

**TOASTMASTERS**  
INTERNATIONAL

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**Harmony Team - District 109**  
**District 109 Leadership**  
**Extended Core Team**



**Petra Salmutter**

Harmony Team Chair



**Yafit Gabai**

Harmony Team Trainer



**Matt Podgorski**

Harmony Team Mediator

## Your Harmony Team

### VISION

A District where all members feel heard, respected, and supported – regardless of their role or experience.

CONTACT US

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# Our Key Elements

## Purpose

- Foster a **respectful environment**, inclusiveness, and solution-orientation
- Serve as a **neutral contact** for conflict prevention and resolution
- **Support all levels:** Club, Area, Division, and District

- Provide **resources and best practices**
- Maintain **anonymous** records
- **Collaboration** with: District Core Team, Area & Division Directors

## Advisory & Documentation

## Conflict Prevention

- **Deliver workshops and tools** on communication and mediation
- **Promote openness** and mutual respect
- **Collaborate** with other members

- Act as a **confidential contact**
- **Mediate** conflicts
- **Support** escalated issues

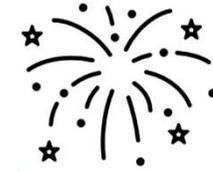
## Conflict Resolution

# Our Contribution



**Our topics  
interconnect  
seamlessly, like  
gears in a well-  
oiled machine.**

**Firework of ideas**  
A creative project to  
design **COMICS** for  
newsletters and social  
media



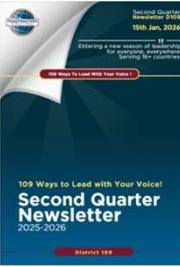
**Join our WhatsApp  
group and help us  
brainstorm and create  
these comics!**



# Our Examples

Read more in the  
Newsletters 2025/26  
<https://district109.org/>

District 109 Newsletter



Why is he staring at me like that? Do I have something between my teeth?

I hope my kid is feeling better soon... And I hope no one notices I'm surviving on 3 hours of sleep.



Hand-drawn sketch of a person's face with a wide-eyed, questioning expression.

I don't understand why you're angry. It was just a joke.

Hand-drawn sketch of a person's face with a frustrated or angry expression.

Again... they're brushing it off. Why is it always me who is "too sensitive"?

Hand-drawn sketch of a person's face with a frustrated or angry expression.