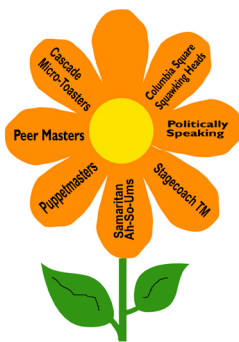


Welcome Cascade Micro-Toasters!

Cover Story - Page 6

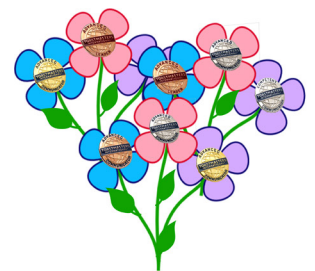
NEW CLUBS



NEW MEMBERS



EDUCATIONAL ACHIEVEMENTS





EDITORIAL

Shamrocks R Us

by Phyllis A. Harmon, DTM
Editor/Publisher

March is the month when sap quckens and slumberng plants spring to life, people emerge from ther homes to soak up the first rays of sun, and Irish traditions bring us green beer and shamrocks.

The Irish clover or seamróg has been a symbol of Ireland since Patrick reportedly played havoc with the local snakes and introduced Christianity to the island. Shamrocks (or clover for your gardenng purists) are common trifolios, which means they have three leaves not four—even on the Emerald Isle. Four-leaf clovers are an anomoly, and finding one supposedly gives the finder the luck of the Irish—whatever that happens to be. (Seems to me that the historical Irish could have used a bit more luck—what with English invasions, potatoe famines, and transports of their populatons off-island durng the land grabs. Tough luck indeed!)

Why am I fixated on the common shamrock durng the month of leprechauns and green beer you ask? Because of its tenacious nature and refusal to gve up! It can endure seemingly insurmountable challenges in it's stubborn determination to live and thrive. Through droughts, substandard soil and ravenous goat appetites (as one pundit quipped), it is a tenacious survivor.

I think we can learn a lot from the humble shamrock. It's our spirit of community that keeps us going. We are tenacious in holdng on when our club members are less than engaged. We have a stubborn will to reach our goals, not only for ourselves but as an example to our fellow members.

And further more, we recognize that we too, like Patrick of Irish fame, have subdued our personal snakes, and stand tall in our conviction that we have made the world a better place.

I invite you to check out your nearest field of shamrocks. Search for a four-leaf anomaly or two if you must! And while you are crawling around, breathing in the aroma of green growing plants and the hint of rain in the air, gettng your hands and knees stained wth crushed vegetation, think about that frosty cold, green beer waiting for you at home and your luck in being part of your Toastmasters family! Sláinte!



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TOASTMASTERS
INTERNATIONAL

STATE OF OREGON
PROCLAMATION
OFFICE OF THE GOVERNOR

- WHEREAS:** Toastmasters International is a leader in effective oral communication and leadership development for all persons; and
- WHEREAS:** The ability to speak clearly and effectively is a powerful and important skill that can help overcome barriers to effective performance in virtually every endeavor and line of work, both nationally and internationally; and
- WHEREAS:** By helping people develop essential communication skills, Toastmasters International performs a valuable service for its members and those who hear the message of opportunity, initiative, and good fellowship; and
- WHEREAS:** After more than nine decades of outstanding achievement, Toastmasters International has grown to over 15,900 clubs in 142 countries, with more than 345,000 members worldwide and over 160 clubs in the State of Oregon.

NOW,

THEREFORE: I, Kate Brown, Governor of the State of Oregon, hereby proclaim **March 2017** to be

TOASTMASTERS MONTH

in Oregon and encourage all Oregonians to join in this observance.

IN WITNESS WHEREOF, I hereunto set my hand and cause the Great Seal of the State of Oregon to be affixed. Done at the Capitol in the City of Salem in the State of Oregon on this day, February 24, 2017.



Kate Brown

Kate Brown, Governor

Dennis Richardson

Dennis Richardson, Secretary of State

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Welcome Cascade Micro-Tech!

Interview with Kevin Peterson, Club Sponsor
by Phyllis Harmon, DTM



Please extend a warm welcome to newly chartered Cascade Micro-Toasters!

Cascade Micro-Toasters journey to charter began over a year ago when Kevin Peterson joined Cascade Microtech in Beaverton, Oregon. Part of the hiring process included a personal PowerPoint. Kevin's blew them away! When asked how he was able to put together such an engaging, funny, and memorable presentation, he shared that he was a former Toastmaster.

Kevin is an interesting guy. He labels himself as a middle-aged guy with three children and two grandchildren. He shared that he was a high school dropout and has been married to his high school sweetheart, Nancy, since 1980. After several years of working in dead-end jobs, he went back to school and finished his high school diploma through Pierce College in Puyallup, Washington. He then earned his Bachelor's of Science in Electrical and Electronics Engineering from Central Washington University. Kevin calculated that it took him about 13 years to complete his formal education. When he graduated from college, he was hired by Intel. The company transferred him to the Portland area, where he spent the remainder of his nearly 23 years with them before retiring last year. He joined Cascade Microtech in August 2016 as a Factory Manager.

Kevin originally joined the then named Hillsboro Toastmasters Club (now Dawson Speakers) and earned his CTM (Competent Toastmaster) award in 2003. Peterson credits Toastmasters with honing his public speaking skills. He does a lot of public speaking with his church as well as with the non-profit, Northwest Outreaches, which he's run with wife Nancy since 2009. He says, "It makes it very nice to be able to speak clearly, concisely and on the fly. Quite often you don't have time to prepare for whatever's coming at you."

The workforce at Cascade Microtech is very diverse, and Kevin credits Toastmasters with helping him communicate effectively with his

employees. He shared that one of the benefits

of being a Toastmaster

is learning to think about your audience rather than just how you present yourself. He says it's very important to be able to communicate his message and have it received appropriately so that the work gets done.

The company makes technology for testing computer chips. Kevin explained their product as a circuit with probes that are built into a device that touches computer chips. It says 'yup that's a good one, that's a bad one' for lots of large companies in the area. He said, "Our technology is fairly unique. The way we do it is totally unique in the industry. We are able to do things quickly and efficiently. It makes us very competitive and profitable. It's a wonderful company to work for." Not long ago, Cascade Microtech merged with a company in California, and Kevin says their workforce is now around 3,000 employees worldwide.

Bringing a Toastmasters club to Cascade Microtech was the brainchild of Pete Gheresus, Kevin's boss. He remembered Kevin's presentation, and he decided that they needed an in-house, Toastmasters-type program. Kevin says that the focus was to help people with their presentation skills, as well as foster a working environment where friendships and camaraderie could build across departments. The company wanted to bring people together and create a family or community. Pete is the club's champion, and Kevin has enjoyed helping him bring the club to life. The members are engineers, supervisors, managers, and Human Resources personnel.

The club's kickoff meeting occurred on February 15, 2017, and they chartered two weeks later. Kevin says that the kickoff meeting gave potential members an opportunity to see what a Toastmasters meeting looked like. He shared that the formalities of the typical meeting were new to most of his staff, but he's explained that

Left page- Kevin Peterson

the structure helps people consider that how they present themselves matters, what they are saying matters, and that the audience matters. He feels that when lectern etiquette becomes second nature, people will conduct themselves differently when they are presenters in the larger world, outside the club meeting.

Kevin says, “Meetings are friendly, open, and lively. People are excited. In the few weeks they’ve been meeting, people have been giving awesome speeches, others stepping up for the first time, and people are giving very decent feedback.” Some of his comments about feedback were, “I didn’t know I was doing that with my hands, I never realized I did that like that, or I never thought about that. . .” He went on to share, “the club is going to be really good for the company because we have to interact with a lot of people, and sometimes they are difficult to interact with. If we can control ourselves, and present ourselves in a very professional, friendly, and engaging way, it will be very good for our business as well as the interactions with each other in the building.”

When asked if he’d noticed the beginnings of a community forming, Kevin said, “I’m already beginning to see a difference. Someone will stop me in the hall and ask me questions about myself. Before they didn’t even know who I was. Somebody asked me where I’d lived in Montana, and we ended up in about a 30-minute discussion on Bozeman, Montana. I would never have had

that before. I would never have even exchanged a ‘Hi.’” He went on to say, “it’s good to see the other side of people. You see the professional side. Then they give their first speech about themselves, and Wow! Some of their stories. . .”

I asked Kevin what he was hoping would be the outcome of starting a club. “Camaraderie is a big piece of bringing Micro-Toasters to the company,” said Kevin. “I see that as a big hindrance in our society in general. We don’t talk to each other, we don’t share with each other. We only do those things we have to do to get to our next thing. With this, you’re kind of forced into that space where you have to share about yourself or have to present something. Then I have to get feedback and give feedback. It breaks down those walls. That’s a big piece of it.

It also gives people, who have English as their second language, or third, or fourth or fifteenth (for some people) that opportunity to speak out loud in a confident manner. Oftentimes when it’s not your core language, you’re quiet, you don’t speak much because you are afraid people won’t understand you. So this helps break down some of that as well. The rest of us have to learn to listen and engage.

We want people to be able to make presentations that are very articulate and very compelling, rather than “just the facts, ma’am” - to be more creative in their presentations, more creative in their overall approach to things. Now they have all this stuff in their arsenal, all these



Club mentor, Ginger Killion and members of Cascade Micro-Tech at a recent club meeting.

items, all these thoughts, all these processes about how to organize myself. But also things to keep in mind: how to winnow the speech down to three main points; how am I going to hook the audience; how will I end it so that they remember what I'm trying to say, and do that in the time I'm given."

"We give a lot of presentations to the head of the company," continued Kevin, "and there's two hours allotted for everybody to give presentations on what their part of the organization is doing, problems they've encountered, and how they plan to solve them next quarter. At the end of two hours, the meeting is over and some people don't get an opportunity to present. If everyone starts learning how to present well, then the meetings become very efficient and purposeful and entertaining. I'm hoping to get more of that where people are engaging and looking forward to giving their presentations."

When asked for some final thoughts, Kevin said, "Toastmasters has really been a good foundation for me over the years. It's done me very well. Like I said, I'm a high school dropout and was a manager of a very large corporation before I retired. Now I'm a manager in a smaller corporation, and I love this place. Toastmasters was a key piece of that. Just being confident that what I'm saying is going to be received well. Knowing that I can control the message, I can really present it in an engaging way, and be as creative as humanly possible. I love being creative. I really enjoy having the ability to bring that into the message even in a very stuffy, matter-of-fact engineering presentation. Being able to do it in a humorous way or in a way that really draws people - finding those key words or those key phrases that really stick in people's heads. I like to get inside people's heads and march around with my cleats, giving them something to think about. You can dictate all you want but you can actually change someone's thinking - and that goes a long way."

Kevin was asked to give advice to companies thinking about starting a Toastmasters club. "I think it's a great idea," he said. "It's very inexpensive for what you get. Send one person to a conference and you've paid for your entire group to go to Toastmasters for a year. It's very inexpensive but it's very effective, and it can be tailored to the individual and the direction they want to go in life rather than just a 'package.' It

really is the whole package. It's very easy for people to engage. To be as engaged or not as engaged as they're comfortable, as they're ready for, and what they're deciding to do. Whether it's leadership skills you need or speaking skills or just building some confidence or the camaraderie we already talked - it's very easily done in the Toastmasters process."

Cascade Microtech has planted the seeds of a Toastmasters community where members have the opportunity to get to know each other at a deeper level while growing their communication and leadership skills. Like all new clubs, experienced Toastmasters are guiding them and helping them develop a solid foundation on which success can be built. The club mentors are Ginger Killion, ACS, ALB, who has been guiding them for the past 4 weeks and Joe Anthony, ACG, ALB, who will be the second mentor beginning next week.

I asked Ginger to share her thoughts about the club. "Micro-Toasters is a vibrant and friendly group of people that come together as a team. Ice breakers have been ongoing for several weeks now as the group gets to know each other even better. Kevin is such a great organizer with his previous Toastmaster background. Joe Anthony will come on board this week as a second mentor. Toasters are bringing their manuals and seem very dedicated but also very fun loving. I enjoy this group very much."

Once again, welcome Cascade Micro-Toasters to the District 7 Toastmasters family. We salute you!



Kevin Peterson at his desk at Cascade Microtech



AS I SEE IT...

Cultivating Cohesive Clubs

by Leanna Lindquist, DTM—District Director

One of my favorite childhood memories is of my grandparent's vegetable garden. In the spring they tilled the soil and planted seeds. Lettuce, corn, squash, peas, beans, beets, broccoli, onions and cucumbers were on the list. All summer long they tended to their growing vegetables. Watering, weeding and fertilizing ensured an abundant crop. The vegetables ripened at their own rate. By fall all the vegetables were harvested and canned or frozen. The labors of the summer were enjoyed all winter.

Clubs, like gardens, require consistent care. If neglected, they will wither and die. When a club is nurtured the members grow and blossom.

The care and feeding of a club rests on the club officers. Officers who take the time to attend Toastmasters Leadership Institute or makeup training are better prepared to lead successful clubs. They receive the necessary tools to keep their clubs running smoothly. The Vice President Education encourages member's growth by helping them sign up for roles and speeches. The officers make sure the club is meeting the needs of all the members. And that the club maintains a healthy number of members.

It's not unusual during the growing season to have extended periods of gray skies and rain. During these times growth doesn't take place. Clubs can have similar experiences. That's when officers and members need to take a hard look at their club. Moments of Truth is the tool to get the job done. Adding some pizzazz to meetings may be what's needed to stimulate growth. New

Horizons Toastmasters is the go-to place for exciting meetings. Perhaps you have heard about their upcoming Debate: Dogs vs. Cats. They schedule theme meetings and spread the word. As of today they have 36 members and 8 goals. They are meeting their members' needs while having fun. People want to be part of a club like this. Dr. Ralph Smedley says "We learn best in moments of enjoyment."

Plants grow and stretch toward the sun. Members need their moments in the sun to stretch too. Stepping out of one's comfort zone and being successful, give members the confidence to stretch more. Clubs can help members grow by encouraging them to sign up for roles. Many people hesitate to step up as the Toastmaster or General Evaluator. Helping them to be successful in these roles is good for clubs.

What really makes a cohesive club? A club where members support one another, come every week, and make sure the club is OK. It's about being more than just a member. It's about being a family. Holding potlucks at members' homes and getting together before or after meetings help to build the bonds of friendship.

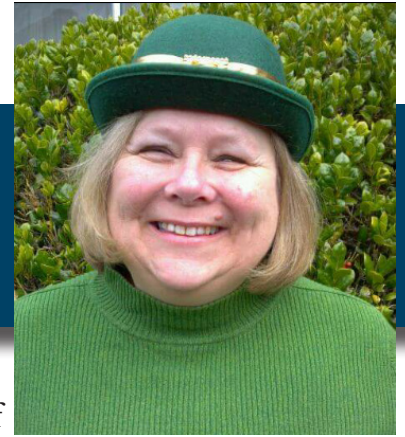
Superb gardens, like clubs, require nurturing. Both gardens and clubs wither and die when they are neglected. Take care to make sure members stretch towards the sun and grow. Consider conducting a Moments of Truth if your club stops growing. Retain your members by helping them stretch for the sun and grow.



FROM THE DESK

Luck . . . or is It Opportunity?

by Donna Stark, DTM—Program Quality Director



I've heard genealogists described as collectors of dead relatives. My sister is the genealogist in our family. Several years ago, she discovered that part of our "collection" came from Ireland. Having been someone that pretended to be Irish every March 17th, I was thrilled! Shepherd's Pie, Blarney stones (so much blarney!), four-leaf



clovers, the luck of the Irish . . . I was a part of it and it was a part of me.

Google defines luck as the success or failure apparently brought by chance rather than through one's own actions. Dictionary.com references a combination of circumstances and events. Early Roman philosopher Seneca is credited with saying, "Luck is where opportunity meets preparation."

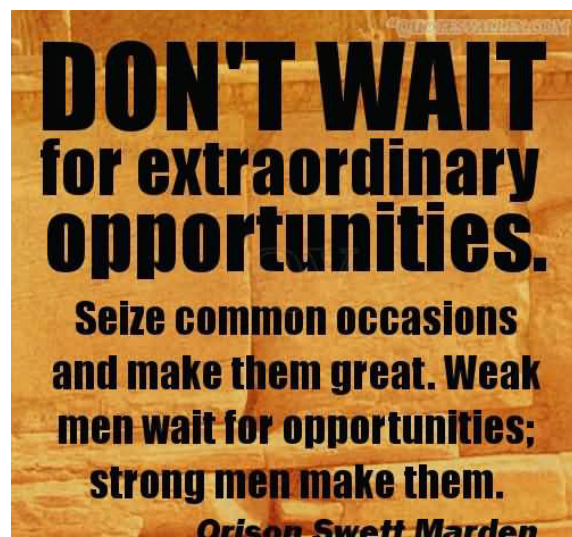
Do you know people who seem to have been born under a lucky star? Those for which everything seems to come easily? Perhaps a Toastmaster who seems to ace every new role they try, or makes every speech look effortless? They may indeed be lucky in the Google sense of the word. More likely they see every Toastmasters meeting as an opportunity and prepare themselves to take advantage of it!

At the beginning of this Toastmasters year, I took the pledge to Be Extraordinary (see pg. x in Voices). Three quarters of this Toastmasters

year have flown by! If I'm lucky, I'll finish a Competent Communicator manual, a Leadership Manual, and an Advanced Leader Bronze to fulfill my pledge and earn a Triple Crown award. If my club is lucky, we'll get the new members we need to fulfill the Distinguished Club Program membership goals. Or . . . I could strategically plan my participation in meetings by signing up for meeting roles and scheduling speeches. I could invite guests to club meetings. I could be prepared, and help my club be prepared. When that preparation meets opportunity, we won't have to count on luck!

We still have three months left in the Toastmaster year. What will you do to make the most of your Toastmasters opportunity? I challenge you to prepare yourself to fill those meeting roles, complete a project, a manual, or an educational award. Prepare yourself to be the Toastmaster you want to be. Help your club be prepared to be the Distinguished Club it can be!

And then there's The Boss. "When it comes to luck," says Bruce Springsteen, "you make your own." I will if you will! In the month of March, we're all honorary Irish. We're lucky we're





FROM THE DESK

Be a Firebrand for Growth

by John Rodke, DTM—Club Growth Director (and Dragon in Spirit)

Spring is here and growth is all around us. It has been a pleasure witnessing the growth of individual members as they bring their “A” game, and compete in the International and Evaluation Contests.

This growth has been echoed in our clubs as we expand by adding new members, renewing our membership dues, and receiving credit to track our growth as we perform roles, speeches, and contests. Dues are due by the end of this month! Time to help our Treasurers shine and get them submitted pronto! Remember folks, it is a meal and a drink for your imagination and motivation per month.

Take a minute and evaluate yourself. Are you embracing this season and GROWING? What is your WHY for being in Toastmasters? How can we help you embrace that WHY to improve your member experience and GROW?

I love Toastmasters! It enables me to be a dragon. Yes, you read that correctly, a dragon, breathing a fire of inspiration, hope, and purpose into my audience. Encouraging the members I seek out and interview, to find and speak to their “WHY”

Witnessing these awesome speakers and leaders take that fire and use it to melt away their fears, leading to invigorating explosions of confidence, is amazing! These moments of AWE, as they realize the power of their voice, is what drives my passion for our AWEsome organization.

We have amazing firebrands for growth who have been chartering clubs within our District.

A fiery welcome to the New Clubs joining our District with paperwork submitted:

- Columbia Square Squawking Heads
- Cascade Micro-Toasters
- Politically Speaking

We have 20+ other leads in progress.

Invigorating kickoff meetings, planning sessions, and speechcrafts to share the benefits of Toastmasters have been in full swing. Thank you to our inspiring volunteers! More leads are welcome! Send them to: cgd@d7toastmasters.org

Club Coaching is always in season. The opportunity to light a beacon fire within a club to help it thrive is a wonderful experience. Thank you to our awesome Coaches. Would you like to join our coaching team?

A big thank you to our Club Coach Coordinator: Allison Bennett, Club Extension Chair: Jack Standeven, and Membership Ambassador Jim Daniel for all the work they have been doing to help me help you GROW.

Pyrotechnic filled regards.



Mid-Year Review: Distinguished Club Program

Clubs with 10 Goals

Bootstrappers
Capital Toastmasters

Clubs with 9 Goals

Silicon Forest
Smooth Talkers
Sporty Speakers
Swan Island

Clubs with 8 Goals

Feedbackers
Milwaukie Talkies
New Horizons
Southern Oregon Speechmasters
Toastmasters for Speaking
Professionals
Spirit Trackers
Vancouver Toastmasters

Clubs with 7 Goals

Babble-On
Club Northwest
Grants Pass
Marylhurst
MIME Speaks
New Beginnings
Newberg
Portland Progressives
Professionally Speaking Siuslaw Tale
Spinners
Toast to US
Wallmasters
WE Toasted
West Beaverton

Clubs with 6 Goals

Banfield Barkers
Civil Tongues
Clark County
Downtown Lunchbunch (H Div)
Electric Toasters
Evergreen
Flying Toasters
Gorge Windbags
Rose City Toasters
Tualatin Valley
University of Oregon

Clubs with 5 Goals

Clackamas Stepping Stones
Encouraging Words
Fortunate 500
Hopemasters
Jefferson State
Noon Talkers
Toasting Excellence
University Toastmasters
Talk-In-Tel
Nano-Mated-Speakers
Downtown Lunchbunch

Documentation Changes People



JOURNEYS

Tom Cox – Professional Speaker!

by Brinn Hemmingson, ACG, CL

Tom got involved in Toastmasters because, after he decided to run for election as governor of the state of Oregon in 2002, he knew he needed to perfect his speaking. He said, “I’ve been speaking professionally since 1991, but I had not sought out structured coaching and assistance in the craft of speaking prior to 2002. Toastmasters made an enormous amount of difference for me.”

Although he did not win the race, Tom was singled out by Willamette Week as “the most forceful and articulate” of the three candidates in that race. He said, “I dominated each of the five debates I was invited to. Toastmasters gets credit for that, along with the 1:1 coaching I received from my campaign manager, Richard Burke.”

Tom was a founding member of both Liberty Talkers and Toastmasters for Speaking Professionals (TSP). He’s been Secretary, VPE, and president. Currently Tom is between clubs.

Tom said, “Toastmasters (TM) has done a great deal to help me as a professional speaker. It gives me a place to try out my new material before I take it to a paying audience. I have been able to test out many of my theories about leadership through the leadership roles I’ve held in Toastmasters. TM has also helped me become a much better listener. And, I met my wife at Toastmasters. I don’t think there is any single institution after college that has done as much as Toastmasters has, to help me grow and improve as a human being.”

“TM, in particular TSP, gave me a group of colleagues with whom I shared key interests and activities. They provided emotional and spiritual support to me as I shifted from being an engineering-minded analyst of the human condition, into a more heart-centered and integrated poet of the art and science of leadership. I deeply value that TM gave me a venue in which I could explore that transformation and get real-time feedback from



loving, caring peers.”

Tom said, “I believe each of us is on this planet for a reason, a purpose. I believe our purposes can only be achieved by developing ourselves. And if your purpose involves speaking, persuading, or leadership, you will find TM tailor-made to help you become the person you need to be, to achieve what you are here to achieve.”

Tom Cox is a consultant, author and speaker who coaches CEOs and business owners on how to get better results through more effective leadership. A graduate of the University of Chicago, Tom earned his four-year degree in psychology in just three years, with honors. Tom believes that Eudaimonism, the philosophy of human thriving, is humanity’s best hope for creating engaged and productive workplaces. Learn more about Tom at <https://tomonleadership.com>.



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Gary Schmidt

Distinguished Toastmaster

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Be Our Guest



WEDNESDAY
March 29, 2017
6:40—8 am

**Daylighters
Toastmasters**

**Cedar Hills Recreation
Center**
11640 SW Park Way
Portland, OR 97225
**(Corner of Cedar Hill Blvd
& Park Way)**

Gary Schmidt is the Director of Public and Government Affairs for Clackamas County. He previously worked for U.S. Senators Mark Hatfield and Gordon Smith. He has been a Toastmaster for 22 years. He served as the International President of Toastmasters International in 2009-2010.

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Cathey Armillas

TEDx Organizer, Speaker and Coach

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1st 75
registrations

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Sweaty palms. Racing heart. And a tribe of butterflies making a nice home in the pit of my stomach, typical symptoms of nervousness. Usually at this point, my cautious self would have stopped what I was doing and fled the scene. Unfortunately for me, that wasn't an option. All eyes were on me, ears straining to hear what I had to say. Like a soldier, my brain went to default and began to recite what I had practiced for weeks. I saw smiles as I talked. By the third paragraph, I felt at home in that unknown territory I had feared my whole life—being the center of attention.

Practice. Practice. Practice. If I have learned anything from competing in speech contests, that would definitely be it. I'm a huge procrastinator, so when it comes to doing anything I like to wing it. The coaches at Future Stars did not let me get away with it. I cannot stress how important that was.

At that moment when my body froze, my mind immediately recalled all the practice I had done. How I had toiled over those words, etching them into the very matter of my brain. Do I regret all the work I had put in, to the point

where I had gotten annoyed by hearing my own speech over and over? No. Because that is a part of the process of any skill you want to perfect. They do say that practice makes perfect.

What I didn't know was that after my speech the worst part was over. The rest of the event was actually enjoyable. It was relaxing. As a current officer I can only now see how much work the previous officers, coaches, and parents must have put into the contest for it to have looked seamless to me.

From food to speakers, venue, and so many details that are important for a contest to be held, it definitely needs so much effort to come together. Looking back I can appreciate all the work from the variety of foods to the very eloquent and equally entertaining MC Lou Radja.

I'd love to say that I walked out a completely changed person. But that is impossible. I can say however that I walked out proud of myself for facing a fear I had not even known I had. Here's to challenging one's self, one fear at a time.

Fariha Mohamed is a high school senior. She enjoys cooking, reading, and procrastinating. Currently she is the co-president of Future Stars Gavel Club.



Consider Cutting the "C" Word

by Allison Bennett, DTM



Evaluation and feedback can seem like a double-edged sword.

On the Positive side, there's:

Encouragement,
Empowerment
& Edification
which can
edge us eagerly toward
excellence

On the Other side, it can
feel like:

Condemnation, Criticism,
& Crippling
which can
unconsciously cut us to the
core

In the Toastmaster's family, evaluation and feedback are not meant to be critiques, criticism, condemnations, or even just plain pointing out what is wrong with the presentation. As I travel around to many different clubs, the ones that seem to thrive are those that create an atmosphere that invites:

- Playing with material to see what works.
- Trying new things. Roles. Ways of delivering.
- Laughing warmly at our own human errors, goofs, flops, "off" days.
- Wondering about different possibilities that will enhance presentations.

Members are not afraid of being criticized for their efforts. Whether it worked out well or . . . not so much.

The easiest way to create a sense of security for members to step out and risk is simply to strike the "C" words from our vocabulary

altogether. Practice other ways of delivering personal observations or imagining specific ideas for possible tweaks. You may be surprised how constructively creative your comments could become!



HATS OFF!
to Club Coach
Leanna Lindquist
and Club President
Eric Grigsby revital-
izing and reinventing
their Club!

Leanna and Eric visited a couple other thriving clubs to collect some new ideas. They looked at their own club's potential target market. Then came up with a new plan. They changed the Club's name, focus, and launched Tell Me a Story Toastmasters! They had 16 members and guests the first week and 17 the next week!

BRAVO! For your innovation and success!

***Have you had experience as a contest judge?
Are you willing to help out with upcoming
Area and Division Contests? Is so please click
[here](#) and fill out the form.***





5 Methods to Handle Conflicts

by James (Jim) Dent, LSSBB, DTMx2

The following article was first published on March 1, 2017 on LinkedIn. It is reprinted with permission of the author.

Conflicts can occur anytime. They can be simple disagreements or differences of opinion, or escalate to very serious arguments

and disagreements similar to road rage.

Individuals vary in the way they handle conflicts.

There are five common methodologies for handling conflicts. These methodologies can be displayed graphically to show the varying degree of cooperation and assertiveness each style encompasses.

The five methodologies are avoidance, accommodation, compromise, competition and collaboration. Each methodology includes a different level of cooperation and assertiveness (or competitiveness) as illustrated in the chart below.

1, AVOIDANCE

The avoidance methodology is an uncooperative and unassertive style. People exhibit this style seek to avoid resolving any conflict altogether by denying a conflict exists. These people are prone to postponing any decisions in which they should get involved in resolving a conflict.

While conflict avoidance may not be a significant problem if the issue at hand is trivial.

It becomes a problem when individuals avoid confronting important issues because of a dislike for conflict or a perceived inability to handle the other party's reactions.

Example: A Leader or Manager might be aware of a conflict between two of his/her people, and will avoid the conflict by telling the two people to work it out themselves—avoiding having to get involved.

Conflict avoidance can become habitual to some people because of their personality or because they feel incompetent with their ability to handle it.

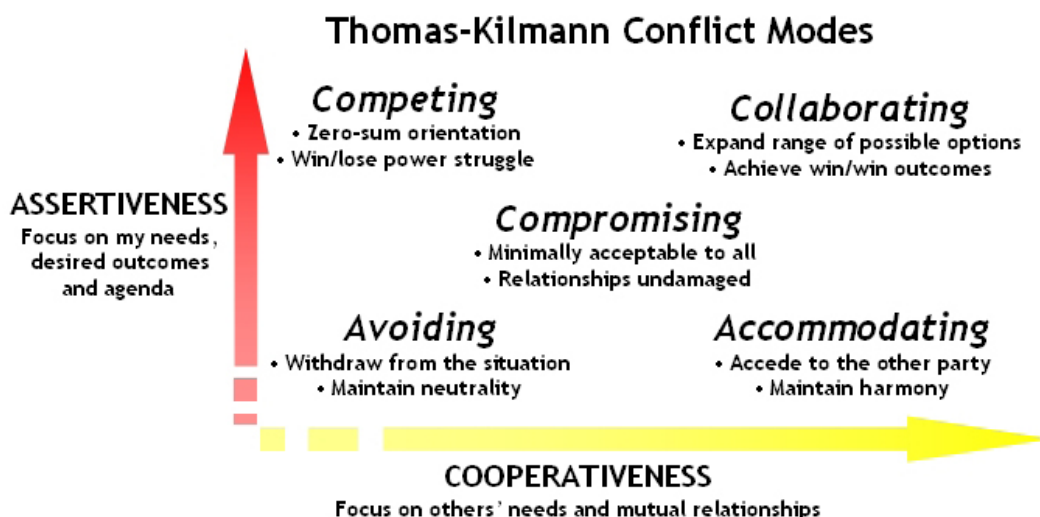
2. ACCOMMODATION

The accommodating methodology is cooperative and unassertive. People exhibit this style give in to what the other side wants, even if it means giving up one's personal goals.

Accommodation may be an effective strategy if the issue at hand is more important to others as compared to the person's personal goals.

If a person habitually uses this style, that person may begin to see that personal interests and well being are neglected.

Example: Bob has a conflict with a situation and willing to give up his personal goals, or family/work balance. Bob is giving in because he is afraid of speaking up for himself and believes that trying to work towards a compromise could



be damaging to any relationship. Bob has a habit of saying, “OK, let’s do it your way” or “If it’s so important to you, I’ll just go along with you.”

3. COMPROMISE

The compromising methodology is a middle ground for cooperation and assertiveness in which individuals have some desire to express their own concerns and get their way but still respect the other person’s goals.

Compromising involves each person to sacrifice something of value to themselves.

The person compromising may say something like, “Perhaps I ought to reconsider my initial position” or “Maybe we can both agree to give in a little.”

Example: Suppose you were overcharged for a product. You may want the difference refunded to you. However, the seller doesn’t want to lose you for another sale. The seller may compromise by offering you credit and a discount on your next purchase.

This provides the seller with what he wants – your additional business and provides you with a monetary incentive to do business again with a discount.

4. COMPETING

The competing methodology is uncooperative and assertive. The people who exhibit a competing methodology want to reach their goal or get their solution adopted regardless of what others say or how they feel.

These people are more interested in getting the outcome they want as opposed to keeping the other party happy and they push for the deal they are interested in making.

A competition methodology can lead to poor relationships with others if one is always seeking to maximize their own outcomes or beliefs at the expense of the other person’s goals and beliefs.

5. COLLABORATION

The collaboration methodology is high on both cooperation and assertiveness.

This methodology is used to achieve the best outcome from a conflict with both sides arguing for their position supporting it with facts and rationale while listening. The objective in this methodology is to find a win-win solution to the problem in which both sides get what they want.

Both sides may challenge points or aspects but not challenge each other. They emphasize problem solving and integration of each other’s goals into an overall solution.

Example: A worker wants to take a college degree program

which requires him to take classes on Wednesday, Thursday and Friday afternoon beginning at 2:00 pm. His manager wants him to work 40 hours per week and no weekends. Together, they develop a collaborative work schedule where on Mondays and Tuesdays the worker will work longer hours, and for Wednesday thru Friday, he will begin work earlier in the morning. They collaborate on a solution so that both parties get what they want.

Which Methodology is Best?

There is no one “right way” or “best” methodology when handling a conflict. However, the collaborative methodology has the potential to be highly effective in many different situations.

Successful individuals have the ability to match their style to the particular situation.

Most individuals have a preferred or dominant style that they tend to use most frequently. Think of someone you know who is always looking for a fight, or a coworker who always backs down from a disagreement. Think of someone you know who always tries to compromise or someone who is always trying to ensure you both win.

Jim joined Toastmasters in April 2010. He is a member of Lake City Talkers in D11 and Las Colinas Toastmasters in D25. He’s served as Area Governor in D57, D37, and D3 and on several District Committees in different districts. He is an unofficial coach for several clubs. He is a frequent blogger on LinkedIn. To learn more about Jim, visit his profile at <https://www.linkedin.com/in/jimdent/>





FEEDBACKERS

Evaluations Workshop Club

**Beaverton Activities Center
12500 SW Allen Blvd
Beaverton, Oregon**

**Evaluations
YOUR Way**

**7:30-9:15pm
Join Us Every
2nd Wednesday**

In the Face of Disaster

by Judy Mason, ACB, CL

There I was, standing in the light rain, on a berm in central valley California looking over a lower field full of submerged RV's. I was wearing my American Red Cross ID and red tee-shirt. I had a computer balanced on the trunk of the car, the cell phone with "hot spot" balanced nearby on the top of the car, (covered with a tent of paper to keep it dry). I was speaking with various owners of the RV's. Normally they lived in the RV's and did not need chest-high waders or a boat to gain entry. I was interviewing them and entering their data in order to provide them some funds to assist them manage for a few days while they made plans on where to live, both short and long term.

What did this experience have to do with being a Toastmaster? First of all, table topics come to mind. Each person I spoke with had a unique story, requiring from me a unique response. It was my task to ask about what happened, if they had anywhere to stay, and to respond sympathetically while leading them through the required information for the computer. Asking about their story is one way Red Cross trains volunteers to help people absorb and begin to deal with their personal disasters, from a personal house fire to a large, slow-moving disaster like losses from flooding.

The second way that Toastmasters helped me was in evaluating my "audience". Understanding if the client was able to relate to my questions or if they were too upset to focus well helped me. It helped me tailor my approach, should I be sympathetic, or bracing? When I provided valuable information regarding community resources or how our assistance worked, was once enough for them to see and recall? Or, did it require more repeating and showing of

materials for their focus?

I have been a Toastmaster for many years, and when I had time to reflect on how to improve my client contacts out there in the middle of a flooded area, I felt that each presentation to a client had provided the most helpful words to each individual. In fact a mini-speech! This provided me a self-evaluation platform to decide how I could be more effective. Without Toastmasters training and practices, I believe I would have been less effective as an American Red Cross caseworker.

I worked extremely long hours as a volunteer. No one could have paid me enough to work that long. But an appreciative hug from a person who has just lost their home and maybe their vehicle for the small assistance we could provide, was a priceless treasure to my heart, even in the rain. And Toastmasters helped me be articulate in the face of their disaster.

Judy Mason joined Toastmasters in December, 2000. She is a member of Warner Mountain Club in Alturas, California where she is serving as Club President. Judy is also serving as Area 12 Director.



*Are you committed to
being extraordinary?*

Make a Pledge

Here's how:

- Create a club culture that fosters member retention*
- Bring in a new member*
- Start a new club*
- Earn an award*

*Pledge holders are listed
on the following pages*



PLEDGE - I'm Committed to Being Extraordinary

Name	Club	Recruit a Member	New Club	CC	AC B/S/G	CL	AL B/S/DTM
Abraham Chandy	New Horizons			•		•	
Adele O'Neal	Toasting Excellence	•		•			
Alan John	PMI Portland Tsmtrs	•					•
Alexis Mason	Clark County, Leaders Edge, Thrill of the Quill	•	•	•	•	•	•
Allan Edinger	McMinnville	•		CC		•	
Allison Bennett	Tsmtrs for Speaking Prof				•		•
Amber McMurry	Multco Toasties	•		•		•	
Anne Machalek	Siuslaw Tale Spinners	•	•	CC			S-DTM
Barbara Coleman	Tower Tsmtrs			•	•		
Barbara Wade	Noon Talkers			•		•	•
Becky Holm	Roseburg, WOW	•		•			
Beth Ann Fischberg	Babble-On						
Bill Martin	Communicators Plus	•					•
Bob Leach	Babble - On				•		
Bob Smith	Clackamas StpgStones			•		•	•
Brenda Bryan	Storymasters			•		•	•
Brice Elmer	Storymasters	•	•		•		•
Brinn Hemmingson	Portland Progressives						•
Brian Setzler	Eco Voices	•				•	
Cari Corbet-Owen	Vancouver Tsmtrs				•		
Carley Meuchel	Clark County			•			
Carmil Ritchey	Clackamas Stpg Stones			CC			•
Carol Wagar	Gorge Windbags	•			S		•
Cate Arnold	Silicon Forest	•		•	•	•	•
Cathy French	Siuslaw Tale Spinners	•	•	•			S-DTM
Chapin Zakrzewski	Swan Island			•			
Cleon Cox	Wallmasters	•	•	CC	•		
Daniel Flood	Jefferson State, University	•		•	•	•	•
Dave Mason	Clark County, Leaders Edge			•		•	
Dave Shehorn	Clark County	•			•	•	•
David Crockett	Redmond	•		•		•	
David Johnson	Fortunate 500	•		•		•	
Dawnette Hale	Swan Island Tstmrs	•		CC	•	•	
Dee Cort	Redmond Area Tsmtrs			•			
Diane Flansberg	Beachtown	•					

PLEDGE - I'm Committed to Being Extraordinary

Name	Club	Recruit a Member	New Club	CC	AC B/S/G	CL	AL B/S/DTM
Donna Stark	Downtown Public Speakers			•		•	•
Doug Whitmore	New Horizons			•			
Eldred Brown	Babble - On	•	•	CC		•	•
Emilie Taylor	Milwaukie Talkies	•	•		S-G		DTM
Eric Grigsby	Patriot Talkers	•		•			
Eric Winger	Feedbackers	•		CC			
Erik Bergman	WE Toasted	•		•	•	•	•
Faye Phillips	5442 Highnooners - Bend	•		•		•	
Gabrielle Proust	New Horizons	•		•	•		
Gary Schmidt	Clackamas Stpg Stones	•		•			
Ginger Killion	Daylighters	•	•	•	•		•
Gloria Cox	New Horizons	•					
Gloria Crockett	Redmond			•		•	
Gordon Zimmerman	Marylhurst	•		CC		•	
Harvey Showe	Blue Ox				G		•
Jay Mittal	Noontime					•	•
Jill Ward	Wallmasters				S	•	
Jim Daniel	WOW, Roseburg	•					•
Joe Harper	New Horizons					•	
Joe Anthony	Liberty Talkers	•	•	CC	•		B
John Rodke	Yawn Patrol, University Club	•			B-G	•	•
Karen A. Semprevivo	Blue Ox	•			•	•	•
Ken Harris	Yawn Patrol				•		
Kimberly Burdon	Corvallis	•			•		•
Larry West	Grants Pass Tsmtrs	•			S-G	CL	B-S
Leanna Lindquist	Marylhurst	•		CC	S	•	B-S-DTM
LeRoy Nollette	Newbertg				•		
Linda Bard	Tsmtrs for Speaking Prof	•					
Linda Cox	Newberg				•	•	
Linda Potter	A-dec Tsmtrs	•			•	•	
Lisa Hutton	Marylhurst				•		•
Lisa Schupp	Toast of Corvallis			•		CL	
Lisa White	Multco Toasties			•		•	•
Lorri Andersen	Daylighters	•		•	•		
Lucas Murphy	Downtown Public Spkrs	•			•		
Lyle Schellenberg	Bootstrappers			CC		CL	•

PLEDGE - I'm Committed to Being Extraordinary

Name	Club	Recruit a Member	New Club	CC	AC B/S/G	CL	AL B/S/DTM
Mary Canton	New Horizons				•		•
Maureen Adams-Hegwood	Redmond Area Tsmtrs	•		•			•
Michael Daily	New Horizons				•		
Michel Singleton	Keizer Communicators	•			•		•
Michelle Alba-Lim	Roseburg Tsmtrs	•	•	•	•	•	•
Mike Rogers	Noontime	•			•	•	
Mitch McDonald	Marylhurst			•		•	
Nina Smith	Clack-Orators			CC	•	CL	•
Pam Gundrum	Marylhurst	•			•		•
Pam Mills	Oregon City	•	•		•		•
Pat Lynch	Highnooners, Bend	•			•		•
Patrick Locke	Early Words	•	•	•	•	•	•
Patrick Tuohy	West Beaverton			•		CL	
Paul Fanning	Downtown Lunchbunch			CC			B
Paula McDermid	Jefferson State	•		•			
Phyllis A Harmon	Wallmasters	•		CC	G	•	DTM
Poppy Olson	Toast of Corvallis	•					
Raynette Yoshida	Marylhurst	•			•		•
Scott Salazar	Bootstrappers			•			
Scott Stevenson	Mentors of Focus	•		•		CL	
Stephanie Magoulas	Noon Talkers	•			•		•
Steve Smith	Redmond Area	•				•	
Susan Baer	Noon Talkers	•				•	
Susan Bender Phelps	TM for Speaking Prof	•				•	B
Susan Strayer	Advisors				•		
Sue Unger	Clackamas County				•		
Syrena Glade	Passport to Leadership	•		•			•
Tanya Myers	Sporty Speakers				•		
Ted J Takamura	Marylhurst Tsmtrs				S		
Terri Brewer	Gresham	•		CC		•	
Terry Harrell	Transtosters					•	•
Tom Knapp	Liberty Talkers	•	•		B		B

Make a Pledge

DISTRICT 7 – (January 14 – June 15, 2017)

B	I	N	G	O
Serve at an area speech contest	Attend Jan TLI session	Visit another Division club	Mentor a New Club	Visit another club in your area
Sponsor a new club member	Participate in the spring contests	Give an educational session at TLI	Give a speech at another club	Write an Article for Voices
Pay your Dues by March 15, 2017	Participate in a Demo meeting	"FREE SPACE"	Visit another Division club	Serve at a division speech contest
Visit another Area club	Club Officer Training	Be a Club Coach	Go to the Spring District Conference	Bring a guest to a club meeting
Write an article for voices	Pay Dues by March 15th	Mentor a Member (New or Existing)	Submit an Education Award	Attend a D7 Webinar

Rules: Cross out a block when you complete a task. You win BINGO if you get five across, five down, diagonal or four corners.

Prizes: Individual members get a magnetic name badge; clubs earn a \$60.00 bookstore credit if more than 50% of the July 1 club membership base (July 1 member base) complete a BINGO card. One prize per member or club.

Contest starts Jan 14, 2017 and ends on June 15, 2017. Completed cards can be emailed to cgd@d7toastmasters.org or mailed to PO Box 50232 Eugene, OR 97405.

All cards must be received by June 20, 2017 to be eligible for the prizes.

Extraordinary Millennial Award

- *You are under the age of 30*
- *You are busy, technologically savvy, and willing to use your talents to help others*
- *You help other Millennials find what you have through Toastmasters*

How to Win

Recruit 5 or more Millennials into your own club or another club in the District between November 1, 2016 and March 31, 2017

and

Help find and sponsor a new club in a young-minded, energetic corporation or community

New Club Assistance

The Club Growth Director, Club Extension Chair and other members of the New Club Team are there to help you start a new club

For more information, contact: cgd@d7toastmasters.org

Be the First to Receive the Extraordinary Millennial Award



I'm an Extraordinary Millennial



SUCCESSFUL CLUB

Out of the Ashes Rises the Phoenix

Success Comes in Many Packages

by Leanna Lindquist, DTM

Early February our club had 5 paid members. 3 attended regularly. Our club was so small that as Toastmaster, I introduced myself as the speaker, gave the speech, and then evaluated it. Sounds funny doesn't it? It was getting really old. Our club president, Eric, was no longer enjoying Toastmasters. We were too embarrassed to invite guests. We were not fulfilling the mission of a Toastmasters Club. Our enthusiasm was gone. Eric and I decided to shut the club down and not collect dues.

Then we started talking about turning it into a storytelling club. It was obvious what we had been doing was not working. We decided to give it one more try. We contacted the other members. They were game. It sounded like fun! Ask any successful club and they will tell you FUN is a key ingredient of any good club.

The Nuts and Bolts of How We Turned Our Club Around . . .

1. Renamed our club Tell Me a Story
2. Recruited two noted storytelling Toastmasters to each speak at our first two meetings
3. Created flyers, this was done by District Public Relations Manager Phyllis Harmon. Each week she updates our flyer using the same template
4. Started a Facebook Page
 - Asked others to Like it
 - Keep it fresh
5. Updated our website—because our flyers are done ahead of time the new one can be posted right away
6. Created an email list of past members and visitors. Lance Miller says keep sending to

7. them until they tell you to take their name off the list. Emailed to all clubs in the Division
8. Asked our members to invite their friends
9. Put together membership packets with applications
10. Purchased cookies and juice
11. Created sign in sheets
12. Invited Toastmaster friends to help fill roles

Meeting #1

- 8 attendees
- Energy, enthusiasm, FUN
- 2 commit to join

Meeting #2

- 14 attendees
- More will come back and join

Meeting #3

- 17 attendees—we had to set up another table
- Our members are enjoying our club
- Energy, enthusiasm, FUN
- People returned from last week

Meeting #4

- 15 attendees
- Energy, enthusiasm, FUN
- Applications and money collected
- More applications sent home with visitors

March 15th Update . . .

- 9 paid members (we turned 5 into 9)
- 8 paid members for April-September
- Speakers lined up for next 2 weeks
- Mentors being assigned
- Ice breaker scheduled
- Good solid meetings each week
- Everyone is having FUN!

We are a niche club operating like a regular club. We give manual speeches, oral evaluations

and we do table topics. Together we are learning and practicing the art of storytelling.

Our Future . . .

- Continue to make every meeting an event
- Continue to follow up with every visitor and invite them back

- Continue to market our club to anyone and everyone
- Become a Presidents Distinguished Club by June 30th

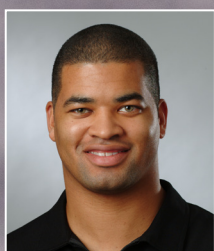
Tell Me a Story is here to stay!

Tell Me a Story Toastmasters

Join us — March 28, 2017

Why Break the Ice When
You Can Mould It Instead

Mark Edgar



The Economics
of Ergonomics

Eric Grigsby

Tuesdays, 7 - 8pm
Standard TV & Appliance
Retail Store Conference Room
5240 SE 82nd Ave
Portland, Oregon

*Join us and learn
how to tell your story!*

What to Do

Toastmasters love to talk. Take advantage of it. Encourage your members to invite guests to special meetings where regular procedures are augmented by a discussion of Toastmasters' many benefits.

Awards

- A commemorative banner ribbon for your club
- Qualifying clubs earn a special \$50 coupon off their next club order
- Individuals will receive an Outstanding Growth Award

What Makes a Club Outstanding?

- A great website and social media presence
- Participates in Toastmasters events and trainings
- In good standing—dues and officer lists submitted on time
- Actively working to achieve goals for Distinguished recognition
- Welcomes and follows up consistently with visitors
- Achieves charter strength



The winning clubs will be announced within a few weeks of the contest ending. Winning clubs should allow up to 10 business days to receive their award.

More Info

John Rodke, Club Growth Director
cgd@d7toastmasters.org



Be Part of an Outstanding Club of the Year

Qualifications

Individual Outstanding Growth Award

- Help inspire and recruit 2 new members for your club to reach charter strength of 20 people
- Help another club in your area reach their charter strength goal by recruiting 2 new members

You don't have to do this alone. Form a team of members and each of you follow through.

Outstanding Club

- Add 12 new, dual or reinstated members between November 1, 2016 and March 31, 2017
- Renew the same 12 for the dues dates of April 1, 2017 through September 30, 2017
- Applications and payments for members who join between November 1, 2016 and March 31, 2017 must be received at World Headquarters by March 31, 2017
- The club must reach 20 members and be distinguished or above

Newly Chartered Clubs

- Any new club joining District 7 between July 1, 2016 and March 31, 2017 must have on time and renewing dues paid in October 2016 and April 2017 (when applicable)
- New clubs will grow their membership numbers to 25 by March 31, 2017
- New clubs must have all officers trained, officer lists filed and one or more persons should attend one conference or TLI during the year

Get Back On...

by Ron Edgemon, DTM

This article was first published in the March 2017 Capital News. It is reprinted with permission of the author.

Having grown up on a cattle ranch, I learned some lessons that have stuck with me my entire life. When I was a young cowboy, around the age of 4 or 5, we had two large Palomino (light yellow colored) horses and they were the most gentle giants a person could ask for. I would walk around them and they never stepped on me or knocked me over. They were the perfect babysitters, or young cowboy sitters.

One day my older brother and I decided to check the cows and to ride the horses, Gold Digger and Gold Dust, to where the cows were. They were so gentle and well broke that we hopped on their backs (well, my brother had to lift me up) and we rode them bareback with only a lead rope, hooked to their halters, to use as bridles. When we got to the first gate, my brother got off Gold Digger to open the gate and I rode through on Gold Dust and led Gold Digger through for my brother. Once the gate was closed, we were off again, until getting to the next gate.

When we reached the third gate, we were about to cross our bridge over a creek separating the fields. Just then, Gold Dust shivered and shook his entire body. To me it felt like a 9.0 earthquake had just taken place, and it hurt when I fell off right onto my head. My little straw cowboy hat did not do anything to protect my noggin either. I was so scared for Gold Dust had never hurt me before, and there I was shocked and fearful, not to mention my head hurt. My brother tried to get me back on Gold Dust and I was not having any part of it. As fast as my little legs would carry me, I ran back to the sanctuary of our house where Mom could comfort me with chocolate chip cookies and a hug.

Later that night at the dinner table, my adventures of being bucked off my first horse (that's how I described it) were the talk of the table. Dad listened to me, heard my pain, and then listened to my brother explain that I'd just been shook off Gold Dust. To this day, I remember what Dad said as if it were yesterday. Dad told me I needed to get back on Gold Dust. He told me that when a horse bucks off a person (he let

me stick to my story of being bucked off and didn't press the issue that I was really just shook

off) that we need to get up, dust ourselves off, and get back on the horse. He said if we don't, then we learn to run from hard times and that we won't face our fears, which is no way to live life. (Ironically, I recently found my Dad living those words with his health situation as he faced his fears). The next day, I was back on Gold Dust, with the help of my Dad.

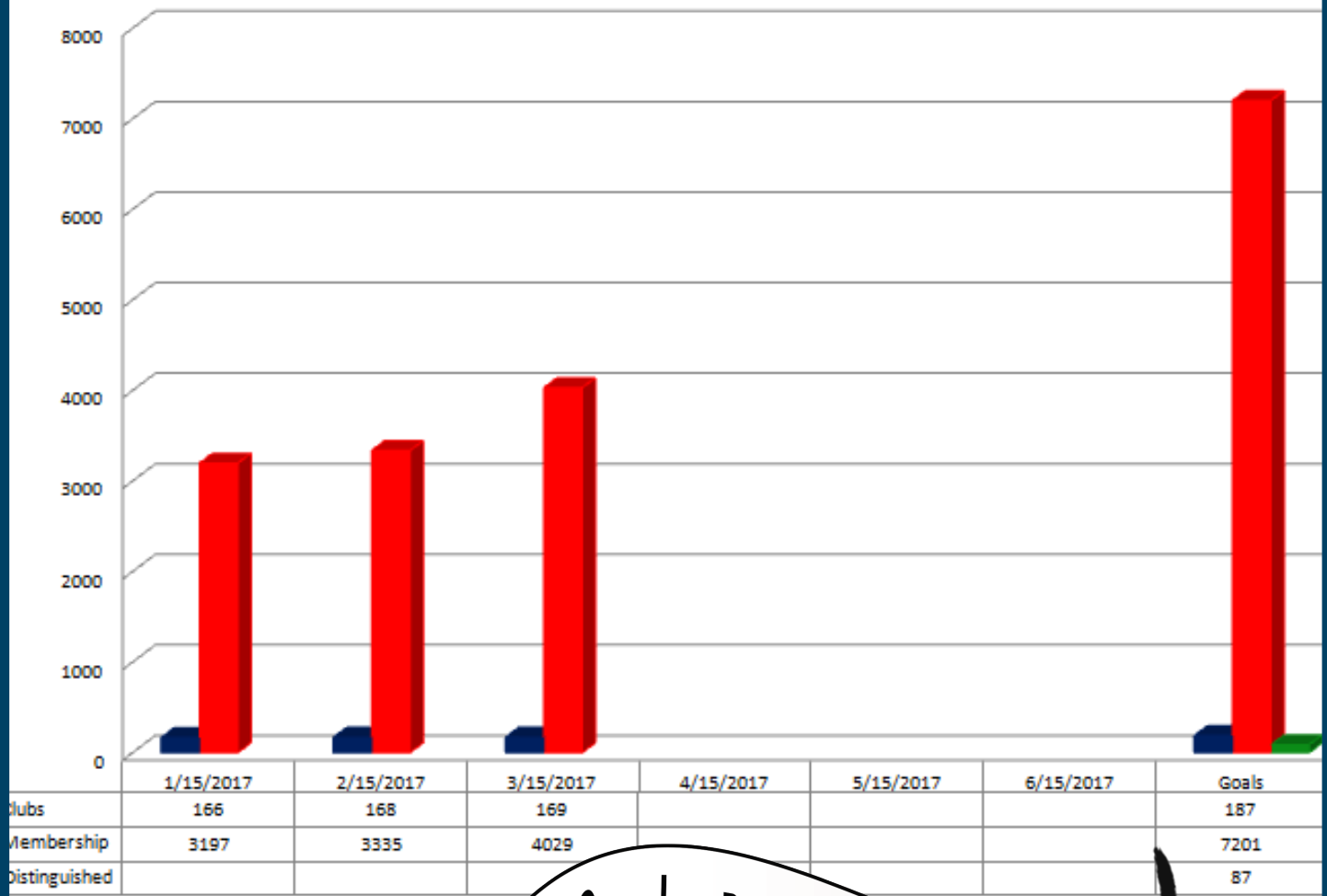
This lesson is one I use to this day. In fact, just this last week I found myself frustrated and snapped at another person in our club. Afterwards, I knew I had blown it. It really bothered me too. I hadn't exhibited very good leadership skills. In fact, I had set a really poor example of how a leader should behave. As our club President, my goal is to help new leaders develop skills and to build them up. This is where my get back on the horse lesson paid off. Rather than just letting the situation go and not facing the situation, the next time I saw this person, I shared my frustration but then apologized. I also shared how I wished I'd have handled the situation and will do things differently in the future.

I say all that to ask you the following. Have you ever found yourself in a situation where you essentially were knocked off track and did something you weren't proud of or where you blew it? I think we all have. Rather than ignoring it, I encourage you to get back up, dust yourself off, and get back on. If your actions towards another were inappropriate, then make efforts to change them. If you messed up, say when giving a speech, rather than giving up get back up and try again. This club is a great place for all of us to get up, dust ourselves off, and get back on and improve ourselves as people. I hope you will do just that.

Ron Edgemon joined Toastmasters in 2004. He is currently serving as Club President of Capital Toastmasters.



On the Road to Presidents Distinguished



On the Road to Toastmasters
International Convention

Alturas,

District 7 Toastmasters
Presidents Distinguished

**Is Your Passport Current?
Join us for the
2017 Toastmasters
International Convention
in Vancouver, BC
August 23-26, 2017**

**ROAD TO
PRESIDENTS DISTINGUISHED**



PUBLIC RELATIONS

Do You Know Your Customers?

by Phyllis A. Harmon, DTM - Public Relations Manager

When's the last time you conducted market research in your club? Did you just say (with a roll of your eyes), "Never!"?

There is always a danger in thinking you know your members intimately because you see and talk to them every week. Needs change, and you may be blind to what your members want from you now.

If you're still saying, "we don't need no stinkin' surveys (with a nod to the movie *Blazing Saddles*)," you might want to reconsider your position. Market research should be part of your club's retention strategy.

Companies conduct market research to determine if they are meeting their customers needs, to launch new products, and to decide when to retire their current offerings.

You should too! You can help your club remain viable, be fun, and on a growth trajectory if you take the time to make sure you are meeting the needs of your members.

There are plenty of methods for gathering the info you'll want (interrogation chambers, truth serum, adult beverages liberally imbibed) but for this discussion, let's stick to member surveys.

It should be a formal survey sent electronically and provided in hard copy to get the greatest response rate. It should be thorough but not take longer than 10 minutes to complete. You might consider some type of incentive to reach your response goal. The survey should be followed up with face-to-face interviews to discuss results.

The easiest way to get a handle on what your members want, is to ask. Surveys are a quick way to gain the information you need to make decisions about your club's current program and future events. Keep in mind that your members have lives outside the club that may be impacting

your ability to meet their ongoing needs. A few personal questions that should be in your survey are as follows:

- Demographics (age, gender, where they live, education level, career field)
- Experience level (how long have they been a member)
- Club background (officer-current or past, what office held)
- District background (officer-current or past, what office held)
- Personality traits

(outgoing or reserved, introverted or extroverted, planned or spontaneous, leader or follower)

- Access to and familiarity with technology
- Other social and business organizations they belong to
- Other hobbies and interests

This may seem like too long a list, and you might be thinking about cherry picking just a few of the questions to include in your survey. I suggest you reconsider. To keep and attract members you need to find ways to express what matters to them. Demographic and personal data can help you do that.

Toastmasters International documents state that 68% of members don't renew because the



people they deal with are indifferent to their needs. Research indicates that 20% of the new members that join your club will not renew. The American Society of Association Executives says the number one reason members do not renew is perceived lack of value. In other words, a percentage of your departing members did not believe that the value they gained from joining your club justified the cost of their dues.

The key to retaining your members and attracting new ones is understanding what they need and value, how you can fill those needs, and what they think of the club.

Knowing this information can help you adapt your strategies and change your approach to your meetings so that your club remains relevant and provides value to your members.

Perceived value is a moving target. It's about as subjective a topic as you can find. You can get a general sense of what is important to your members by including a few perception-based questions in your survey:

- Which programs and benefits have you used during the year, and how often? (This would include social media, D7 website, networking events, webinars, *Voices!*, TLI, conferences)
- For each benefit you've used, what dollar value would you assign to it?
- Do you believe your membership investment last year was fair, less than fair, or more than fair for the value you received?

I think one of the challenges clubs face is the sameness of their meetings year in and year out. Members may get bored and take their membership dollars elsewhere. Club meetings that follow the same format every meeting, never changing are as boring as (yawn) summer reruns.

How do you know if your members are losing interest? Being Toastmasters, they'll tell you everything is just fine, even when it isn't quite right. Feelings of dissatisfaction might manifest

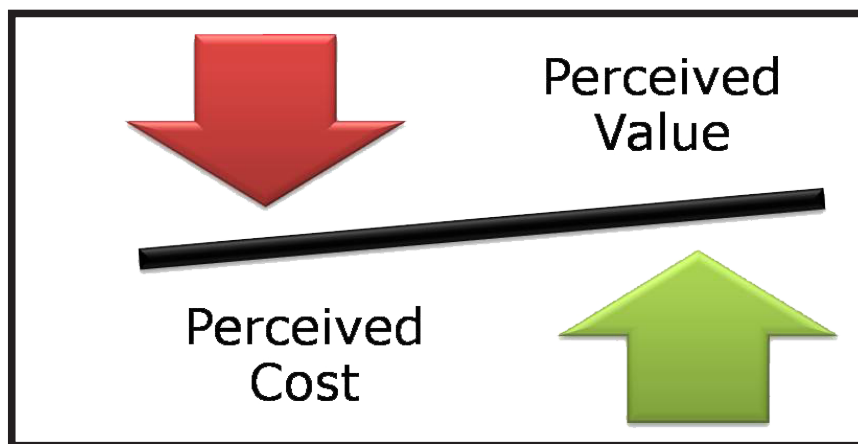
themselves in subtle ways. Do you have members who no longer sign up for roles or who don't seem to be working towards a specific goal? Or, they're missing more meetings than they attend. Are they doing more "off the cuff" presentations rather than putting the time and effort into preparation and practice? Do you find they're unwilling to volunteer for officer roles or assist with club events? These are all signs that your members aren't engaged and may not renew.

When member needs change—as they do over time—what are you doing to change with them? Are you still addressing old challenges that no longer exist or are no longer perceived as adding value? You can find that out by adding the following questions to your survey:

- What are the top three challenges you are facing right now?
- Rank our meetings based on what you feel is most important. (List all parts of the meeting)
- Is there anything you would like to see added or enhanced in our club meetings?

As previously mentioned, perceived value is a fundamental driver in retention and growth of your club. Each member may value what you offer differently. Adding the following questions to your survey will help you determine whether what you offer is perceived as worth the cost of renewal:

- What do you believe is the primary function of Toastmasters, and specifically our club?
- Compared to other Toastmasters clubs, what are the advantages of belonging to our club?
- How did you first hear about us?
- Do you intend to renew your membership?
- If not, what could we offer you that would inspire you to renew?
- What do you like the most about being a member of our club?
- What would you improve about or add to your membership experience?



- Why did you initially join the club?
- How long have you been a member?
- How often do you read *Voices!*, visit our website, etc?
- What types of information and resources do you seek to help you meet your goals?
- How likely are you to refer a friend to join?
- Which of these words do you associate with our club? (list several words, i.e., distinguished, fun, knowledge leader, innovator)
- How satisfied are you with what you are getting out of the club?
- What is your preferred source for information? (magazines, websites, etc)

If you are still unconvinced, consider the saga of Tell Me a Story Toastmasters. The club chartered in 1988, under a different name. Over the years, the club had changed its name, focus, and meeting location several times. It never truly failed, but it had circled the proverbial drain more than once. Recently, the club was on the verge of closing . . . again. During the last dues cycle, it looked like the end was in sight. Visitors were

few and far between, and the club's niche was not inspiring people to join. The few members left were not planning to renew.

The club had a coach who looked for ways to bring the club back to life. Open houses with brand name speakers didn't help. Intensive social media marketing was unsuccessful. Nothing they tried seemed to work. When they asked the remaining members what they thought of the club, they got an earful. "The meetings weren't fun, they were bored with the club niche, and too few people were there to take roles," were just some of the complaints voiced by the members.

Their coach had one more suggestion—an eastside story tellers club. The idea was adopted, and the club is now on it's way to becoming President's Distinguished. They would never have known what members were thinking if they hadn't asked.

Market research can help you gain a better perspective on whether your club continues to be relevant or not and whether you are meeting the changing needs of your members. Give it a try,

Rural Round Robin

A conference call for towns with one club

Is geography a challenge for your club?
Are the nearest clubs miles away?
Do you feel like your club is out there all alone?

Join Club Growth Director John Rodke, and District Director Leanna Lindquist on a conference call to share your challenges and brainstorm solutions.

Thursday, April 20, 2017
7:30 pm

Register [here](#)
(You will be emailed the call in number)



The League of Extraordinary Toastmasters

Looking for Toastmasters who are:

- **Going Out of Their Way**
- **Giving a Little More**
- **Doing More than Required**
- **Going Above and Beyond**

BE EXTRAORDINARY pins will be give as recognition to those members nominated and reviewed for being extraordinary.



Anyone may nominate a recipient

- 1) **Catch someone in the act of being extraordinary**
- 2) **Complete the Form Here**

**This is a year-long program with
500 pins to be distributed.**



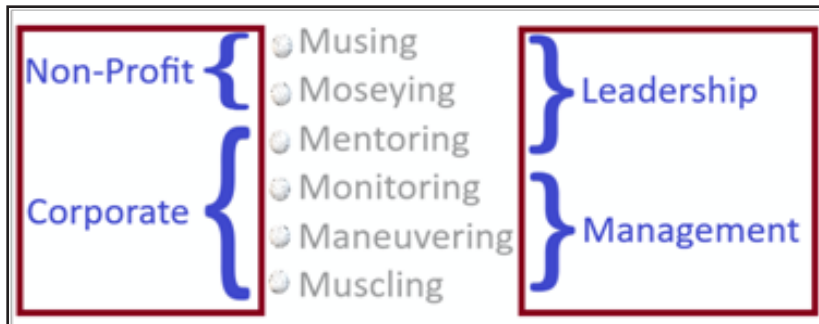
Leadership vs Nothing

by Joel Conarton, CC, CL

In this fourth article in a five-part series on leadership, Joel continues his discussion on the six levels of management styles as interpreted by the people most affected by those in charge.

I want another choice!

“A” vs. “B” makes for great marketing, but not for real life. False choices will always leave people wanting more. One of the false choices I see written about frequently is that of leadership and management. There are times for each, and both. If you have been following this series, it has shown six delineations in the spectrum of leadership and management. It isn’t a choice of one or the other.



If people are pressed for a single definition of someone else's management style, it is not measured by the highest ideals observed, rather what they do in times of stress.

Here again is a false choice. That single word does not convey how a person acts in different situations. I am sure as you peruse the list from Muscling to Musing, you can think of times you have done each of them, and that is true. It is also true that different styles will be used depending on the people, situations, mood, stress, pushback. Reviewing the last three articles, you will find that most people spend most of their time in Muscling and Maneuvering. Those that do rise up to even the Mentoring level, do so selectively. “I am a great mentor with everyone except Tim, who can never seem to get anything right, so I have to tell him what to do.” How would you measure the person who said this?

The Other Choice

Tendency, is the other choice. “I tend to mentor, unless I am forced to do otherwise.” Would be a good choice of words for the manager, who must deal with Tim. But understand, this manager will be perceived as bossy—as the stress point is Tim—and employees will observe how he acts with Tim.

Your Choice

Hopefully by this point you have decided where you ‘want’ to be, ‘tend’ to be, and have made a conscious decision about details of how you will respond when confronted with your own Tim.

Know that you will eventually work with a Tim. How will you respond? Know that if Tim has been conditioned in a Muscling environment, you may need to start by muscling, and then working

with Tim to raise him up to respond in the environment you are trying to create (it is not Tim’s responsibility alone).

A hint to how you become a better leader—notice that the lower three styles are about getting others to work for you, and the top three are about you working to motivate and benefit others.

Lastly, it is not about becoming a “Musing Leader”. It is about deciding where in the spectrum you can be authentic.

Another Dichotomy

Another interesting observation is the tendency to find people who lead at the upper levels are, more often than not, found in non-profits. Is the Corporate versus Non-Profit world really a choice, or a spectrum?

As people learn and move through the levels in today’s corporate world, they start to observe

the people and practices around them, and realize they want something more. They want to be around like-minded people who strive for something greater than themselves and that bring benefits to the greater community.

People like this are effectively shunned in the corporate environment, and thus self-select to other areas of endeavor. This is way you find them in the non-profit world.

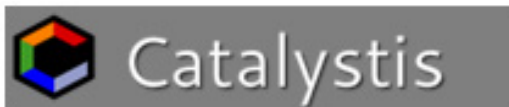
This doesn't have to be the case. There are a handful of companies, you can likely think of one or two that succeed as a for-profit business, AND have motivated and inspired people. If you can't think of one, find a list of "most admired companies", or "best companies to work for", and you will find pockets of that upper level leadership. At these companies, you will still encounter managers across the spectrum, but the average will be higher on the list.

False Choice

Watch the choices you are given, and the choices you give. Don't let others define your choices. Understand the effects of your causes, and then base your choices on those experiences. See what power can be found by opening the options to others, over giving them choices.

In both cases, given a spectrum to work within, the results are much more effective than working with choices.

Joel Conarton, Area 65 Director, is owner of Catalystis LLC, where he coordinates consultants, coaches and service providers to provide greater results for all types of organizations.



Motivation is everything. You can do the work of two people, but you can't be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people.

Lee Iacocca



WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Downtown Lunchbunch	Abdul Haqq	Sakina
Essayons Club	Anderson	Aaron
Toast of Corvallis Toastmasters Club	Anderson	Devin
Downtown Public Speakers Club	Anderson	Ryan
WE Toasted Toastmasters	Andoe	Molly
McMinnville Toastmasters	Armenta	Jennifer
PMI Portland Toastmasters	Aziz	Saad
Salmon Speakers	Baird	Forrest
University of Oregon Club	Bennink	Madison
Toast of Corvallis Toastmasters Club	Biboux	Emily
Milwaukie Talkies	Bird	Charles
Liberty Talkers	Bochsler	Robert
UNEK Speaks	Bolke	Lisa
Oregon Toastmasters Club	Carolson	Carole
At The River's Edge Club	Carter	Samuel
Toast of Corvallis Toastmasters Club	Catlin	Jo
Bend Chamber Toastmasters	Christner	Kate
WRIP City Club	Clarke	Anna
Capital Toastmasters Club	Cleveland	Ronald
Toast of Corvallis Toastmasters Club	Coberly	Willow
The Standard Speakeasy Toastmasters	Connolly	Joseph
At The River's Edge Club	Conway	Jonathan
Talk-In-Tel	De La Paz	Charel
Portlandia Club	Diaz Calvo	Cinthia
Vancouver Toastmasters Club	Ekeya	Ike
Fortunate 500 Club	Eng	Nathan
University of Oregon Club	Fordham	Ben
Bend Chamber Toastmasters	Friesen	Corey
The Dalles Toastmasters Club	Funkhouser	Daniel
Samaritan Ah-so-Um	Gallagher	Susanna
Toasting Excellence Club	GARVEY	MARIKA
MultCo Toasties	Gautam	Sana
Gorge Windbags	Gonzales	Jacob
Portland Rotary Toastmasters Club	Gray	Robert
Downtown Public Speakers Club	Green	Joseph
Sherwood Town Criers Club	Guthrie	Leyla
Talk-In-Tel	Harris	Nicole

WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Sage Beaverton Toastmasters	Hawk	Michelle
Cedar Hills Club	Helland	Terry
The University Club	Herrara	Ed
Essayons Club	Hilsinger	Karissa
Eco Voices Toastmasters	Hollerbach	Robert
Portland Rotary Toastmasters Club	Horter	Candace
Bend Chamber Toastmasters	Ikeda	Yoko
Civil Tongues Club	Johnson	Karen
Civil Tongues Club	Johnston	Bethanne
Banfield Barkers	Kyllo	Trina
Portland Rotary Toastmasters Club	Lightfoot	Vince
Rogue Communicators Club	Lommel	David
Lebanon Toastmasters	Matz	Heather
Cascade Toastmasters Club	McClain	Steven
Cascade Toastmasters Club	Melhorn	Sonny
Columbian Club	Moebs	Nancy
Astoria Toastmasters	Moore	Heidi
West Beaverton Club	Moshofsky	Nadya
Pearl District Toastmasters Club	O'Kane	Daniel
Talk-In-Tel	Owojori	Oyin
West Beaverton Club	Paik	Michelle
Portland Rotary Toastmasters Club	Pendergast	Michael
Walker Talkers Toastmasters Club	Perras	Jhoan
Sporty Speakers	Perras	Jhoan
Encouraging Words Club	Pielaet	Marion
Tabor Toastmasters Club	Rall	Christopher
Southern Oregon Speechmasters	Randolph	Eve
Lebanon Toastmasters	Reece	Tyler
WE Toasted Toastmasters	Rich-Garg	Cait
Bend Chamber Toastmasters	Robirts	Patricia
Eco Voices Toastmasters	Rodriguez	Jacqueline
West Beaverton Club	Ruyle	Shanna
University of Oregon Club	Samson	Lorenzo
Walker Talkers Toastmasters Club	Saylor	Matthew
Marylhurst Toastmasters	Schreffler	Jody
PTown Toasters	Schweda	Kathy
PTown Toasters	Smith	Amber
Yawn Patrol Club	Talbot	Sarah

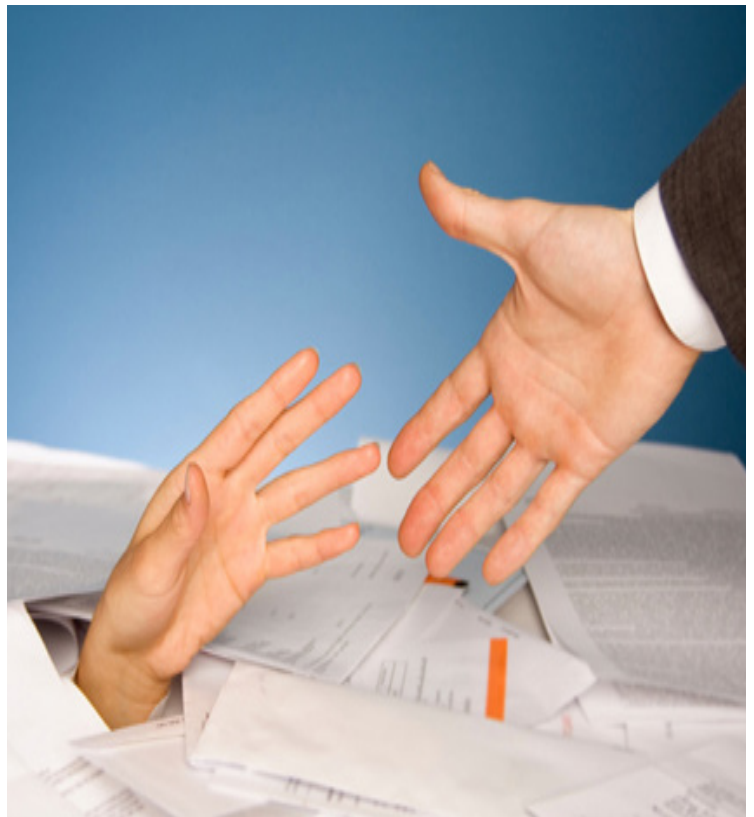
WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Noon Talkers	Thomas	Michelle
New Horizons Toastmasters Club	Torigoe	Yoko
Speakeasy Toastmasters	Torres	Jaime
UNEEK Speaks	Treinen	Rachel
Talk-In-Tel	Vaidya	Vedang
PMI Portland Toastmasters	Van Amburgh	Suzane
Walker Talkers Toastmasters Club	Vance	Joseph
Salmon Speakers	White	Allen
Gresham Toastmasters Club	Wiedeman	Emily
Roseburg Club	Wooten	Christina
Wonderful Oregon Wordmasters (WOW)	Wooten	Christina
Portland Club	Woung	Gail
Astoria Toastmasters	Zinn	Amanda

Starting a New Club? or Want to Start a New Club?

District 7 has the resources to help you make it happen. We have experienced members who can put on a stellar kick-off meeting. You will receive advice on marketing to attract the members you need. Don't worry about the charter paperwork, we can help you with that too.

Don't go it alone. Contact Club Growth Director John Rodke, DTM, cgd@d7toastmasters.org for the support you need to start the next club in District 7.



TRIPLE CROWN AWARD PINS

MEMBER	AWARDS	
Anthony, Joseph D.	5	LDREXC, ALB, CC, CL, ACB
Arnold, Cate Ann	6	ACS, ALB, ACG, LDREXC, ALS, DTM
Bennett, Allison	4	ACG, LDREXC, ALS, DTM
Brewer, Daniel S	3	CC, CL, ALB
Carr, Jeffrey E.	3	ALB, CC, CC
Cox, Cleon M.	3	CC, CC, CC
Dopp, Leslie Valentine	4	ACG, LDREXC, ALS, DTM
Edinger, Allan B.	5	CC, CC, CC, CC, CC
Fanning, Paul C.	3	ACB, CC, ALB
French, Cathy	3	ALS, DTM, LDREXC
Goodpasture, Caleb B.	3	CL, ALB, ACS
Harmon, Phyllis A.	8	ALS, LDREXC, CC, CC, ACG, CC, DTM, CC
Heitz, Nena	4	ALS, ACG, DTM, CL
Kent, Jason	3	DTM, LDREXC, ALS
Kleffner, Paul J.	3	CL, ALB, CC
Knapp, Thomas K.	3	ACB, ALB, CL
Lee, Maria R.	3	CC, CC, CL
Lindquist, Leanna	7	ALB, DTM, ACS, ACG, CC, LDREXC, ALS
Machalek, Anne M.	4	LDREXC, ALS, DTM, CC
Schellenberg, Lyle W.	3	CC, ALB, CL
Shehorn, David A.	3	ACB, CL, ALB
Squires, Valaree M	3	CL, CC, ALB
Taylor, Emilie	6	ACS, CL, LDREXC, ALS, ACG, DTM
Thygesen, Erica L	3	CC, CL, ALB
Tjan, Vanessa	3	CL, CC, ACB
Tully, Kathleen	5	LDREXC, ALS, DTM, CC, CL
Wantz, James	3	ACS, ACB, CC
West, Larry J.	6	ACB, CL, CL, ALB, ACS, CL
Winger, Eric A.	4	CC, CC, ACG, DTM
Zakrzewski, Chapin O.	4	LDREXC, ALS, ACG, DTM



Triple Crowns are awarded to members completing three different awards in a single year.

HONORING EDUCATIONAL AWARDS

AWARD	DATE	MEMBER	CLUB NAME
CC	2/14/2017	Albright, Chad A.	Tower Toastmasters
CL	2/11/2017	Alexander, John	Capital Toastmasters Club
CC	2/7/2017	Barbour, James F.	Toast of Corvallis Toastmasters Club
CL	2/10/2017	Bremer, Gloria	Civil Tongues Club
CC	2/19/2017	Brown, Eldred Lewis	Babble-On Toastmasters Club
CC	2/2/2017	Cargill, Bryan	Moser Community Toastmasters
CC	2/9/2017	Davis, Theo	Hood River Club
CC	2/23/2017	De Jong, Tammy P.	Vancouver Toastmasters Club
DTM	2/9/2017	Dopp, Leslie Valentine	Southern Oregon Speechmasters
ALS	2/9/2017	Dopp, Leslie Valentine	Southern Oregon Speechmasters
LDREXC	2/3/2017	Dopp, Leslie Valentine	Southern Oregon Speechmasters
CC	2/28/2017	Dukelow, Kyle B.	Fortunate 500 Club
CC	2/2/2017	Edinger, Allan B.	Liberty Toastmasters
CL	2/7/2017	Elbitar, Nadine N.	Mentors Of Focus Club
CC	2/2/2017	Farnworth, Susan K.	NuScale Toasters
CL	2/19/2017	Fischberg, Beth Ann	Babble-On Toastmasters Club
CL	2/6/2017	Forsberg, Diane	Bootstrappers Club
CC	2/27/2017	Fox, Shani	Toastmasters For Speaking Prof
CC	2/11/2017	Freitag, Shawn	Capital Toastmasters Club
CL	2/1/2017	Fronek, Craig S.	Southern Oregon Speechmasters
CC	2/1/2017	Fronek, Craig S.	Southern Oregon Speechmasters
CC	2/22/2017	Guckert, Jerid	Smooth Talkers Club
CC	2/21/2017	Harmon, Phyllis A.	Toastmasters For Speaking Prof
CC	2/9/2017	Jensen, Peggy L	Columbia Communicators
DTM	2/16/2017	Kent, Jason	Rose City Toasters Club
CL	2/21/2017	Lewis, Tim A.	Yawn Patrol Club
CC	2/16/2017	Marimuthu, Jeyasekar	Speakeasy Toastmasters
ACS	2/1/2017	Moss, Kevin A.	Clackamas County Toastmasters
CC	2/7/2017	Neckarova, Ivana	Nano-Mated Speakers
CC	2/28/2017	Neri, John	Speakers By Design
ACS	2/25/2017	Nikula, Joyce A.	Newberg Toastmasters Club
CC	2/5/2017	Nissen, Bella	Lake Oswego Toastmasters Club
CL	2/28/2017	Pence, Brian Eric	Smooth Talkers Club
CC	2/24/2017	Ritchey, Carmil W.	Clackamas Stepping Stones Tm Club
CL	2/14/2017	Rodriguez, Katrina G	Sporty Speakers
CC	2/14/2017	Rodriguez, Katrina G	Sporty Speakers
CL	2/28/2017	Rolstad, Tara J.	Toastmasters For Speaking Prof
CC	2/14/2017	Salmon, Nathan P.	Spirit Trackers
ALB	2/20/2017	Semprevivo, Karen Ann	Portland Progressives

HONORING EDUCATIONAL AWARDS

AWARD	DATE	MEMBER	CLUB NAME
CL	2/9/2017	Semprevivo, Karen Ann	Portland Progressives
CL	2/2/2017	Sinclair, Nicole	WE Toasted Toastmasters
CL	2/16/2017	Sloan, Lynda	Flying Toasters Club
CC	2/16/2017	Sloan, Lynda	Flying Toasters Club
ALB	2/15/2017	Squires, Valaree M	Encouraging Words Club
ACB	2/11/2017	Taylor, Michael	Capital Toastmasters Club
CC	2/8/2017	Thomas, Jennifer Ann	Bootstrappers Club
ALB	2/15/2017	Voth, Sarah E.	Encouraging Words Club
ACS	2/26/2017	Ward, Jill M.	Wallmasters International Club
ACB	2/27/2017	Waters, John E.	Molalla Toastmasters
CL	2/7/2017	Watkins, Donavan	Smooth Talkers Club
ALB	2/15/2017	West, Larry J.	Club Northwest Toastmasters
CC	2/17/2017	Wilkinson, Pamela	Downtown Lunchbunch
CC	2/1/2017	Wilt, Erik	Southern Oregon Speechmasters
CC	2/10/2017	Winger, Eric A.	Feedbackers Toastmasters Club
CC	2/1/2017	Young, Richard	Nano-Mated Speakers
CL	1/3/2017	Whipple, Paula S.	Symantec Toastmasters
ACB	1/24/2017	Whiting, Howard	New Beginnings Toastmasters
ACB	1/4/2017	Xavier, Trena J	Swan Island Toastmasters
CL	1/25/2017	Young, Richard	Nano-Mated Speakers

Congratulations to *Be Extraordinary* Pin recipients — James Wantz, Steve Joiner, Joel Conartonm Lana Kralik, Mary Pat McCoy, Cate Arnold, Faye Phillips, Frank Waterer, Peter Silliman, Alan Sevhaug, and Kevin Peterson



Happy Anniversary to March Clubs

The following clubs are celebrating their charter anniversary this month.
Congratulations to all!

Charter Date	Years	Club
3/25/2013	4	Audacious Orators
3/31/2004	13	Babble-On
3/29/2001	16	Battle Ground
3/17/2003	14	Bend Chamber
3/1/1948	69	Cascade
3/1/1999	18	Clark County
3/13/2012	5	Columbia Communicators
3/1/1944	73	Coos Bay
3/1/1984	33	Highnooners
3/31/2010	7	Liberty Talkers
3/1/1980	37	Lunch Bunch
3/4/2011	6	Milwaukie Talkies
3/1/1993	24	New Beginnings
3/1/1985	32	Prime Time



Happy Anniversary to March Clubs

Charter Date	Years	Club
3/3/2010	7	Professionals of Portland
3/3/2014	3	Salmon Speakers
3/31/2009	8	ScanEagle
3/27/2006	11	Smooth Talkers
3/1/1991	26	Southern Oregon Speechmasters
3/15/2010	7	Suite Talkers
3/1/1954	63	Sunrise Toastmasters Club #1492
3/26/2009	8	Symantec
3/1/1988	29	Tell Me A Story
3/1/1999	18	The Dalles
3/30/2011	6	The Society of Oratory Aerialists
3/30/2015	2	Toast to US
3/7/2006	11	Walker Talkers
3/1/1986	31	West Beaverton

A special shout out to Cascade, Coos Bay, and Sunrise, who passed the half-century mark!



TELL ME A STORY

Lessons from the Geese

by Phyllis Harmon, DTM

The following speech was originally delivered to a worldwide audience on July 10, 2016 at a Great White North Online Toastmasters meeting.

Dr. Robert McNeish of Baltimore, Maryland often visited Chesapeake Bay to study geese. He found that there were many correlations in the wilds between a gaggle of geese and human behavior.

In 1972 he wrote the well known article, *Lessons from the Geese*, which he ultimately delivered as a church sermon. Since its original delivery, the article has been used as a model for leadership training and team building throughout the world.

I don't know if Dr. McNesh was a Toastmaster, but *Lessons* could have been written with us in mind.

Lesson #1

As geese flap their wings, they create an uplift for the bird following. By flying in a V formation, the whole flock adds 71% greater flying range than if each bird flew alone.

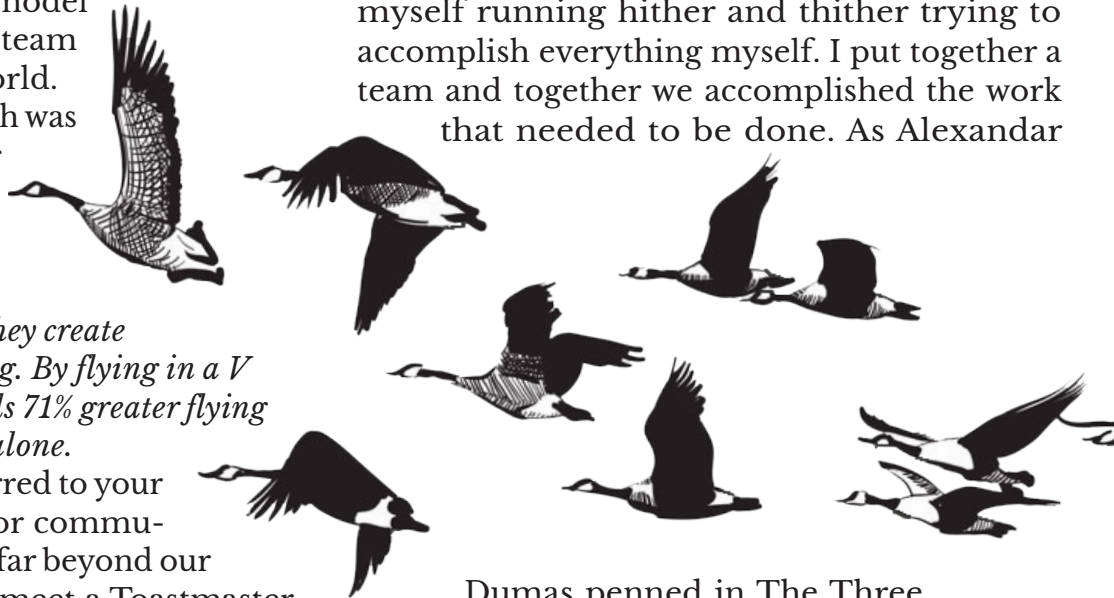
How often have you referred to your club members as a family or community. The bonds we share go far beyond our individual clubs. When we meet a Toastmaster in a different part of the organization for the first time we have an established cornerstone on which to build a friendship. When my husband and I were seeking out places to retire, I contacted the Toastmasters clubs in our chosen locals and asked for their help. The overwhelming warm responses we received from different clubs made us feel connected and welcomed. Just as the V formation keeps the entire wedge aloft, each bird relying on the rest, we as Toastmasters stay buoyed up by our connectedness to each other.

Lesson #2

Whenever a goose falls out of formation, it suddenly feels the drag and resistance of trying to fly alone, and quickly gets back into formation to take advantage of the lifting power of the bird

immediately in front.

One of the mantras of leadership is if you are doing it alone, you are doing it wrong. In Toastmasters we experience this lesson all the time. Whether you are a club officer or climbing through the director ranks, there is always a team to consider. I learned this lesson early as Lt. Governor Marketing when I found myself running hither and thither trying to accomplish everything myself. I put together a team and together we accomplished the work that needed to be done. As Alexandar



Dumas penned in *The Three Musketeers*, "All for One, and One for All."

Lesson #3

When the lead goose gets tired, it rotates back into formation and another goose flies at the point position.

In Toastmasters, elected leaders rotate positions. Not only does it provide more people with opportunities to learn leadership, it also gives outgoing leaders an opportunity to rest, regroup, and become advisors sharing their experiences. In time, they may rotate back to the front, once again providing leadership for their clubs, areas, divisions, and districts. As a past district officer, I'm often asked to share lessons I've learned in Leadership. People want to know how I rose above my own challenges

to lead District 7 to distinguished recognition. Lead from where you are, and never think you can do it alone.

Lesson #4

The geese in formation honk from behind to encourage those up front to keep up their speed.

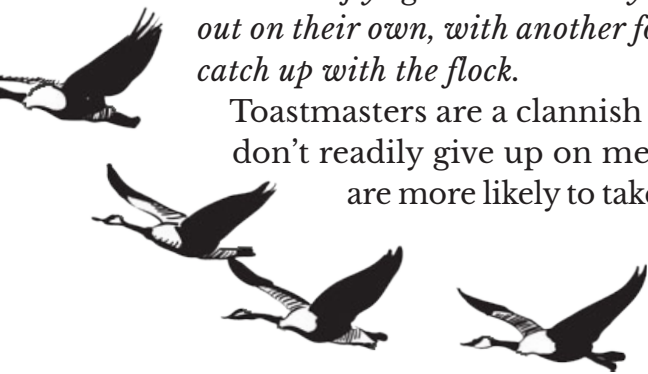
Toastmasters are great encouragers and supporters. As Darren LaCroix and a few other pundits have shared, Toastmasters are great supporters. Trip and fall, screw up your lines, or do a thousand other faux pax, and Toastmasters will clap and tell you what a great job you did.

Toastmasters is the best laboratory in the world. It provides first-class coaches and mentors who are willing to share their experiences, push you to be better than you ever thought possible. Not for their own glory, but to help you become the person you are destined to be. My circle of mentors and coaches have helped me to recognize my weaknesses and stand strong in my strengths. They've helped me gain confidence, realizing that I don't have to be perfect. That being a work in progress is okay.

Lesson #5

When a goose gets sick or wounded or is shot down, two geese drop out of formation and follow it down to help and protect it. They stay with it until it is able to fly again or dies. They then launch out on their own, with another formation or catch up with the flock.

Toastmasters are a clannish bunch. We don't readily give up on members. We are more likely to take a faltering



club member in hand and help them get back on track and achieve success. Even when they leave, we greet them like long lost members of our families the next time we see them.

In the end, we can all aspire to become like a gaggle of geese. Dedicated to each other, knowing that going it alone is not enough, ready to step up to leadership when it's our turn, quick to lend a hand when needed, and always faithful to those who are part of our worldwide Toastmasters family.

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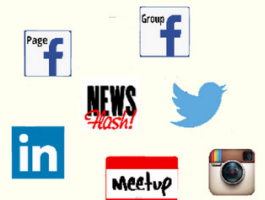
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Rose City Toasters – Looking for Distinguishing Members

by Dawnette Hale, ACS, ALB

“Hello Fellow Toastmasters and Guests” is something we hear often; it

is the timeless phrase that begins many of our meetings and speeches. When I hear this, my attention is captured and my mind shifts into learning mode—receptive, listening, and ready to support growth and achievement. It also causes me to double check and make sure I know all the guests at the meeting.

As I have learned from Toastmasters, welcoming guests is an important part of club success. Another key to club success is asking our guests if they are ready to become members. Many times our guests are waiting to be asked; they are ready to become a member, and ready to say “Yes”. You might have guessed from the title that I want you to join me as a member of Rose City Toasters. You are right!

Let me tell a bit about the club and the potential benefits for you, for the club, and for our awesome District 7. Then you can decide if this is something that might be inspiring, transformative, and worth your very valuable time and money.

Club Information

Rose City Toasters is one of the prison clubs in District 7. The club is located at Columbia River Correctional Institution (CRCI) in north Portland, near Marine Drive and the airport. CRCI is a facility for inmates with less than three years to serve and for those preparing to transition out of the prison system. The Club has achieved 6 of the 10 Distinguished Club Program (DCP) goals to date for 2016-2017. Recent history for DCP goal accomplishments include: 2016 - 7 goals; 2015 - 9 goals; and 2014 - 8 goals. Rose City Toasters achieved Distinguished status three times over the last 10 years. The only reason they have not achieved Distinguished status every year is membership. This is where you can make a big

difference—more on this later.

Some of the recent accomplishments and awards include a DTM for Jason Kent. Jason is an accomplished engineer who volunteers with the club. His commitment to the inmates’ success in Toastmasters has helped the members develop positive, successful communication and leadership skills. In addition to the efforts and accomplishment of DTM, the club has completed two Competent Communicators, one Competent Leader, and one Advanced Leader Silver. Club members make consistent efforts to become better speakers and leaders and represent Toastmasters well.

The club members are focused, accomplishing goals, and clear on the value of Toastmasters. I am very proud of them. They are inspiring. It warms my heart when I see the changes in their confidence and skills. The work they are doing has a direct correlation on their abilities to make better choices and create better futures for themselves, their families, and service in our communities.

Personal Benefits

If you decide to become a member of the Rose City Toasters, the potential personal benefits are numerous and include becoming an advocate, community building, supporting needed transformation, and increasing your speaking and leadership skills.

Advocate—many people within CRCI have not had positive role models of behavior and communication. It is a stretch to join the club and begin the deeper work for looking at patterns and beliefs that are limiting. You can be an example of a supportive person who believes in Toastmasters as a way to grow and change our lives.

Community building—when the members of Rose City Toasters leave with skills in communication and leadership, they add to the value of our communities, rather than take and struggle. They may have learned how to contribute to the success of others for the first time in Toastmasters. When you become

a member you are saying: “I believe in you. I believe in the work you are doing and you will have a place in the community.”

Transformation—you may also experience the magical transformative powers of Toastmasters. I believe that when we selflessly give we receive abundance in return. While I cannot know all the ways you will change for the better, I do believe you will.

Increasing skills—as with all efforts to improve, there may be the connecting points between people and help us feel included. We would like to share these experiences with you.

Call to Action—Yes, I am asking you to become a member of Rose City Toasters.

There are a two ways to join the club: CRCI Toastmaster official volunteer or as a guest member. Jason Kent is an example of an official CRCI volunteer. Jason attended meetings at CRCI as a guest 6 times within a year, completed an application, passed the screening by the State Prison system, and completed the mandatory training. To be clear, I am not asking you to commit to being a volunteer. I want you to be a non-inmate member who is a guest rather than official state prison volunteer .

I am asking you to join our club, pay dues, and attend meetings three to four times a year. If you want to become more involved, we would love your help with contests and training. Ultimately we want more club members who enjoy supporting one another, like success, achieve advancements, and appreciate being recognized for their efforts. This could be you!

If there is something Toastmasters love around the world, it is achievement, and the celebrations we have to mark these great events. If you decide to join as a member of Rose City Toasters, I will personally make you thank you cupcakes! Yes, incredible and highly edible boxed cake mix cupcakes with pretty sparkles. I will bring said extraordinary (wink) cupcakes to the D7 Spring Conference on May 6th. Do not wait

until the last minute—my oven is only so large.

Helping Club members and District 7

At this point you have learned about the club; as well as, some of the recent successes and consistent effort of our members. You are also familiar with the benefits you might claim as a guest member, including extraordinary cupcakes. What I want you to consider now is that there are benefits beyond what you will receive when you join us.

It is a bit disappointing to me that Rose City Toasters members do all the work but because of membership turn-over they have difficulty reaching DCP Distinguished status. I believe it would be a wonderful accomplishment to build the club to 18 members by June 30, 2017.

We need your help to accomplish this. We will work on adding more members through inmate recruitment, but ultimately it may come down to new guest members—like you.

When Rose City Toasters reaches Distinguished, Area 54 becomes distinguished. I do like the idea of becoming Distinguished, but that is not my personal motivation. I am more interested in supporting District 7 in becoming a President’s Distinguished District. We have to remove obstacles and accomplish the previously unrealized heights in order to be a President’s Distinguished district. You know how we sometimes wait until the last minute to ask for help? I am not doing that. I am asking right now.

Summary

Please join Rose City Toasters as a guest member this month and know the benefits of helping people who need it. Become inspired and humbled by the stories and the vulnerability. Get out of your comfort zone and activate your servant leadership. Help the club members achieve the special recognition of Distinguished and support D7 in our bid for President’s Distinguished District. Rose Cty Toasters meets Tuesdays, 6:30-8pm. One last thing —cupcakes!!!

Dawnette Hale joined Toastmasters in May 2013. She s a member of Swan Island Toastmasters. She is currently serving as Area 54 Director. You can reach her at area54@d7toastmasters.org



MARCH

25

Area 44 International & Evaluation contest @ 10:00 AM – 2:00 PM

Area 51 / 52 Spring 2017 Contests @ 1:00 PM – 4:00 PM Stevenson Library

28

Area 53 / 54 Spring Contests at CRCI @ 5:30 PM – 8:45 PM

Columbia River Correctional Institute

Area 62 Speech Contest @ 6:00 PM – 8:00 PM Multnomah Building

Area 41/42 International Speech and Evaluation Contest @ 6:00 PM – 9:00 PM
Morningside United Methodist Church

APRIL

1

First day for Division level International Speech & Speech Evaluation Contests

Northern Division "G" International Speech & Evaluations Contests

@ 1:00 PM – 4:00 PM Clark County PUD

11

Willamette Division (E) International Speech and Evaluation Contest

@ 6:00 PM – 9:00 PM Clackamas County Building

15

Division C International Speech and Evaluation Contest

@ 10:00 AM – 1:00 PM Salem Public Library - Anderson A & B

Columbia Division D Spring 2017 Contests @ 1:00 PM – 4:30 PM SEI

19

Division F (Downtown) International and Evaluation Contests

@ 6:00 PM – 8:00 PM ConnectiveDX

22

Last Day for Division level International Speech & Speech Evaluation Contests

Division B Speech Contests @ 10:00 AM – 1:00 PM Division Speech Contests

Southern Division A International Speech and Evaluation Contest

@ 12:00 PM – 4:00 PM Jacksonville Oregon Library

High Desert Division International Speech & Evaluation Contests

@ 1:00 PM – 4:00 PM Downtown Bend Public Library

Sunset Division (H) International Speech and Evaluation Contest

@ 1:00 PM – 4:00 PM Beaverton Library - Room B

24

Directors and Trio Call



MARCH MEMBER MADNESS!!!!!!

The first 5 clubs to get 5 new members to join between February 18th and March 31st will get a Club Success or Leadership Excellence Series workshop packet and a copy of Simon Sinek's *Leaders Eat Last*.



A TOASTMASTER'S PROMISE

As a member of Toastmasters International and my club, I promise

- To attend club meetings regularly
- To prepare all of my projects to the best of my ability, basing them on the Toastmasters education program
- To prepare for and fulfill meeting assignments
- To provide fellow members with helpful, constructive evaluations
- To help the club maintain the positive, friendly environment necessary for all members to learn and grow
- To serve my club as an officer when called upon to do so
- To treat my fellow club members and our guests with respect and courtesy
- To bring guests to club meetings so they can see the benefits Toastmasters membership offers
- To adhere to the guidelines and rules for all Toastmasters education and recognition programs
- To act within Toastmasters' core values of integrity, respect, service and excellence during the conduct of all Toastmasters activities