



District Officer Training - Day 1

Hybrid / Santander - 7 September 2024



Welcome

Program Quality Director, Norberto Amaral



LEAD. INSPIRE. TRANSFORM.

District Officer Training

Santander | Saturday 7 & Sunday 8 September 2024



DAY 1 | Saturday, 7 September 2024

Start time	Duration	Topic	Moderator
MA/PT/TN: 14:00 SP: 15:00	5m	Welcome 🤗	Norberto Amaral
MA/PT/TN: 14:05 SP: 15:05	5m	Energizer 💪	Maria de las Casas
MA/PT/TN: 14:10 SP: 15:10	5m	Why we are here and do what we do!	Claudia Villarreal
MA/PT/TN: 14:15 SP: 15:15	15m	Creating clubs like hot buns cause we all have a hot district mission to fulfil!	Izidro Sousa
MA/PT/TN: 14:30 SP: 15:30	45m	A funny thing happened to me on the way to a District DOT in Santander...	Mike Monroy

MA/PT/TN: 15:15 SP: 16:15	15m	How Clubs can be President's Distinguished	Norberto Amaral
MA/PT/TN: 15:30 SP: 16:30	15m	How Areas and Divisions can be Distinguished	Norberto Amaral
MA/PT/TN: 15:45 SP: 16:45	5m	Group Picture 📸	
MA/PT/TN: 15:50 SP: 16:50	15m	Coffee Break ☕	
MA/PT/TN: 16:05 SP: 17:05	5m	Energizer 💪	Sílvia Vilas TBC
MA/PT/TN: 16:10 SP: 17:10	15m	Mummy, I want to be Smedley Distinguished!	Claudia Villarreal
MA/PT/TN: 16:25 SP: 17:25	15m	Dive into the dashboard	Mafalda Guimarães
MA/PT/TN: 16:40 SP: 17:40	15m	Up-to-date information about clubs	Izidro Sousa
MA/PT/TN: 16:55 SP: 17:55	10m	What's in your treasure?	Autumn Casuto
MA/PT/TN: 17:05 SP: 18:05	30m	<i>Brainstorm & sharing on how money will be spent</i>	<i>DivDs and ADs</i>



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District Officer Training

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MA/PT/TN: 17:35 SP: 18:35	15m	Other topics & Q&A	
MA/PT/TN: 17:50 SP: 18:50	5m	Wrap up and what's next! 😊	Norberto Amaral

DAY 1 | Saturday, 7 September 2024

SP	Duration	Topic	Moderator
MA/PT/TN: 09:00 SP: 10:00	5m	Welcome 😊	Norberto Amaral
MA/PT/TN: 9:05 SP: 10:05	5m	Energizer 💪	Beatriz Duarte
MA/PT/TN: 9:10 SP: 10:10	20m	Do the people you know know Toastmasters?	Sílvia Vilas

MA/PT/TN: 9:30 SP: 10:30	15m	Keeping Members: It's Not Just About Offering Free Drinks	Hicham Benzekri (online)
MA/PT/TN: 9:45 SP: 10:45	30m	<i>Brainstorm & sharing on the topic above</i>	Everyone
MA/PT/TN: 10:15 SP: 11:15	20m	Moments of Truth will set you free!	Berta Cots (online)
MA/PT/TN: 10:35 SP: 11:35	15m	Coffee Break ☕	
MA/PT/TN: 10:50 SP: 11:50	5m	Energizer 💪	Ines Martinez
MA/PT/TN: 10:55 SP: 11:55	20m	Rules are the heart of contests!	Mafalda Guimarães
MA/PT/TN: 11:15 SP: 12:15	15m	Hey, wanna be a DTM?	Hanane Bourehiyi
MA/PT/TN: 11:40 SP: 12:40	15m	Successful succession planning. Who's next?	Vera Margarida Cunha
MA/PT/TN: 11:55 SP: 12:55	5m	The big WHY, the biggest Call to Action!	Claudia Villarreal
MA/PT/TN: 12:00 SP: 13:00	15	Other topics & Q&A	



LEAD. INSPIRE. TRANSFORM.

District Officer Training

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MA/PT/TN: 12:15 SP: 13:05	5m	Wrap-up and what's next 😊	Norberto Amaral
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Why we are here and do what we do!

District Director, Claudia Villarreal

Know your

WHY



I am here because:

TOASTMASTERS
INTERNATIONAL



A funny thing happened to me on the way to a District DOT in Santander

Mike Monroy



**Creating clubs like hot buns cause we all
have a hot district mission to fulfill!**

Club Growth Director, Izidro Sousa

The Growth Team



Joanna Wakuluk
Lead
Club Sponsor



Scarlet Vázquez
Club Mentor



Anabela Pereira
Club Coach

The Growth Team



Joanna Wakuluk
- Leads
- Club Sponsor



Scarlet Vázquez
- Club Mentor



Anabela Pereira
- Club Coach

Division Directors

The Growth Team



Joanna Wakuluk
- Leads
- Club Sponsor



Scarlet Vázquez
- Club Mentor



Anabela Pereira
- Club Coach

Division Directors

Area Directors

Feeling Lonely?



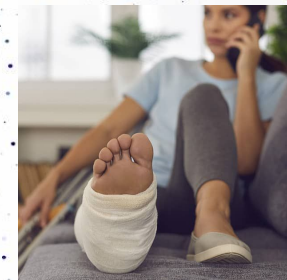


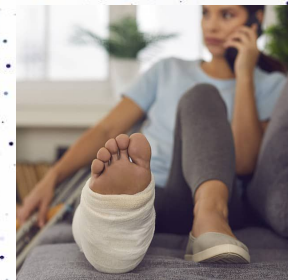






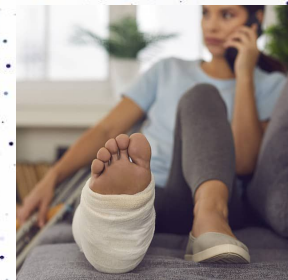






Club New Source Research

- Market analysis plan
- Lead generation



Club New Source Research

- Market analysis plan
- Lead generation

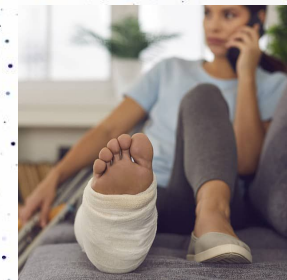
Club Extension Chair

Club Extension

- Manage leads (follow up, contact, update status, etc.)
- Manage demo sessions

Club Sponsor

- Recruit, train, and assign **sponsor** to new clubs.
- Ensure that the fees are collected, and club sponsoring credit are received



Club New Source Research

- Market analysis plan
- Lead generation

Club Extension Chair

Club Extension

- Manage leads (follow up, contact, update status, etc.)
- Manage demo sessions

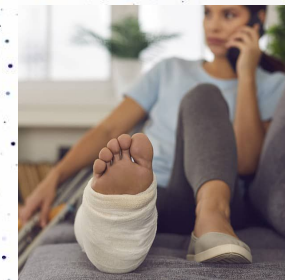
Club Sponsor

- Recruit, train, and assign **sponsor** to new clubs.
- Ensure that the fees are collected, and club sponsoring credit are received

Club Quality Chair

Club Mentor

- Recruit, train, and assign **mentor** to new clubs.
- Ensure that **club mentoring** credit are received



Club New Source Research

- Market analysis plan
- Lead generation

Club Extension Chair

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Club Quality Chair

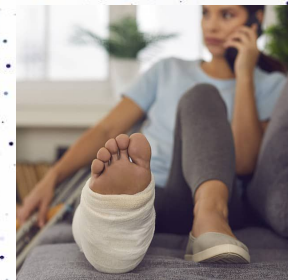
Club Mentor

- Recruit, train, and assign **mentor** to new clubs.
- Ensure that **club mentoring** credit are received

Club Retention

Club Coach

- Recruit, train, and assign **coach** to new clubs.
- Ensure that **club coaching** credit are received



Club New Source Research

- Market analysis plan
- Lead generation

Club Extension Chair

Club Extension

- Manage leads (follow up, contact, update status, etc.)
- Manage demo sessions

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Club Mentor

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Club Retention

Club Coach

- Recruit, train, and assign **coach** to new clubs.
- Ensure that **club coaching** credit are received

- Get back to life

Ready to
LEAD, INSPIRE and **TRANSFORM?**

Now, my friends (ADs and DivDs)...

Let me hear from you!

Now, my friends (ADs and DivDs)...

Let me hear from you!



Regarding
**Lead Generation and
Lead management...**

Now, my friends (ADs and DivDs)...

Let me hear from you!



Regarding
Club Sponsorship

Now, my friends (ADs and DivDs)...

Let me hear from you!



Regarding
Club Mentorship

Now, my friends (ADs and DivDs)...

Let me hear from you!



Regarding
Club Coaching

Now, my friends (ADs and DivDs)...

Let me hear from you!



Regarding
Bringing clubs back to life
(reinstatement)

Thank You!



How Clubs can be Distinguished

Program Quality Director, Norberto Amaral

Due to their **activity** in a given Toastmasters year, clubs can earn up to 10 points to become distinguished:

5 points	Distinguished
7 points	Select Distinguished
9 or 10 points	President's Distinguished

See the [Distinguished Club Program](#) (click for manual).

What club activity are we talking about?

Education

Members who have the opportunity to earn education awards are reaching their goals.

Membership

When new, dual, and reinstating members join, everyone's experience is enhanced because your club has enough members to provide leadership and fill meeting roles and committee assignments.

Training

Trained club officers are better able to serve and support your club because they know how best to fulfill their roles.

Administration

Submission of the renewal dues and the club officer list on time will help your club run more smoothly, benefiting your members.

Specifically:

Education

1. Four Level 1 awards achieved
2. Two Level 2 awards achieved
3. Two more Level 2 awards achieved
4. Two Level 3 awards achieved
5. One Level 4, Level 5, or DTM award achieved
6. One more Level 4, Level 5, or DTM award achieved

One point per line!

Specifically:

Membership

- 7. Four new, dual, or reinstating members
- 8. Four more new, dual, or reinstating members

One point per line!

Training

- 9. A minimum of four club officer roles trained during each of the two training periods

One point!

Administration

- 10. On-time payment of membership dues accompanied by the names of eight members (at least three of whom must be renewing members) for one period and on-time submission of one club officer list

One point!

Clubs also need to meet **qualifying requirements:**

IN GOOD STANDING (dues paid)

AND

20+ MEMBERS

OR

A NET GROWTH OF 3+ MEMBERS

*Transfer and honorary
members do not count!*

Let's look at a specific club: CLUTA!

01495468 Clube Toastmasters De Aveiro (CLUTA)

Club Alignment	
Region	10
District	107
Division	C
Area	03

Membership	
Base	30
To Date	31
Required 20	
20 members or a net growth of 3 new members	

Goals	
Goals Met	0
Distinguished	5
Select Distinguished	7
President's Distinguished	9

Chartered 10/5/2011

Goals to Achieve			Goal	To Date	Status
Education					
1	Level 1 awards	<i>All Pathways education awards must be submitted in both Base Camp and Club Central.</i>	4	0	4 Level 1s needed
2	Level 2 awards	<i>All Pathways education awards must be submitted in both Base Camp and Club Central.</i>	2	1	1 Level 2 needed
3	More Level 2 awards	<i>All Pathways education awards must be submitted in both Base Camp and Club Central.</i>	2	0	2 Level 2s needed
4	Level 3 awards	<i>All Pathways education awards must be submitted in both Base Camp and Club Central.</i>	2	0	2 Level 3s needed
5	Level 4, Level 5, or DTM award	<i>All Pathways education awards must be submitted in both Base Camp and Club Central.</i>	1	0	1 Level 4, Level 5, or DTM needed
6	One more Level 4, Level 5, or DTM award	<i>All Pathways education awards must be submitted in both Base Camp and Club Central.</i>	1	0	1 more Level 4, Level 5, or DTM needed
Membership					
7	New members		4	1	3 New Members needed
8	More new members		4	0	4 New Members needed
Training					
9	Club officers trained June-August		4	7	First Training Period Achieved
	Club officers trained November-February		4	0	Second Training Period 4 needed
Administration					
10	Membership-renewal dues on time		Y	0	On-time dues-renewal needed
	Club officer list on time		Y	1	On-time officer list Achieved

[Go to the Dashboard](#) > choose a club!

President's Distinguished Club (**VPE**) 2012-2013

President's Distinguished Club (**President**) 2013-2014

... and CLUTA has been President's Distinguished every year!



Due to their **activity** in a given Toastmasters year, clubs can earn up to 10 points to become distinguished:

5 points	Distinguished
7 points	Select Distinguished
9 or 10 points	President's Distinguished

Due to their **activity** in a given Toastmasters year, clubs can earn up to 10 points to become distinguished:

5 points	Distinguished
7 points	Select Distinguished
9 points	President's Distinguished
◆ 10 points	Smedley Distinguished

2025-2026

Distinguished Club Program

Level of Distinguished	Membership Requirement	DCP Goals Required
Distinguished	20 members or a net growth of 3	5
Select Distinguished	20 members or a net growth of 5	7
President's Distinguished	20 members	9
Smedley Distinguished	25 members	10

Now go out there and...

Now go out there and...

LEAD. INSPIRE. TRANSFORM.



How Areas and Divisions can be Distinguished

Program Quality Director, Norberto Amaral

Distinguished Areas!

Achievement	Recognition Earned
Distinguished clubs equal to at least 50% of the Area's club base .	Distinguished Area
Distinguished clubs equal to at least 50% of the Area's club base plus one more Distinguished club.	Select Distinguished Area
Distinguished clubs equal to at least 50% of the Area's club base plus one more Distinguished club and a net club growth of one.	President's Distinguished Area

Activity for year **July 1, 2024 > June 30, 2025**

See ["Toastmasters International District Recognition Program" manual](#)

Areas also need to meet **qualifying requirements:**

NO NET CLUB LOSS

AND

**Submit the Club Visit Reports for 75% of their club base
for first-round visits by **November 30**
and second-round visits by **May 31****

		Division Goals		D 14	S 14	P 15	D 6	S 7	P 7
Division B		Base	Paid Clubs	Distinguished Clubs					
		14	14	0					
Area Goals		D 5	S 5	P 6	D 3	S 4	P 4		
Area 01		Base	Paid Clubs	Distinguished Clubs					
		5	5	0					
		Renewals		Club Visits		Mem.	Club		
		Oct	Apr	Nov	May	To Date	Goals		
01510019 HP Toastmasters Barcelona		N	N	N	N	20	0		
02355672 Sagrada Familia Toastmasters Club		N	N	N	N	20	1		
03236570 Diagonal Mar Toastmasters		N	N	N	N	26	1		
03643763 Sant Cugat Toastmasters Barcelona		N	N	N	N	24	0		
03651925 22@ Barcelona Toastmasters		N	N	N	N	25	0		
				0%	0%				
Area Goals		D 4	S 4	P 5	D 2	S 3	P 3		
Area 02		Base	Paid Clubs	Distinguished Clubs					
		4	4	0					
		Renewals		Club Visits		Mem.	Club		
		Oct	Apr	Nov	May	To Date	Goals		
00008887 Barcelona Toastmasters Club		N	N	N	N	38	0		
04421853 SOM-HI Toastmasters Club		N	N	N	N	21	0		
04677599 ADP Barcelona Toastmasters		N	N	N	N	20	0		
28675934 Maresme Toastmasters Club		N	N	Y	N	20	0		
				25%	0%				
Area Goals		D 5	S 5	P 6	D 3	S 4	P 4		
Area 03		Base	Paid Clubs	Distinguished Clubs					
		5	5	0					
		Renewals		Club Visits		Mem.	Club		
		Oct	Apr	Nov	May	To Date	Goals		
00616391 Prestigious Speakers Club		Y	N	N	N	27	1		
01588110 BCN Pride Toastmasters		N	N	N	N	46	0		
01594196 Success Toastmasters Club		N	N	N	N	18	0		
01833574 Agora Almeda Barcelona		N	N	N	N	19	0		
03918946 Mediterranea TM		N	N	N	N	10	0		
				0%	0%				

[Go to the Dashboard](#) > “Division and Area Performance”

Distinguished Divisions!

Achievement	Recognition Earned
Distinguished clubs equal to at least 40% of the Division's club base .	Distinguished Division
Distinguished clubs equal to at least 45% of the Division's club base .	Select Distinguished Division
Distinguished clubs equal to at least 50% of the Division's club base plus net growth of one.	President's Distinguished Division

Activity for year **July 1, 2024 > June 30, 2025**

See ["Toastmasters International District Recognition Program" manual](#)

Divisions also need to meet this **qualifying requirement:**

NO NET CLUB LOSS

2025-2026

Distinguished Division Program

Level of Distinguished	Net Club Growth	Portion of Distinguished Clubs
Distinguished	No net loss	45%
Select Distinguished	+1	50%
President's Distinguished	+2	55%

President's Distinguished Club (VPE)	2012-2013
President's Distinguished Club (President)	2013-2014
President's Distinguished Area (AD)	2015-2016
President's Distinguished Division (DivD)	2016-2017
Smedley Distinguished District (PRM)	2022-2023
President's Distinguished District (CGD)	2023-2024
Smedley Distinguished District? (PQD)	2024-2025
Smedley Distinguished District? (DD?)	2025-2026

Have I **INSPIRED** you to **TRANSFORM**?
Now **LEAD** the way!



Coffee Break



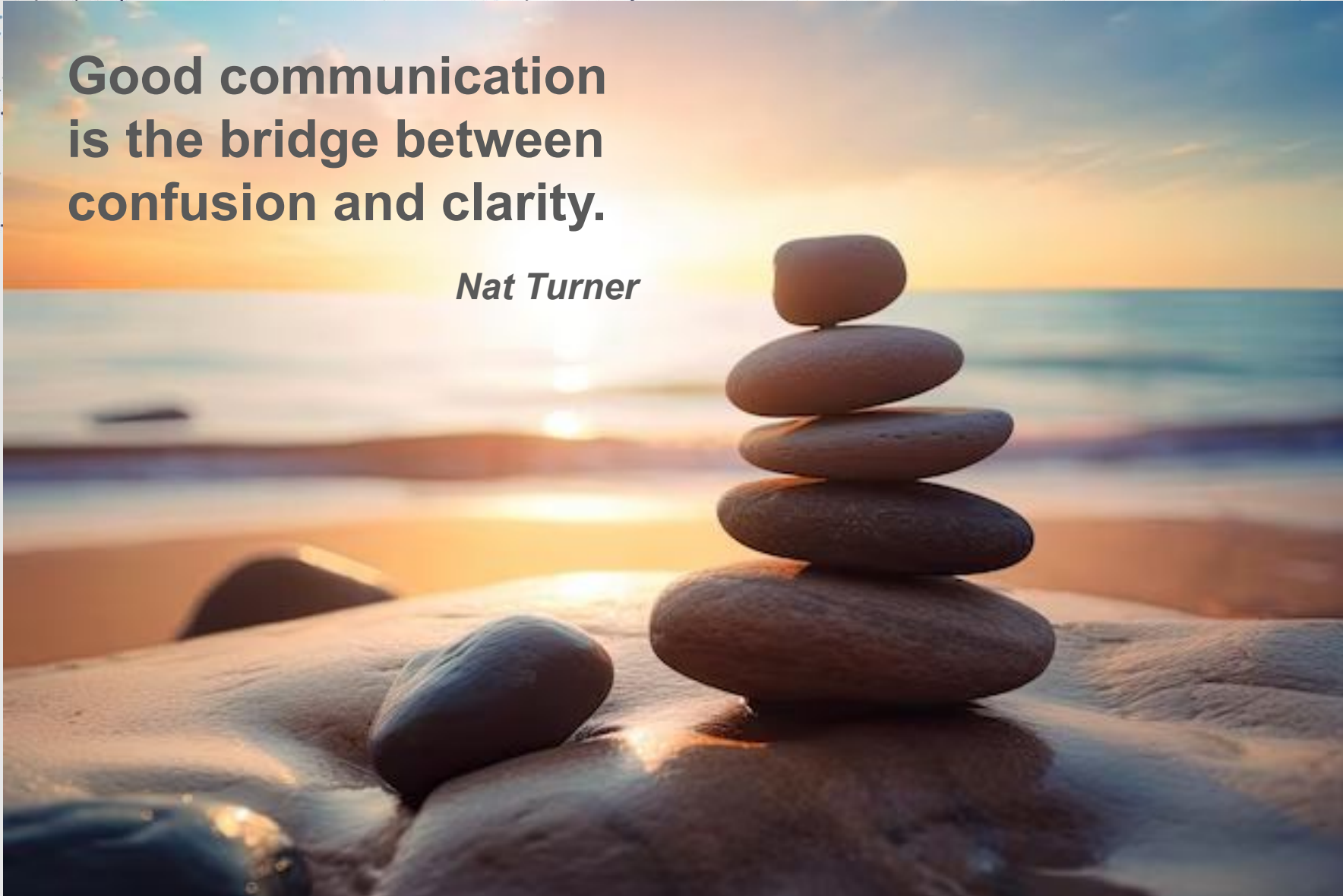
**Mummy, I want to be
Smedley Distinguished!**

District Director, Claudia Villarreal



**Good communication
is the bridge between
confusion and clarity.**

Nat Turner



Leadership is not communicating what we need. Leadership is communicating what we can contribute.

Simon Sinek



District Recognition Program

Achievement	Recognition Earned
1% net membership payments growth, no net club loss, and Distinguished clubs equal to at least 40% of the District's club base.	Distinguished District
3% net membership payments growth, net plus one club, and Distinguished clubs equal to at least 45% of the District's club base.	Select Distinguished District
5% net membership payments growth, 3% net club growth, and Distinguished clubs equal to at least 50% of the District's club base.	President's Distinguished District
8% net membership payments growth, 5% net club growth, and Distinguished clubs equal to at least 55% of the District's club base.	Smedley Distinguished District

Learning from last term 2023 - 2024

District 107 Performance President's Distinguished

3.37% Growth

Paid Clubs	
Base	To Date
89	92
Goals	
Distinguished	
89	
Select Distinguished	
90	
President's Distinguished	
92	
Smedley Distinguished	
94	

10.4% Growth

Payments	
Base	To Date
3,768	4,160
Goals	
Distinguished	
3,806	
Select Distinguished	
3,882	
President's Distinguished	
3,957	
Smedley Distinguished	
4,070	

51.69% of Clubs

Distinguished Clubs	
Base	To Date
89	46
Goals	
Distinguished	
36	
Select Distinguished	
41	
President's Distinguished	
45	
Smedley Distinguished	
49	

Smedley Distinguished.....

1. Club Growth.....

2. Payments.....

3. Distinguished Clubs.....

Term 2024 - 2025.....

TOGETHER - ALL OF US!!.....

It's is a badge of honor to have excelled
in Growth and Quality.....

By **CARING** to work collectively,
smartly, intentionally and with the
purpose to make a positive impact on
society, humanity and in the world!



District 107 Performance

Paid Clubs	
Base	To Date
92	92
Goals	
Distinguished	92
Select Distinguished	93
President's Distinguished	95
Smedley Distinguished	97

Payments	
Base	To Date
4,164	184
Goals	
Distinguished	4,206
Select Distinguished	4,289
President's Distinguished	4,373
Smedley Distinguished	4,498

Distinguished Clubs	
Base	To Date
92	0
Goals	
Distinguished	37
Select Distinguished	42
President's Distinguished	46
Smedley Distinguished	51

What can be improved?

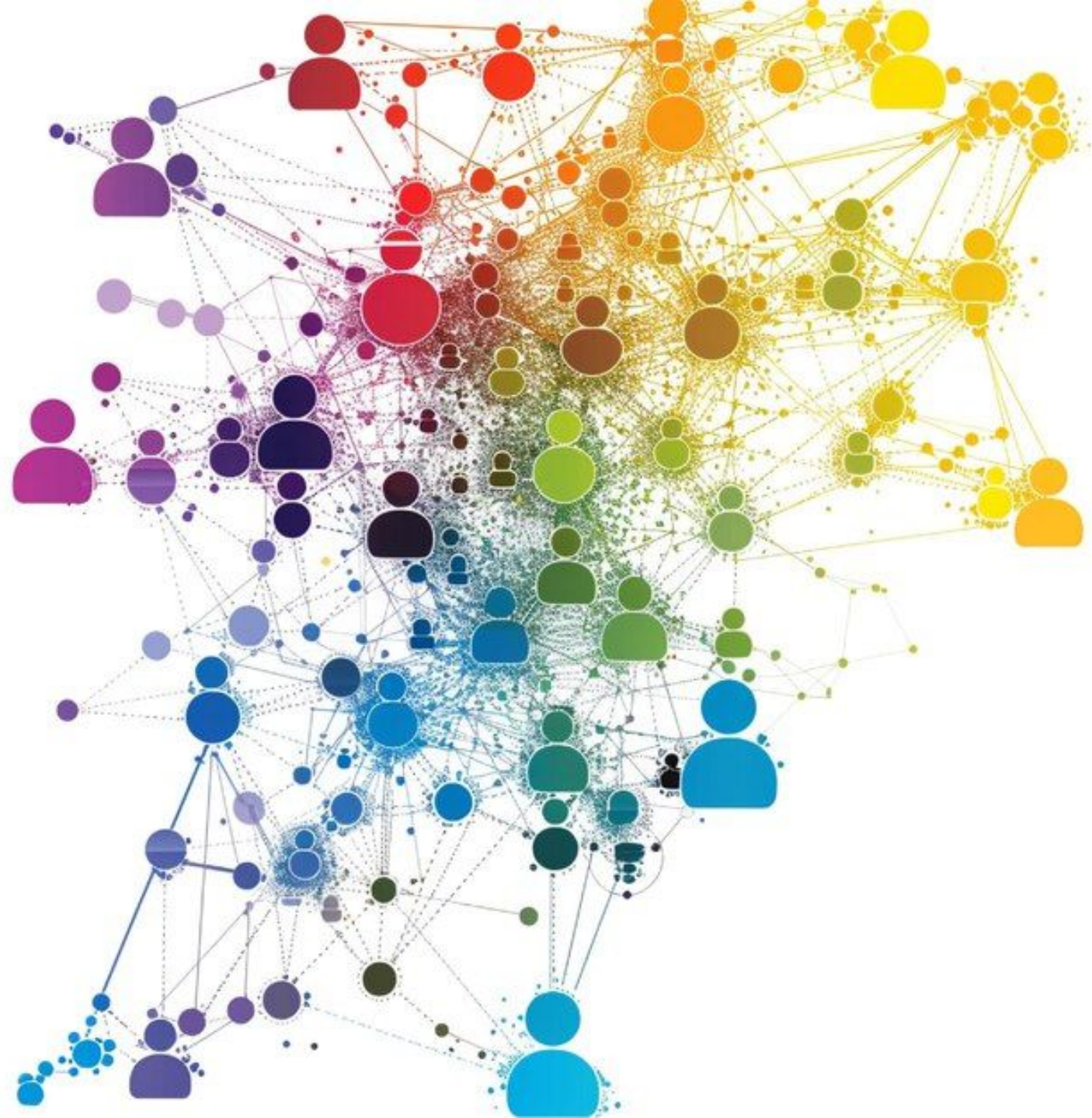
- Increase overall membership in each club
- Build more clubs in each area
- Support Corporate clubs
- Timely submission of Pathways awards to Club Central
- Club Officer Training with all 7 officers and better content
- Timely submission of club officer lists to WHQ
- Timely renewals
- Increase number of coaches and mentors



CARING to make a difference!

Connect to help us **GROW!**

- ❑ Invite guests
 - ❑ **F**riends
 - ❑ **R**elatives
 - ❑ **A**cquaintances
 - ❑ **N**eighbors
 - ❑ **K**ids' school network
- ❑ Attend network events
- ❑ Use social media
- ❑ Gift Toastmasters



3.37% Growth

Paid Clubs

Base

89

To Date

92

Goals

Distinguished

89

Select Distinguished

90

President's Distinguished

92

Smedley Distinguished

94

Paid Clubs

Base

92

To Date

92

Goals

Distinguished

92

Select Distinguished

93

President's Distinguished

95

Smedley Distinguished

97

5% Growth

+8 clubs = 100

10.4% Growth

Payments

Base	To Date
3,768	4,160

Goals

Distinguished	3,806
Select Distinguished	3,882
President's Distinguished	3,957
Smedley Distinguished	4,070

Payments

Base	To Date
4,164	184

Goals

Distinguished	4,206
Select Distinguished	4,289
President's Distinguished	4,373
Smedley Distinguished	4,498

+334

51.69% of Clubs

Distinguished Clubs

Base	To Date
89	46

Goals

Distinguished	36
Select Distinguished	41
President's Distinguished	45
Smedley Distinguished	49

-3 clubs

Distinguished Clubs

Base	To Date
92	0

Goals

Distinguished	37
Select Distinguished	42
President's Distinguished	46
Smedley Distinguished	51

55% of Clubs





1. Pledge to bring a guest!



2. Pledge to build a club!

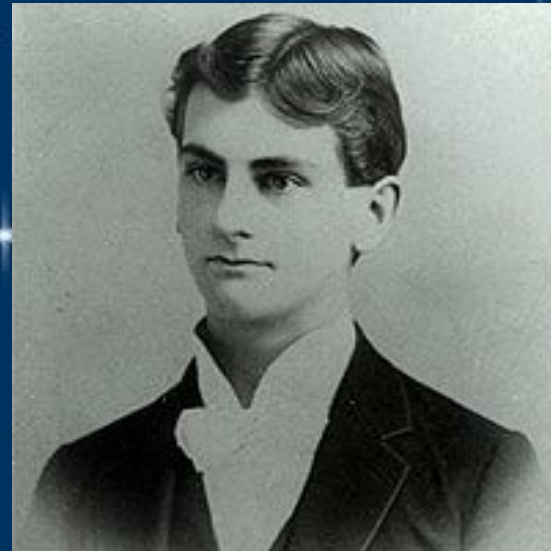
3. Pledge to lift a member!

(Encourage a member to become a club officer,
district officer, club coach or mentor)



GOOOO TEAM!

To Smedley and Beyond!
Let's reach for the stars to achieve
Smedley Distinguished District
once again!







Dive into the Dashboard!

Parliamentarian, Mafalda Guimarães

Dashboard & Reports

These reports reflect business processed from July 1, 2024 to August 31, 2024 and are not yet final. For more information please refer to our [Month End Closing Dates page](#) in Leadership Central.

Club Search

District 107 Performance

Paid Clubs

Base	To Date
92	92

Goals

Distinguished	92
Select Distinguished	93
President's Distinguished	95
Smedley Distinguished	97

Payments

Base	To Date
4,164	184

Goals

Distinguished	4,206
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Distinguished Clubs

Base	To Date
92	0

Goals

Distinguished	37
Select Distinguished	42
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Membership Payments

Late	Oct	Apr	Total	New	Charter	Total	Active Clubs
4	128	17	149	35	0	184	93

Membership Payments

Late	Oct	Apr	Total	New	Charter	Total
------	-----	-----	-------	-----	---------	-------

[Link to Dashboard](#)

Dashboard & Reports



Dashboard & Reports



Track progress and growth

Dashboard & Reports



Track progress and growth



Identify trends or any irregularities that may need further evaluation and attention

Dashboard & Reports



Track progress and growth



Identify trends or any irregularities that may need further evaluation and attention



Spark new ideas

Dashboard & Reports



Track progress and growth



Identify trends or any irregularities that may need further evaluation and attention



Spark new ideas



Improve planning

Dashboard & Reports



Track progress and growth



Identify trends or any irregularities that may need further evaluation and attention



Spark new ideas



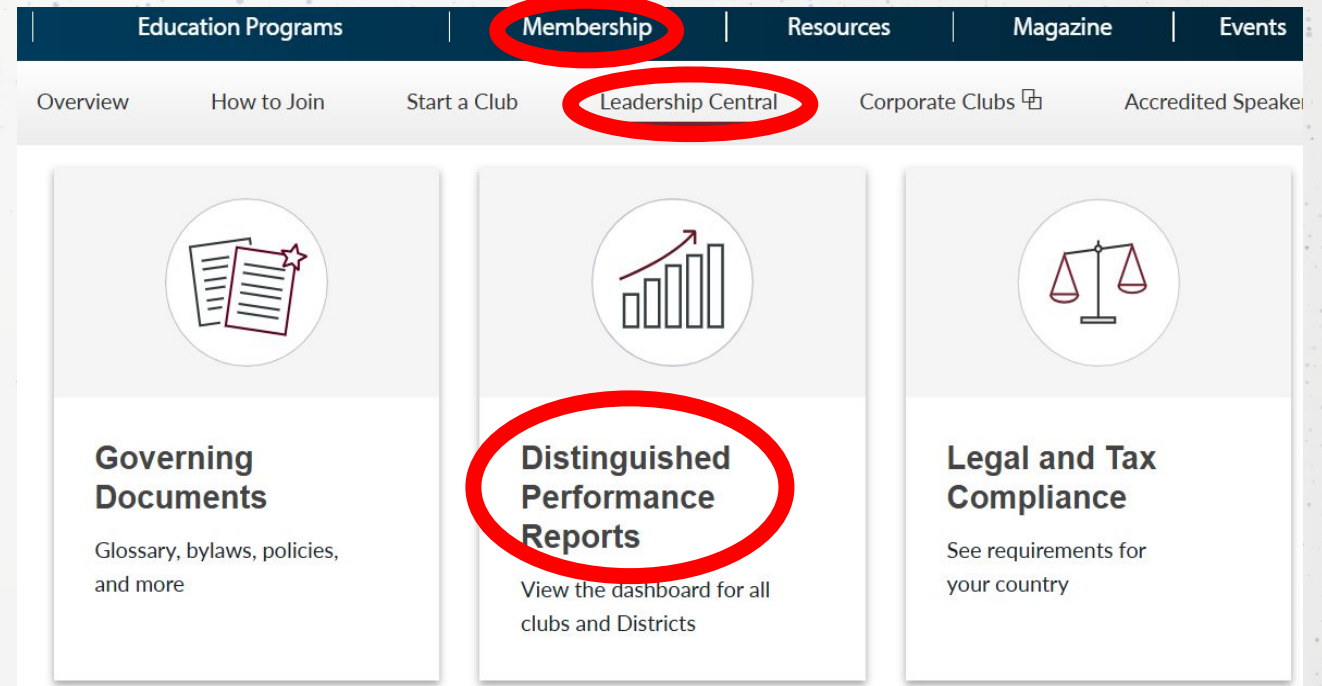
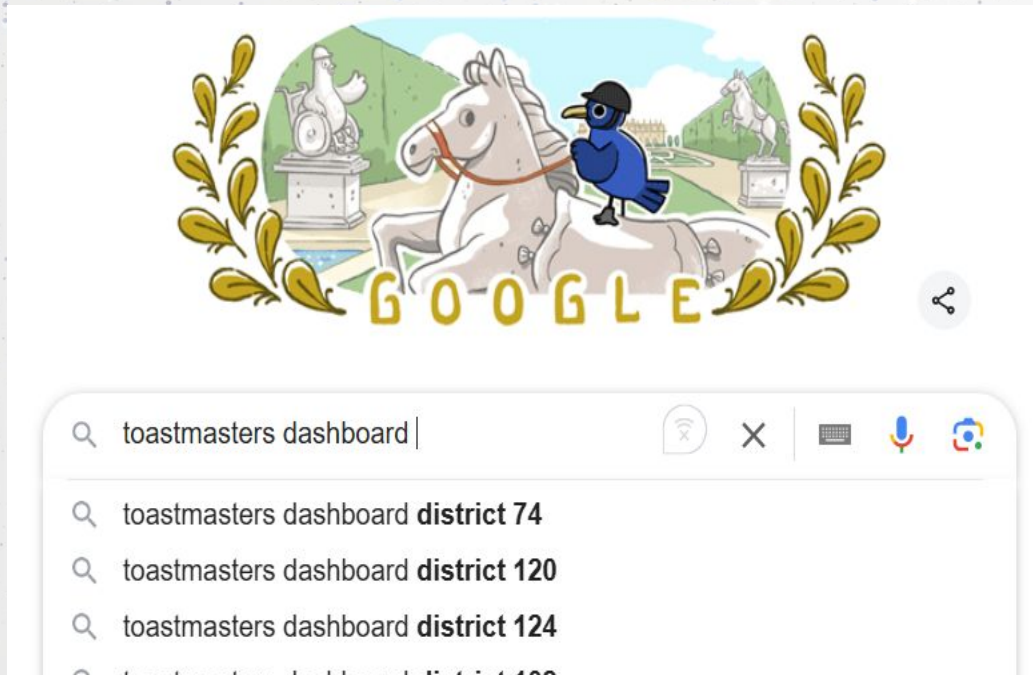
Improve planning



Enhance decision making

Toastmasters International Dashboard

<https://dashboards.toastmasters.org/>



Toastmasters International Dashboard

[District Performance](#)

[Division Performance](#)

[Club Performance](#) — [Club Status](#)

Toastmasters International Daily Reports

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- Support

District 107 Performance

Paid Clubs	
Base	To Date
92	92
Goals	
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President's Distinguished	4,373
Smedley Distinguished	4,498

Distinguished Clubs	
Base	To Date
92	0
Goals	
Distinguished	37
Select Distinguished	42
President's Distinguished	46
Smedley Distinguished	51

Membership Payments							Active Clubs
Late	Oct	Apr	Total	New	Charter	Total	
4	128	17	149	35	0	184	93

[Paid-Clubs Graphs](#)

Toastmasters International Daily Reports

- Dues Renewal Status: [October](#) and/or [April](#)
- Club Officer List Status: [July](#) and/or [January](#) | NOTE: Jan. report only lists clubs that have semi-annual elections
- [Current Year Educational Achievements](#)
- [Educational Achievements Archive \(previous year\)](#)
- [Current Year New Clubs](#)
- [Prospective Clubs](#)
- [New Club Sponsors and Mentors](#)
- [Club Coaches](#)



Other Reports

These reports reflect business processed from July 1, 2024 to August 31, 2024 and are not yet final. For more information please refer to our [Month End Closing Dates page](#) in Leadership Central.

Club Search

Name or Number

Search

District 107 ▾

2024-2025 ▾

Aug ▾

As of 6-Sep-2024 ▾

Export ▾

- District Performance
- Division and Area Performance**
- Club Performance

District 107 Performance

Paid Clubs	
Base	To Date
92	92
Goals	
Distinguished	92
Select Distinguished	93
President's Distinguished	95
Smedley Distinguished	97

Payments	
Base	To Date
4,164	184
Goals	
Distinguished	4,206
Select Distinguished	4,289
President's Distinguished	4,373
Smedley Distinguished	4,498

Distinguished Clubs	
Base	To Date
92	0
Goals	
Distinguished	37
Select Distinguished	42
President's Distinguished	46
Smedley Distinguished	51

Membership Payments							Active Clubs
Late	Oct	Apr	Total	New	Charter	Total	
4	128	17	149	35	0	184	93

> Paid-Clubs Graphs

- Home
- Dashboard
- Toastmasters.org
- Performance
- District
- Division & Area
- Club
- Other Reports
- Daily Reports
- Club Growth Report
- Additional Reports**
- Support

Other Reports

[RAFFETY reports](#): select District 107; then choose “District Summary”, “Almost Distinguished Clubs”, and “Area-To-Do’s” reports

District 107

Andorra, Portugal and Spain (as of 2024-09-05)

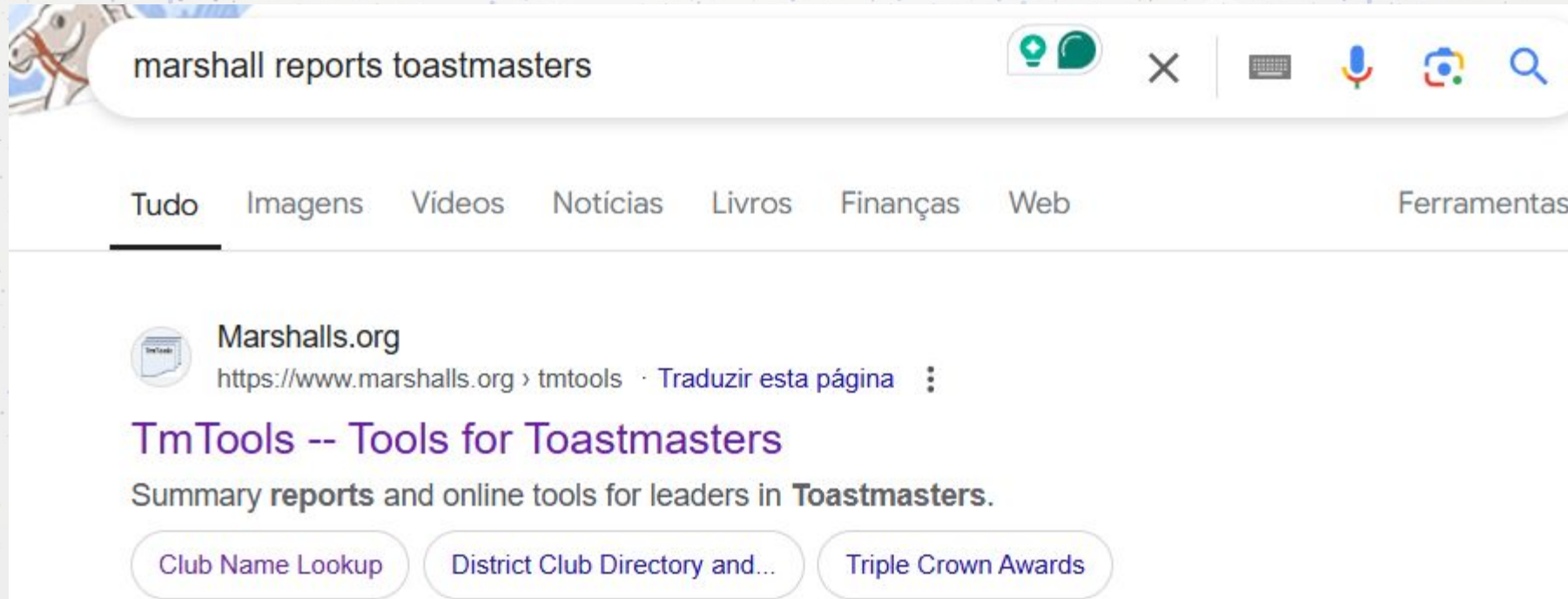
District Goal (to be dist)	Actual to date	Year's goal	Needs more	Percent complete	Clubs Paym DistC	Rank in world	Percentile in world	Rank in region
Paid clubs	92	94	2	97.9%		58	56.8%	6
Mem payments	184	4227	4043	4.4%		128	3.8%	7
Dist. clubs	0	37	37	0.0%		1	100.0%	1

Remember that "paid clubs" today can still be lost if they don't pay April dues!

Club Goal (93 clubs)	Count	Percent	Area Goal (23 areas)	Count	Percent
Member qualification: 20+ OR +3	55	59.1%	July-Oct. visits	1	4.3%
Member qualification: 20+ OR +5	54	58.1%	Jan.-April visits	0	0.0%
20+ members paid	54	58.1%	Paid clubs	23	100.0%
+3 members from July 1 base	4	4.3%	Dist. clubs	0	0.0%
+5 members from July 1 base	1	1.1%	Net growth of one club	0	0.0%
Goal 1 (4 L1s)	0	0.0%			
Goal 2 (2 L2s)	2	2.2%			
Goal 3 (2 more L2s)	0	0.0%			
Goal 4 (2 L3s)	1	1.1%			
Goal 5 (1 L4, L5, or DTM)	11	11.8%			
Goal 6 (1 more L4, L5, or DTM)	3	3.2%			

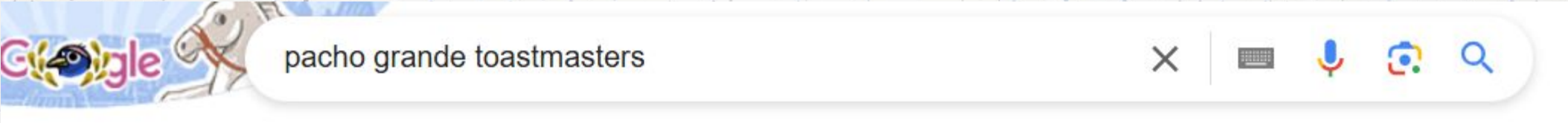
Other Reports

[MARSHALL reports](#): provides more individualized reports by member, club, area, division, or district; reports include Member Education Awards, DCP History, Club Education History, Award Types;



Other Reports

[PACHO GRANDE](#) – also called LEO board; provides overview of all District clubs at a glance;



District: District 107												
3			2		1	0						
1%			4.3%		19.3%	75.2%						
3	2	2	2	2	1	1	1	1	1	1	1	1
+11	+26	+9	+4	+2	+30	+13	+13	+12	+12	+11	+11	
Douro Toastmasters Club	Nova Madrid Toastmasters	Young Entrepreneurs Toastmasters Club	Viana Toastmasters	Leiria Toastmasters Club	Toastmasters Malaga	Toastmasters Sevilla	Valencia Toastmasters	Amazon Spain	Lisbon Toastmasters Club	PM Portugal Toastmasters	Achievers Club	
Douro Toastmasters Club Club Number: 07472207 Area: 02 Division: C District: 107 Membership Base: 27 Membership Required: 20 Membership To Date: 31 Current DCP Goals: 3 YTD membership retention: 87% LEO says: Two more DCP points till Distinguished Club! Current Status: 1 0 0 0 0 1 3 4 0 7/0 0					1	1	1	1	1	1	1	0
				+3	+3	+1	0	-2	-3	-3	+31	
				Club Toastmasters Madrid (Spain)	Business Speakers Toastmasters Club	Almada Communication Leaders	Sagrada Familia Toastmasters Club	Vitoria-Gasteiz Toastmasters	Madrid Rocks	Axians Toastmasters	Excelencia Toastmasters	
				0	0	0	0	0	0	0	0	0
+26	+22	+18	+16	+15	+15	+13	+12	+11	+11	+10	+9	
	Madrid	Barcelona	Mallorca Wordsmiths		La Salle Campus		Banco Montepio	Invicta	Clube		Oporto	

Now you are ready!!!





Up-to-date information about clubs!

Club Growth Director, Izidro Sousa

This is the number

100

This is the number

92

+9%

Net Growth

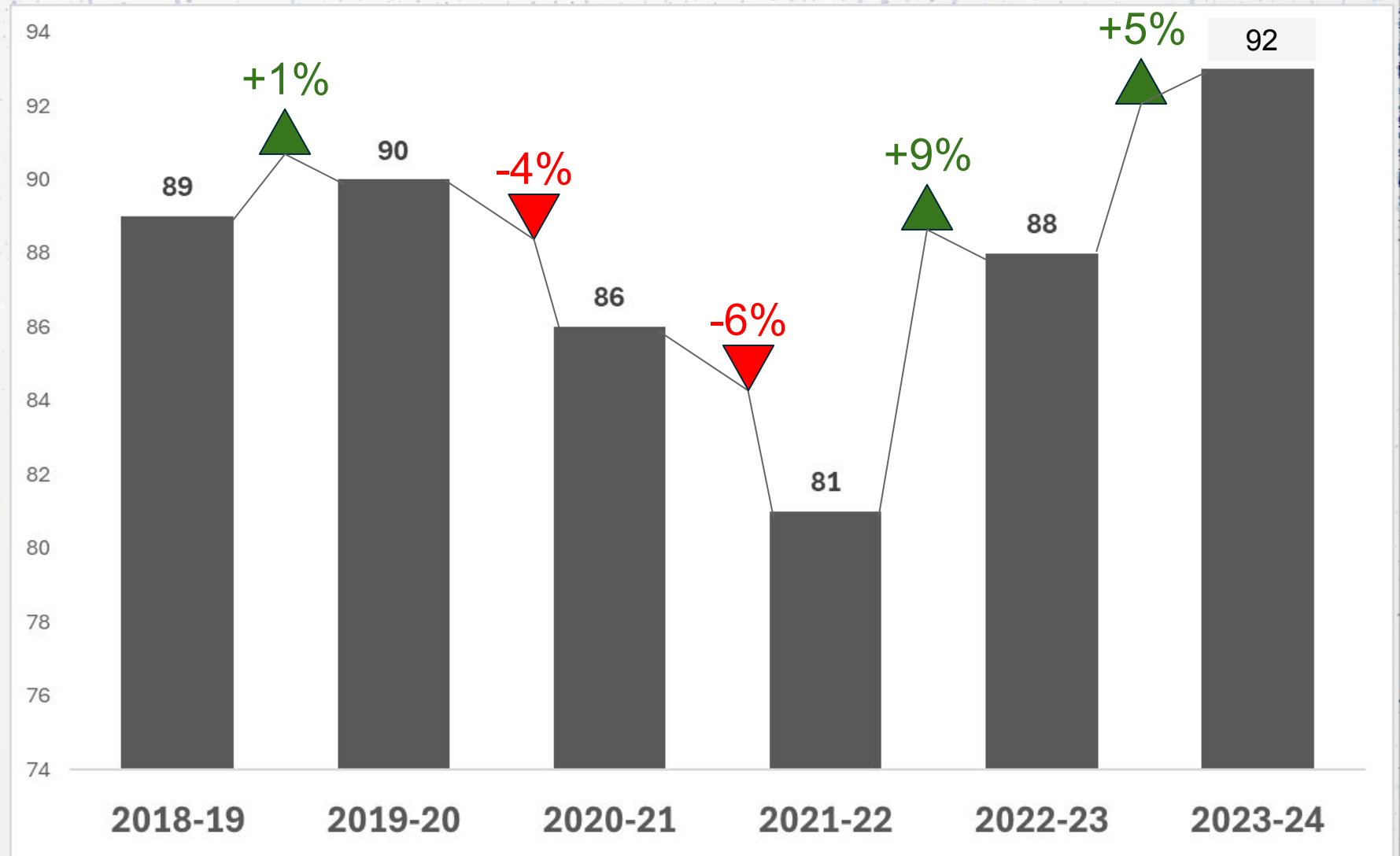
100

District Mission

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

Is it Achievable?

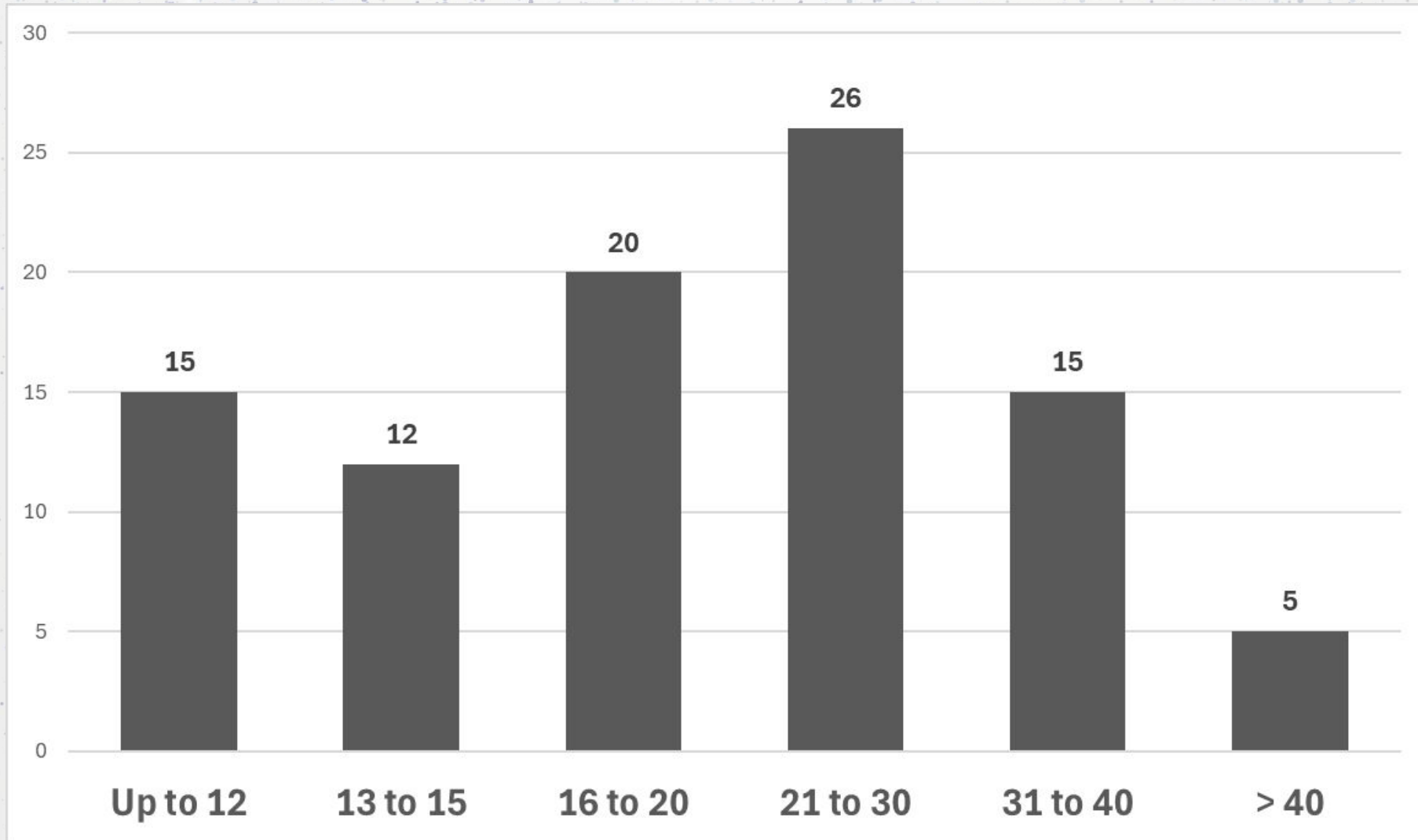
Is it Achievable?



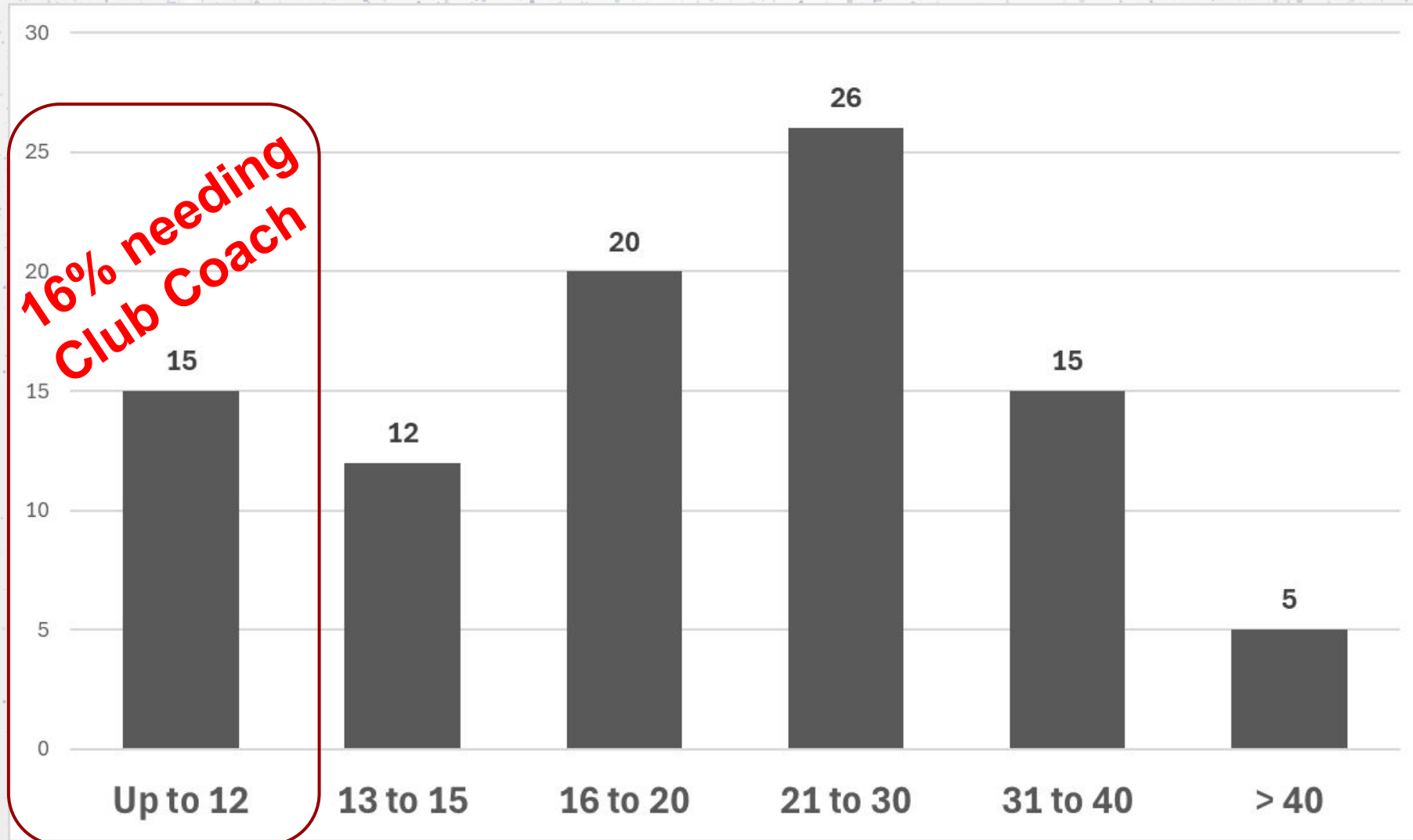
- **Recent growth trend**
- Leads
- Prospective clubs
- Committed DivD and ADs

About our clubs...

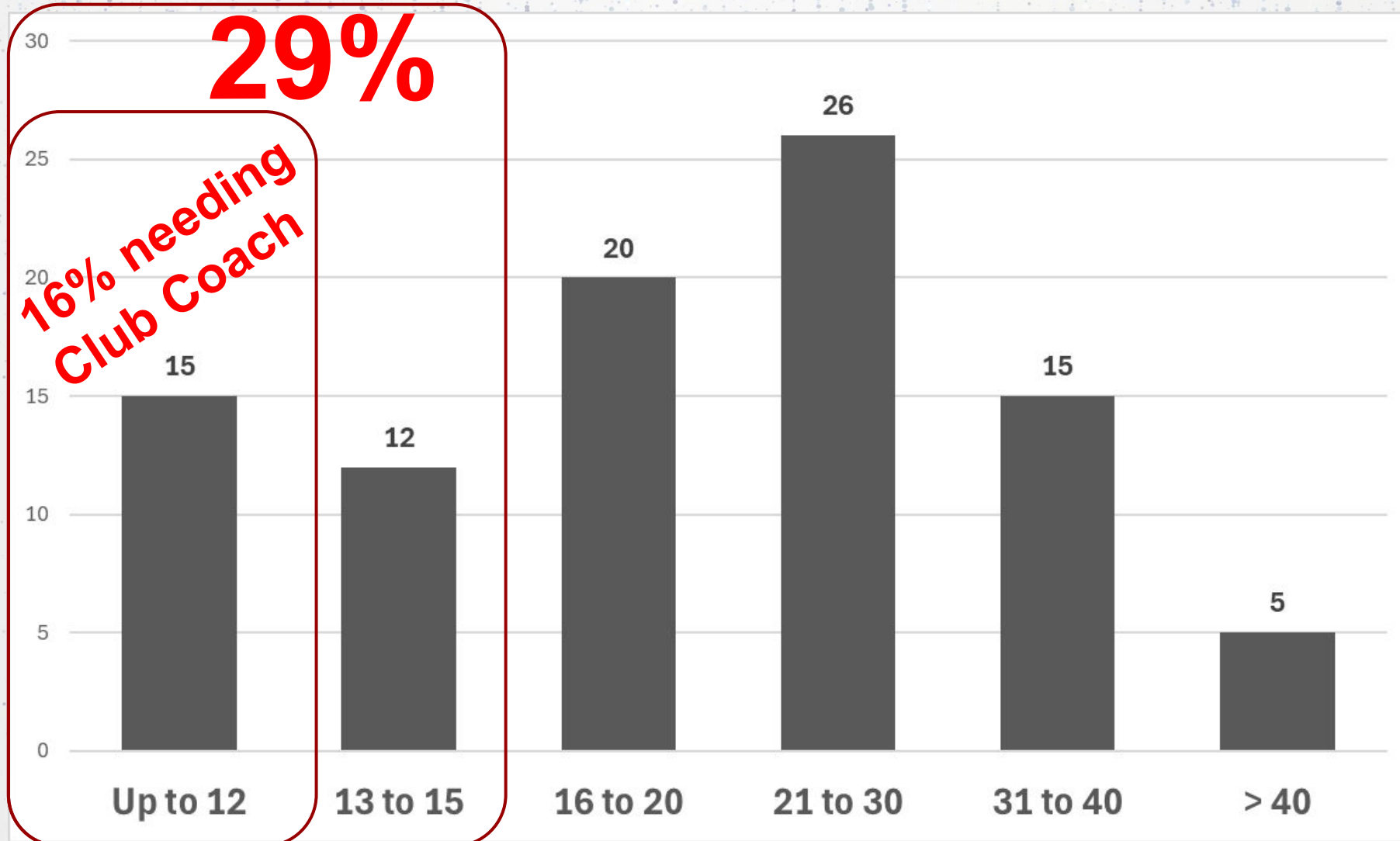
About our clubs...



About our clubs...



About our clubs...



Less than 12 members

Division	Area	Club	Members
A	A2	Airbus Speakers Getafe	8
A	A4	Ingram Micro Santander	9
B	B3	Mediterranea TM	10
C	C3	Cantanhede Toastmasters Club	11
C	C3	Figueira da Foz Toastmasters Club	10
C	C4	Porto De Mos Toastmasters Club	8
D	D1	Axians Toastmasters	9
D	D3	RioSado	8
F	F1	Gibraltar Speakers Toastmasters Club	10
F	F2	Toastmasters Granada	10
F	F3	Alicante Speakers Club	12
G	G1	ALC El Jadida Toastmasters	8
G	G1	JESA Institute Toastmasters Club	8
G	G2	Marrakech Orators Toastmasters Club	10
G	G3	Agadir Toastmasters Club	10

13 to 15 members

Division	Area	Club	Members
A	A1	Ericsson Madrid R&D	13
A	A1	Madrid Rocks	13
A	A3	Toastmasters Burgos	15
A	A4	Sardinero	14
C	C1	Famalicao Toastmasters Club	13
C	C4	Torres Novas Toastmasters Club	14
D	D3	Portimao Toastmasters Club	14
E	E2	Cisco Portugal Toastmasters Club	14
E	E3	Cabo Verde Toastmasters Speakers	14
E	E3	TAGUSPARK Toastmasters Club	14
F	F2	Toastmasters Cordoba	13
F	F3	Alicante Speakers Club	14
G	G3	Tunis Toastmasters	13

Leads

More than **30** leads from:

- Algeria
- Morocco
- Portugal
- Spain and
- Tunisia

Prospective clubs

	Division	Area	Club
01	A	??	Sao Paulo, Spain Prospective Club
02	B	??	Cala de Bou Spain Pros Club (Ibiza)
03	C	??	Agueda Portugal Pros Club
04	C	??	Fatima Speakers Toastmasters Club
05	D	??	Lisbon Portugal Pros Club - McKinsey Lisbon Site 1
06	D	??	Lisbon Portugal Pros Club - McKinsey Lisbon Site 2
07	D	??	GALP (submitted the application this week)
08	F	??	Malaga Spain Toastmasters Club
09	F	??	Malaga Spain Pros Club (Entrepreneurs)
10	F	??	Costa del Soul Speakers Toastmasters Club
11	G	??	Safi Morocco Pros Club
12	G	??	El Jadida Morocco Pros Club

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

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

While...

We **Lead**, **Inspire**, and **Transform...**
one club at a time



Bob Corby

He hasn't **Led** me,
I don't know if he has

Transformed me.

But he has **Inspired** me!

Bob Corby



Thank you



What's in your treasure?

Finance Manager, Autumn Lynn Casuto



Brainstorm & Sharing on how money will be spent



Other topics & Q&A

Can members of clubs that were created less than one year before a speech contest be contestants?

**Can members of prospective clubs
be contestants in speech contests?**

How much is the total budget for our District in 2024-2025?

**What do clubs have to do to receive
a free set of club officer pins?**

What are the contestants' eligibility criteria for the International Speech Contest?

How many clubs does the District need to create to become Smedley Distinguished?



Wrap up and what's next!



District Officer Training- Day 2

Hybrid / Santander – 8 September 2024



Welcome

Program Quality Director, Norberto Amaral



**Do the people you know
know Toastmasters?**

Public Relations Manager, Silvia Villas

**Do the people you know
know Toastmasters?**

I am sure they know!!

But...

**What do the people you know
know about Toastmasters?**

**Your Passion?
How much fun you have?
How did it help you?**

**What do the people you know
respond when they get to know about
Toastmasters?**

What is exactly Toastmasters?

Or...

Ooooh!!!!
You belong to a
Toastmasters club?
Great!!!!

**How to make the people you know
respond:**

**Ooooh!!!!
You belong to a
Toastmasters club?
Great!!!!**

What Is Public Relations?

Good public relations (PR) is the practice of creating, promoting and maintaining a favorable image of an institution among its various audiences through the use of a variety of communication channels and tools.

What Is Public Relations?

PR is based on building relationships and generating goodwill, which leads to credibility.

If a newspaper article mentions Toastmasters training as a great way to enhance one's career, that article carries more credibility than if Toastmasters International had an advertisement on that same page.

The result of a good PR program is free publicity.

Identify the Target Audience

Securing media coverage is an essential function of public relations. Be sure to define your target audience before approaching the media in order to ensure that your messages are well received.

Social Media

Anyone on the web can start a blog, everyone has the opportunity to be a journalist. In fact, some of the top bloggers are trusted news sources by mainstream media. It is important to recognize bloggers as an asset and build relationships with them. Reaching out to bloggers, like journalists, can yield credible coverage.

Creating a Media List

Learn about the editor, journalist or producer you are targeting. You might find his or her Twitter, Facebook, or LinkedIn profile, and maybe even a personal blog or YouTube channel. Review all these sources to confirm if this person really is the right person to pitch your news story to.

Creating a Media List

Editors, producers and journalists are looking for stories of interest to their audience. They are not interested in simply promoting your club, district, contest or event. The key is to be absolutely certain of your facts. Also, you should have all the information they need so they can tell the full story.

Broadcast Media

- Local angle to network shows, movies or circulating news stories.
- People stories.
- Free advice.

Special Events

Invite the public to a Speech Contest or host an “open house” offering speakers and a demonstration meeting.

Present an annual comedy night featuring sketches or humorous speeches, with comic prizes for the winning entry.

Give a talk on effective PowerPoint presentations to members of an engineering society.

Special Events

Offer a free half-day workshop on effective public speaking.

Universities and Community Colleges. Try to participate in communication related campus events.

An ad in a chamber of commerce newsletter or a presentation by a Toastmaster at one of its meetings.

But...

Everything and more, much more, is here:

<https://toastmasterscdn.azureedge.net/medias/files/department-documents/marketing-documents/1140-let-the-world-know.pdf>

<https://www.toastmasters.org/leadership-central/district-leader-tools/training/club-officer-training-materials>

So that...

**We can help others find the
wonderful life hidden in a
Toastmaster membership!**

And say:

**«Ooooh!!!!
You belong to a Toastmasters
club? Great!!!!»**



Keeping Members: It's Not Just About Offering Free Drinks

Hicham Benzekri

KEEPING MEMBERS: IT'S NOT JUST ABOUT OFFERING FREE DRINKS

Hicham Benzekri
Toastmasters Malaga

¿Who am I?

- Dedicated member of the Toastmasters Malaga club
- Officer in the club for 5 years
- Immediate past president
- Entrepreneur and personal development enthusiast

3 GROUPS OF MEMBERS

Highly Engaged Members

Highly committed, regularly participate, and contribute significantly.

Goal-Oriented Members

Attend with specific objectives, participate continuously or intermittently, present speeches and take on roles as needed.

Casual Members

Join after a positive initial experience but may lack deeper commitment or regular participation, and might even end up never participating

KEEPING MEMBERS ENGAGED

1

**FORMAL
ORGANIZATION**

2

**HUMOR AND ENJOYABLE
ATMOSPHERE**

3

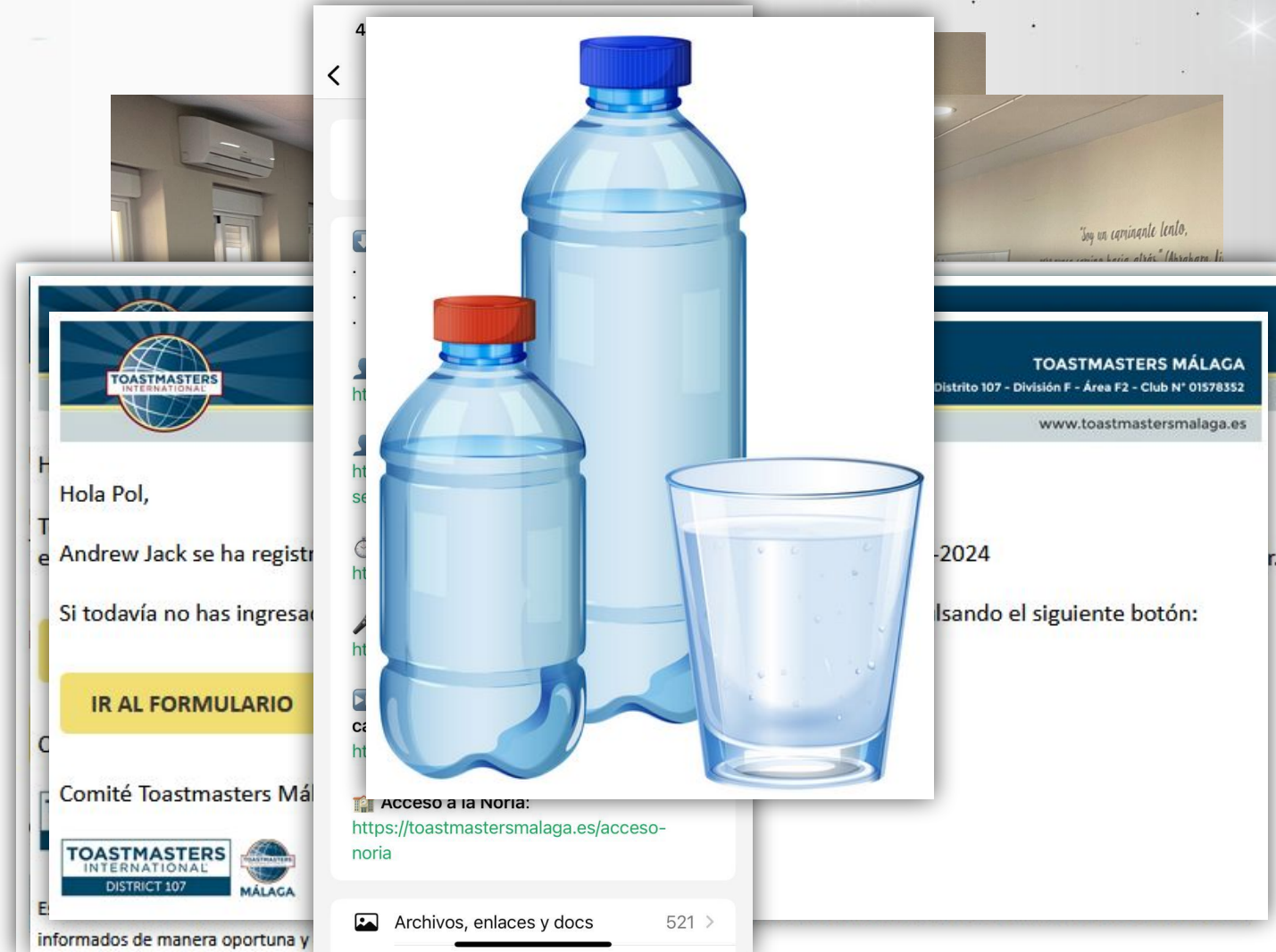
**SOCIAL EVENTS AND
ACTIVITIES**

4

**FOLLOWING UP ON
MEMBERS' RENEWAL**

1- FORMAL AND PROFESSIONAL ORGANIZATION OF THE SESSIONS

- Good club banner
- Refreshments
- Pre-Session Planning
- Minimize Disruptions
- Making things simple.
- Automated Communication



2- HUMOR AND ENJOYABLE ATMOSPHERE

- Maintaining a Positive and Relaxed Atmosphere
- Promoting Humorous Themes for Sessions
- Adding Debate Sections



3- SOCIAL MEETINGS AND ACTIVITIES

- Meeting after sessions
- Barbecue with talents contest.
- Hiking day
- Christmas Dinner with a 'Secret Santa' Twist
- Picnic with public speaking games



- Acknowledging members' milestones and achievements
- Organizing workshops



4- FOLLOWING UP ON MEMBERS' RENEWAL

Renual months: September – March

- The Treasurer sends weekly messages in the WhatsApp group to remind members about the renewal
- During the last week contacting by private message to remind them







Brainstorm & Sharing

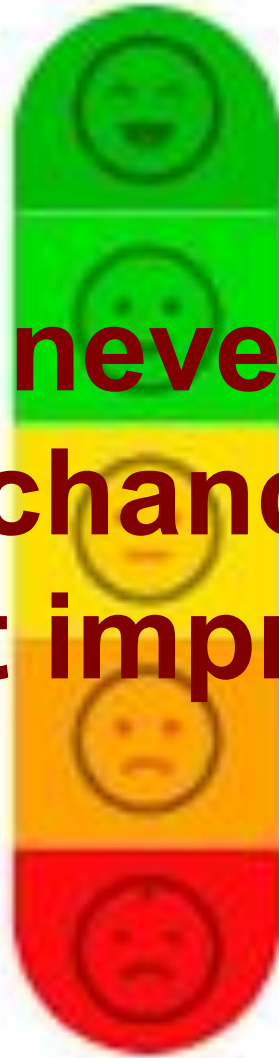


Moments of Truth will set you free!

Berta Cots



**You never get a
second chance to make
a first impression.**



Why Moments of Truth?

Action Plan

June-July: Kick-Off

08/09: Introduction to the DEC & Identification of Ambassadors (Division Directors? Ideas? Coffee Break to Norberto! 😊)

08/09: Sharing of the [Questionnaire](#) – Where are we?

14/10: MOT Webinar for District Clubs

October - December: trainings to clubs/advice if needed, connect with Ambassadors and/or Berta. Clubs to plan their first MoT Sessions.

Jan - Feb: MoT trainings possible during the COT sessions, online or in person, by the MoT Ambassadors

Jan - Feb: good timing for the MoT (half TM year to evaluate - half TM year still to go and apply learnings)

June the 30th: **51 clubs** at least having organized a yearly MoT session???

What do we need from you?

Find Ambassador/Division to:

- Promote MoT Sessions in your Area/Division
- Help clubs who need it to organize it
- Ask for help in the MoT Team if needed

Promote MOT Sessions in your Area/Division

=> be ambassadors yourself!

Send questionnaire in your Divisions and Areas:

[Where are we?](#)



50€ in merchandising materials for the first two areas with 100% clubs having a MoT session



100€ in merchandising materials for the first division with 100% clubs having a MoT session

Thank you for your support! 😊



Coffee Break



Rules are the heart of the contest!

Parliamentarian, Mafalda Guimarães

Contests!!!!



Contests!!!!



[LINK TO THE RULEBOOK](#)

**SPEECH CONTEST
RULEBOOK**

JULY 1, 2024 TO JUNE 30, 2025



- Area and division directors are resources for club officers' speech contest questions!!
- Area and division directors should have a thorough understanding of speech contests!

Updates to the Rulebook



2. Districts (including Areas and Divisions) and Provisional Districts (including Areas and Divisions) may conduct up to three (3) additional English speech contests each year. The District Director recommends which contests are to be conducted. The recommendations are subject to the approval of the District Executive Committee at its first meeting of the program year.

Look for the black diamonds in the left margin for updates to the rulebook

Updates to the Rulebook



2. Districts (including Areas and Divisions) and Provisional Districts (including Areas and Divisions) may conduct up to three (3) additional English speech contests each year. The District Director recommends which contests are to be conducted. The recommendations are subject to the approval of the District Executive Committee at its first meeting of the program year.

Look for the black diamonds in the left margin for updates to the rulebook

BUT...

Types of Speech Contests

International Speech Contest

Evaluation Contest

Humorous Speech Contest

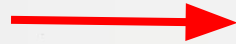
Table Topics Contest

Tall Tales Contest

Online Speech Contest

Video Speech Contest

NEW



Only for members of undistricted clubs
and for provisional districts

2024-2025 D107 Speech Contests

- International Speech Contest
- Portuguese Speech Contest
- Spanish Speech Contest
- French Speech Contest
- Evaluation Speech Contest in English

2024-2025 D1017 Speech Contest Logistics



Club Contests in person, or online, or hybrid (club choice)



Area, Division and District in Person

New Rules

- ◆ b) Non-English contests are optional and **must** be conducted using the rules of the corresponding English speech contest. If a non-English contest is conducted using the rules of the International Speech Contest, it must follow all rules, **including eligibility requirements.**

New Rules

- ◆ b) Non-English contests are optional and **must** be conducted using the rules of the corresponding English speech contest. If a non-English contest is conducted using the rules of the International Speech Contest, it must follow all rules, **including eligibility requirements.**

But what does this mean?

Eligibility Requirements

	Evaluation Speech Contest	International Speech Contest	Portuguese Speech Contest	Spanish Speech Contest	French Speech Contest
Contestants Eligibility Requirements	Standard	Standard plus complete Pathways Levels 1 and 2 or DTM (exception: charter members from a club chartered less than 1 year before the club contest, but the club must have officially chartered before the Area Contest)			
Judges Eligibility Requirements	<p>To be a chief judge, voting judge or tiebreaking judge at a Toastmasters speech contest, you must meet all eligibility requirements identified below.</p> <p>At a club contest, be a paid member.</p> <p>At an Area, Division, or District contest:</p> <ul style="list-style-type: none"> - Be a paid member for a minimum of six months. - Have completed a minimum of six speech projects in the Competent Communication manual or earned certificates of completion in Pathways Levels 1 and 2 of any path. 				

Note that candidates for **elected** District leader positions for the term beginning the subsequent July 1 **are ineligible** to compete at all levels and **are ineligible** to serve as a contest official or as a test speaker at the Area, Division, or District level.

Checking Eligibility

About

Education Programs

Membership

Resources

Magazine

Events

Shop

Overview

How to Renew

Start a Club

Leadership Central

Corporate Clubs 

Accredited Speaker

Governing Documents

Glossary, bylaws, policies, and more

Distinguished Performance Reports

View the dashboard for all clubs and Districts

Legal and Tax Compliance

See requirements for your country



Eligibility Assistant

Check membership status, and club status

Checking Eligibility

| ELIGIBILITY ASSISTANT

This tool allows club and district officers to check membership status, club status, and if a member is serving as a club or district officer. This information can be used when determining whether or not members are eligible to compete in speech contests and/or be a proxy.

Please note, club officers can only check the eligibility of members within their own clubs. The same restriction applies to district leaders. For example, an area director can only check members within their area, a division director can only check members within their division, and a district director can only check members within their district.

Search for a member

Member ID*

Last Name*

Check Myself

Search

Checking Eligibility

First Name	Last Name	Member ID
Mafalda	Guimarães	PN-07033345

Club Information

Club Name	Club ID	Current Positions	Membership Status	Last Payment Received	Renewal Cycle	Club Renewal Status	Club Renewal Status	As-of Date
Vale do Sousa Toastmasters Club	CB-28676297		Current	Jun-24-2024	April 2024	Complete	Complete	Jun-24-2024
Figueira da Foz Toastmasters Club	CB-05154996		Current	May-12-2024	April 2024	Complete	Complete	May-12-2024
Invicta Toastmasters Club	CB-03743181		Current	Mar-07-2024	April 2024	Complete	Complete	Mar-07-2024
Invicta Toastmasters Club	CB-03743181		Past	Jul-22-2023	October 2023	Complete	Complete	Jul-31-2023

Note: This do not show if the member has level 1 and 2 on pathways or if he is a DTM or if he is applying for an elected position

New Rules

- F. All contestants will speak from the platform or area designated by the contest chair.
1. All contestants, the chief judge, voting judges, and the tiebreaking judge will be advised of the speaking area before the contest begins.
 - ◆ 2. A lectern/podium will be available. However, use of the lectern/podium is optional. (Exception: for the Online Speech Contest, any speaking participants are responsible for the equipment they will use.)
 - ◆ 3. If amplification is necessary, a lectern/podium fixed-mounted microphone and a portable microphone must be made available. (Exception: for the Online Speech Contest, any speaking participants are responsible for the equipment they will use.)
 - ◆ 4. All equipment must be available for contestants to practice with prior to the contest. Contestants are responsible for arranging their preferred setup of the lectern/podium microphone and other equipment in a quiet manner before being introduced. (Exception: for the Online Speech Contest, any speaking participants are responsible for the equipment they will use.)

New Rules

7. Protests and Disqualifications

- ◆ A. Protests are limited to eligibility, originality, and reference to another contestant or another contestant's speech and must only be lodged by voting judges and/or contestants. Any protest must be lodged with the chief judge and/or contest chair prior to the contest being adjourned.
- B. The chief judge, contest chair, voting judges, and contestants must not consider protests from audience members.
- C. Before a contestant can be disqualified on the basis of originality, or for referencing another contestant's speech, the contestant must be given an opportunity to respond to the voting judges. A majority of the voting judges must concur in the decision to disqualify.
- D. The contest chair can disqualify a contestant on the basis of eligibility.
- E. All decisions of the voting judges, and qualifying judges are final.

Other Important Rules

- Contestants may only be **nominated at club level!**
- Area, Division, and District contests **must be held** even if there is only ONE contestant (the contestant must be disqualified if they do not meet the timing, originality and eligibility requirements)

Other Important Rules

During the Contest

1. Open the contest with a brief introduction. Inform the audience:
 - ▶ The rules have been reviewed with the chief judge and contestants.
 - ▶ The contestants have been informed of the location of the timing lights.
 - ▶ The taking of photographs during the speeches is not permitted.
 - ▶ Each contestant selects their own speech topics. Some of the content may be personal in nature and contain language, ideas, or beliefs that some audiences may consider sensitive.
 - ▶ If conducting an Online Speech Contest, include the Online Speech Contest Statement in the contest introduction if it is not posted in writing.
- ◆ 2. Introduce each contest speaker. Do not make preliminary remarks about any speaker or the subject of their speech, or mention the name or location of the speaker's club or place of residence. Introduce each contestant slowly and clearly. Provide confirmation that audiovisual equipment is functional as described in the rules.

Contest Officials (all paid Toastmasters)

Contest Officials	Club	Area	Division	District
Contest Chair	1	1	1	1
Contest Toastmaster	Optional	Optional	Optional	Optional
Chief Judge	1	1	1	1
Judges	5 (unless impractical)	equal number of voting judges from each club in the area or 5 minimum	Equal number of voting judges from each area in the division or min 7 *	Equal number of voting judges from each division in the District or min 7 *
Tie Breaking Judge	1	1	1	1
Ballot Counters	2 (unless impractical)	2	2	3
Timer	2 (unless impractical)	2	2	2
Test Speaker for Evaluation Contest	1	1	1	1
Sgt at Arms	1	1	1	1

* The Chief Judge, Voting Judge or tiebreaking judge **must not be a member of any club in which a contestant is a member**

Contest officials **must not** serve in more than 1 role for the same contest at the Area (when practical), Division and District

Train people to be judges!!



SPEECH CONTEST
JUDGES TRAINING

TOASTMASTERS
INTERNATIONAL

Questions!!!



Hey, wanna be a DTM?

Administration Manager, Hanane Bourehiyi



DISTINGUISHED TOASTMASTERS AWARD



The Path to DTM

Pathways Program



<https://www.toastmasters.org/education/distinguished-toastmaster>



WHY?

-
- Personal Growth
 - Self - Confidence
 - Inspire Others
 - Opportunity to Serve Others
 - Expand Networks
 - Global Recognition



Tips to help you achieve DTM

- Commitment
- Track Your Progress
- Seek Guidance
- Speak Often
- Reach out to Toastmasters



Learning

Communication

Mentoring

Planning

Self Confidence

Adaptability

Feedback

Teamwork

Achievement

Support

Accomplishment

Vision

Resilience

Service

Growth




Beyond the DTM



- Challenge Yourself
- Continued Growth
- Future Opportunities

Get another **DTM**,
finish another
PATH, it's UP to
YOU!



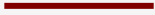
WHAT'S NEXT?



Successful succession planning, who's next?

Immediate Past District Director, Vera Margarida Cunha













Q&A

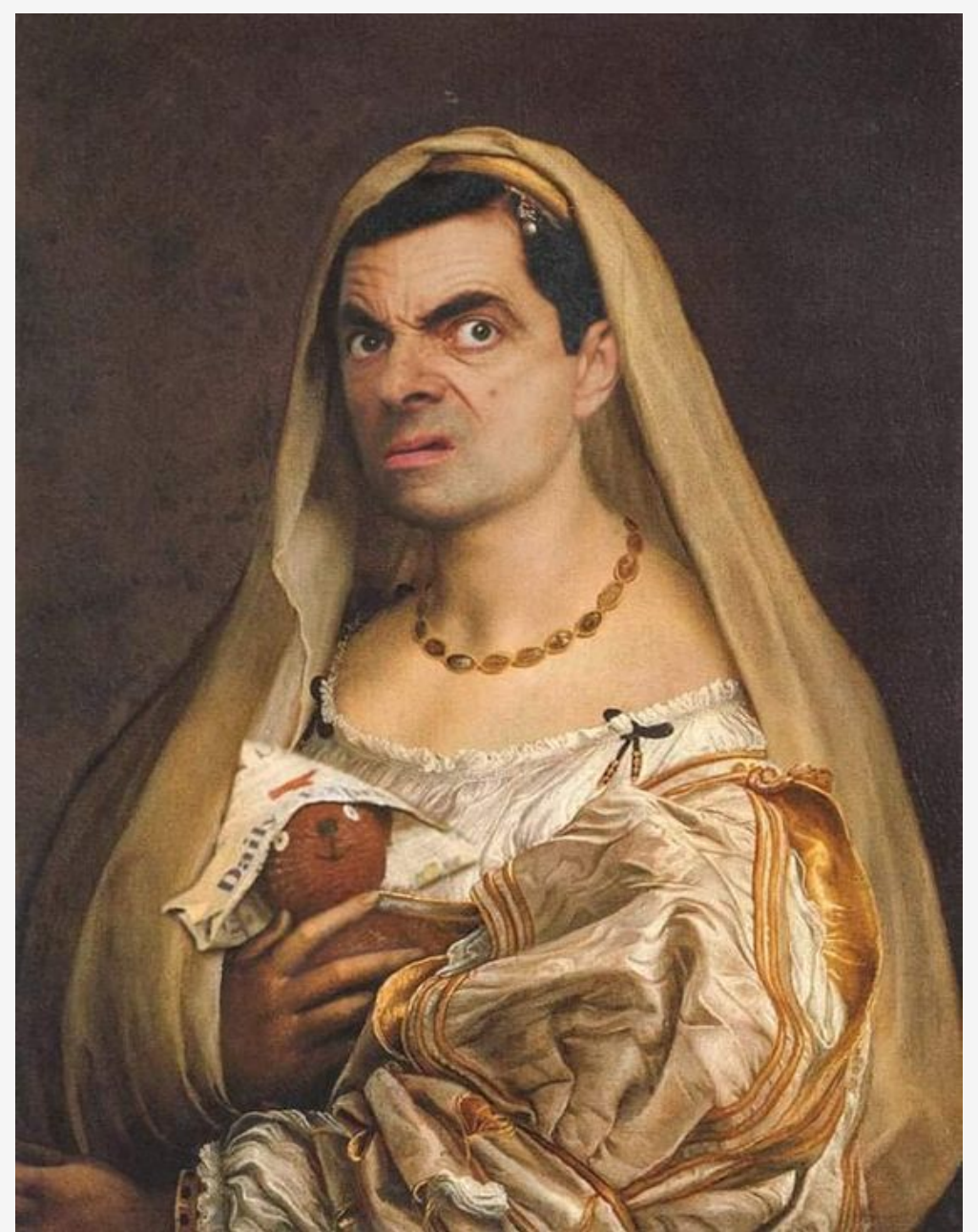
1. WHAT MAKES A GOOD LEADER?



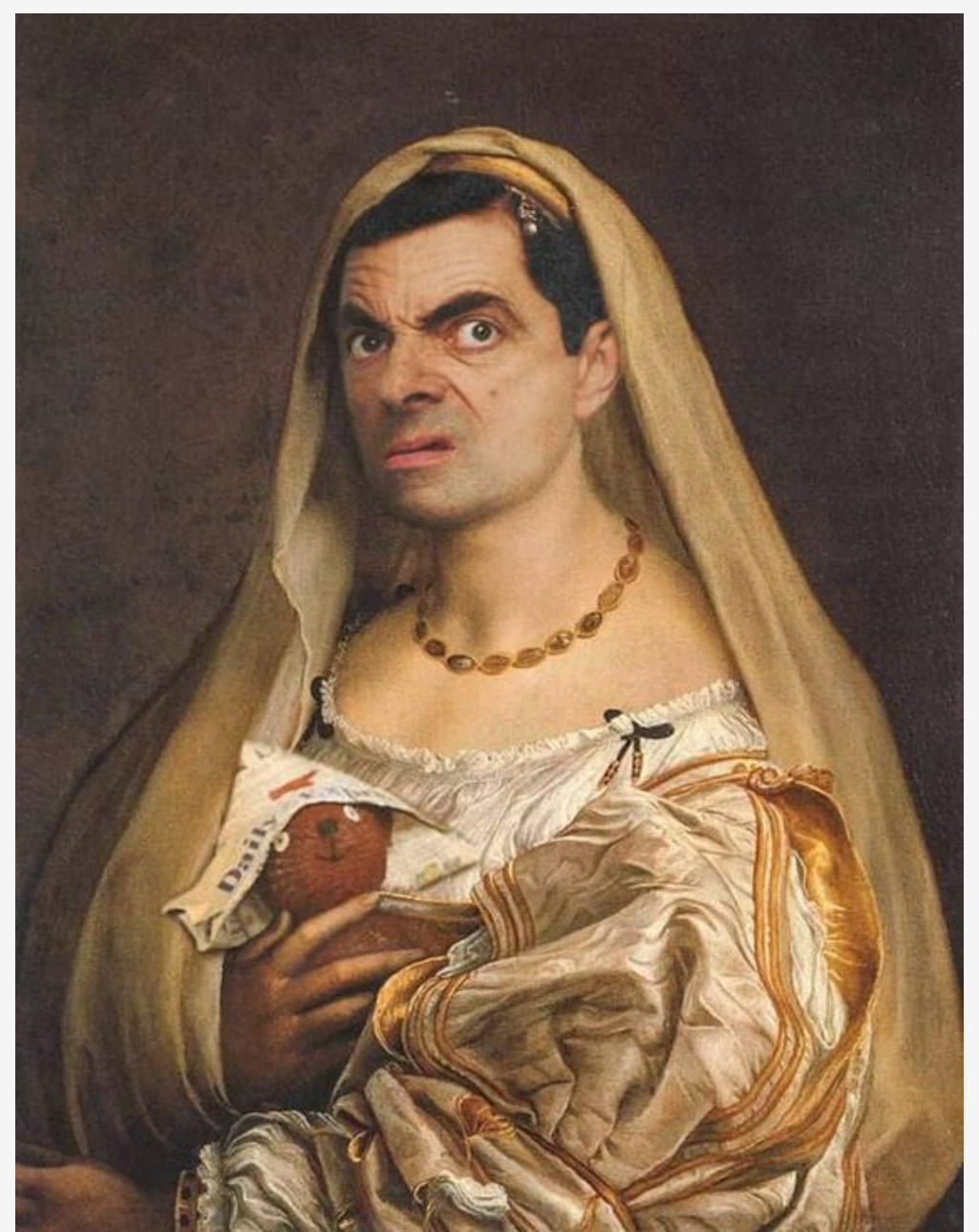
1. WHAT MAKES A GOOD LEADER IN TOASTMASTERS?



2. HOW CAN WE INSPIRE PEOPLE TO BECOME LEADERS?



**2. HOW CAN WE
INSPIRE PEOPLE
TO BECOME
TOASTMASTERS
LEADERS ?**





3. WHAT CAN WE
ACTIVELY DO TO HELP
FINDING THE NEXT
GENERATION OF
TOASTMASTERS LEADERS?

Being a LEADER is...

Being a LEADER is...

WON

Being a LEADER is...

WON

DER

Being a LEADER is...

WON

DER

FUL

Being a LEADER is...

WONDERFUL

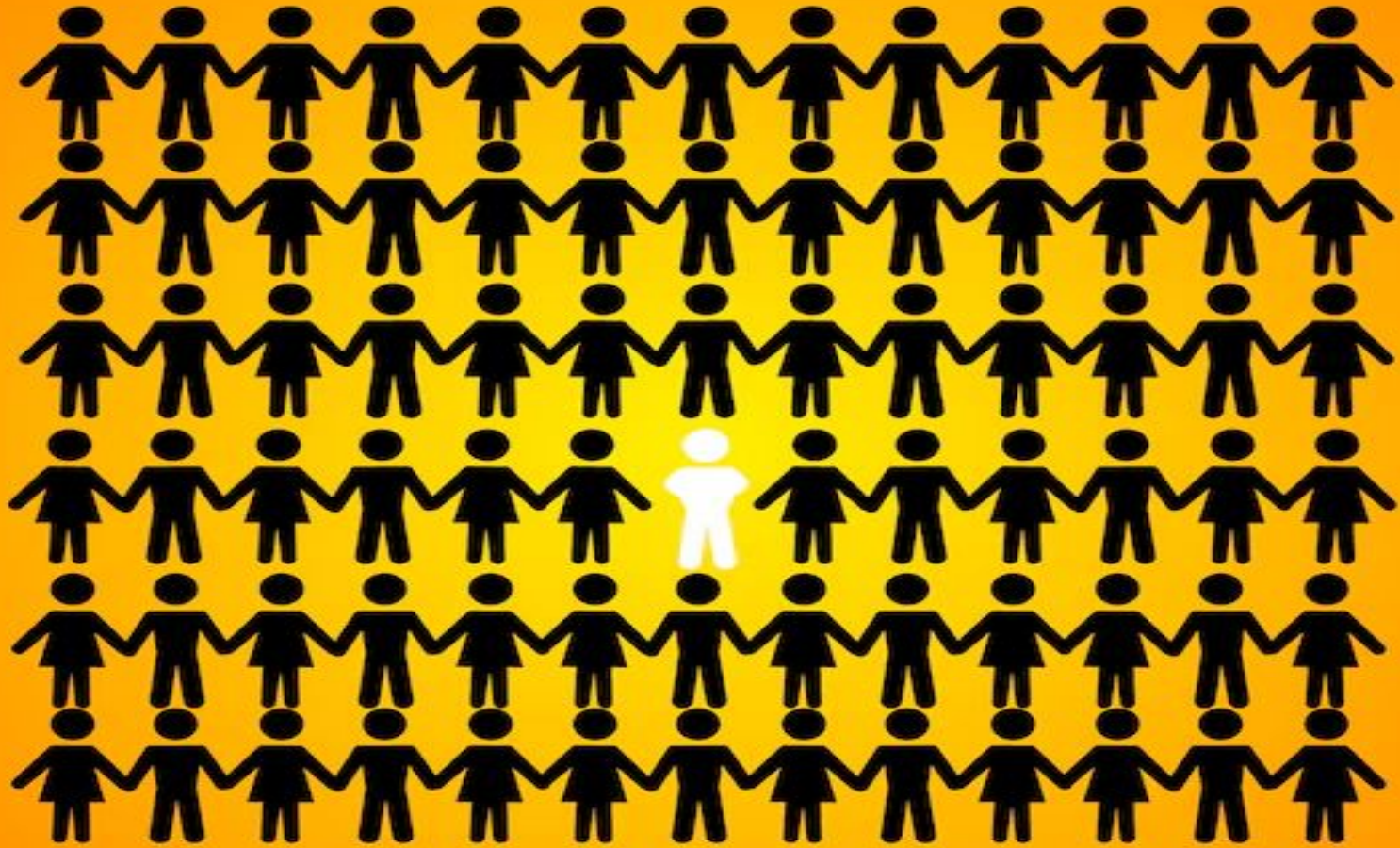
**ARE WE
TOGETHER?**





**The big WHY, the biggest
call to ACTION!**

District Director, Claudia Villarreal



MAKE THE DIFFERENCE

Care to Share!



When you truly love life and people,
you start a ripple effect that changes the life of
another, who in turn changes the life of another ...



Be the Spark; Pledge to Bring a Guest



Join Toastmasters around the world making the Plus One Pledge—a commitment to bring at least one guest to a club meeting by the end of December!

By working together to share the benefits of the club experience, we continue to uphold the vision of our founder, Ralph C. Smedley, inspiring more people to become confident communicators.



1. Pledge to bring a guest!

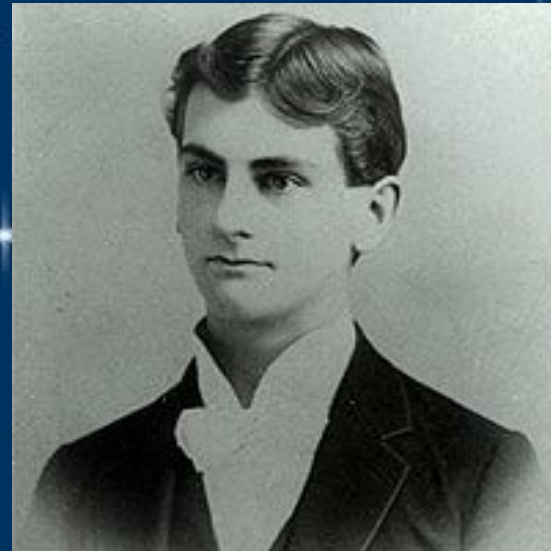


2. Pledge to build a club!

3. Pledge to lift a member!

(Encourage a member to become a club officer,
district officer, club coach or mentor)

To Smedley and Beyond!
Let's reach for the stars to achieve
Smedley Distinguished District
once again!



Leadership is not communicating what we need. Leadership is communicating what we can contribute.

Simon Sinek





LEAD with Heart

INSPIRE with Purpose

TRANSFORM with Impact





"A goal without a plan is just a wish"
Antoine de Saint-Exupéry



GOOOO TEAM!



Other topics and Q&A

What is our objective for the number of clubs to carry out a Moments of Truth session?

When is the deadline to submit applications for District Leadership?

How many members does a club have to have to be assigned a coach?

How do the changes in the Speech Contest rulebook get noticed?

How many areas and how many divisions does our District have?

What is our motto?



Wrap-up and what's next



Certificates for this Training



Guess where the next DOT will be!

Tunis, Tunisia

8 and 9 February, 2025

