



**District 8 Toastmasters DEC Meeting
January 16, 2021 10AM-1PM
Virtual (via Zoom)**

Attendees: Tom Coscia, Dawn Tucker, RJ Stratton, Shannon Geier, Victor Mattison, Alice Gander, Andrew Welter, April Watts, Annetta Works Salley, Art Stanze, Curtis Scroggins, Debbie Young, Debra Morrissey, Donald James, Elaine Curry, Evelyn, Jackie Kam-Blackard, James Childress, John Barry, Karen Leingang, Kesha Kent, Linda Mlot, Nicole Arms, Neeharika Jaladanki, Patrick Hunt, Patti Howard, Rebecca Jordan, Sarah Van Meter, Seth Jarboe, Sue Rankin, Tammy Ablan, Terrell Whitener, Tim Scarbrough, Umanga De Silva, Wayne Schoeneberg

Meeting Preliminaries:

- Agenda adopted at 10:02AM
- Quorum confirmed by James Childress at 10:03AM
- DEC Meeting Minutes from November 21, 2020 approved without any objection at 10:03AM

Financial Updates: RJ Stratton on behalf of Brianna Snow

- Membership revenue is higher than budgeted - we are growing despite budget and membership concerns!
- Expenses: Not a lot going on
 - P&L numbers look good
 - District store, travel, club growth etc. less than usual
 - TLI would have been a larger expense if it wasn't on Zoom
- Admin expenses are generally monthly
 - New storage space for district assets and historical documents - better pricing
- Education and trainings have a negative balance as accruals from last year have been carried over
- If you have a voucher that hasn't been redeemed, you can still submit it to the district trio or the bookstore manager Tim
- We are overall operating slightly over budget.

Public Relations Update: RJ Stratton on behalf of Alinda Heron

- Newsletter is delayed, but we are working on publishing it next quarter
- Meetup has been a very successful way to recruit new members

Division and Area Director Reports

Division A: Patrick Hunt

- As of 10/1, we have 18 clubs.
- Beginning 2nd round of Area Director visits
- 6 clubs have completed their success plans
- 2 Area Council Meetings, 4 are being planned
- 15 annual clubs have submitted their officer lists, 2 from semi-annual clubs
- DTC Goals
 - Loquacious Speakers (5)
 - South County (6)
 - Crossroads (7)
- 5 clubs which have 100% Pathways enrollment
 - 7 clubs with 75% and above
 - 6 clubs 25-75%
- 74 educational achievements since July 1, but no triple crowns as of now
- 218 renewed members for October-March
- As of January 5, 52 new members
- No club leads at the moment
- 3 clubs that are experiencing challenges
- Special Events:
 - 7 clubs are hosting Club Contests
 - Area 4 successfully held a joint Area club meeting.

Division B: Andrew Welter

- New Area 16 Director - Debra Morrissey
- Last Division Meeting on 1/13
- Area directors planning second club visits, some have already been completed
- Division meeting centered on Area contests and club visits
- All areas have 80% or more Pathways adoption overall
- 57 overall awards in Division B, 15 since last DEC meeting
- 3 L5s completed
- 3 clubs with at least 5 goals
 - Ascension Health
 - Plus Factor
 - Noon Time and Crossroads (7 goals)
- 1 club under 8 members (7 members)
- 9 additional clubs under 12 members

Division C: Nicole Arms

- Area 1: Ray Reed earned his DTM

- Second member in that club
- Speech contests underway Capital City and Montgomery county finished and Gem City on 1/20/21
- Area 1 McBrian Lincoln Douglas will celebrate 85 years on March 1. They were chartered in 1936 and their club number is 51
- Combined area contests between Area 1 and 10 and Area 6 and 11
- Pre-LI was held for make up training
 - Each area had officers that were able to attend
- 2 clubs that have met 6 goals for DTC
 - Gem City and League of Our Own
- Membership is still a challenge
 - No changes from November
 - A couple clubs on cusp, working to hit numbers by April
- Celebrations
 - Scott Airforce Base Club has consistently added members since Open House
 - Fairview Heights - Facebook as a tool to connect on other platforms - led to increased members
 - Linda Mlot - presented Toastmasters to Rotary Club and was able to have them attend
 - Potential to host Speechcraft in future

Division E: Curtis Scroggins

- 6 clubs with 21+ members
 - Techmasters has 41
- 3 clubs that qualify for a coach
- 7 clubs with 0 goals met on DCP
- Area and Division contests are scheduled
- Strengths
 - Club visits were completed for all but 1 club in the Division.
 - 6 Clubs have membership of 21 or above with Techmasters showing 41 members to date
 - Area 20 St. Charles and Techmasters have met 5 goals, and Mastertoasters and Cave Springs clubs have met 4 goals
- Weaknesses
 - 3 Clubs qualify for Club Coach
 - 4 Clubs has 0 members
 - 7 Clubs have 0 goals met on the DSP
- Opportunities
 - All Area Contests have been scheduled Division Contest have been scheduled
 - 9 Clubs with 5 or more Officers trained 1st round with 4 having 7
 - Plug for help
- Threats
- 5 Clubs not meeting

- Como Communicators, Maritz Toastmasters, Craftsmen Industries, Prison Clubs (Alpha and Talu)
- 3 of 5 areas may end year with minimum number of Clubs
- Not aware of any new Club leads

Division F: Karen Leingang

- 25 clubs
 - 2 below 8 members
 - 2 clubs at 0 members - 1 club not interested, other affected by COVID
- Area directors scheduling visits and focusing on contests
- Area 15 holds monthly council meetings
- At least 2 Club Success Plans submitted
- 24 annual club officer lists, 1 semi-annual club officer list submitted
- 2 clubs with 5 DTC Goals
 - Free Speakers Toastmasters
 - Wash U Med Masters
- 6 clubs with 100% Pathways adoption
 - 15 with 75% or above
 - 4 between 21% and 75%
- 57 educational awards, 9 since December
- 3 people who have completed 3 levels - triple crown according to TI
- 365 renewed and 9 new members
- No new club leads at this time
- Area 12 and 17 and Area 8 and 19 are hosting contests

Club Growth Director Report: Victor Mattison

- Debbie Young manages club mentor program
 - 45 new club coaches and mentors recruited
 - Debbie matched mentors to new clubs
 - Will start mentorship program earlier - want to make sure that clubs thinking about chartering have support
- Recurring Speaker Series - want to use as a way to introduce toastmasters by presenting speeches on educational topic areas
- Considering the creation of club consultants to provide targeted support for clubs

Evelyn:

- If a club has 12 members or less, tell us.
 - Club retention chair, club growth chair, or speaker can all provide support and connect with a coach
 - If you are interested or have the skills, please step up
 - Use for DTM
 - Prepare clubs for new members
 - Host speechcraft
 - Replays of Club Coach calls are on the district website

- Resources ⇒ Club Coaching

Victor:

- Patti Howard is identifying areas for prospective clubs
 - Poplar Bluff, St. Charles, St. Peters, Florissant, Quincy, Hannibal, Effingham
- Please share potential club leads

John Barry

- Leads are a very active
 - Continental Communicators and Climate Corporation are chartered
 - 7 clubs at various stages of the chartering process
 - Inroads - close to chartering with 20 members
 - Personal Growth Channel in Springfield, IL
 - Rabo Diversified Services
 - Cisco Systems
 - Reinsurance Corporation of America
 - Veron Medical
 - Essential Risk Technology
- Stated goal was 6 clubs, on track to hit 10

Program Quality Director Report: Dawn Tucker

- Officer Training
 - 1 make up training pre-TLI
 - Used it for testing new items for TLI
 - 62 Presidents,
 - Sign-Up issues - please tell anyone concerned that we just want to make sure that their attendance is reflected
 - TLI was successful, we are getting 4s and 5s back via survey along with constructive criticism
- Only 22% of district emails are not being read
 - People who are capable of presenting and taking on a larger role are not being reached
- Influencers - 2 members each have been able to recruit 4 new members each
- Kahoot games received high feedback during training
- TLI Core Team: Paul Cook, Tom Coscia
 - Thanks to Victor for sending targeted messages
- 2 members per club for area contests means that contests will be longer
 - Please keep track of participants
- Spring Conference will be online on 4/9 and 4/10
 - Volunteer group is growing, please contact if interested
- If you are interested in volunteering for officer training, please contact Dawn.

DLC Nominations: James Childress

- Need to look for new leaders for our district

- Distribution committee meeting will start soon to vet and find new leaders
- If there is anyone interested in running, email James
- Can nominate yourself or others
- James will send out additional details

District Director Update: RJ Stratton

- Make sure you contact clubs regarding district email content so they are aware of district news
- 3 Additional Zoom Accounts added for TLI
 - We are listening to feedback!
- Youth Leadership Program will be started in January
- Tom Coscia and Curtis Scroggins have been leading fundraising efforts - trust funds must be replenished
 - Goes towards membership costs for prison club members
 - Fundraising efforts are vital to keep these efforts going
 - We want to maintain and expand the number of prison clubs in District 8

New Member Orientation: Shannon Geier Before They Ever Sign Their Name

- What is a member?
 - Each member is a limb of a club tree
- No guests at a meeting - future toastmasters!
 - Helps new attendees feel like they are a part of the club
- Anyone can take a role - what are easy ways future toastmasters get involved?
 - Encourage and make a big deal about future toastmasters taking on roles!
- Make a good impression - make meetings interesting
 - Introduce yourself and ask for a new fact about them - increases bonding
- Keep attendees on mailing list - increases visibility
 - Receive meeting invites, agenda, updates on club, and recaps from each meetings
- Celebrate accomplishments during meetings
 - New future toastmasters and members
 - Personal and professional accomplishments
 - Birthdays, anniversaries, etc.
- Check-in with toastmasters often
- Assist future toastmasters with paperwork
- Toastmasters "Swearing in" ceremony - make it fun
- Keep track of future toastmasters on a spreadsheet, contact every once in a while to see if there is interest in joining

Resolving Conflict: RJ Stratton

- How to Succeed with People and Strengthen Your Team - Paul McGee
 - Assess how different dynamics affect communications

- Improve team communication and strengthen relationships
- Identify strategies that improve communication and relationships
- Ask the right questions and listen to understand
- Conflict
 - Conflict is what happens when two or more people have differences, real or perceived, that are not easily resolved
 - Conflict resolution is when you identify and address differences in a respectful way
- Types of Conflict
 - Contentious Personalities
 - Misunderstanding
 - Issues
 - Styles of Leadership
 - Perception
- Questions a Leader must ask when addressing conflict - please share with other leaders in the district!
 - What is going on in their world at the moment?
 - What is new? What is different in their life that may be affecting them?
 - Are their priorities different, even temporarily?
 - What is important to them at this time?
 - Take the time to learn - how is their time/money/effort being used?
 - Am I listening to understand or am I listening to defend?
 - People feel ignored when their cannot fully explain if you interrupt them and try to defend your opinion
 - Have I communicated my perspective clearly, and understood theirs?
- Leaders can't have a knee jerk reaction
 - Conflict can be resolved, and can lead to positive outcomes in the long-run
 - It has to be a two-way street
 - As a leader, it is up to you to take initiative and employ empathy
- RJ's suggestions
 - Don't leave an opportunity for conflict resolution
 - Let people speak and explain their feelings, so you can understand and reach a resolution

Celebrations

- Victories in Club Growth and Recruitment
- Patrick Hunt is doing a great job as Area 4 Director! He was awarded the "Make a Difference Pin"
 - Encouraging cooperation with all of the different clubs in area
 - Hosted a successful Area Council Meeting with great attendance and participation
 - Tried to encourage collaboration and conversation between participants from different clubs

Open Forum

- Dawn Tucker: If Pathways says triple crown, then triple crown! Continue achieving!
- Andrew Welter: Mentoring project for triple crown can be very fulfilling - you get to grow alongside another member.
- Nicole Arms: Want to walk with our club members to where they want to go.
 - We get new members and don't follow through. We need to have conversations so we know what they want to get out of it.
- Art Stanze: Ask future toastmasters what brought them to their first meeting - ask them what they hope to get out of the experience, and see what the club can do for them.
- Elaine Curry: Mentoring is a relationship
 - If you can look at it that way as opposed to doing what they ask, then that relationship is a lot more meaningful.
 - Mentor relationships last past the projects you support people on.
- Remember that you can be a mentor without the title
- Patti Howard - Seeking advisors for a 6 week Speechcraft workshop - please contact
 - pattihowardtm@gmail.com
- Art Stanze: We should encourage clubs to foster mentor relationships
- Dawn Tucker: We will be adding more Zoom masters. Please wait to email master until the update so we are not leaning heavily on our existing Zoom masters.
- Art Stanze: Have Pre-LI Attendance sheets been shared?
 - Dawn Tucker: We are still working through the Google Docs and the exit survey.
 - If there is someone that has issues, please put them in touch with Dawn
- Debra Morrissey: Can you please share my club's status for training?
 - All data is aggregated, it will be uploaded and reflected on the TI dashboards
 - Art: Division data from Division Central can be distributed.
- Next DEC Meeting on March 20, 2021

Meeting Adjourned at 12:23PM

District Executive Council Meeting Attendance – January 16, 2021

	NAME	DISTRICT OFFICER TITLE	PRESENT – YES/NO
1.	Raymond “RJ” Stratton	District Director	Yes
2.	Dawn Tucker	Program Quality Director	Yes
3.	Victor Mattison	Club Growth Director	Yes
4.	James Childress	Immediate Past District Director	Yes
5.	Alinda Herron	Public Relations Manager	No
6.	Neeharika Jaladanki	Administration Manager	Yes
7.	Brianna Snow	Finance Manager	No
8.	Art Stanze	Division A Director	Yes
9.	Andrew Welter	Division B Director	Yes
10.	Nicole Arms	Division C Director	Yes
11.	Jennifer Jacobsen	Division E Director	No
12.	Karen Leingang	Division F Director	Yes
13.	Alice Gander	Area 1 Director	Yes
14.	Zev Yudovich	Area 2 Director	No
15.	Jackie Kam-Blackard	Area 3 Director	Yes
16.	Patrick Hunt	Area 4 Director	Yes
17.	Donnie James	Area 5 Director	Yes
18.	Annetta Works Salley	Area 6 Director	Yes
19.	Curtis Scroggins	Area 7 /22 Director	Yes
20.	Leo Tungaraza	Area 8 Director	No
21.	Tamara Ablan	Area 9 Director	Yes
22.	Sue Rankin	Area 10 Director	Yes
23.	Tim Scarbrough	Area 11 Director	Yes
24.	Becky Jordan	Area 12 Director	Yes
25.	Kesha Kent	Area 13 Director	Yes
26.	Umanga De Silva	Area 14 Director	Yes
27.	Terrell Whitener	Area 15 Director	Yes
28.	Debra Morrissey	Area 16 Director	Yes
29.	April Watts	Area 17 Director	Yes
30.	Sarah Van Meter	Area 18 Director	Yes
31.	Wayne Schoeneberg	Area 19 Director	Yes
32.	Stacey Costin	Area 20 Director	Yes
33.	Seth Jarboe	Area 21 Director	Yes