### District Council Meeting

Thursday 29<sup>th</sup> September 2022

19:16 – 21:51 CEST

Zoom meeting

Time	Description	Presenter	I, D, P*
19:16	Welcome	District Director Turan Tanin	
19:30	Call to Order	District Director Turan Tanin	
19:32	Parliamentary Procedures Session	Parliamentarian Lorenzo Gios	
19:42	Outline meeting proceedings	District Director Turan Tanin	
19:46	District Mission	Acting Administration Manager Margherita Brodbeck Roth	
19:47	Certification of Quorum	Acting Administration Manager Margherita Brodbeck Roth	
19:49	Approval of Agenda	District Director Turan Tanin	D
19:50	Approval of the Minutes of the DCM of 22nd May 2022	District Director Turan Tanin	D
19:51	Ask for a motion to approve appointed District officers	District Director Turan Tanin	D
19:52	<i>Presentation of District Success Plan:</i> <ul style="list-style-type: none"><li>• Overview</li><li>• Program Quality</li><li>• Club Growth</li><li>• Public Relations</li></ul>	District Director PQD CGD CGD on behalf of PRM	
20:27	Presentation of District Budget (2022-2023)	Finance Manager Giannis Kanlis	I
20:33	Ask for Motion to approve District Budget	District Director Turan Tanin	D
20:35	Presentation of Audit Committee Report	Audit Committee Chair Louis-Edger Imhof	I
20:40	Presentation of the speech types for the annual contest	Program Quality Director Margherita Brodbeck Roth	I
20:48	Update regarding the District Leadership Committee	Immediate Past District Director Lilian Shaftacola	I
20 :56	<b>BREAK</b>		
21:00	Individual updates by the Division Directors	Eight Division Directors	I
21:49	Any Other business	District Director Turan Tanin	I
21:51	Adjournment	District Director Turan Tanin	

\*I=Informative, D=Decision-making, P=Preliminary

## Minutes:

### Abbreviations

TT	Turan Tanin, District Director (DD)	MBR	Margherita Brodbeck Roth, Program Quality Director (PQD)
NL	Natalia Liaropoulou, Club Growth Director (CGD)	LF	Laura Filippi, Public Relations Manager
GK	Giannis Kanlis, Finance Manager	LG	Lorenzo Gios, Parliamentarian
LS	Lilian Shaftacola, Past Immediate District Director	LEI	Louis-Edgar Imhof, Audit Committee Chair
AD	Area Director	DvD	Division Director
CF	Cristina Francolini AD A5	CA	Camille Asmar AD A6
GH	Gitel Hesselberg, Division B DvD	GT	Gloria Teo AD C3
EF	Eric Fingerhut Division D DvD	KC	Karina Castella Division E DvD
BT	Brigita Tomas Division F DvD	PK	Panagiotis Karanikas AD G3
TA	Tuana Arikboga Division H DvD		

TT	<ul style="list-style-type: none"> <li>• Welcomed the members of the DCM, introduced himself as DD</li> <li>• Invited the Parliamentarian Lorenzo Gios to present the Parliamentary Procedures</li> </ul>
LG	<ul style="list-style-type: none"> <li>• Presented the <a href="#">PARLIAMENTARY PROCEDURES</a></li> </ul>
TT	<ul style="list-style-type: none"> <li>• Thanked LG</li> <li>• Explained DCM – normally held twice a year in September and May</li> <li>• DCM is venue to elect District officers and approve budget proposal</li> <li>• DD will remain after the adjournment of DCM to interact with Club Executive Committee members</li> <li>• Invited the TM MBR to present the District Mission</li> </ul>
MBR	<ul style="list-style-type: none"> <li>• District Mission: We build new clubs and support all clubs in achieving excellence</li> <li>• District Motto: Passion beyond borders</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Thanked TM MBR and invited TM MBR to present the quorum</li> </ul>
MBR	<ul style="list-style-type: none"> <li>• Confirmed that the quorum has achieved</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Thanked TM MBR and also club officers for participating the meeting</li> <li>• Asked for the motion to approve the <a href="#">agenda</a> as presented</li> <li>• Thanked PQD for sharing agenda online</li> <li>• Asked for approval of agenda as presented</li> </ul>
MBR	<ul style="list-style-type: none"> <li>• Moved a motion to approve agenda as presented</li> <li>• Seconded by Gene Finlayson, President of UBS Toastmasters</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Hearing no opposition, requested that TM MBR cast a single vote in favour of approving the agenda of the DCM as presented</li> </ul>
MBR	<ul style="list-style-type: none"> <li>• A single vote has been cast to approve the agenda of the DCM as presented</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Asked for approval of the <a href="#">minutes</a> of the DCM held on the 22nd May 2022</li> </ul>
GK	<ul style="list-style-type: none"> <li>• Finance Manager Giannis Kanlis moved a motion to approve the minutes as presented.</li> <li>• Seconded by Karina Castella Division E DvD</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Hearing no opposition, requested that TM MBR cast a single vote in favour of approving the minutes of the DCM held on the 22nd May 2022, as presented</li> </ul>
MBR	<ul style="list-style-type: none"> <li>• A single vote has been cast to approval of minutes of the DCM held on the 22nd May 2022</li> </ul>

TT	<ul style="list-style-type: none"> <li>• Asked zoom master to show a list of the <a href="#">appointed District officers</a></li> <li>• The list of appointed district officers including nominated AD, appointed DvD E, appointed Finance Manager was shown on the screen, which was made available before the meeting</li> <li>• Asked members to move a motion to approve the list of district officers</li> </ul>
CF	<ul style="list-style-type: none"> <li>• Cristina Francolini AD A5 moved a motion to approve the list of officers as presented</li> <li>• Seconded by Laor Gluchovsky AD B3</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Hearing no opposition, requested that TM MBR cast a single vote in favour of approving the appointed District officers as presented</li> </ul>
MBR	A single vote has been cast to approve the appointed District officers
TT	<ul style="list-style-type: none"> <li>• Introduced highlights of <a href="#">the DISTRICT SUCCESS PLAN</a>:</li> <li>• Mission: TM (we empower individuals to become more effective communicators and leaders), District (we build new clubs and support all clubs in achieving excellence), Club (we provide a supportive and positive learning experience in which members are empowered to develop communication and leadership skills, resulting in greater self-confidence and personal growth)</li> <li>• Core TM values: respect, integrity, service, excellence</li> <li>• District 109 Motto for 2022-2023: Passion Beyond Borders</li> <li>• Passion beyond Borders – everyone has made a conscious choice to dedicate their time and take roles with passion – key commonalities in diversity</li> <li>• One aspect to go beyond borders – with technology (e.g. 105 members are connected via Zoom meeting tonight)</li> <li>• Second aspect is every club officer to live TM experience beyond their clubs, visit each club, hold joint meetings</li> <li>• Digital citizen with wanting to be a bigger community</li> <li>• Key focus of this year – we make turn around <ul style="list-style-type: none"> <li>(1) Positive turnaround for membership growth</li> <li>(2) Increase the number of healthy clubs, each club defines health</li> </ul> </li> <li>• District officers need to understand what is going on and provide excellent reasons</li> <li>• What is healthy club? Is it scale, location, DCP points? 114 clubs can respectively define healthy. Help to achieve healthy club, then become bigger club to attract more members</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Invited PQD Margherita Brodbeck-Roth to present the quality programme</li> </ul>
MBR	<p><a href="#">PQD Presentation</a></p> <ul style="list-style-type: none"> <li>• Reported SWOT analysis outcome from a meeting in Ljubljana held on June 2022</li> <li>• Launching this week <ul style="list-style-type: none"> <li>- Augmented FAQ site of District 109</li> <li>- Presentation repository (PDF)</li> <li>- Sharing best practices</li> </ul> </li> <li>• Critical Success Factors – appreciation and motivation <ul style="list-style-type: none"> <li>- leadership motivation (facilitating DTM attainment, emphasise on connections and network creation), appreciating and recognizing individuals</li> <li>- 23 October Triple Crown Awards 2021-2022; One Sunday evening in Q1 and Q2 2023</li> <li>- Recognition comes in vouchers, pathways work packages, pathways level 2, 4, 5 projects, HPL or DTM project</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Individual who visits most meeting in clubs with less than 20 members</li> <li>• Appreciating and recognizing teams <ul style="list-style-type: none"> <li>- district celebrations, recognition of vouchers, to augment attendance and facilitate hybrid meetings</li> </ul> </li> <li>• Pathways adoption – by the end of 2022, all Executive Committee members and district officers enrol pathways so that the enrolment rate goes up from current 83% to 90% by mid 2023</li> <li>• Mentoring – every member who wants a mentor should have a mentor, translation of mentor handbooks, pool of district level mentors – revival of a pre-existing project, onboarding in a box – materials</li> <li>• Improve quality of offering (ensure that meetings are attended by a good number of members and guests, contain evaluation, leverage creativity)</li> <li>• Marketing – share testimonials, localization of materials</li> <li>• Minding the different types of clubs (one size does not fit all: corporate clubs - ask for corporate language &amp;/may have access restrictions; university clubs - high turnover rate &amp; impacted by semester's flow</li> <li>• Communications beyond giving speeches (depicting facts and figures, mastering a variety of presentation media, networking, communication types)</li> <li>• District level training start from next month</li> <li>• Contact PQD for your needs</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Thanked the PQD and invited the Club Growth Director Natalia Liaropoulou to present her Club Growth Plan and to present the Public Relations Plan on behalf of the Public Relations Manager Laura Filippi</li> </ul>
NL	<ul style="list-style-type: none"> <li>• Presented her vision for <a href="#">CLUB GROWTH PLAN</a></li> <li>• 1<sup>st</sup> priority is focus on <i>existing</i> clubs – information on Club Coaches were sent; Incentives (Bring a friend, be F.R.A.N.K.); Open House events</li> <li>• 2<sup>nd</sup> priority is building <i>new</i> club – supporting demo meetings; 1 experienced TM (from every country for corporate clubs)</li> <li>• Results – stabilizing our district</li> <li>• CGD appoints club coaches to existing clubs and club mentors to new clubs</li> <li>• Search members who are pursuing DTM in your District to serve as club coaches and then contact CGD.</li> <li>• Personal tips for club stabilization and Growth (Family constellations laws – Bert Hellinger – respect the law of precedence &amp; Group Dynamics – social psychology) There are always aggressors or people who make noises. Do not exclude them. We cannot eliminate the problem. On the contrary, we must deal with every member of the community.</li> </ul>
NL	<ul style="list-style-type: none"> <li>• Presented the vision for the <a href="#">PUBLIC RELATIONS PLAN</a> on behalf of Public Relations Manager Laura Filippi</li> <li>• Clubs are made of members; our passion is dedicated to members</li> <li>• It is important to focus on new members as they will be the new leaders</li> <li>• Ensure they have enough support and do not feel alone</li> <li>• Working on a leadership campaign on social media</li> <li>• Will provide a webinar training for all members in the district and for any members that are interested in finding successors</li> <li>• Breaking News – 15 languages – Looking for interviewees who can deliver message in their native languages for stronger audience impact.</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Thanked NL for presenting two reports</li> <li>• Invited Giannis Kanlis, Finance Manager</li> </ul>
GK	<ul style="list-style-type: none"> <li>• Presented <a href="#">2022-2023 BUDGET PROPOSAL</a></li> <li>• Convert DSP goals to budget initiatives</li> </ul>

	<ul style="list-style-type: none"> <li>Proposed budget (Revenues membership dues 50,100 euro; expenses 50,076 euro) ; only 25% of membership goes to D109 bank account</li> <li>This year - more in-person meetings, AD visits, increased cost of travel, hybrid speech contests demand high AV and room rental costs, education and membership retention remain top priority</li> <li>TM Expenses major priorities (Education and training, marketing outside Toasters, club growth and retention, membership growth and retention, district communication and PR) vs DISTRICT priorities</li> <li>Districts are not permitted to subsidize the conference</li> <li>Opened the floor for questions from the officers</li> </ul>
	<ul style="list-style-type: none"> <li>Thanked FM</li> <li>Asked for a motion to approve the budget</li> </ul>
MBR	<ul style="list-style-type: none"> <li>Move a motion to approve the budget as presented</li> <li>Seconded by Unal Erdogan AD H3</li> </ul>
MBR	<ul style="list-style-type: none"> <li>A single vote has been cast to approve the Budget as presented by Finance Manger</li> </ul>
TT	<ul style="list-style-type: none"> <li>Invited Audit Committee Chair Louis-Edger Imhof to present the Audit Committee Report</li> </ul>
LEI	<p>Presented <a href="#">AUDIT COMMITTEE REPORT</a></p> <ul style="list-style-type: none"> <li>Followed the Audit Committee Guidelines, all concur expenses items were reviewed with evidence; all bills register entries were matched against the concur approval report</li> <li>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 (good practices is to reimburse in 90 days). A meeting was held with Lilian and Giannis</li> </ul>
TT	Thanked LEI and invited the PQD to present the <a href="#">DISTRICT CONTEST PLAN</a>
MBR	<ul style="list-style-type: none"> <li>The contest formats have to be agreed at District for the different levels</li> <li>We have to be prepared for difficulties such as global pandemic (if any country in our district goes into lockdown then all subsequent contests will be online)</li> <li>Contest types: the district hold only 3 speech contests (1) International Speech Contest, (2) Evaluation Speech Contest and (3) Table Topics Speech Contest (all in English only)</li> <li>Levels below district are free to include other contests if they want (such as humorous, tall tales or other languages) following contest rule book</li> <li>Contest format: (1) Clubs can choose whatever format, (2) Area: hybrid, (3) Division: hybrid and (4) District: hybrid</li> <li>Contest time windows are proposed to facilitate organization (Clubs: Dec – 19 Feb, Area: 20 Feb – 19 Mar, Div.: 20 March – 30 April, District: 12-13 May); for exceptions request to PQD (i.e. public and religious holidays)</li> <li>Offer quality of contest</li> <li>District Contest Chair – Keith Sheldrake, District Chief Judge – Berit Dahl, District IT Team (Alessando Balboni, Manasseh Katz, Elena Grammenou) Contest SMES Contest Chair (one from each division), contest SMES Chief Judge (one from each division) Overall responsibility – PQD</li> <li>SMES will be recognized as Pathway project</li> </ul>
TT	Thanked PQD and invited DTM Lilian Shaftacola IPDD & DLC Chair 2022-2023 <a href="#">DLC PRESENTATION</a>

LS	<ul style="list-style-type: none"> <li>• The DLC is responsible for validating and then nominating candidates for District Officer roles (except area directors)</li> <li>• DLC chair and 8 committee members representing each Division (past District officers)</li> <li>• All candidates are heard and given the opportunity to be evaluated fairly</li> <li>• Many voters do not actually know the candidates so it is important to have experienced members evaluate and present candidates that are eligible</li> <li>• After eligibility checks, two DLC members interview the candidates (on Zoom)</li> <li>• Candidates – a series of documents will have to be provided to the DLC that give info the TM background, achievement, goals</li> <li>• 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; first 2 weeks in April deliberations of DLC to agree on a common list of nominated candidates to be submitted by the DLC Chair to the District Director for publishing</li> <li>• Feedbacks will be provided to candidates after review</li> <li>• All communication, including the interviews will be on zoom</li> <li>• All a future leader has to do to kick off the process is to “buy their ticket” by applying</li> </ul>
	Thanked LS
	BREAK (4 minutes)
TT	Invited AD A5 Cristina Francolini to report on behalf of Elsa Negri Division A DvD
CF	<a href="#">Report of Division A</a> <ul style="list-style-type: none"> <li>• Four inquiries for new clubs</li> <li>• More than 500 members</li> <li>• No of clubs decreased during last year</li> <li>• Key priorities: sustainable growth, quality for members, synergies and cooperation and retention. Also, having fun while building tomorrow’s leaders.</li> <li>• Presented the team: Area directors as well as division directors for Growth, PR and PQD</li> </ul>
TT	Thanked CF and invited Gittel Hesselberg, Division B DvD
GH	<a href="#">Report of Division B</a> Division B is in need of help <ul style="list-style-type: none"> <li>• Area B1 – Cypress – three clubs (restructure into two clubs)</li> <li>• Area B2 - Bulgaria is discouraged. Two clubs have only 8 members. One club only has four members. Support Sofia Toastmasters, the oldest club of this country, are meeting online and need new members to be in good standing. All clubs in B2 have less than 11 members. High Pathways adoption</li> <li>• There is a bright spot in the Division. Area B3 – 3 clubs (Israel) are doing well; Two out of three clubs are 100% Pathways enrolled</li> <li>• They need support but they are a division of fighters and hope to pull through</li> </ul>
TT	Thanked GH and invited Gloria Teo AD C3 to present on behalf of Godela Bittcher DvD Division C
GT	<a href="#">Report of Division C</a> <ul style="list-style-type: none"> <li>• Area 1 (11 clubs) – One of their best clubs was a corporate club that was in difficulty due to turnover but they shifted to community club</li> <li>• Area 2 has two clubs in difficulty; university club has a high turnover; struggling club are working with club coach; new approach to invite guests across the border from Germany</li> </ul>

	<ul style="list-style-type: none"> <li>• Area 3: German club did not follow Pathways; Luzern has a number of members; learning Pathways in progress; Roba ToMaS Roche Basel is a good model of hybrid meeting, celebrating 100<sup>th</sup> meeting next week</li> <li>• To deal with their problems they are implementing a mentoring program and holding open house events</li> <li>• Hold COT in German and English</li> <li>• Encouraging more interaction between clubs</li> <li>• 3 prospective clubs</li> <li>• Healthy club does not mean number, most of members are active – healthy</li> </ul>
TT	Thanked GT and invited Eric Fingerhut Division D DvD
EF	<a href="#">Report of Division D</a> <ul style="list-style-type: none"> <li>• Division D – dynamite!</li> <li>• 16 clubs, 250 members (before COVID - 400 members)</li> <li>• 5 clubs closing this month, 2 clubs at risk</li> <li>• 8 clubs in Geneva, 1 club in Neuchatel, 1 in Vevey and 5 in Lausanne</li> <li>• Started with 16 clubs but 5 are closing so down to 11</li> <li>• Two prospective clubs at P&amp;G and Incyte</li> <li>• Foster community with face-to-face events and cross division communication, need financial support</li> <li>• Oct 8 Teambuilding event, COT on 19 Nov, June 3 Novice contest &amp; TLI</li> <li>• Division calendar is a gift for all members</li> </ul>
TT	Thanked EF and invited Karina Castella Division E DvD
KC	<a href="#">Report of Division E</a> <ul style="list-style-type: none"> <li>• 5 areas, 21 clubs (43% corporate, 50% &lt; 20 pax) 461 members</li> <li>• In-person summer COT training was organized at the end of August in English and German; trained 50% of officers</li> <li>• Shared messages from area directors.</li> </ul>
TT	Thanked KC and invited Brigita Tomas Division F DvD
BT	<a href="#">Report of Division F</a> <ul style="list-style-type: none"> <li>• Division F is Austria and Slovenia</li> <li>• 4 areas, 16 clubs – 3 clubs have less than 13 members and need special attention</li> <li>• No new clubs on the horizon so focus on enhancing existing clubs</li> <li>• Summer COTs conducted F1&amp;2 in-person, F3&amp;4 online</li> <li>• Work in progress – collecting renewals, AD visits, open house/demo meetings</li> </ul>
TT	Thanked BT and invited Panagiotis Karanikas AD G3 to present on behalf of Elena Gramenou Division G DvD
PK	<a href="#">Report of Division G</a> <ul style="list-style-type: none"> <li>• 3 Areas, 2 prospective clubs in Chios and Syros islands; 1 club is closing due to the corporate decision</li> <li>• Division PQ, CG, PR roles assigned</li> <li>• Division G motto: “TEAM”</li> <li>• Building a Division G website</li> <li>• Continue their Division YouTube Channel</li> <li>• Continue to take advantage of virtual meetings (guests from around the world)</li> <li>• Pathways Greek translation project</li> <li>• One 2-day in-person Open House meeting in Athens; One in-person Open House in Syros</li> </ul>
TT	Thanked PK and invited Tuana Arikboga Division H DvD

TA	<a href="#">Report of Division H</a> <ul style="list-style-type: none"> <li>• 3 Areas; 9 active clubs + 1 will be suspended</li> <li>• Only 1 corporate club</li> <li>• 4 separate COTs to meet different language needs</li> <li>• Thanked PQD Margherita for her support with Pathways - Pathways adoption rate improved from 33% to 70% in two months</li> <li>• Division contest planned in March</li> <li>• Three clubs are planning to charter</li> <li>• Using 5 different social media channels – requested to follow</li> </ul>
TT	Thanked TA
TT	<ul style="list-style-type: none"> <li>• Opened the floor to Any Other Business</li> <li>• No request</li> </ul>
TT	<ul style="list-style-type: none"> <li>• Thanked LS for joining and participating as DLC Chair</li> <li>• Thanked LG for presenting as Parliamentarian</li> <li>• Thanked DvD for their presentations</li> <li>• Thanked AD A5 Cristina Francolini, AD C3 Gloria Teo and AD Panagiotis Karanikas for presenting on behalf of their DvD</li> <li>• Thanked AD A2 Daniel Neamtu for serving as a Zoom master</li> <li>• Thanked PRD Natalia Liaropoulou for presenting both Club Growth Plan and PR Plan</li> <li>• Thanked AD D1 Yoko Owatari for taking notes</li> <li>• Special thanks to PQD MBR who has worked endlessly for all the preparation</li> <li>• Thanked FM Giannis Kanlis for his budget presentation</li> <li>• Next meeting will be in May</li> </ul>
TT	Adjourned meeting