



# District Council Pack

## Agenda

1. Introduction / District Mission
2. Review of Meeting Agenda
3. Credentials Committee Report
4. Acceptance of 19th September Council Meeting Minutes
5. Confirmation of Appointed District Officers
6. Mid-Year Audit Reports & Budget Update
7. District Alignment Committee Report
8. District Leadership Committee Report and Elections
9. District Leadership Team Reports
10. Future District Conferences
11. Advanced Motions
12. Any Other Business
13. Meeting Adjourned

# September Meeting Minutes

## [19 September Council Minutes](#)

### Confirmation of Appointed District Officers

Area Directors		Appointed	
C	34	Sabrina	Aici
L	47	Sushil	Shah
K	31	Almeric	Johnson
J	4	Ron	Mayne

### Mid-Year Audit Report

**TOASTMASTERS INTERNATIONAL**  
 DISTRICT

**INSTRUCTIONS:**

- Complete all sections on the Narrative tab.
- Fill in the white cells below with the appropriate information and print out this page.
- Obtain related signature below. **Typed signatures are not acceptable.**
- Deliverable monthly reports per Toastmasters International protocol S.A. to the District Director, Program Quality Director and Club Growth Director within 30 days after the end of the month.
- Quarter reports due to World Headquarters:**
  - \* September Report: **October 31**
  - \* December (Audit) Report: **February 15**
  - \* March Report: **April 30**
  - \* June (Audit) Report: **August 31**
- Submit approved narratives and certification page to World Headquarters by email or fax:
  - \* Scan and email the PDF to [DistrictFinanceReports@toastmasters.org](mailto:DistrictFinanceReports@toastmasters.org)
  - \* Or fax to +1 (301) 799-7753

**NOTE:** This certification form must be complete for the report to be accepted by World Headquarters. Because funds will not be released until World Headquarters receives the completed report.

In Base Currency:

Monthly Net Income/(Loss):

Year to Date Net Income/(Loss):

Total Available Funds:

1. We, the undersigned, certify that all district financial records have been made available to the audit committee for inspection and that any unpaid bills or other outstanding obligations for the 2021-2022 term have been reported to the audit committee and included in accruals section of this audit. We further certify that there are no other outstanding district obligations incurred for the 2021-2022 term.

Dated this  day of

*Belena Gudenfrewer*  
 District Director (for the year audited)

*Eddy Quah*  
 District Finance Manager (for the year audited)

**Complete only for the Mid-year Report and Year-end Report:**

2. We, the undersigned members of the Audit Committee, have examined the records of District  for the 2021-2022 term in accordance with the Audit Committee Guidelines\* and believe that this report properly reflects the operation for that term.

Dated this  day of

*Guler Cortes*  
 Member

*Neil Murray*  
 Member

\* Audit Committee Guidelines are available at the District Finance Corner: [www.toastmasters.org/audit/Audit](http://www.toastmasters.org/audit/Audit)

**NOTE:** Audit committee members cannot be members of the district executive committee (i.e., district director, program quality director, club growth director, immediate past district director, secretary, finance manager, public relations officer, division directors, and directors).

## District Budget Update

D91 P&L (Actual vs Budget)	01/07/2021 Through		
	31/03/2022		
	Actual	Budget	Variance
<b>District Revenue</b>			
Membership Revenue	54,346.48	56,814.00	(2,467.52)
Fundraising Revenue	144.83	0.00	144.83
Other Revenue	448.59	0.00	448.59
<b>Total District Revenue</b>	<b>54,939.90</b>	<b>56,814.00</b>	<b>(1,874.10)</b>
<b>District Expenses</b>			
Conference Expenses	(889.54)	0.00	(889.54)
Recognition	2,801.40	7,025.00	(4,223.60)
Club Growth	1,623.04	5,615.00	(3,991.96)
Marketing Outside of Toastmasters	4,296.29	4,900.00	(603.71)
Public Relations Expense	2,088.26	4,813.00	(2,724.74)
Education & Training Expense	667.24	6,325.00	(5,657.76)
Speech Contest Expenses	389.67	1,815.00	(1,425.33)
Administration Expenses	4,089.42	4,697.45	(608.03)
Food and Meals Expense	1,516.75	5,560.00	(4,043.25)
Travel Expense	729.26	9,930.00	(9,200.74)
Lodging Expense	0.00	300.00	(300.00)
Allocation Expenses	2,575.48	2,514.06	61.42
<b>Total District Expenses</b>	<b>19,887.27</b>	<b>53,494.51</b>	<b>(33,607.24)</b>
<b>Total Net Income</b>	<b>35,052.63</b>	<b>3,319.49</b>	<b>31,733.14</b>

# District Leadership Team and Division Director Reports

## District Director – Helena Boden-Brewer



At this point of our Toastmasters year, reviewing the starting position and how we are now, is a key moment of reflection. With 10 months of our year behind us, the next two months are laying the foundations for the hand over to the new incoming District leadership team. The work we undertake now will allow the hand over of the leadership baton to go as smoothly.

A major achievement for District 91 is placing 3<sup>rd</sup> in the club building video competition which Toastmasters held early in 2022. Our winning video will be shown at the Toastmasters Convention in August. Thank you to all that worked to create our winning entry. The links to watch the top three winning videos are available on the Toastmasters International website.

What's been achieved so far?

- The clubs that have won incentives throughout the year, by doing the right thing – attending club officer training, renewing membership on time, and ensuring stability of their clubs by growing their membership.
- The education awards members are achieving with path completion and triple crowns across every corner of our District.
- The incentives Dashboard on our website has proved a popular resource for members, club officers and District leaders to check in on the achievements.
- Additional reports created by our Digital Committee which are hosted on our website.
- We held our first District Town Hall event - which many members attended to hear from the District leadership, with a lively Q&A session.
- Support for our members through the Wellness Week providing access to experts in their field to share insights and information on aspects of wellbeing, time management, personal growth and breathing.
- We have chartered clubs and have a healthy pipeline of new clubs coming through.
- As a District we are partaking in the Toastmasters global advertising campaign.
- The work of the Hybrid Committee producing videos to support clubs as they set themselves up to run combined in person and virtual meetings.
- Attending an in person Rotary conference and having a team manning the stand to talk about Toastmasters and hand out many gavel pencils.
- The amazing work of the conference team, giving of their time to be part of our annual flagship event.

There is plenty of activity and opportunity for you all to be involved with. As we move through to May and June, there's everything to play for, to end this Toastmasters year on a high. The electing of new club committee members, time to hand over the baton. The resources are there for holding Open House meetings, take advantage of what's on offer. Some clubs are planning Speakathons to help members complete their education awards. As many clubs strive for Distinguished Club status by 30 June 2022, anything is possible.

On a personal note, I would like to thank all that have stepped forward to serve this year, club officers, District leaders, webinar presenters, trainers and committee chairs and members. Your support is what makes everything possible.

Thank you for putting your trust in me to lead our District through of 2021/2022 program year. It's been an honour to serve and a truly humbling experience.

As a District, that's all our members, let us continue to grow and shine like the bright star that District 91 is.

**Helena Boden-Brewer, DTM**

## Program Quality Director – Rupa Datta



We are by definition, a learning organization, and whenever we renew our membership or decide to join a club, with that comes a commitment to our own continuing personal and professional development. The milestones that we hit as markers for this journey manifest themselves in Level completions, Path completions, the formation of a new club or indeed successful service as a Club or District Officer.

Our vision for your progress through our program is that every member has the opportunity to earn a minimum of one education award per year. At the time of writing, 1131 awards have been processed this year, which suggests that over half of us are yet to achieve an award this program year.

With 2 months to go, some actions that can be taken:

- Check how far you are away from completing a level - and book in that next speech!
- If you've completed a level, double check your educational transcript in Basecamp and within your member profile at toastmasters.org - do the two match up? Reach out to a club officer for verification.
- If you're yet to select a path and begin your journey, now is the time to do so - it's worth doing this over a cuppa as you plan your own goals!

For those of you that have earned an award this year, my congratulations to you! It's also been my pleasure to send out:

- 14 Pathways Mentor recognitions
- 67 Triple Crowns (members earning 3 or more awards)
- 68 Pathfinders (members completing a path)
- And I look forward to celebrating our 2 Distinguished Toastmasters at the Hall of Fame!

With a few weeks to go, I'm sure we will see a few more of these awards, some perhaps even presented in person.

### Training

Training has been interesting this year. At the beginning of the year, an education and training review committee was formed to review club officer training. This proved to be a highly useful exercise, reminding us that we do have a curriculum to follow and that the time required to cover everything in order for a club leader to be successful in their role cannot be less than our defined guidance.

Flexibility comes in delivery however, and this forms part of our learning. In addition to the very popular 'Corporate COT sprints,' we learned from round 1 training that additional options needed to be made available. In addition to the weekend Toastmasters Leadership Institutes, evening and even one morning training sessions were offered.

Looking to next year, role based training continues to be a priority and this stems from club officer elections following due process so all that take office are clear on their commitment and are able to best serve their clubs and members.

I have been impressed with the vast majority of our District Leaders and their engagement during District Officer Training - thank you once again!

## Excellence in Education

Toastmasters can be like peeling back the layers of an onion - if you're curious, once you've discovered one layer, you realise there is so much more to what the organization has to offer. Through our webinar series, calendar and incentives, we've highlighted the following opportunities over the last year:

- From Speaker to Trainer courses
- Our Trainers Bureau
- The Pathways Mentor Program
- High Performance Leadership opportunities
- District sponsored Level 4 and Level 5 projects - i.e. lessons learned, project management and the list goes on....
- Youth Leadership
- Speechcraft
- Pathways Pit Stops

If you're reading this, and have become curious about one of those bullet points or more, feel free to get in touch.

## Conference

Last, but certainly not least, we're in the final stretch towards our District Conference. I'd like to thank everyone involved in the delivery of our main event of the year. The beauty of it is the networking that happens as a result of members from various parts of the District coming together and new friendships forming.

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I shall close by saying that every member owns the club that they are a part of. If we all work as a team towards what is set out in the success plan that we build, this leads to thriving clubs with engaged and happy members. With your support, I look forward to closing the year with us maintaining our excellence in the area of Distinguished Clubs.

I trust that you will get involved and celebrate the achievements of our District this year and recognise that 'Everything is Possible' and that 'We are District 91'

**Rupa Datta**

## Club Growth Director – Diane Richardson

### Challenges, Successes and Growth Opportunities

At the start of the toastmaster year, many expected that the UK Government lockdowns to battle the spread of Covid-19 were almost behind us and that by September clubs would be meeting face-to-face once again if they wanted to. Resulting in clubs starting to grow again. Unfortunately, that was not to be, due to the emergence of a new variant causing the number of cases to rise despite a further round of vaccination.

This continued uncertainty of when and how clubs can meet, has in April 2022 mostly ended. We now face new challenges as we leap from a lockdown/Covid environment to a "living with Covid World". This has also impacted on the numbers of members renewing in March 2022. Many clubs have in the last few months reverted to only face-to-face meetings and stopped holding either hybrid or online meetings all together. This meant that clubs who were successful recruiting overseas members have now lost these members. Some of them have moved their membership to online only





clubs such as Sussex Online Speakers and Shilling Speakers, which has mitigated some of the losses. Economic conditions have also become harder, and many members are saying that their working patterns have changed as their companies look to make up for ground lost during the pandemic, which has reduced their availability for Toastmasters. This has meant that the numbers of dual and triple club members have dropped by over a third for both.

Despite the uncertainties we have faced, I have found speaking with many club officers and members recently they are more optimistic now that they were at Christmas time, partly because many clubs are seeing more visitors as they make a decision on how they will continue to meet in future. Regardless of how the club meets this certainty has given potential and existing members a choice on the type of club they wish to join or remain with.

Since 1<sup>st</sup> July 2021, the district's clubs have gained between them 1,326 new members which is net gain over the members who have left. I would like to thank the 32 clubs who have requested a demo/open house box so far this year. I have been able to attend many of these and am delighted to see that several have been extraordinarily successful in helping the club enrol new members.

## 90 Club Building awards

Despite the challenges we have had successes! Ninety club building awards have been won by clubs throughout the district. Several clubs have been multiple winners and another 48 awards were made to clubs for renewing more than 12 members during the early bird campaigns we ran in August and February.

There are still opportunities for clubs to win membership building incentive awards of the last two months of the Toastmasters year. In May and June Toastmasters International will as usual be running the "Beat the Clock" promotion, whereby clubs who recruit five or more members during the two months will win a special ribbon for their club banner. District 91 clubs who win will also receive a £50 incentive reward from the district to spend on either marketing, zoom/web licence costs or even Pizza to celebrate the year end. In June we will be running a new incentive the Net 10 Award, one club has already won the award and many more only need a few members to become winners. Clubs who have 10 or more members on 15<sup>th</sup> June above their base line membership numbers will win £100. If your club had 20 members on 1<sup>st</sup> July 2021, then if it has 30 members on the 15<sup>th</sup> June then it will win the Net 10 award. We are still supporting clubs who are holding Open House meetings between now and the end of the year. Clubs can also win £150 in June if they have held an Open House, a Speechcraft programme and have had one or more member(s) successfully complete the Pathways Mentoring programme during the past year.

## New Clubs

Unfortunately, several corporate clubs were unable to meet during lockdown and they have decided to close as staff were working from home and finding it difficult to attend online meetings.

However, the pipeline for new clubs continues to grow, with six new clubs making strong progress towards chartering before the end of June and new leads.

Despite the demanding situation, we have faced, we are still the 11<sup>th</sup> best district in the world for the percentage of clubs with over 20 members.

With your help I am sure we can improve this ranking between now and the end of the year, so we are in a great position to "Build Back Stronger" next year.

**Diane Richardson**

## Finance Manager – Eddy Quah



### Mid-Year Audit

All District funds, regardless of their source, are Toastmasters International funds. The funds must be used to benefit the Toastmasters members and promote education, growth, and the development of membership and new clubs in District 91.

Our District's financial transactions are reviewed twice during the year by an independent Audit Committee, comprising at least three Toastmasters members who are not members of the District Executive Committee. Led by the Audit Chair, the Committee swung into action in mid-Jan and has completed its examination of all records of District 91 in their Mid-Year Audit

in accordance with the Audit Committee Guidelines with a belief that the financial accounts & report properly reflect the operation for the term of Jul-Dec '21.

In the submission, the Audit Committee provided us with some insights/guidance to take forward:

1. All claims must be submitted promptly; more so when year-end is considered and where possible, get them approved in the same year – maybe 10/14 days ahead of year-end. This is to avoid multiple backdated invoices being used for claims. (e.g: zoom licenses, etc.)
2. Claimants are requested to upload Receipts/Invoices against the Transaction Detail and not at the Header Level of the claim as it makes it easier to match the transaction.
3. All submitted Receipts must clearly show the transaction date to match the Activity Date as captured in the claim.
4. A reminder that proper receipt/invoices are required, and that credit card statements, bank statements, delivery notes, and orders are not considered receipts
5. And finally, Meal Allowances are only reimbursed for allowed activities, are limited to £20 and that itemised grocery receipts cannot be used for the meal claims.

### Q3 Profit & Loss

We have successfully closed Quarter-3 finances for District 91 and shown here is the P&L Statement as of 31<sup>st</sup> March 2022.

#### Revenue

Our actualised position came in lower than the submitted Budget.

We achieved 96% in Membership Revenue against the Budgeted target. Fewer membership renewals had created a £2.5k shortfall in our membership revenue. However, we benefited from other unplanned revenue streams which narrowed our revenue shortfall to £1.9k for the first 9 months of operations.

#### Expenses

Apart from Allocation Expenses, our District Expenses recorded underruns in all other Expense Categories.

We have only spent 35% of our budget in the Recognition & Club Growth area. Club Chartering, Club Growth, and Recognition have been slow in coming to fruition. A few additional incentives have been created as we progressed through the year to recognise even more clubs and members.



Further recognising the strong need to grow membership and increase the number of clubs in District 91, a good effort had been put into Marketing & PR Activities. More expenses are expected in this category in this final Quarter.

With Education & Training still very much in the virtual world, expenses in this category came in lower than budgeted. This is expected as our District Budget had assumed we were meeting physically during the 2<sup>nd</sup> half of the year. Similarly, other categories such as Food & Meals, Travel, and Accommodation clocked in lower due to the limited ability to spend with virtual sessions being held.

## Summary

Overall, Q3 closed in a healthy position and our financial outlook for the remaining year looks strong.

## Eddy Quah

## PR Manager – Olga Galaiko



It has been a long time since I gave my last update on the 4th September. Many things changed, many things remained stable. Let me share some info about four pillars I look after, highlight the team supporting PR activities and remind how you can help strengthen relationships with our members and wider audience.

### Team

First, I'd like to say thank you to everyone who contributed to the content and other activities to-date to because without you we wouldn't have been where we are now.

Thank you, my fantastic team:

- Alistair Barton who looked after the webinars promotion before this activity was put on pause
- Lucy Brooks for proofreading the website articles
- Dil Limbu for support with the website
- Cristina Plamadeala and Brigid Mansfield for social media support.

Special thank you to the authors of articles we sent to the PR agency (Jackie Graybill, Dan Magill, Marcus Grodenz, Pamela Odukoya, Andrew Bennet) and our star Laughing Toastmaster Sonia Aste.

## Newsletters

We continue sending two monthly newsletters to inform and improve engagement among existing members.

Our **all members newsletter** is consistently popular with the average open rate 47% and average click rate 3.3% over 7 months. It is also published on social media and on the website if anyone missed the email. Every Division contributed according to the schedule - thank you! - and we usually have 1-2 additional articles from members almost every time.

The **Leader Letter** goes out 2 weeks after the all members one to focus our leaders - from Area and Division Directors to club committees - on main goals for the month. Average open rate 52%.

### Articles

Out of 7 articles submitted 5 were published already 21 different blogs, magazines, newspapers, with total readership about 1mln per month. You can find the collection on our website in the News and Events section and you're welcome to write your article. Let me know.

### Website

It's kept up-to-date with the incentives, people and teams, contests, advice and calendar. 60+ new articles/posts have been published since September.

### Social Media

Monthly campaigns, as well as weekly columns / rubrics go according to the communication plan. We improved visibly on Instagram and LinkedIn. Some stats

- Facebook - since September 11K reach (↑). Total 5.3K page likes (↑).
- Instagram - since September 1.3K reach (↑↑↑). Total ~500 followers (↑)
- LinkedIn - since September 200+ visitors (↓), 11K impressions on average monthly; 1,3K+ new followers (↑↑↑). Total 5.8K followers (↑↑).
- Twitter - since September on average 7.8K impressions (↓↓), 1.7K profile visits monthly (↓), 270+ new followers. Total 4.6K followers (↑).

### My requests to you

1. When you create posters for your events or any other promo materials, please, please follow brand guidelines - always consult Brand Manual. Google it, if not sure about the colours and fonts - and here is the link

<https://toastmasterscdn.azureedge.net/medias/files/brand-materials/brand-items/brand-manual.pdf>

2. If you are organizing a special event, please send a calendar invite to [d91calendar@gmail.com](mailto:d91calendar@gmail.com) to get your event published in the District calendar. This way I can also feature your event in the newsletter - or even in District social media

3. If you have best practices or fantastic leadership examples to share, write an article / blog post or record a video and send it to [olga@d91toastmasters.org.uk](mailto:olga@d91toastmasters.org.uk) - I'll find a way to promote it.

Thank you.

**Olga Galaiko**

## Administration Manager – Emily McQuillen



The year kicked off for me with organizing the extraordinary District Executive Committee (DEC) meeting. It ran smoothly and seamlessly, and very much at a time of ongoing uncertainty the DEC voted overwhelmingly for the District contests to be online.

Since then I have organised three more online DEC meetings which have ran equally as smooth. Thank you to all the DEC for your support and service this year. Thank you to Andy Newman for stepping in to the Credentials Chair role this year.

We have a hybrid DEC meeting scheduled for Sunday 24<sup>th</sup> April, which will be a different experience for all. Finally being able to offer the opportunity for District Leaders to meet in person is exciting, and gave me an extra challenge for the final DEC meeting of the year. Thank you to Mo Dawodu for his technical support on the logistics of running a hybrid meeting.

It was decided at the beginning of the year that the District Council meetings would be online, as well as the vote for online contests. We are therefore hosting a fully online conference, and Council meeting on Zoom this year. At the beginning of the year, I explored a different way to run our voting and elections. I would like to thank John Drinkwater for his help and support in creating a system that connects to Zoom to enable the voting to capture the accurate weighting needed. I thank the Credentials Committee who tested this system and provided feedback. There are many requirements to meet for the Council voting set out in the Toastmaster Protocols and we have therefore decided not to pursue this for our elections. We have still managed to show that 'Everything is Possible' and demonstrated innovation within our systems.

Therefore, for this year's District Leader elections, election runner will be used again. Other learnings will be put in place, such as confirming to all Council members the number of votes, and for which roles beforehand. This will be provided to District Council members, along with further information in the next notice.

Other activities this year have included coordinating the electronic vote for the DEC members to participate in the Global Ad Campaign. Our District voted yes, and the campaign is now underway which I hope will benefit our clubs in the next year.

I have also supported the Data Committee by providing regular membership details. Thank you to Rory Graves for leading on setting up the District Dashboards, which will be an ongoing resource that can be built upon in the following years.

This year, I have enjoyed supporting our District Leadership Team, and District 91. The focus for the final two months is to put everything in place for the next team to start on a good foot. Thank you once again to everyone.

**Emily McQuillen**

## Immediate Past District Director – Arnaud Sartre



The role of Immediate Past District Director provided me with a greater insight into team dynamics in what continues to be a challenging time for the District and Toastmasters International as an organisation.

I have been particularly pleased to see members and leaders grow into their new roles this year, tackle challenges head on, find a way to lead in an online environment, adapt their approach and continuously challenge the status quo.

I wish the team continued success, for the last two (2) months of their terms as District 91 Leaders.

Looking ahead to 2022/23, I see the District turning a page of its history with more and more Clubs and events returning to in-person formats, with many creating unique hybrid and online experiences. Our organisation has adapted and pivoted to a new normal where we see the benefits for members to follow various models that fit our diverse membership.

During the year, I was privileged to act as Chair of the District Leadership Committee (DLC). If you are reading those words, and have not yet read the DLC report, [it is available on our website at this link](#).

As Chair of the DLC, I was trusted to select a Committee, formed of past District leaders from across all our Divisions so that we may nominate the best possible candidates to run our District in 2022/23. I have been blown away by their depth of knowledge and willingness to do what is best for the District. Each member of this committee displayed our core values, and each found their way of contributing to the future of District 91. To all members of the DLC, thank you for your support and diligent work.

This year reminded me of the District Officer Training I organised in January 2020, where the theme was a simple word: Ask! Ask for help, and help comes. Ask for advice, and advice comes. Ask for guidance, and guidance comes.

In a couple of months, I will be hanging up the boots of District 91 leadership after 6 consecutive years of service, but I am sure to remain active in my Clubs and beyond. Six (6) years of growth and learning that will forever be on my mind. Thank you to formal and informal mentors; past, current and future leaders, members that have supported me, and friends made along the way. During those 6 years, I have met countless members in this District and around the World, all following our organisation Mission to empower individuals to become more effective communicators and leaders. You are magnificent!

For now, thank you! I wish you all the best!  
Arnaud

**Arnaud Sartre, DTM**

## Division A – Barbara Saph



It has been my honour and pleasure to lead ACE Division A this year and I would like to say now very proud I am of all the Division A Clubs who have weathered a difficult year and are already setting firm foundations for the coming year and to every one of the members who continue to support their clubs.

### **Division A Team;**

Assistant Division Director - Samantha Richmond

#### Area Directors

A1- Benjamin Jones

A42- Paul Molyneaux

A46- Haritosh Srivastav

A62- Xavier Graham

100% of first round Area Director Visits were completed and second round have been completed in Area 1 so far, A42 visits are scheduled to be completed within the next week and A46 and A62 are still to be scheduled.

**Division Clubs:** At the start of this year Division A had 22 clubs with the new online corporate club Verizon EMEA having chartered on June 29<sup>th</sup> 2021, **all** those clubs will be in good standing at the end of this year and we are looking forward to the new online pre Charter corporate club Open Text chartering this year in A46, making it possible for Division A to increase from 4 areas to 5 to accommodate the increase of clubs in the north of the Division by creating a new A17 Area.

New club growth has been planned this year for our most south-westerly Area A62 in order to create two new Areas that will be more manageable geographically, however these plans are not proceeding as quickly as we had hoped so are likely to come to fruition in the next Toastmasters year.

Clubs have been experimenting with various types of meeting formats this year, some corporate clubs are remaining wholly online as are two community clubs Shilling Speakers and Salisbury Speakers, a few clubs are moving back to only live in person meetings while some are opting for alternating between live and online meetings. Hamwic Speakers has been working on being a fully hybrid club and is achieving great results.

### **Division Membership-**

At the start of this year the division membership was 536, we recruited 169 new members and our total as of writing this report is 389 with two corporate clubs still to have their renewal payments processed which is likely to increase that figure by 45-50. This indicates the level of member loss the division has sustained during this year, which is why I am delighted that all the clubs will be in good standing.

**Club Officer training** this year was held at Division level with two successful TLI's in July and February 4 clubs Solent Speakers, Hamwic Speakers, Shilling Speakers and Northavon Speakers achieving 7 officers trained at each session. Only 3 clubs did not manage to get the minimum of 4 officer trained in each session.

More of our corporate club officers benefitted from attending the District sponsored corporate lunchtime COTS designed to be more accessible and relevant to them.

**Division Contests** were held successfully again this year in November and April and our representatives going forward to the District finals are:

Humorous Speech Champion – Kit Barritt

Table Topics Champion- Michael Scaife

Evaluation Champion – Carol Bausor

International Speech Champion- Ben Sloyan

### **Distinguished Club Program.**

As of writing this in mid-April Division A has already achieved

3 Presidents Distinguished clubs are Shilling Speakers, Hamwic Speakers and Microsoft Speakers all with 10 goals

2 Select Distinguished clubs are Casterbridge Speakers and Chaseside Speakers Toastmasters Club- J P Morgan

3 Distinguished Clubs are Newbury Speakers, Armada Speakers and South West Speakers

There is potential for up to 9 more clubs to achieve at least Distinguished status by the end of this year, if they are able to recruit a few additional members, while 6 clubs do face challenges with recruiting new members.

16 clubs have attained one or more of District 91's incentive awards.

### **Educational Awards**

171 Pathways level awards have been achieved by Division A members so far this year

10 Members have gained Triple Crowns to date

Pathways Adoption Rate has improved across the Division this year too.

### **Other Division Successes**

One of the things I wanted to improve this year was cooperation between the clubs and we have managed to do that firstly with a network of WhatsApp groups for Club Presidents to share ideas, challenges and to circulate important D91 and Division information. We had brilliant collaborative success with our section of The Conference Gavel Race in the New Year, all the clubs participated and gained useful PR for themselves.

My Assistant Division Director Sam Richmond managed the PR for the Gavel Race developing videos for each area as well as directing a huge effort into getting club events of all sorts funnelled to the Division Facebook page.

Members of Division A have done TEDx Talks, written books, run training sessions and developed courses, acted in online plays, got promotions and continue to be showcase the talents they have honed as part of the ACE Division A.

**Barbara Saph, DTM**



## Division B - Amar Vishat



Division B started the toastmasters' year with 21 clubs in good standing **due to the Strong Leadership of our clubs**. Over the last 10 months, many of our clubs & its Leaders had **many key Achievements – in terms of organizing contests, workshops, events, speech craft, Education Pathways awards & club Incentives**.

**Division B** has 5 Areas: **B6, B8, B9, B18, & B52**

Area B6 Director: **Mr. Stephen Roche**; Assistant B6 Director: **Mr. Christopher Jolly**

Area B8 Director: **Lucy Rose** (July 21 – Jan 22)

Area B9 Director: **Washington Gwenzi**

Area B18 Director: **Joy Brollo**

Area B52 Director: **Emmanuel Eugene**

**I would like to congratulate our Area directors & club Leaders for all their achievements during this challenging year. They inspired us all through their perseverance, dedication & service.**

**For this Toastmaster's year - we organized 2 rounds of Club Officers Trainings.** The first round of training was on 24<sup>th</sup> July 2021, which was a success, attracting 120 Club Leaders. The 2<sup>nd</sup> round of Training was conducted in 2 sessions on 12<sup>th</sup> & on 19<sup>th</sup> Feb 2022 to make the Training sessions interactive - which our participants thoroughly enjoyed.

**Humorous, Table Topics, Evaluation & International Speech Contests** were successfully organized at the club, Area & Division Levels. Thanks to the entire Contests' Organising Teams & to our talented contestants for inspiring us all.

**Huge congratulations to our Division B contests' Winners.** I am excited to share with you that the below listed 1<sup>st</sup> place Contest winners, that will represent our Division at the District 91 Contest 2022. **Wishing them, lots of luck! Fingers crossed!**

- **Ms. Cristina Lark** is the 1<sup>st</sup> place winner for the Division B Humorous Speech as well as International Speech contests
- **Mr. Paul Carroll** is the 1<sup>st</sup> place winner for the Division B Table Topics Contest.
- **Mr. Mohammed Al Bayati** is the 1<sup>st</sup> place winner for the Division B Evaluation Speech Contest.

**Our Area Directors are very much looking forward visiting our clubs over the coming weeks.**

Division B Leadership Team will continue to **serve** our clubs with **Respect, Integrity, & Excellence**.

**Amar Visht**

## Division C – Michaela Talbot



Division C has twenty clubs, which are a mix of corporate and community clubs. At the time of writing, eight clubs in the Division have attained Distinguished club status, of which six are Select Distinguished and one President's Distinguished – congratulations Early Bird Speakers.

We see community clubs who are running face to face meetings (be that hybrid meetings or alternating by week) are benefiting by gaining new members with members enjoying the in room experience. Whereas several corporate clubs, whose companies continue with a dominance of home working, means that those clubs continue to hold meetings remotely, and are experiencing membership challenges.

### Area 2:

Area 2 has three community and two corporate clubs. Holborn Speakers has achieved Distinguished, and Lloyds Banking Group Select, both could achieve the next level. Bloomsbury Speakers and Connected Speakers London are working on building membership to twenty. Broadgate Speakers has as yet not renewed membership and is finding the environment especially challenging, and is being supported by its Area Director on how to rebuild the club.

### Area 5:

Covent Garden Speakers has achieved Distinguished. St Pauls Speakers anticipates achieving this. Google UK Speakers needs just one member to reach twenty members. Oracle NetSuite and BT Enterprise Corporate Club have had delays in their membership renewals.

### Area 34:

Early Bird Speakers has achieved President's Distinguished and City Limits Select. HAC, GS London and Bayes Toastmasters are working on building up their membership level, supported by their Area Director.

### Area 58:

City of London, 1st London, PMI UK and Bloomberg London Toastmasters have all achieved Select Distinguished, with City of London and Bloomberg close to reaching President Distinguished. Meraki has unfortunately decided to close the club.

Excellent mid year Club Officer Training sessions took place, and most recently the Club, Area and Division contests – well done to all of the exceptional contestants. Round two of Area Director club visits have started.

Many thanks to the fabulous Division C leadership team, who have worked so hard and contributed so much in their support of the Division during the year, as well as being such a huge pleasure to work with: Area Directors Jeanette Davis, Luca Graziani, Ratan Lele, Sabrina Aici, Assistant Area Director Chris Soprano, Assistant Deputy Division Director Andy Newman and Past Division Director Chris Walker.

**Michaela Talbot**

## Division D – Massimo Guadagnino



### The D-Team

D14 Rembrandt Kuipers AD  
D21 Amanda Bouch AD  
D29 Rakhi Jain AD  
D53 Gillian Prior AD  
Massimo Guadagnino

Tom Hostetler Assistant AD  
Bonnie Wong Assistant AD  
Sue Roper Assistant AD  
Division Director

### Area Council Meetings / Area Director Elections

All Division D areas held AD Elections recently with the following results:

D14 elected candidate: Tom Bailey  
D21 elected candidate: Clinton Wingrove  
D29 elected candidate: Bonnie Wong  
D53 no one stood at the election

### International Speech and Evaluation Contests

All 4 areas in the division held their contests timeously and sent their area contest winners the Division D contests held on Sunday 10 April.

Congratulations to the winners of the Division D contests going on to compete at the District! They are,

Evaluation Contest: Amanda Zwarts Sutton Speakeasy  
International Speech Contest: Chris Boden Maidenhead Speakers Club

### Area Director Visit Reports

This activity picked up momentum after the area and division contests.

Current Round Summary:

Completed: 13%

Report incomplete: 17%

Visit scheduled: 48%

Not started: 22%

### Distinguished Club Program

TMI Membership Report dated 21 April for Division D:

Total members in Division D: 595

Paid members: 453 (76%)

Unpaid: 142 (24%)

Pathways Adoption Report dated 21 April for Division D:

Officer Pathways Member Rate

20 clubs at 100%

1 club at 86%

Pathways Total Member Rate

3 clubs at 100%

9 clubs at 90-95%

5 clubs at 85-89%

4 clubs at 67-88%

## Conclusion:

Much excellent work has been done by our dedicated club members across Division D and much progress has been made during this TM year. There still remain opportunities open to serve our clubs and their members to achieve even more; to meet the 20+ club members prerequisite, as well as achieving in as many of the Distinguished Club Program areas of excellence as possible, such as members educational awards.

It is also a time of intense activity for our Club Officers and Area Directors to complete the Area Director club visits within the available time and work together in achieving their respective Club, Area and Division Success Plans. There is also still some time available for prospective new clubs to step over the charter threshold! Every new Toastmasters Club chartered this year will be a memorable collective achievement!

On behalf of each of our club members in Division D: thank you for your many contributions of time and effort. Onwards and upwards!

**Massimo Guadagnino**

## Division H – Debbie Williams



With two months to close to the end of the year, Division H and its members have had a rollercoaster of a ride. Approximately 9 members have completed a Path this year so far, and we have approximately 5 Triple Crown Awards achieved so far. Division H requires one more paid club and 4 more distinguished clubs to be a distinguished Division. The Division currently has 3 Presidents Distinguished clubs, 3 Select Distinguished clubs, 2 clubs at 19 members, and 5 clubs with 9 members or less. Beckenham have achieved the District goal of 1-80-100. After the recent renewals, membership retention rate for Division H currently sits at just above 60%.

### Area H15

- This area has achieved distinguished status but still has work to do.
- Liberty Speakers has 5 DCP goals but still needs 6 more paid members to be recognised in DCP.
- Croydon Communicators has 5 DCP goals but still needs 3 more paid members to be recognised in DCP. This is achievable.
- Area Director elections have taken place and the area council have elected Guler Cortis as the next Area H15 Director.

### Area H32

- This area has achieved distinguished status but still has work to do.
- County Communicators has 5 DCP goals but still needs 5 more paid members.  
Gatwick Communicators has 8 DCP goals but still needs 4 more paid members.  
Arun Speakers has 5 DCP goals but still needs 4 more paid members (this is achievable).
- Area Director elections have taken place and the area council have elected Johnathan Kaye as the next Area H32 Director.

<ul style="list-style-type: none"> <li>· All area visit reports have been completed.</li> <li>· Club elections are due to take place shortly.</li> </ul>	<ul style="list-style-type: none"> <li>· All area visit reports have been completed.</li> <li>· Club elections are due to take place shortly.</li> </ul>
<p><b>Area H35</b></p> <ul style="list-style-type: none"> <li>· Area visit reports are currently in progress.</li> <li>· Area elections were unable to proceed as the meeting was not quorum.</li> <li>· Lewisham Speakers Club has only 12 members.</li> </ul> <p>Connected Speakers Bromley has only 7 members.</p> <ul style="list-style-type: none"> <li>· Bromley Speakers have 27 members but 3 DCP – they were having difficulty submitting education awards (achievable)</li> <li>· Meridan Speakers are currently on 19 members with 2 DCP – no education awards have been submitted.</li> </ul>	<p><b>Area H37</b></p> <ul style="list-style-type: none"> <li>● Area visit reports have been completed and will require two more distinguished clubs to become a distinguished area.</li> <li>● Area elections have taken place and the area council have elected Ron Mayne as the next Area H37 Director.</li> <li>● Toasted Sandwich Toastmasters Club has only 8 members and are planning an open day.</li> <li>● Canterbury Communicators has only 14 members.</li> <li>● Tunbridge Wells has 19 members, but only submitted one education award.</li> <li>● Spirited Speakers has 13 members and has not submitted any education awards.</li> </ul>

**Area H55**

- Area visit report are in progress.
- Area elections were unable to proceed as the meeting was not quorum.
- Brighton & Hove Speakers have 30 members and 4 DCP (achievable)
- Battle Speakers has only 5 members but are working tirelessly and invested in hybrid meetings.
- Lewes Speakers has only 9 members and have only earlier this year returned to in-person meetings.
- TPR Speakers has only 8 members, but are planning an open day having recently only returned to in-person meetings
- Eastbourne Speakers has only 12 members.

**Debbie Williams**

## Division J – Mo Dawodu



Division J has continued to be resilient during a challenging 2021/22 Toastmasters year. Thanks to all our members, club and Area leaders. The Division J Area Directors who deserve credit for supporting their Areas are J4 - Ron Mayne / Mike Weston (July 2021 to March 2022); J7 - Enca Martin-Rendon; J10 - Charlotte Hitchings DTM; J11 - Jackie Graybill and J22 - Mat Rizzo. All the Area contests were well supported and to an excellent standard which reflected the talent within our Division.

We also had two Division TLIs and two Division Contests supported by Area Directors Mike, Enca, Charlotte, Jackie and Ron. Our Division events were a success due to support from members who all deserve my appreciation and gratitude.

### Our Division J 2021/22 Online Contest Winners

Contest	Table Topics	Humorous	Evaluation	International
1st	Stephen Dance	Emily Lambert	Issac Baker	Emily Lambert
2nd	Jacqui Hogan	Jacqui Hogan	Jacqui Hogan	Philip Sheahan
3rd	Mary Robson	Karen Bailey	Mary Robson	Isaac Baker

Thanks to Contest Chairs Mike Weston and Charlotte Hitchings; Chief Judges Mo Dawodu and Ron Mayne; All participants, winners, functionaries and judges who made it possible.

Some notable mentions Witney Speakers pioneered Hybrid meetings in our Division working with the District Hybrid Committee thanks to Mary Robson and team. Worcester Speakers was the first club to achieve 10 DCP points Welldone to Elaine Watt and team. Tim Patmore has been an inspiration stepping in to revive Didcot Speakers as Club President. J10 clubs collaborated on an Area PR campaign which helped to increase a sense teamwork and cooperation, well done to Charlotte and team. Jacky Graybill organised an Area COT in J11. Congratulations to Oxford Speakers Club, Voice of Wales Speakers Club And Wye Knot Speakers for achieving 7/7 Club officer training awards.

As we approach the last two months of the Toastmasters year, some of our clubs will be working on membership growth initiatives such as Speech-craft, Open Houses and PR. The current downturn in membership is not a reflection of the quality of meetings and commitment demonstrated by our members. I remain committed to supporting all clubs working with Area Directors to energise the membership rebuilding process.

We shall not cease from working together until your effort and commitment yields the desired results. It has been a pleasure to serve as your Division Director, Thanks for all the stories.

**Mo Dawodu**



## Division K – Pamela Odukoya



### Members

Rose Nakibirango, K3  
Gina Rocque Drayton, K12  
Ram Nuttaki, K13  
Almeric Johnson, K 31  
Melanie Panzone, K59  
Jide Lipede, Assistant Division Director, Club Growth  
Joy Zhang, Assistant Division Director, Program Quality  
Mike Weston, Finance and Administration Lead  
Pamela Odukoya, Division K Director

### Profile

- Number of clubs: 18 paid clubs, 3 of which are Distinguished
- Membership: 303 of which 78% of members have enrolled on Pathway.
- Pathway Enrolment: 30% of clubs have enrolled all their members; one club is below 50%.
- New members count: 55 across the division. London Public Speakers has the highest at 10; Central London Toastmasters and Speakers Corner 8; Moody's 6.
- Top three Educational Awards:  
London Public Speakers 10; Central London Toastmasters and Woodford Green Speakers 8; Wharf Speakers 6.

### Area Director Elections

- K3 has elected Nick Ronald
- K59 – There were no candidates
- K12, 13, 31 elections planned. Only one candidate so far for K31.

### Issues

- Very low engagement: As an example, Speak Easy@Credit Suisse has not met at all since lock down. Though the company has renewed all their members, a review of this is highly likely. Accuris has joint meetings with sister clubs in UK and Mumbai but UK members have no speeches recorded on base camp so far. Ace of clubs have had 99% non renewals.
- Change of work patterns as a result of the Lockdown: Some members are still working from home whilst their clubs have resumed physical meetings. Others have changed their work days.

### Actions agreed by the Division Council

- To arrange another meeting with Presidents of clubs who have educational awards to explore and address barriers. All clubs have received details about Open House.
- To encourage VPM to use explore new platforms to promote clubs.
- Networking meeting planned for Tuesday 21st June to welcome the incoming team and do a handover

### Area Directors Survey

The Division Director did a survey to measure aspects such as Role Engagement, Sense of belonging and Leadership.

## **Results**

Increased Work Commitment and Low engagement from Area Committee were cited as the factors that have the greatest impact on their role.

### **Sense of belonging**

60% feel a sense of belonging to Division K team; 20% strongly agree that they feel a sense of belonging to Division K Team; 20% was neutral

### **Adjectives to describe experience as an Area Director:**

Leadership, service; Inspiring and pleasant; Stretching and Growth;  
Challenging and interesting; intriguing and yummy

### **Things they would do differently**

- Find an Assistant Area Director
- More collaboration across different areas specially on common themes
- Do more to facilitate inter-club sharing of ideas e.g. attracting and converting guests
- Get more support in the form of Assistant ADs at the beginning of the year to help with administrative tasks.
- I would not want purely work with the administrative practice

### **Support from Division Director**

60% rated it as Excellent and 40% rated it as Good

### **Recognition from Division Director**

60% rated it as Excellent and 40% rated it as Good

### **Feedback from Division Director**

60% confirmed that they often received feedback and 40% confirmed that they sometimes received feedback

**Pamela Odukoya**

## Division L – Sarita Yadav



Division L is made up of 5 Areas and has 23 Clubs. It's been challenging for most clubs to keep their membership levels up. Area Directors and Assistant Division Director engaged and providing support to clubs. 19 clubs renewed members. 79 educational awards received so far by 13 clubs.

### **Area L16 is led by Brighton Gono.**

Area has 4 clubs. The Club visits have been completed and reports submitted.

Experience French has 7 DCP goals but still needs 3 more paid members. Data Science Speakers Club, Amazon LHR14 Toastmasters and Excalibur Speakers has 4 DCP goals and has met the paid members

qualifying requirement.

### **Area L45 is led by Anoop Ramanathan**

Area has 4 clubs. The Club visits are in progress and due to complete by end of May.

Deloitte London Speakers has no members and is at risk. The Area Director is trying to revive the club and ACCA members Breakfast Club. Also, Kings Cross Speakers on downward trend. Society Speakers is thriving and strongest in the Area.

### **Area L47 is led by Sushil Shah**

Area has 5 clubs. The Club visits are in progress and due to complete by end of May.

Angel Speakers, London Communicators Club and Winchmore Hill Speakers are on downward trend and the Area Director is supporting them. Winchmore Hill Speakers are planning an open house in May to built up their club membership. Northern Lights Speakers Club is good on membership levels however has no education awards.

### **Area L56 is led by Georgina Mylona**

Area has 6 clubs. The Club visits are in progress and due to complete by end of May.

Deutsche Bank Toastmasters London and Lockton Toastmasters are struggling on membership front. The Area Director is working with the clubs. Concerns on progress made by Bank Speakers, Blackrock Speakers and Accenture London Speakers as has no education awards. City Women Speakers is only club in this area who is thriving.

### **Area L61 is led by Angelie Bharwaney**

Area has 4 clubs. The Club visits are in progress and due to complete by end of May.

HOD Speakers Club is thriving in education goals however has low level of members. Watford Speakers is slowing improving. Area Director making a real difference and is reviving the club. TJXpressions are doing good in membership levels and achieved 3 DCP points. Harrovian Speakers Toastmasters is thriving.

**Sarita Yadav**