



**First Trimester
Newsletter**

02 Oct, 2025

Entering into
the new season
of leadership
for everyone.

District 109

109 Ways To Lead With Your Voice !

109 Ways to Lead with Your Voice!

First Trimester Newsletter

2025-2026

District 109

District 109 Official Channel link



Nov 22-23th

REGISTER NOW



Lugano Winter Event

Description: District winter conferences COT, workshops, Speakers, enter link for more details.

Nov 21st

REGISTER NOW



Corporate Summit, Vevey

Description: Open to all in-person. Topics: Leadership strategy, biohacking, personal branding, Profesional Speakers, and a panel w/ Q&A, more on webpage.

October 10 @ 18:00 - 19:00



Peer to Peer MENTORS

Description: Peer-to-Peer: Short talks and real discussions on actionable strategies for your daily TM roles. Connect, share, and bring global Toastmasters best practices back to your club.

PR RANGER Campaign:

ACT NOW >>



PR HELP 109

Description: Trophy Master (THE NEW ROLE) add to your Club agenda. Share it on the gram with #MyTrophyMaster and don't forget to tag @toastmastersD109.

November 24 @ 18:00 - 19:30



TLI x Serie

Online Event -

Zoom registration link:

[https://us06web.zoom.us/j/85748950632?](https://us06web.zoom.us/j/85748950632?pwd=UIONXXmO6GgrUMSBFNDMbwYWVEVEHL1)

[pwd=UIONXXmO6GgrUMSBFNDMbwYWVEVEHL1](https://us06web.zoom.us/j/85748950632?pwd=UIONXXmO6GgrUMSBFNDMbwYWVEVEHL1)

109 Ways To Lead With Your Voice !

Divisions page NEWS

“Click on your **division link** to see the latest news.”



[Division A](#)



[Division B](#)



[Division C](#)



[Division D](#)



[Division E](#)



[Division F](#)

District 109 Core Team

and their presentations for DCM
2025-2026



CGD

Meltem Altinay



DD

Katia Burdet



PQD

Laor Glukhovsky



PRM

**Hasan
Yasar**



FM

**Damien
Gautier**



AM

**Francesca
Davidhi**



IPDD

**Francesca
Gammicchia**



109 Ways To Lead With Your Voice!

Welcome to the first article of our District 109 newsletter!

This year opens under our motto:
“109 Ways to Lead with Your Voice”

**109 Ways To
Lead with
Your Voice!**



[Toastmasters District 109
Official Channel](#)



Every voice counts and together we can build something extraordinary.

The motto was crafted by the Core Team and Division Directors to truly represent you and the spirit of our District.

Our District, rich in cultures and countries, is united by friendship, fellowship, and support.

Our mission is clear:

We build new clubs and support all clubs achieve excellence!

The natural result of harmony, quality, and joy. We also want to recognize the commitment that inspires our motto.



Harmony Team



Recognition Hub,



**TM D109
Official Channel**



“

Stay connected and inspired throughout the year by joining our official
WhatsApp channel:

”

This year, we celebrate projects that connect us, such as the **Recognition Hub**, which rewards dedication and achievement, and the **Harmony Team**, which ensures that every member feels respected, supported, and valued.

These initiatives remind us that leadership is, above all, about serving others

109 Ways To Lead With Your Voice!

PQD 1-2-3

Education Program Updates

Toastmasters International is bringing back classic education materials within Pathways, including the very first education manual from the 1940s.

Clubs and members can integrate these 3 refreshed resources into their programs and speech planning.

The Better Speaker Series and other specialty series will also return during the coming year.

1

District Conference – Call for Proposals



Click here
to submit

A strong conference depends on high-quality educational content and inspiring presenters. We are now accepting workshop proposals for the District Conference. If you have an idea or want to recommend a speaker, please contact me. Help us create an event that motivates members and showcases excellence.

2

Leadership and Speaker Development

Two members are setting up a Leader Academy and a Speaker Academy to provide advanced training for aspiring leaders and professional speakers. These initiatives are ideal venues for members seeking High Performance Leadership or Distinguished Toastmaster projects. I invite anyone ready to begin such projects to reach out.

3

Focus on Training and Recognition

This is a great time to set personal educational goals and schedule Pathways speeches early. Clubs that maintain full officer training and steady Pathways progress strengthen their chances of achieving Distinguished status. Recognizing and celebrating club and member achievements will remain a priority throughout the year.

D109 is united by our mission:

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

This year, we have set ourselves a bold goal to achieve Smedley Distinguished status. To reach this milestone, we need to add 12 new clubs, and with your commitment and dedication, we know it is possible. We already have four promising leads, and now is the time to take action.



CGD Resources



To succeed, we are calling for leaders who are ready to grow while serving our community. Opportunities are available in several key roles:

- Club Mentors will guide new clubs, supporting their leadership teams to achieve excellence.
- Club Sponsors will help establish new clubs, ensuring they start with strong foundations, secure membership numbers, and successfully charter with Toastmasters International.
- Club Coaches will revitalize struggling clubs, strengthen their membership base, and guide them toward becoming distinguished.
- New Club Leads are vital to opening doors for more people to experience the benefits of Toastmasters, while also expanding opportunities for leadership and personal growth across our district.

Taking on one of these roles is not only about service it is also about what you will gain.

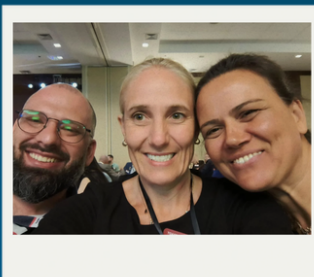
You will experience personal and professional growth, enhance your collaboration and team-building skills, and receive recognition as you progress toward your **Distinguished Toastmaster (DTM)** award requirements.

You will also expand your leadership and networking opportunities and, most importantly, leave a lasting legacy in District 109. Having just returned from the **Toastmasters International Convention** in Philadelphia, I am more energized and inspired than ever by the passion of our global community.

With the dedication of our **Club Growth Team** and **your support**, I am confident that we can achieve our vision and proudly become a **Smedley Distinguished District**.



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



✉ If you have leads or would like to volunteer to support D109 Club Growth Team, please contact us at **cgd@district109.org**
Check D109 **[Events here.](#)**

109 Ways To Lead With Your Voice!

NEW ERA in PR

**NEW
ERA
in PR**

OUR MANIFESTO

This year marks the beginning of a new chapter in Public Relations for Toastmasters D109. It is more than opening new social media accounts. It is a shift in vision, in spirit, and in the way we show ourselves to the world.

Until now, our PR efforts have carried out two important roles: informing our members about what happens inside Toastmasters, and offering glimpses of our community to the outside world. These efforts have built a strong foundation and created connections that we are proud of.

Now, building on this base, we are ready to take a bold step forward: to make our PR even more **outward-facing, inspiring, and magnetic.**

We believe PR is not only an internal noticeboard. It is our **public face.** It is the stage where the world sees who we are before they ever step into a meeting.

That is why, from this moment on, we commit to an **evolution** in our path:

We will expand our channels with content that speaks both to members and to those who have yet to discover Toastmasters.

We will use a language that is clear, inviting, and accessible to all.

We will shine a brighter light on what attracts and excites: open houses, Speechcraft programs, competitions, interactive challenges, and inspiring stories that awaken curiosity.

This is not just about posts. It is about **positioning.** It is about shaping reputation. It is about building bridges to people who are searching for growth, confidence, and connection - people who don't yet know that Toastmasters is exactly what they need.

We are not only starting a new term. We are embracing a **New Era in PR** -an era that honors the past, builds on it, and takes us further.

Together, we will make our District 109 more **visible, approachable, and inspiring** than ever before.



HASAN YAŞAR, PRM



PR RANGER:
**NÉSTOR A.
BARTOLOMEI**



PR RANGER:
**HARRY
LOOTS**



PR RANGER:
**EBRU
BARUT**



PR RANGER:
**TUĞBA
NARLIOĞLU**



PR RANGER:
**WHO IS
NEXT?**



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TROPHY MASTER

**NEW
ERA
in PR**

Meet the Trophy Master!
Every achievement deserves to shine
and that's where the Trophy Master comes in!

What is the Trophy Master?

This exciting **NEW CLUB ROLE** is all about celebrating success and fueling motivation at every level: from club milestones to international victories.

The Trophy Master ensures that members stay recognized, inspired, and connected through contests, awards, and recognition pathways.

Think of the Trophy Master as the cheerleader of excellence!



The one who makes sure achievements don't just stay local, but shine across the district and beyond.

So whenever contests, incentives, or awards are on the line, the Trophy Master is the go-to person who empowers members to participate, strive, and shine brighter than ever! But that's not all!

Within each club, Trophy Master will also:

- ✦ Track incentives and goals, keeping members motivated to reach higher.
- ✦ Showcase achievements on social media, tagging the official District 109 SM accounts to expand visibility and inspire across the Toastmasters network.
- ✦ Encourage participation in contests, challenges, and recognition programs that makes every step of progress count.

**PR RANGER:
TUĞBA
NARLIOĞLU**



OCTOBER GAME

How to join the fun?

- 1- Add **Trophy Master** as a club role in your agenda.
- 2- Assign one of your members to this exciting role.
- 3- Snap a photo of your agenda with the role written on it.
- 4- Share it on Instagram & FB with **#MyTrophyMaster**
- 5- Don't forget to tag us!

Instagram: **@tm_d109_official**

Facebook: **@Toastmasters D109**

Get ready... because a special surprise awaits you!



And that's not all! Stay tuned for our Instagram & Facebook pages to discover the exciting November and December Games!



109 Ways To Lead With Your Voice!

AM in 4 steps

Administration Manager Corner

The first trimester has been all about keeping District 109 organized, clear, and ready to shine.

Here's what happened behind the scenes:

1

Record that Matter:

Strategic Meetings, DECM and DCM minutes of meetings, archived attendance record for full transparency.

2

Calendar & Website:

Kept the district calendar, event page, website information up to date, so everyone knows what's happening and when. You may check here: [District 109 Calendar](#)

3

Leadership Updates:

Continues coordination with Division and Area Directors to keep officers trained and informed.

4

Looking ahead:

- Preparing for upcoming events taking place in the next trimester.
- Making district documentation more accessible and easy to navigate for all leaders.
- Supporting the TRIO and Core Team with smooth administrative workflows

💡 "Great administration is invisible, until it isn't." 😊



Your Harmony Team - feel heard, respected, and supported

At Toastmasters, we work with people. And wherever people gather, misunderstandings can arise. That's why Katia Burdet, our District Director 109, has launched the Harmony Team - a creative initiative led by Petra Salmutter and Yafit Gabai.

“

It is designed to foster a culture of respect, inclusion, and psychological safety across our vibrant and diverse District of 16 countries - spanning Albania, Austria, Bulgaria, Cyprus, Greece, Israel, Italy, Liechtenstein, Malta, Montenegro, North Macedonia, San Marino, Slovenia, Switzerland, Türkiye, and Vatican City.

”

WHAT WE DO

The Harmony Team serves as a neutral, confidential support group for all members. Whether you are a Club Officer, Area or Division Director, or a passionate Toastmaster at any level.

Our mission is to:

- Prevent and resolve conflicts through dialogue, empathy, and mediation.
- Deliver workshops on nonviolent communication, active listening, and inclusive leadership.
- Support leaders and teams in navigating challenges constructively.
- Promote psychological safety and respectful collaboration across cultures and roles.
- Document anonymized cases to improve future strategies and share best practices.

WHY IT MATTERS

In a District as culturally rich and geographically diverse as ours, misunderstandings can arise - from club-level tensions to cross-cultural miscommunications. The Harmony Team helps turn these moments into opportunities for growth and connection.

BENEFITS FOR YOU

- Safe space to talk through concerns confidentially.
- Access to tools and resources for effective communication and conflict resolution.
- Workshops and training to strengthen your leadership and interpersonal skills.
- Support from trained volunteers who understand the Toastmasters context.
- Contribution to a healthier, more inclusive District culture.

109 Ways To Lead With Your Voice !

Your Harmony Team

Feel heard, respected, and supported

GET INVOLVED OR REACH OUT

Whether you're facing a challenge, want to learn more, or are interested in supporting the initiative, we are here for you. You can contact us via the District website <https://district109.org/leadership-team-2025-2026/> or email (see below).

Soon you will find a dedicated Harmony Team section on the District website with resources, testimonials, and workshop booking options.

Let's build a District where every voice is heard, every concern is respected, and every member feels supported.

With harmony,

Petra Salmutter – Harmony Team Chair

Yafit Gabai – Harmony Team Trainer

info@petrasalmutter.com | yaq016217@gmail.com



Petra Salmutter



Yafit Gabai

Curious about how subtle communication can impact relationships?

In the next article, we explore how Non Violent Communication (NVC) helps us move beyond surface-level politeness to truly connect with one another.

Discover how empathy-based responses can transform everyday interactions, and how the Harmony Team can support you in applying these principles within your club and leadership journey.

109 Ways To Lead With Your Voice!



LET'S CONNECT!

NVC Lounge with Yafit Gabai, DTM

When I give workshops in NonViolent Communication (NVC), some people feel uncomfortable with the term because they don't see themselves as violent.

I explain that violence is seen as a spectrum - from obvious harm to subtle disconnection. On one end is what we all think about when we hear the word violent - physical violence and verbal abuse. But it extends all the way to subtle nuances of how we speak to one another. Has it happened to you that you told someone something like *"I'm so sad, I have no friends"* and the reply you got was: *"You are too hard on yourself"* or *"You are judgmental, loosen up a bit"* or *"You should get out more"*, etc.? Did that make you feel good? Welcome? Heard? Probably not. This is the other end of the scale: being "violent" toward others through our reactions. It's not just about yelling or being polite - it's about how we truly relate to one another. Having said that, I often refer to it as Connecting Communication instead, because this is the purpose - **to stay connected with each other in conversations.**

What does it mean to stay connected? Let's return to the earlier example: *"I have no friends and I'm so sad about it."* A connecting response would be to say: *"is it sad for you because you feel lonely and you would like human connection?"* or *"Is it because you are bored and would like to have fun with people?"*

NonViolent Communication is rooted in Empathy: in the second type of reply, we stayed with the speaker's experience rather than telling them what they are or what they should do. We explored their feelings and needs—this is how we truly understand what is going on with them. When someone is telling us something it's about them, not us.

When I see people starting to implement this shift of speaking (and thinking) I see amazing things happening to relationships between human beings.

At Toastmasters, we work as a team, and naturally many situations arise between us. Adopting this way of communication can be extremely helpful. If there's a relationship you'd like to improve, or a message you'd like to share with someone in your club but aren't sure how to do it in a connecting way, reach out to us—the Harmony Team (Petra Salmutter, Yafit Gabai). We're here to support, no matter how small the situation may seem to you. It's always better to address things while they're still 'tiny' rather than waiting until they grow into a conflict.

Visible and Strong
2025
The TM Corporate Summit

Redefining
Influence,
Well-being,
and Branding

BE VISIBLE. BE STRONG. BE MEMORABLE.

Join the Corporate Swiss Summit on November 21st! Vevey, Switzerland
Find out more like agenda and speakers, panelist, sponsors, and register at visiblestrong.com!

Get Manager Approval Today! [HR letter here](#)

It's no entry fee and hosted by Toastmasters in (Romandie) Division D. This summit directly addresses three core competencies:

1. **Executive Leadership,**
2. **Strategic Personal Branding,**
3. **High-Performance Health Behavior.**

Sign up the [registration form HERE](#) and claim your professional training hours now to get the edge on your professional development, and toastmasters skills.

We deliver real-world, professional value for the modern leader.
visiblestrong.com

Visible and Strong
2025
The TM Corporate Summit

Redefining
Influence,
Well-being,
and Branding

Leadership (Keynote Speaker) (Executive coaching)



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2025
The TM Corporate Summit

Redefining
Influence,
Well-being,
and Branding

Biohacking & Wellbeing Expert (Keynote Speaker)



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The TM Corporate Summit

Redefining
Influence,
Well-being,
and Branding

Personal Branding and Design



Visible and Strong
2025
The TM Corporate Summit

Redefining
Influence,
Well-being,
and Branding

Introverted to confident, Coach (Personal Branding)



Visible and Strong
2025
The TM Corporate Summit

Redefining
Influence,
Well-being,
and Branding

Well Being (Healthy behavior for leaders)



109 Ways To Lead With Your Voice!

winTIcon 2025!

Ticket Sales now open!

Dear friends,

The wait is over: tickets for winTIcon 2025 are now available!

Join us on Saturday, 22 November from 10.00 to 18.00, for a full day of inspiration and fun:

- Keynote spotlight: Dynamic speaker and multi-time World Championship of Public Speaking finalist Fursey Gotuaco will deliver the day's headline keynote, setting the stage with energy and insight.
- Star power: 2025 World Champion of Public Speaking Sabyasachi Sengupta shares his journey and techniques, while world-renowned coach and storyteller John Zimmer, Saby's own coach, brings his trademark wit and wisdom.
- Hands-on learning: Contest-prep workshop with Carina Schey and a lively panel moderated by Margherita Brodbeck Roth.

Leadership growth: Attendance counts as Club Officer Training, so officers can get credit while enjoying the event. Evening magic: Buffet dinner and a surprise "mystery event" from 19:30 onward.

On Sunday, choose a mountain hike with lake views or a relaxed boat trip and lunch by the shore.

Tickets:

- **Early-bird (first 40 tickets): CHF 60**
- **Regular: CHF 70**
- **Dinner: CHF 45 (bring guests!)**

Reserve your seat today and secure the early-bird rate. A simple registration form will follow your ticket purchase.

district109.org/winticon

Let's celebrate great speaking and great company together—see you at winTIcon 2025!

Warm regards,
The winTIcon Team

Note!

This is the first time that you will be receiving a newsletter direct from District 109. We are taking this route so that our members are always informed at all levels of important events and news items. You may of course unsubscribe from this list at any time. Simply follow the instructions in this email. But, we would really prefer it if you don't!

Get your tickets!

109 Ways To Lead With Your Voice!

Our second and
next edition will
be releases on
January 03 2026



to Join our Fantastic PR Team



Please don't forget to follow us



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