



R10 - D109 - Minute of DCM

Albania - Austria - Bulgaria - Cyprus - Greece - Israel - Italy - Liechtenstein - Malta - Montenegro - North Macedonia - San Marino - Slovenia - Switzerland - Türkiye - Vatican City

2025-2026 Core Team

District Director

Katia Burdet, DTM

Program Quality Director

Laor Glukhovsky, DTM

Club Growth Director

Meltem Altinay, DTM

Public Relations Manager

Giannis Kanlis

Finance Manager

Damien Gautier

Administration Manager

Franceska Davidhi

Immediate Past District. Dir.

Francesca Gammicchia, DTM

2025-2026 Extended Core Team

Parliamentarian

Piotr Chimko

Credentials Chair

Yoko Owatari

DLC Chair

Francesca Gammicchia, DTM

Alignment Chair

Margherita Brodbeck Roth, DTM

Audit Chair

Metaxia Kritsidima, DTM

Web Content Manager

Giannis Kanlis

Webmaster

Henry Loots, DTM

Newsletter Chair

Nestor Bartolomei

Newsletter Assistant

Meltem Sahin

Harmony Team Chair

Petra Salmutter

Harmony Team Trainer

Yafit Gabai, DTM

MINUTE

District Council Meeting

Date: 10th May 2026

Time: 14:00-16:30 |break| 17:00-19:30

CEST

Zoom Recording:

<https://us06web.zoom.us/join/Zzv3XD5wQ7-sgRpDkco-xA#/registration>

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District Mission

We build new clubs and
support all clubs in achieving
excellence



Agenda District Council Meeting

Time (CEST)	Topic	Role	Name	I / D
14:00	Meet and Greet	District Director	Katia Burdet, DTM	I
14:15	Opening	District Director	Katia Burdet, DTM	I
14:20	Parliamentary Procedures	Parliamentarian	Piotr Chimko	I
14:30	Certification of Quorum & Voting Procedures	Credential Chair	Yoko Owatari	I
14:40	<u>Approval of Minutes of the DCM of 28 of September 2025</u>	Credential Chair	Katia Burdet, DTM	D
14:45	<u>Approval of Agenda of the DCM of 10 May 2026</u>	District Director	Katia Burdet, DTM	D
14:50	<u>Introduction of the proposed realignment</u>	Alignment Chair	Margherita Brodbeck Roth	D
15:30	Discussion and voting of the Proposed Realignment	District Director	Katia Burdet, DTM	I
16:30	Break	Everyone		
17:00	DLC Report	DLC Chair	Francesca Gammicchia, DTM	I
17:05	Elections	District Director	Katia Burdet, DTM	D
17:55	Break	Everyone		
18:10	District Director Report	District Director	Katia Burdet, DTM	I
18:17	Program Quality Report	Program Quality Director	Laor Glukhovsky, DTM	I
18:24	Club Growth Director Report	Club Growth Director	Meltem Altinay, DTM	I
18:31	Public Relation Manager Report	Public Relation Manager	Giannis Kanlis	I
18:38	Finance Manager Report	Finance Manager	Damien Gautier	I
18:45	Administration Manager Report	Administration Manager	Franceska Davidhi	I
18:52	Harmony Team	Harmony Team	Petra Salmutter	I
18:57	Division Directors Presentations	Division Directors		I
19:23	Closing Remarks	District Director	Katia Burdet, DTM	I



Minute of District Council Meeting

Chair: Katia Burdet, DTM – District Director

Quorum Verified: Yes;

Recording & AI Notice: Noted. Objections could be raised before recording.

♦ 1. Opening

Welcome by District Director Katia Burdet.

Instructions for renaming Zoom accounts for identification.

Reading of the District Mission:

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

Katia noted the importance of aligning all actions with the mission.

Important Announcements:

- Elections will be held during this meeting.
- District Realignment will be voted as well.

♦ 2. Parliamentary Procedure Training

Presenter: Piotr Chimko, District Parliamentarian

Explained key rules from Robert’s Rules of Order:

- How to make, second, amend, and debate a motion.
- Voting process (majority required, chair votes only to break tie).
- “Point of order” and “Question of privilege” procedures.
- Postponing, tabling, or amending motions.
- Emphasized fairness, order, and protection of majority and minority rights.

Main motions: must start with ‘I move that...’ and be seconded.

Debate: alternates between speakers for and against, max two minutes each.

Amendments: insert, add, strike, or strike/insert words; handled in reverse order.

Chair voting: only in secret ballot or when vote changes result.

Urgent business: motions may be laid on the table or postponed.

Breaches: members may call ‘Point of Order’; Chair rules accordingly.



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♦ 3. Voting Procedure

Presented by: Yoko Owatari, Credential Chair

- Voting conducted through the Xiondo online platform, and breakout rooms.
- Quorum was confirmed.
- Voting rights:
 - Presidents and VPEs have one vote each.
 - Registrations were accepted until the day before.
 - Quorum achieved with 101 voting members.
- Voting method:
 - Standard procedure: votes via Zoom reactions (if no objection).
 - Electronic link used for formal voting and amendments.
- Members asked to use chat, not WhatsApp, for technical or voting issues.
- Technical issues with email delivery, spam filtering, and ballot access were resolved during the meeting.

♦ 4. Motions & Approvals

✓ Approval of:

- Minutes of Previous DCM (28 September 2025) - Approved without objection.
- Agenda for the current DCM agenda (10 May 2026) - The Council approved a modified agenda, moving District Elections ahead of officer reports.

♦ 5. Proposed District Alignment Report (Alignment Chair – Margherita Brodbeck Roth, DTM)

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- Margherita Brodbeck Roth presented the proposed 2026–2027 alignment.
- Changes were made mainly in Division A, Division D, Division F and Division H was reinstated again.
- The proposal focused on geographic coherence, growth opportunities, and member experience.
- The committee proposed seven divisions with geographic logic, acknowledged fragile structures requiring work, and introduced preferred and fallback alignment variants contingent on club chartering status as of 1 July to balance ambitious growth with realistic contingencies.

The alignment was approved unanimously.

♦ 5. District Leadership Committee Report – (Francesca Gammicchia, DTM)

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Francesca Gammicchia reported that

- 16 applications were validated.
- Approximately 20 interview hours were completed
- Twelve (12) candidates were nominated.
- The DLC used two-member interview panels with the DLC chair observing to ensure consistent, fair candidate evaluations.
- The DLC will provide post-election feedback to all candidates; candidates must book feedback meetings with the DLC chair if they want feedback.



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5. District Elections

The new election were held. Voting was conducted through Xiondo online platform. And the results were as follows:

New District Director: - Laor Glukhovsky elected unopposed

New Program Quality Director: Deniz Şenelt Kalelioğlu elected.

New Club Growth Director: Sylvicley Clay Figueira da Silva elected after a runoff vote, receiving 54 of 109 votes.

New Public Relations Manager: Giannis Kanlis elected unopposed.

New Division A Director: Cristina Guglielmini elected.

New Division B Director: Gitell Hesselberg elected.

New Division C Director: Harshita Mistrey was re-elected.

New Division D Director: Godela Bittcher elected.

New Division E Director: Vanessa Stournari elected.

New Division F Director: Sabine Holzer elected.

◆ 6. Finance Report (FM – Damien Gautier)

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- District finances support the Toastmasters mission by funding club growth, member education, leadership development, contests, and other activities that help clubs achieve excellence.
- Membership revenue is projected to reach approximately €79,617, compared to the original budget of €84,491, meaning the District expects to achieve about 94% of its planned membership income.
- Spending remains largely under control, with most budget categories within or close to their planned limits. Travel is the largest expense and is projected to slightly exceed its target allocation, while several other categories remain below budget.
- Conference revenues exceeded expectations (€31,775 vs. €26,500 budget), although a small shortfall of €729 is still needed to fully break even after expenses.
- Call to action: Encourage members to pay their dues for the full October–September membership year, providing more predictable budgeting, stronger club support, and ensuring contest eligibility and Club Success Plan continuity.

◆ 7. Program Quality Report (PQD - Laor Glukhovsky, DTM)

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- Leadership and Club Officer Training achieved strong participation: 33 of 35 Area and Division Directors were trained, while over half of Club Officers completed both Summer (58.3%) and Winter (55.6%) training. Additionally, 96 of 137 clubs earned full DCP credit for officer training.
- District educational performance shows solid long-term engagement: Many clubs are achieving advanced Pathways goals (Levels 4, 5 and DTM), indicating good member retention. However, Level 2 completions remain the biggest challenge, suggesting members tend to disengage after 8-12 months.
- The District recognized outstanding achievements, including Smedley Distinguished Clubs, 12 Triple Crown Award recipients, and several members earning the Distinguished Toastmaster (DTM) designation.
- Pathways and education updates included the return of two legacy educational paths, continued DCP credit for vintage paths, updated Club Officer Training materials, and ideas for members to complete Pathways projects through contest and conference roles.
- Conference preparations are progressing well: The 2026 District Conference (FOLTirana) had over 210 registrations, featured three international keynote speakers, 16 workshops, and a panel discussion, reflecting strong member engagement.



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♦ 8. Club Growth Report (CGD - Meltem Altinay, DTM)

- District growth remains the top priority, with the vision of becoming a Smedley Distinguished District through growth in clubs, membership, and learning. The focus is on building new clubs while supporting existing clubs to achieve excellence.
- Progress toward growth goals: The District had 132 paid clubs (target: 133 for Distinguished) and 5 new clubs chartered since July, with 10 additional clubs in the pipeline. The goal is to charter at least 12 new clubs by July 1, with support from Area and Division Directors.
- Membership growth and retention initiatives included the Beat the Clock campaign, Club Loyalty Program, Peer-to-Peer Mentors Community, Club Growth Café, Speechcraft courses, demo meetings, and open houses to attract and retain members.
- Support for struggling clubs focused on appointing Club Coaches for clubs with 12 or fewer members, providing Area Directors with marketing budgets for demo meetings and Speechcraft events, and following tailored action plans for weak clubs.
- Key action items for the remainder of the year were to charter more sustainable clubs, strengthen struggling clubs, improve new member acquisition, organize more open houses and demo meetings, and maintain close weekly follow-up between the Club Growth Director, Division Directors, and Area Directors.

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♦ 9. Public Relations Manager (PRM - Yannis Kanlis)

- District PR strategy is being refreshed, with a stronger focus on recognition, consistent branding, cohesive communication, and creating content that captures members' attention.
- The District newsletter is being updated, featuring more journal-style articles, photo stories, and a dedicated recognition hub to better showcase member and club achievements.
- New resources are being introduced for clubs, including a VPPR Starter Kit to help Vice Presidents Public Relations improve communication and promotion at the club level.
- Social media remains a key priority, with continued engagement through LinkedIn, Facebook, and Instagram to increase the District's visibility and strengthen its public image.
- The overall goal is to build a more unified and effective District PR approach that increases visibility, recognizes achievements, and supports club growth through better communication.

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♦ 8. Administration and Communication Update (AM - Francesca Davidhi)

- The Administration function focused on coordination, continuity, transparency, communication, support, and organizing work across countries and teams, acting as the link between the Trio, Divisions, members, governance, conferences, and communications.
- A new District website was developed, bringing together events, governance documents, club resources, recognition, calendars, and officer information in one central platform.
- Throughout the year, the Administration team supported the District's full operational calendar, including DECMs, DCMs, DOTx sessions, COTs, TLIX, Club Growth initiatives, Peer-to-Peer meetings, contests, conferences, Club Loyalty, Brand Ambassador activities, and Region 10 news, ensuring continuity and coordination across all programs.
- Communication was strengthened through multiple channels, including the District website, social media (LinkedIn and YouTube), Gmail communications, and the District WhatsApp community to keep members informed and connected.



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♦ 13. District Director Updates (DD - Katia Burdet, DTM)

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- District performance was presented with encouraging results: 134 paid clubs, up from a base of 131 (+2.29%).
- 6,299 membership payments, up from 6,200 (+1.6%).
- 53 Distinguished Clubs, representing 40.46% of all clubs (20 Distinguished, 22 Select Distinguished, 5 President's Distinguished, and 6 Smedley Distinguished).
- Within Region 10, District 109 was recognized as one of only two districts (together with District 110) achieving growth in both membership payments and the number of active clubs, despite membership declines in several other districts.
- The presentation concluded that District 109 was performing strongly, combining membership growth, club growth, and a high proportion of Distinguished clubs, demonstrating both organizational health and quality across the District.

♦ 13. Harmony Team Updates (Petra Salmutter)

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- The Harmony Team was introduced to promote a District culture where every member feels heard, respected, and supported, offering confidential guidance and mediation for clubs and District leaders.
- The team's work focuses on conflict prevention and resolution through workshops, nonviolent communication (NVC) training, one-to-one support, mediation, and practical resources that encourage openness, respect, and collaboration.
- Since July 2025, the Harmony Team has successfully addressed conflicts by emphasizing early dialogue, role clarity, shared purpose, and psychological safety, helping resolve misunderstandings before they escalated.
- Members are encouraged to reach out whenever they experience communication challenges or tensions. The team also launched a dedicated Harmony Team webpage and shares lessons learned through newsletters, meetings, and educational initiatives to strengthen collaboration across the District.

♦ 13. Division F Updates - (Pascal Dricott)

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- Division F (Austria & Slovenia) consists of 16 clubs across four Areas, with a strategic focus on GEM: Grow, Engage, Merge to strengthen clubs, increase member engagement, and foster collaboration across the Division.
- Membership and club performance showed gradual recovery, with 44 more members compared to October 2025, while the Division continued monitoring club health and educational achievements across all Areas.
- Club growth initiatives included an Open House for Toastmasters Business Club Slovenia and the planning of new clubs, including an Advanced Club in Vienna and an English-speaking club in Salzburg, alongside successful Area and Division contests.
- Key lessons and priorities emphasized proactive communication, strong backup planning, collaboration, and member motivation, while future opportunities include expanding corporate clubs, increasing partnerships (e.g., TEDx and BNI), promoting Open Houses, and addressing membership retention.

♦ 13. Closing Remarks

District Director Katia Burdet closed the meeting by thanking all speakers and participants for their dedication and patience during the extended session.