

Voices!

One Community
Many Voices

District 7 Toastmasters
January 2019

Cover Story

Keep the Focus!

Pat Johnson, DTM, PIP



You can change lives

Once we are released from prison we will spend the rest of our lives explaining ourselves to the world for our past actions. To do so effectively, we must become confident, skilled and practiced speakers. Practice goes a long way toward self-improvement, and the framework of Toastmasters allows for feedback, constructive advice and continual improvement.

—Neal Goyal Lompoc Federal Prison Camp

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Integrity

Phyllis A. Harmon, DTM
Editor/Publisher



EDITORIAL

Pat Johnson, Past International President, talked alot about integrity during her breakout session at TLI on January 12th. It got me thinking about commitment and what we say we will do, but in reality we only sometimes do . . . if it fits our world vision . . . or doesn't make us work too hard . . . or . . . don't bother to do "it" at all.

To my way of thinking, commitment and integrity are two sides of the same coin. If I've committed or promised to do a certain action or to follow a given set of standards, and then I don't—whose integrity is tarnished? If you commit or promise to follow a certain set of standards and you don't, and I am privy to your lack of follow through and don't speak up—whose integrity is tarnished?

All of us know people, clubs, organizations who commit or promise to follow a course of action but don't "walk their talk". Do we turn a blind eye because it's easier? Or do we speak up and call them to task? If we don't speak up—whose integrity is tarnished? If we do, can we weather the slings and arrows surely coming our way?

I wouldn't go as far as Pat did suggesting that a club who hasn't maintained a 20-member base has lost its club integrity. However, if a club calls itself a Toastmasters club but doesn't adhere to the operating standards committed to at charter, or doesn't follow or teach the Toastmasters educational program—whose integrity is tarnished?

To some, silence is golden. But the shine on that golden silence is beginning to look a bit worn—tarnished if you will. I need to ponder some more on this topic, but I'm pretty sure I'll do what's right—what I've committed and promised to do. The slings and arrows? Bring them on!

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VOICES!



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Keep the Focus!

Pat Johnson, DTM, PIP

Recently two young men in my Toastmaster club signed up for flying lessons. They wanted to become pilots.

They started out with ground school where they studied materials and gained knowledge. They practiced under the watchful supervision of experienced pilots and were eventually, after many hours of flying with instructors, allowed to take the controls and fly the plane. They sat in the pilot's seat, in control of the plane and responsible for their passengers. They filed a flight plan and assumed that they were prepared for the journey to their final destination, which had been clearly articulated during the planning process.

So what does this have to do with you and your leadership journey in Toastmasters? I see a strong correlation.

Let's compare your leadership journey in Toastmasters, whether at the club, area, division or district level, to becoming a pilot and flying that plane. The steps and actions are very similar and there is joy when everyone arrives on time and in the correct place.

On July 1, 2018 you assumed a leadership role either through election or appointment by your fellow toastmasters. And the first six months have flown by.

You worked hard during those first six months of your leadership term learning the specifics of your role. You read the materials, attended the training sessions, engaged in lively discussions, asked for and secured a mentor who believed in you and your abilities as a leader, built a team, asked for help, offered your support to others, participated in developing the annual strategic plan, and developed your collaborative skills as part of the team you play and learn with. You have been delivering on your Toastmaster Promise as well as fulfilling on the roles and responsibilities you assumed when you were confirmed into your leadership position. Ground school and supervised training were completed and you were well prepared for the journey ahead.

And now, six months later, you find yourself at the midway point of your leadership term. You have hundreds of hours of experience and some successes behind you.

And looking ahead, it is important to determine if you and your team are still on track to arrive at your distant destination. Is the path still clear? Does the route need to be adjusted or is the route still relevant? Are there more or different activities for you and your team to do? Is there something new to learn? What's next? Perhaps you find your mind even wandering into what is going to happen next year.... Will

you win the election? What will you do or not do next year? Who else might run?

Keep the focus! You are only half way to your goal for this year. This is not the time to take your eyes and mind off the destination..... If you were in that plane, you have a high probability of crashing or ending up somewhere that is not intended. And as a leader, you might not realize the full impact of your loss of focus until later but there will be one. And that impact often touches many more individuals than just you. It impacts the district members.

One of the lessons I learned is that the leader must always hold the vision. It is the leader's responsibility to ensure that we all are headed in the same direction. There may be stormy, turbulent, circumstances that cause the team to veer off course. There may be personnel issues that take longer to resolve than anticipated and thus impact your timeline. There may have been a breakdown in communication which resulted in not everyone on the team knowing the final destination or how to get there together.

It's time to pull out that original flight plan or strategic plan and all the data available to you. Sit down with your team and review it. Identify and celebrate your achievements to date and where you are on track to achieve the other goals. It is also time to reinforce those

components of the plan that will continue to work in bringing the team and district to its destination; and to identify the components that are not in alignment with the plan. It is time to adjust them. Assume the responsibility to ensure that the updated plan is the one that everyone is working on, and that everyone is headed to the same destination, thus ensuring district success.

When I was District Director (2001-2002), we were striving to make Distinguished status. Our District had a reputation of achieving approximately 15th in the world and I felt I was the steward of the district's reputation. It was not just about what I wanted as an individual but what our district wanted to be known for and we had chosen to be known as distinguished or better. It was a worthy goal and it became my ultimate destination for the team.

The members believed it was possible and that was key for me as leader. When I got tired, I remembered that they trusted me and the district leadership team to lead them to Distinguished. We wanted to be worthy stewards for our district and our clubs and members.

When I felt like I had had enough Toastmasters that day or week or month, I had members encouraging me. I had a mentor who supported my learning and continuous growth. I had an entire team that was willing and very capable

of working and achieving our distinguished district goal.

And when the last few weeks of the year approached us at a rapid speed, we feared that we were not going to have enough clubs to make our goal. But we refused to give up. We reached out, we asked, we collaborated, we invited, we persisted.

On the evening of the very last day, our Lieutenant Governor Marketing (now Club Growth Director) sent in the papers for our final club and we were over the line! The fear, frustration, and fatigue all melted away as we celebrated together. We had done it! Our district had worked together to reach our goals. We kept the vision in front of us, we stayed on course, we never lost sight of our destination and we worked to the last hour of the last day to achieve the goal we all wanted.

If it is your "normal" or usual practice to coast through the last days or weeks or months when approaching a goal, challenge yourself as a leader to put your full thrust behind the project to the very last day. Trust yourself to believe that you can achieve your goals.

Take some time for yourself to ponder the following questions. Are you willing to commit to something bigger than you? Are you willing to risk the vulnerability of publically declaring that

you and your team will go for the highest standing? To aim high and give it your all? Will you lead with heart and courage? Step out and stand for something? Do you or do you not really and truly believe that you can achieve this goal? If so, you will experience a tremendous rush of leadership and teamwork.

Now, you are sitting in the leader's seat, in control of the members and the plans, you have filed a Success plan and assumed responsibility for arriving at the final destination of distinguished status or better. You are leading us.

So take a deep breath down into your belly, settle into your leadership role, consult the path, and get ready for a celebration when you land at your final destination in leadership.

Reach out, grab that throttle and take off down that runway. There are new destinations waiting for you and your leadership.

Don't quit until the final day!

And rest only when the journey is done!

Pat Johnson, past International president, is the owner of Pat Johnson & Associates, where she coaches leaders to help them find their greatest versions of their authentic selves. She works to help individuals overcome their self-limitations and to aspire for more in life.

Our goals can only be reached through a vehicle of a plan, in which we must fervently believe, and upon which we must vigorously act. There is no other route to success.

—Pablo Picasso



The Art of Story

A stylized illustration of a green, dragon-like creature with large eyes and a friendly expression, sitting and reading a large blue book. The creature has a small red heart on its chest and is holding the book with its green hands. The background is a soft, textured pink.

*B*reathe life into your story—Learn how at a Toastmasters storytelling club near you

Gateway Toastmasters
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Click [here](#) for website

Storymasters
Westside - Portland, Oregon
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Tell Me a Story Toastmasters
Eastside - Portland, Oregon
Click [here](#) for website

Mid-Year Leadership Training: Seattle Key Takeaways

John Rodke, DTM - District Director

Can we shift our fear of change into excitement for new possibilities? - Yes! In an intriguing study published in 2013 by Alison Wood Brooks of the Harvard Business School, participants said: “I am excited” three times before performing an anxiety-inducing activity. This simple change helped them switch from a threat mindset, into an opportunity mindset. Their brains shifted from worrying about all the things that could possibly go wrong, into what new paths and experiences were available. They dramatically improved in their performance. So can you!

As Toastmasters, we are constantly pushing our comfort zones and getting into our growth zones. The last two years have been full of changes we can choose to fear, or get excited about! I hope you will choose the latter.

At Mid-Year District Leader training in Seattle, Emilie, Cate and I, had the opportunity to learn with 60 other Toastmaster leaders how to serve you more effectively. Here are a few key takeaways:

- When members are promoted into District Leadership, they have an amazing set of opportunities to improve themselves professionally, and personally. We don't emphasize this enough. These amazing

experiences shape the lives of not only the member, but their entire network and community. What are you going to fail at so you can succeed?

- Every good leader should train their replacements to be able to step in at a moment's notice, and thrive. This creates a dynamic legacy, and has the greatest potential to create a positive impact within an organization. This starts within our clubs. Are you training your successors?
- The Humorous Path will be open to all members on February 4th! Yeah! I know many of us have been excited for this new opportunity.
- Area Directors and District Officers are talent scouts and opportunity providers. Share what you would like to accomplish with us, and we will help you achieve it. If you are interested in the awesome opportunity to serve our members, please contact your Trio, or reach out to Donna Stark, our Immediate Past District Director.
- If members don't feel ready for a promotion or opportunity, deduce what they need to feel ready, and provide it.

A lot of this is offered at Club Officer training.

- Current, and new, Club Coaches will get BOTH Club Coaching credit and District Service credit if they get their clubs to Distinguished by June 2020. If you are interested in this opportunity to finish your legacy DTM, or for a push forward on your Pathways DTM, please contact Patrick Locke, our Club Coach Coordinator.

There will be more information presented throughout the year. We are excited to support

our members with Officer Training at different locations throughout the District. Please search the District 7 calendar for a location near you. You can train for your officer position at any Club Officer Training in our District, or the world.

Speech contests are in full swing. I invite you to participate and share your insight, and support those who are sharing theirs. If your fear starts to creep in, remember: “I am excited!”

Speak and lead on my friends!





The Toastmasters Village

Emilie Taylor, DTM
Program Quality Director

It takes a “Village” of Toastmasters to raise a Toastmaster!

This sounds somewhat familiar, but there is real truth. It also takes “Choices” of an individual to choose to grow and develop.

This was clearly evident to me during our Toastmasters Leadership Institute (TLI)-Midcourse Correction on January 12, 2019. I was very happy to see the enthusiastic faces of our officers and members who shared their Saturday with us, and to connect with friends, meet new Toastmasters, learn new ideas and see where their clubs were heading.

We are more than halfway through our 2018-2019 Toastmasters year. My hope, of course, is that your clubs are on track for the Distinguished Club Program (DCP) goals you outlined in your Club Success Plan at the beginning of the year. If your goals are not on track, this is the time to take stock of what is working and what is not. This is also the time to reflect on where you are with your personal goals.

One of the best things is that the Village is here to help develop leaders. As our tagline says: “Where Leaders Are Made”. Leaders are developed by the doing of Toastmasters. Leaders are developed by the task as officers, the creation

and delivering of a speech, the meeting roles, and the rest of the club meeting activities. The choices to join in and challenge one’s self are what helps the “Village of Toastmasters” have a vital purpose.

Stepping out, stepping forward, and stepping up is a positive choice. Stepping into fear and self-doubt is also a choice. That choice leads to nowhere.

As members of the trio, we also have to take stock of where we are with our district goals and how we are doing with our district mission. John, Cate and I were in Seattle this past week for our mid-year training. Indeed, it was a Village of district leaders—District Directors, Program Quality Directors and Club Growth Directors from 18 districts. I found it extremely helpful as we had a chance to meet and reconnect with our peers and learn new ideas and best practices. It was also a time to hear brand new updates and what is coming down the pike from Toastmasters International.

On a personal note, one of the things I have learned about Toastmasters is it has helped me to choose to be positive. The more we are looking for the positive, the more we find the positive. Perhaps you had a bad day at work or life in



general and you feel weighed down. Sometimes, we need to force ourselves to attend our meeting. Challenging ourselves to step forward into a meeting we find the Village is here. The Village welcomes us and embraces us where ever we are. Remember, there is sincere help in Toastmasters to help you reach your goal. This is not the same as asking others to do the task before you. We are here to learn, stumble and fall in a “safe place”. The next step is getting up and learning from our experience.

What I am trying to say, it’s OK to take what you know and do your best. It is GOOD to ask the Village for help but not do the work for you. By placing your burden on others, you will never grow. Thus, do your best, be your best and the rest will unfold and you will feel good and you will grow!

Now on to business—

- For officers who missed Winter TLI, make-up training opportunities are posted on our D7 Calendar.
- Contest season is here. Check the calendar for dates. If your club needs help with test speaker or judges, please reach out to other

clubs or ask your area director for help.

- We are continuing to offer additional training to help you and your club succeed. Check the calendar for the latest offering.



MENTORING

Are You a Professional Development Mentor?

Cate Arnold, DTM - Club Growth Director

Imagine you are able to learn how to lead and mentor people so that they become successful, sought after professionals.

Our world economies continue to change at breakneck speed. Job descriptions change with them as do the roles of employees. I believe Toastmasters has the opportunity to become recognized by employers as a powerful training program that teaches, not only communication skills, but soft skills needed to form adaptable work groups. Members learn how to distribute tasks based on each person's particular skills and learn how to train their successors so that they can seamlessly advance to the next level of management within their organizations.

Later this spring, we will roll out a marketing effort targeted at employers and professionals who are interested in this type of professional development training. It will be what we already know through Toastmasters, but there will be explicit standards and expectations. For instance, to be a productive task force member there would be requirements. In clubs, that means that members desiring to learn these skills will commit to letting their fellow club members know whether they will be present or not at meetings. They will sign up for a role

three times to master it and then teach another member how to do it. Members will go to the next level by taking on officer roles in order to learn how to effectively work in teams and lead other members.

We are in the incubator phase of the Professional Development Program. We are defining the expectations that MUST be adopted by a club, and that should be CONSIDERED by the club to see if it fits them. I talked about the program with the president of a club that just chartered and with the representative of a company who is putting their charter papers together. As I described it to them, both were visibly excited by the concept. The latter plans to include "Professional Development Program" in their corporate club name.

I believe we can change the world for our members by teaching them highly valued professional skills. We strengthen our own professional skills as well as we teach them. We hope to start 10 new clubs in the next 5 months. To do so, we need 20 mentors for these clubs. It is critical to find mentors who want to embrace and teach this Professional Development Program. Are you a future mentor?? Please contact me at impeccablecate@gmail.com



Looking Back at TLI

Donna Stark, DTM

Immediate Past District Director

I enjoyed TLI and this winter's session at Wilsonville High School was no exception. The opportunity to connect with fellow Toasties from all parts of the District helped fuel my Toastmaster tank with the energy and motivation to finish this Toastmaster year with enthusiasm and success.

A high point of the day was former International President Pat Johnson's keynote, "Lead With Your Heart." I appreciated her thoughts about authenticity. Leaders, and speakers, who excel at their craft aren't imitating someone else. There are leaders we admire, that we aspire to be like, but leading with your heart is about finding your own leadership style.

Do you recall the, "Be Like Mike" Gatorade commercial? There were lots of little basketball players that wanted to grow up to be like Michael Jordan. At some point they had to quit watching Jordan and get out on the court to practice and play and find their own style. To be a better leader or speaker (or both), you need to leave the sidelines and play! Fortunately, Toastmasters is a learn-by-doing organization.

One of the things I appreciate about Pathways is how the evaluation forms are structured. Each form has a section to identify strengths (you excelled at), areas of potential improvement (you may want to work on), and opportunities for growth (to challenge yourself).

- You excelled at: What are your strengths? Yes, you have them. Perhaps you are patient, or have natural vocal variety, or put people at ease

with a friendly smile. Focus on the strengths you have rather than on what you perceive as shortcomings. Your own unique gifts are a solid foundation to build on.

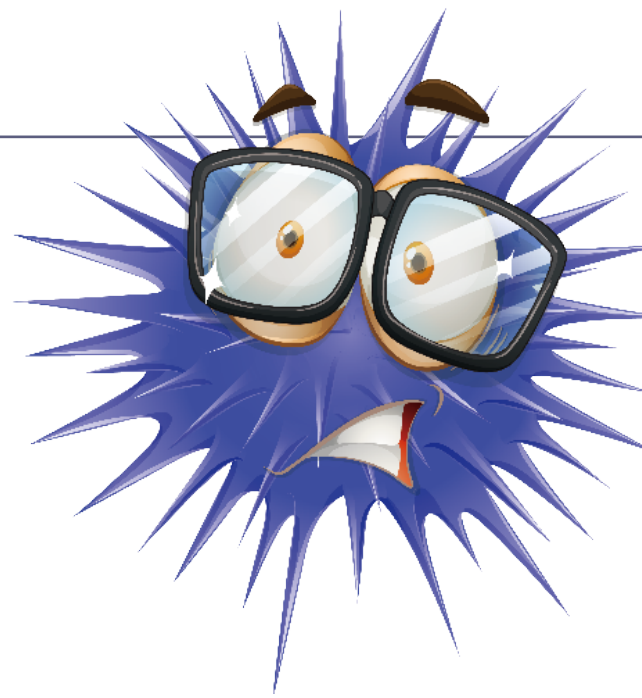
- You may want to work on: An effective evaluation, of yourself or others, includes identifying attributes that are getting in the way of you being a more effective leader or speaker. This is the "stuff" in the middle of an Oreo cookie. (Personally, I prefer Double-Stuff Oreos—the "stuff" is the best part!) Be grateful for this feedback. Identifying ways to improve does not diminish the value of the things you do well.

- To challenge yourself: What's your next step? What will push you just a little bit outside of your comfort zone? I was willing to take on just about any meeting role as a new Toastmaster, except speech evaluation. My knees literally shook when I participated in my first club speech contest. Identify something you're not comfortable doing, do it anyway, grow from the experience, and identify the next challenge to tackle.

Another great resource is the Pathways Level 2 projects that are focused on understanding your communication and leadership style. That can be a great place to start. Every leadership role you take, every presentation you make, is another step on your journey to becoming the leader and speaker you want to be—and that others will want to emulate.

Pathways is Contagious - Be a Vector

James Wantz, DTM



I went to the doctor yesterday and got shot. It was a flu shot, but I got shot all the same. I got the flu shot so I won't get the flu . . . at least that is the hope. I get inoculated against what I don't want to catch—but not against what I do want to catch. I want Toastmaster members to catch the same Pathways Enthusiasm (P.E.) that I have. I work hard at spreading P.E. by doing training events like the recently very successful TLI training event. [Side note: TLI was successful not because I was training - it was successful because hundreds of club officers got trained by many excellent trainers, there was a fantastic Keynote from a former International President of Toastmasters, the event was well coordinated by a crew of many volunteers, and a good time was had by all.] I also spread P.E. by doing online webinars, visiting clubs, and answering emails. I am a P.E. carrier, a vector! And I love it!

Over the course of the year, I've encountered those that want to be inoculated against the P.E. virus I am spreading. They don't want to catch any sort of Pathways Enthusiasm. None whatsoever! Can you believe it?

I understand there are many reasons, but the main one is that they don't like Pathways! Wow! Amazing! They don't want to catch P.E. because Pathways Crumudgeonism (this is an old Legacy virus) and Pathways Enthusiasm can't coexist. They are mutually exclusive viruses. In

a previous article I discussed how the resistance to technology has little to do with Pathways. Yes, Pathways lives on the computer, but those resistant to doing Pathways on the computer often have a beef with the computer instead!

An analogy might suffice to explain: I don't like driving in large cities. The streets are usually crowded, confusing, and cramped. If my favorite store moves into a large city, then the reason I stop going to that store has nothing to do with the store itself—it has everything to do with my dislike of city traffic! If someone dislikes computers to begin with, then their resistance to Pathways has more to do with computers than Pathways itself.

I can do little to spread Computer Enthusiasm—that is a different virus—but the giants (Apple, Google, Microsoft, etc.) are doing a pretty good job of making computer use ubiquitous. Those darn computers are everywhere! Instead, I focus on Pathways Enthusiasm. I love helping people get into Pathways and start to discover the cool content. I like spreading my enthusiasm. I really like that no one has suffered this particular Pathways Enthusiasm virus before.

The accompanying graphic is a comparison between Pathways awards in October and again in January. Pathways Educational Awards are rising! P.E. is spreading to more and more clubs every day! It's a Pathways epidemic!

As members embrace Pathways, involvement and interest will increase. As clubs embrace Pathways, a new paradigm will be active— the Age of Pathways will be ascendant. I encourage you to spread P.E. to all members you talk to. Help those that are showing the first symptoms. You will know who they are when they say, “So...what is this Pathways thingy anyway?” You aren’t alone. Many are infected. Many have succumbed to this enthusiastic spread.

And remember, if you have any questions, please don’t hesitate to contact the primary vector for the Pathways Enthusiasm virus— me! Soon, you too, will be spreading the Pathways Enthusiasm virus! Be a vector!

James Wantz is District 7’s Pathways Coordinator. Contact him at wantzjames@gmail.com with your Pathways related questions (or where to find a winning lottery ticket). If you are planning to send spam, use his Yahoo address instead—wantzjames@yahoo.com

October 2018

168 Total Pathways Awards

135 Total Legacy Awards

303 Total Educational Awards

139 Unique Members with Awards

64 Pathways Clubs

January 2019

351 Total Pathways Awards

206 Total Legacy Awards

557 Total Educational Awards

260 Unique Members with Awards

88 Pathways Clubs

**Pathways Clubs - suspended clubs and clubs without members were removed; newly chartered clubs were included*

= Showed Increase

Division	Area	Pathways Awards		Pathways Clubs	
		Oct-18	Jan-19	Oct-18	Jan-19
A	21	9	15	1	2 of 4
A	22	1	4	1	1 of 5
A	24	7	9	2	2 of 5
B	31	0	0	0	0 of 3
B	32	7	8	3	3 of 3
B	33	6	11	2	3 of 4
B	35	6	6	3	3 of 5
C	41	2	8	1	3 of 4
C	42	1	4	1	3 of 4
C	43	0	4	0	1 of 5
C	44	6	8	3	3 of 4
D	51	6	9	3	3 of 4
D	52	2	5	1	2 of 4
D	53	8	17	2	2 of 4
D	54	8	8	2	2 of 4
D	55	2	9	1	2 of 4
E	61	6	12	3	3 of 4
E	62	5	7	2	2 of 4
E	63	7	18	3	3 of 4
E	64	7	14	2	2 of 4
E	65	14	26	4	4 of 4
F	71	1	6	1	3 of 5
F	72	2	8	1	2 of 4
F	73	2	5	1	3 of 5
F	74	5	19	3	3 of 5
F	75	14	15	2	2 of 4
F	76	0	0	0	0 of 2
G	81	12	22	3	3 of 4
G	82	0	1	0	1 of 5
G	83	1	6	1	2 of 6
G	84	1	1	1	1 of 5
H	91	0	5	0	3 of 6
H	92	1	5	1	2 of 3
H	93	4	18	2	3 of 5
H	94	1	2	1	1 of 5
H	95	2	4	2	3 of 4
H	96	2	15	2	3 of 4
I	10	2	3	1	1 of 2
I	11	5	6	1	2 of 3
I	12	3	8	1	1 of 3
		168	351	64	88



Feedbackers

**Taking evaluation
skills to the
next level**

Join us!

Second Wednesday of the month

7:30-9:00 pm

Providence St Vincent • 9205 SW Barnes Road • Portland, Oregon

Toastmasters Leadership Institute Mid Course Correction Snapshot January 12, 2019





WALLMASTERS INTERNATIONAL

Toastmasters for Hlgh Achievers

6:35 - 7:45 am - Fridays

Symposium Coffee

**12345 SW Main St, Tigard, OR
cleon.cox@frontier.com**



Mastering communication
and leadership barriers one
wall at a time
Please Join Us!

Counting on People

Terry Beard

Dependability is a virtue worth cultivating. As Winston Churchill said, “. . . if you’d like to know where you are going, take a look in the rearview mirror.” As we turn the calendar page from one year to the next, I, too, look in the rearview mirror.

If we consciously think about what we would like to accomplish in the New Year, we must take the time to evaluate where we are and make a few course corrections to move towards better. We need to not only think about the changes that we’d like to make in the New Year, but we must execute, to act on the course corrections to create a better life for ourselves and others. We each are responsible for our journey.

Over the last 13 years, week after week, and month after month, I have been exercising regularly with my trainer Leno Pugh. Often, while I am working out with Leno, we chat. It is a close personal friendship as well as a professional relationship which we share. The conversations which Leno and I share, are much like the intimate chats some have with their hairdressers.

In late December, I asked Leno, what are “we” going to do differently in the year ahead, just around the corner. Leno immediately responded, “I’m tired of people who do not do what they say that they’re going to do. I am tired of them.” I delved in to ask him, “Do you mean like people who make appointments to work out with you, and then at the last minute, they leave you

hanging—wasting your precious inventory of time. Eating up your valuable time, which you cannot replace.” We both nodded, “Yeah that’s it.” I began to reflect. Immediately, I thought, these crappy behavior patterns are not good.

When Leno and I first started my exercise program, we each committed to our meeting on time, and to let one another know in advance with plenty of notice if we were not able to meet. Over the years, we have developed a wonderful relationship, because we can count on one another.

We communicate honestly with one another, and neither one of us blows the other off at the last minute; because we’ve gotten a better choice to do something else, or we were just too plain lazy to get out of bed.

How often, people say, I’m so sorry, I’m so busy. I have been traveling. In today’s world, these are excuses. Almost everyone has a smartphone. Honest and forthright communication is the freeway to building trust in any relationship.

When Leno shared his quagmire about a few of his client’s disrespectful behaviors, I told him that he wasn’t alone in this world. I went on to share with Leno that I make every attempt, to drop these people off at the next bus stop. I do not have time to live my life or to spend time with those folks who do not empower me between the guardrails on the highway of life.

We shared an all too common problem.

People are not doing what they say that they are going to do. Yes, I spotted a real issue, a real problem.

We continued to discuss at length what we shall do going forward. I told Leno, I expect people to do what they say that they are going to do. And do it. That people do not run me around the mulberry bush, saying one thing and doing another.

I associate with people who communicate with me on a timely basis. People who give me “put-ups” not “put-downs.” It is easy to detect the lane that a person occupies. Do the people in our circles respond timely to vmails, to text messages, to emails, etc., etc. At the first sign that people are not “Johnny on the spots,” I’m down the road, and I don’t care. I leave them behind. Or they will continually leave me behind, not feeling good enough, which is a horrible feeling.

I enjoyed sharing with Leno, my thoughts on my intersections with people. I came up with a solution.

“Leno,” I said, “Any time that you’d like to go as my guest to a Toastmaster meeting, at Portland Rotary Toastmasters, you are welcome. We’re an awesome group of folks who do what they say that they are going to do, and we do it. It feels good. We have people of all ages participating in our group who get along famously. Each week, we are in an environment, a safe harbor, which encourages and supports positive communication, behavior, and execution patterns. The people in our Toastmaster group are the people that we can all count on week after week, year after year. You can have this experience, too. From the first day that we chartered our Club, three years ago, we collectively set the roles, goals, and expectations.”

Once a person hangs with people who are people that one can rely on, count on, we have reset the bar to a higher level for ourselves. We become more aware of what the good people do to empower one another. Once we start to chow on the quality people food, we up the quality of our expectations, and more quickly we leave behind those folks who are clogging up our lane on the freeway.

I continue to do my work “Adopt-A-Highway,” by tidying up my section of the world so that I may continue to move along on my path of personal professional growth and development. When I do my work, of eliminating those people who do not keep up, nor measure up, blocking my lane, I am role modeling for others, while taking care of myself.

Leno continues to keep me on the path of physical fitness by pumping iron regularly, and I am committed to assisting my good friend Leno by sharing with him my Toastmaster network. He will experience good people food, more connections, another community, and in time more and better clients.

Portland Rotary Toastmasters is “The Greatest Club in The Universe,” by conscious design. People do what they say that they are going to do. Doing so demonstrates respect for self and others engaged. Feels good and works well!

Terry Beard is a Portland, Oregon, businessman, entrepreneur, Toastmaster, Rotarian, and author of Squelched - Succeeding in Business and Life by Finding Your Voice, an autobiography of his journey from “never good enough” to success that was significantly enabled by his efforts to master public speaking. The book was published in 2017 and is available on Amazon.com.

Coffee with Earl

Patrick Locke, DTM

In 2010 I relocated to the great Pacific Northwest. After visiting a few Toastmaster clubs in Vancouver, I joined Early Words Club in the Longview area. People there were very friendly, good member involvement and they seemed to stick to the program well which was my highest criteria. I went ahead and signed up. Everything was good but, there was always a challenge to keep the roster up to that twenty member mark to qualify for Distinguished Club status. When I looked at the metrics on the club I found they had been a Distinguished club for many years and mostly Presidents Distinguished.

A few weeks ago I was sitting in one of the vintage coffee shops in Longview pondering on what my next challenge would be in the development of our club leadership. I thought to myself, “our club is doing well, education wise, but we have a challenge with membership. Then again, it seems, everyone has a challenge with membership these days so maybe it isn’t us, it’s just what’s going on out there. If everyone is having the same challenge”, I thought, “it mustn’t be our club, it’s just the circumstances, that’s all, just the circumstances.”

While in my state of pondering I noticed a very stately gentleman had walked into the coffee shop. He ordered a beverage then as he turned, he looked directly at me as if he knew me. I nodded to acknowledge and he walked directly

over to me and introduced himself. “Hi I’m Earl, mind if sit with you?” There was plenty of open seats around but I was quite intrigued by this man. “Sure,” I said as I stretched out my hand to him,” Patrick Locke, how are you this fine day, Mr. Earl?” “Great,” he replied with a friendly smile, “you appeared to be in deep thought about something,” “Ya,” I said, “just been contemplating how to deal with some challenges.” “What you got goin,” he asked inquisitively. “Well, I’m currently President of a Toastmasters Club here in town. Are you familiar with Toastmasters, Earl?” I asked. “Yes, as a matter of fact I am,” he said quite frankly. “Well, We’ve been doing very well with our education program but I’m concerned about the membership and how to increase our numbers. Don’t get me wrong, we’re doing very well. We’ve got some very good members, they’re right there every Tuesday morning at six o’clock, A.M. that is.” “That is pretty early,” Earl replied. “Ya, most everyone thinks that’s the challenge. They don’t think people want to get up that early on a Tuesday morning.” “Patrick,” Earl said as he leaned back in his chair and took a long sip of his coffee, “you don’t seem to think that’s the challenge, do you?” “No, I guess I don’t really see that as the real challenge, no. Oh, I think it might be a small part but not the main issue.” “I think you might be on the right track there, Patrick, because there’s one element that



you can't overlook, isn't there?" "What would you say that is, Earl," I asked with a blank look. "Leadership, developing leadership talent and skill is the key to your solution, Patrick. How are you developing the leadership capability of your people? Are you really developing their skills? Have you evaluated their skills? Have you taken time to know what their skills are? Have you determined if their skills match the position they're in?" "Hold on a minute," I said. "Let's take those one at a time!"

Earl looked at me in the eye and said, "Great, let's do just that. Let's get right to the core. Every organization, no matter what it does or why it exists must do two things. First, they must execute their program well, isn't that right?" I nodded in agreement. "Then, they must bring people into the program in order to have something to manage, it takes active people to sustain an organization, don't you agree?" "Yes, you're right Earl, if you don't have enough people to execute the program effectively it will soon dwindle to nothing." "That's right," Earl said with a big grin on his face. "And what do you call that function?" A bit sheepishly I said, "Marketing," as if to ask a question. That's right Patrick, marketing, and who in your Toastmaster Club is responsible for marketing? "Well, that would be the Vice President of PR." Earl sort of bit his lip then said, "Yes, that's the leadership responsibility, but

who is responsible for continuously promoting the club?" "I guess that would be everyone," I said a bit hesitantly. "Exactly!" Earl said, leaning back in his chair again, "Exactly! But! It is in the execution of the leadership responsibility that organizes the plan and trains members in such a way that they are capable" (he drew that word out, ca—pa—ble) "of getting the message across to others."

Suddenly, Earl looked at his watch and exclaimed "I'm going to be late for my meeting! Patrick, it has been great meeting and chatting with you but I must go. I hope you have gained some insight to your challenge." "Yes," I said a bit startled, "this has been a great conversation, I feel inspired by your words, thank you," and in a moment he was gone.

On my way home I pondered that conversation. Who was this guy Earl and where did he come from? As I arrived home and walked through the living room I noticed the plaque hanging on the wall. The perpetual annual award our club presents to a member who they feel has been the most inspirational throughout the year. The award was named after one of the Charter members, Earl Mershon. I stopped and thought for a moment, chills ran down my spine. Could that have been . . . ?

Jo Anna Shaw, DTM

Empowering People of All Ages

Leanna Lindquist, DTM



Please provide some background as to where you grew up, advanced education, career, where you live. In other words, tell us about Jo Anna

I was born in Rhode Island. My folks moved to the Northern California Bay Area when I was four. The oldest of five, my brother and sisters were born within six years of me. Dad was a Marine Corp Major and mom was a Navy Nurse, a Lieutenant. I learned early on that children are to be seen and not heard. My dad died when I was 17. I didn't want to be a burden on my mother, who was left to raise 5 teenagers, so I moved out, went to college, got a job and did my best to move on.

My first career was in banking. I was recruited out of my accounting class at college to become one of the first women management trainees at Bank of America. It was the early seventies, when leadership level doors were just opening for women and minorities in business. To be the only woman management level employee challenged me to be confident and to communicate well.

What brought you to Toastmasters?

About five years into my career, I was part of a team at another major bank that would teach other managers how to structure accounts

receivable lines of credit. I started out visiting managers and giving instruction individually. One day the head of our department invited about fifteen managers to the head office and set up a formal group training, which my supervisor and I were to present. At that presentation, I froze. I couldn't say my name and couldn't hold my hand still enough to drink water. In that painful moment, I sat down and my supervisor did the whole presentation on his own.

When I returned to my office, the department head called me into his office. Embarrassed and distraught, I thought my career was over at 28. He suggested I go see a counselor and join Toastmasters. To this day I still stay in touch with him and honor him for his support and guidance at the time. Going to Toastmasters enabled me to become a corporate lender and a vice president level leader in banking.

You are a Mind Body Coach. Tell us what you do.

In the late 80s, twenty years into my career, the industry downsized significantly to absorb the financial repercussions of bad real estate loans made by the Savings and Loans institutions. We went through five reorganizations within three years as the bank I worked for bought and

merged with other banks. In the last round of reorganizations, I was offered a three-month severance package or an opportunity to go back into lending. It was a time of my life when I had no one to be responsible for or to, except myself. The fulfillment of navigating the corporate world, opening doors for other women and minorities and helping businesses and employees be successful, dissolved in the stress of the reorganizations. I had been practicing meditation for eight years and reading self-help books, so I took the severance package to explore what else might be possible for me.

After I left the bank, I had no motivation to fill out a job application and follow through on the career counseling part of my severance package. I chose instead to dance, walk in nature and sit on a north shore Lake Washington beach contemplating my purpose in life.

Shortly before leaving the bank, I met a fellow who introduced me to the field of Educational Kinesiology and its self-help program called Brain Gym (movements that balance and integrate the brain). I was intrigued by the work when he showed me how to use movement and energy work to get rid of my chronic headaches, suggesting that I was a healer more than I was a banker. I became licensed in Educational Kinesiology (Edu-K) in 1993 and over the next few years began teaching several of their core curriculum courses. It is the

foundation of my work as a Mind-Body Coach.

When I started my private practice, I assisted adults to move through physical, mental and emotional blocks. Gradually, I learned to help children move through balance, reading, writing and behavior blocks.

My mission now is to empower people of all ages to achieve their full potential. There is an Innate Power and potential within each of us. My work helps people align with that Innate Wisdom and be an expression of it in all that they do. My clients begin with a practical goal like speaking confidently and authentically to a group. Or, they may have a more esoteric intention, like knowing their purpose in life. Their desire is the door to becoming their Best Self.

How has Toastmasters helped you with your coaching business?



I stay in Toastmasters because it gives me a place to rehearse presentations and to keep my coaching skills sharp. I love giving back to the organization that helped me in my first career. My Toastmaster group, Jefferson State Toastmasters, has helped me launch my book, *Design and Live the Life YOU Love: A Guide for Living in Your Power and Fulfilling Your Purpose*. I emphasize YOU in the title because I invite the reader to recognize that they can choose to create from childhood conditioned behaviors and beliefs or from their Greatest Self.

My Toastmaster community continues to be there for me as I explore other ways to teach what I write about. It is a place where I practice being my Best Self, since I am learning, one day at a time what that really means in life.

Tell us about your poetry.

My poetry opens each chapter of my book, inviting a more whole-brain approach to learning what is read. One of the benefits of doing activities that activate a whole-brain way of being in the world is that it awakens gifts we

may not know we have. That's what happened for me with poetry. I started writing a bit of poetry in the nineties as I experienced brain balances in Edu-K. I got more focused on it when I began to write my book. Whenever I was not sure what I wanted to present in the book, writing poetry bridged one chapter to the next. I am part of a poetry circle that helps me create a poem about once a month.

Congratulations on your recent DTM. What would you say to others who would like to achieve that recognition?

Toastmasters is a wonderful resource that rewards us in many ways. Letters after our name is one small piece of it. I don't participate in Toastmasters for the recognition. I get recognized as I do what I love within the Toastmaster community and incorporate my Toastmaster skills into my life. This and lots of inner healing work has enabled me to find my voice, self-appreciation and a deep level of compassion for life.



From the Janus Journal

B. Lee Coyne ATMS

Janus was an ancient Roman goddess. She is depicted with two opposite faces: one countenance looks forward and the other glances back. January is named in her honor.

There is a poignant story here. Most of us are largely indebted to our vicarious past..and that past tense can be very TENSE indeed. The influence formed via family is immutable. We oft credit our parents as shapers of our personalities. Also we attribute siblings and cousins and grandparents. Physical proximity doesn't necessarily equate with one's emotional closeness. That is critical.

The school can and does become the playground of the evolving psyche. Lessons on the blackboard often prove secondary to classroom dynamics. Peer support vs. peer bullying can leave an indelible imprint.

It can make the difference between action, hesitation and isolation. This in turn tunes up our moral compass.

Education and Emulation—The teacher emerges frequently as the surrogate parent, thereby supplementing the birth family's key role. He or she offers leadership and direction along life's ever winding path to the great unknown.

Another pertinent factor gleaned from class is a sense of timing action and response. Impulse control is the informal lesson. Does the teacher permit a class clown to undermine the flow of a Q and A session taking place? Or might that instructor suggest a meeting after class to counsel a pupil on "healthier" behavior?

Rather than the stereotypic Good vs Bad

conduct labels, I much prefer to avert simplistic taglines. That alternative approach allows us to remove doing the moral judgment of others in our midst. We likewise forego being elitist.

Thus let us substitute Healthy or Effective instead of those moralistic Good and Bad everyday platitudes. That potentially can make others feel less like microscope specimens.

The Feedback Factor—Is feedback tolerated and encouraged? That model can inhibit some from active participation. Perhaps we can designate that type as a "verbal wallflower". Negative reinforcement can inhibit speaking up. While any of us can choose to keep quiet and simply listen, when we find non participation is pervasive, we may be encountering a mild form of carryover PTSD.

Some teachers can be autocratic and others permissive. That style is observed by each student. Emulation at home may result. The lingering effects of past life events are the strings that make us into human puppets.

In philosopher John Locke's paradigm, we are born with a blank slate void of experience. That slate takes on various demarcations with each significant event. Often they form our personal predispositions.

This particular January, please share elements of this critique with your friends. Do not simply set sights upon the past as one looking through a rear view mirror. A forward focus on the road ahead is essential.

My Journey to Pathways DTM

Michelle Alba-Lim, DTM

As philosopher Lao Tzu wrote, the journey of a thousand miles begins with a single step. Indeed, my journey to Distinguished Toastmaster in Pathways began with a single step.

- Step 1. In 2013, I applied to be a Learning Master in the revitalized Toastmasters education program. Although I was not accepted, my interest was piqued by the regrets letter that read in part “Thank you for applying to be a Learning Master . . . The response to the call for volunteers was tremendous, with more than 3,100 members applying for the 280 Learning Master positions.” I wanted to know what these learning masters did, and how it would impact Toastmasters and me.

- Step 2. Late 2013, I applied for Ambassador. I was accepted, but received scant information. No one else had any details. For a time, I felt like we were the blind leading the blind. Challenging to be a cheerleader about the upcoming revitalized education program but persisted anyway.

- Step 3. In 2016, I applied for Pathways Guide. I was accepted but still not much information. I felt disheartened but consoled myself that Pathways would be piloted the following year.

- Step 4. In 2017, I volunteered to speak about Pathways at the District 7 Spring Conference. As the conference neared, I searched for a club with online attendance in a district that had rolled out Pathways so I could demonstrate Base Camp

during my talk. Eventually, I found a club in District 27 (Arlington, Virginia) and immediately joined to gain access to Base Camp. Woohoo!

- Step 5. On May 1, I did my first self-assessment. To my chagrin, the path I wanted (Effective Coaching) was not among the top three recommended paths. I decided to accept the “Best Recommended” path for me (Motivational Strategies). That night, I stayed up for hours studying tutorials, exploring Navigator, and exploring Base Camp. Motivational Strategies turned out to be an excellent path. Many projects helped me to see how I need to work with my team and ensure that they are ready and willing to support me to achieve desired goals. Moderate a Panel Discussion project gave me the impetus to create the Pathways Discussion Forum. I did not expect the group would become so large (currently 8000+ members) and be considered as one of the best Pathways resources <https://www.facebook.com/groups/pathwaysdiscussionforum/>. Moderating such a large and active group is challenging, however each day is a laboratory for applying the knowledge and skills learned in Motivational Strategies.

- Step 6. I started on my second path (Visionary Communication) while I was working on Level 3 of my first path. Unlike my first path, I didn’t do a self-assessment. I deliberately chose Visionary Communication because I’d heard



about it from club mates. I wanted to communicate my vision more effectively and was confident that this was the right path for me. Indeed, as early as Level 2 (with the twin projects of Understanding Your Leadership Style and Understanding Your Communication Style) I could see how friction and conflict could be avoided. The caveat: Accept that people's styles differ. Develop a Communication Plan (L3) and Share Your Vision (L5) were the most challenging projects, because I needed to sit down and think through what I wanted to say. As with my first path, the L5 Reflection was an excellent opportunity for review.

- Step 7. For my DTM project, I chose an organization outside Toastmasters. Since my evaluators were people who knew me for at least 25 years, the 360-degree evaluations provided excellent feedback on what I did well and what I needed to work on. Although not required for the DTM project, I used the planning sheets from my two paths to help guide and inform my discussions with my DTM project team. Although we missed some of our goals, overall the project

helped make the WLF Centre's 25th anniversary celebration a resounding and memorable success.

Had I known five years ago what I know now about Pathways, I would have been less anxious about where Toastmasters was going. I would have reached out to fellow Toastmasters sooner, and communicated the issues to World headquarters more succinctly.

Based on what's happening on the Pathways Discussion Forum, members helping members is the best way to overcome resistance to change.

On a personal level, for my next Pathways DTM I want to do as many of the electives as possible (instead of going for the minimum at each level). I am currently working on three paths (Presentation Mastery, Strategic Relationships, and Dynamic Leadership) because I enjoyed working on two paths for my first Pathways DTM. This is my personal style, and might not suit others. Although none of these three paths require an HPL project, I am working on an HPL project that involves Pathways, and am thinking of starting another one that would focus on online attendance.

For me, a Pathways DTM is definitely not a destination. It is truly a journey.

Michelle Alba-Lim joined Toastmasters in 2016. She is currently a member of 7 clubs worldwide, and a club officer in 5. She is also serving as a club coach and a catalyst for membership growth in District 7 through blended club adoption.

POTENTIAL UNLEASHED!

2019 DISTRICT 7 TOASTMASTERS CONFERENCE



Learn About the Breakout Sessions by Clicking on the Link Above

Registration Now Open!
Go to d7toastmasters.org

APRIL 26-27, 2019
Camp Withycombe, Clackamas, Oregon

PRESENTERS

Dana LaMon, DTM *Untying Your Dreams*



Nils Westphal, VC1
*Improve Team Performance
with a New Leadership
Recipe*



Bill Hernandez, DTM
*Presenting Your Best Self
on Camera*



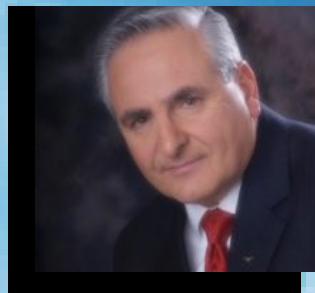
Victoria Trabosh, ACB
*Facing the Storms of
Constant Change: 3
Secrets of Success*



Mike Goss, DTM
*How to Tell Stories that
Change the World*



Leeza Steindorf
*3 Keys to Better Results
- The Act of Direct
Communication*



Marv Serhan, DTM
*Going from Vision to
Victory; Leading with Honor
Following with Conviction*



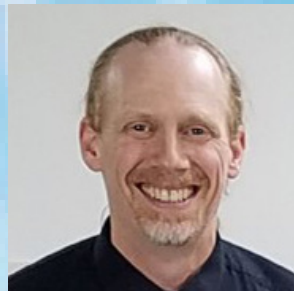
Dana LaMon, DTM, AS
The Dream of a Champion



PJ Kleffner, DTM
Be a STAR in Job Interviews



Robert Killen, ACG, CL
Civility in a World of Hate



Eric Winger, DTM
*Evaluations Beyond the
Sandwich*



Karla Erovick, CC
*3 Biggest Social Media
Mistakes (and How to
Avoid Them)*



Phil Bernstein, CC
*Branding Your Business and
Yourself in the New Economy*

POTENTIAL UNLEASHED!

2019 DISTRICT 7 TOASTMASTERS CONFERENCE

Friday April 26, 2019

Oregon Medical Association - 11740 SW 68th Pkwy #100, Portland, OR 97223

6:30-7:30 pm

Hearty Hors d'oeuvres - No Host Bar

7:30 - 8:30 pm

Dana LaMon - Take a Chance

Saturday April 27, 2019

Camp Withycombe - 15300 SE Minuteman Way, Clackamas, Or 97015

7:00-8:00am

Breakfast & Networking

8:00-8:10am

Opening Comments

8:10-9:05am

Keynote - Dana LaMon

9:05-9:20am

Break

9:20-10:20am

Morning Breakout Sessions

Karla Erovick

Phil Bernstein

Marv Serhan

Leeza Steindorf

Victoria Trabosh

Eric Winger

10:20-10:45am

Break

10:45-12:05am

Evaluation Contest

12:05 - 1:05pm

Lunch/DTM Ceremony

1:05-2:35pm

Business Meeting

2:35-2:50pm

Break

2:50-3:50pm

Breakout Sessions

Bill Hernandez

Mike Goss

Robert Killen

PJ Kleffner

Dana LaMon

Nils Westphal

3:50-4:20pm

Break ~ Cookies

4:20-6:05pm

International Speech

6:05-6:15pm

Closing

Dinner:

6:30-7:00 pm

No Host Bar

7:00-8:00 pm

Dinner is served

8:00-9:00 pm

D7 Celebrity Roast and Gamemasters

APRIL 26-27, 2019

Camp Withycombe, Clackamas, Oregon

Leadership Connections

D7 Learning Academy

January 31, 2019,
7:00 to 8:00 PM -
Membership Matters
with Kathleen Tully,
DTM

District 7
Club Officer
Training -
Check the D7
Calendar for an
event near you

More info at: d7toastmasters.org/calendar/

Reaching People on Facebook

Lauralee Norris, IP3
District 7 Public Relations Manager

This month, let's discuss how to reach people on Facebook. In the August and September editions of *Voices!*, we reviewed how to create and build your Facebook page. Now that you have had time to start gaining followers, you have started to get a feel for what your audience likes. It is important that you post some original content, such as video, article posted from their link, or pictures. This allows people to share your posts while keeping your name attached to it, meaning their friends who see it can go to your page, and know who it came from. When people like your content, you can click on the likes to see whether or not they have liked your page before. If they have, you will see "liked", but if they haven't you will see a button "invite" where they will receive a message asking if they would like to "like" your page.

Your page also has tricks for your messaging tool, including automatic messaging and prompting. This both improves your response time, and helps you get engagement. If you go under settings for your page, and go down to messaging, the first thing you will see is to turn on the return key to send messages. The second thing you can turn on is prompting people to send you a message. When a visitor comes to your page, a chat box will pop up for them so that they can more easily send you messages. You can also

create a messenger greeting. This greeting can be customized to include the person's name, and invite them to ask you their questions.

When you are creating posts, you can also schedule them so that they can post either hours from the time you create it, or even months. This is done with original content, so take an article or picture you would like to share, and start the post like you would for a regular post. Once you are ready to post, you can then click the drop down arrow next to post and click schedule.

January's Public Relations mission:

1. Share original content on your page
2. Create personalized automatic messages
3. Schedule your first post



Online Connections

Michelle Alba-Lim, DTM

Watch this column every month for what's happening in the District 7 Toastmasters blended club community. To learn more about blended clubs check out the December 2018 issue of Voices!

Transtasters Toastmasters will host *Culturally Speaking, Part II* on Tuesday, January 29, from 12:05 to 1:00 p.m. at Room 340, Oregon Department of Transportation Building, 355 Capitol St NE, Salem, OR. Culturally Speaking is a three-part series on interesting cultural highlights of popular destinations. Part II will feature Spain, and will be moderated by CGD Cate Arnold. Join us for learning and Spanish-inspired lunch. Limited free parking, but lots of metered parking in the area. If you cannot be there in person, attend remotely (online) by clicking <https://zoom.us/j/114469404>

Oregon Communicators, a blended community club, will host a special learning event on Thursday, February 21, from 6:30 to 7:30 p.m. at La Pine Community Health Center meeting room, 51600 Huntington Road, La Pine OR. Veteran negotiation and contracts expert Eldonna Lewis-Fernandez <https://eldonnalewisfernandez.com/about-eldonna/>, author of *Think Like a Negotiator - 50 Ways to Create Win-Win Results by Understanding the Pitfalls to Avoid* will share valuable tips for communicating effectively in any situation. You can also join us online: <https://zoom.us/j/246410212>.

Message From District Director John Rodke: *Clubs have permission to use the District 7 Zoom accounts to try out the video conferencing platform. They need to state which club is using it and for what time in the scheduled meetings. It is a first come-first served basis. Do not override another clubs meeting time. District business takes precedence over any club meeting. If clubs do not want a conflicting time with other clubs, purchasing a zoom account with club funds is an excellent way to utilize club dues to help the membership. Many members have personal Zoom (and other similar platforms) and are willing to let their clubs use those accounts for their meetings.*

Love the New Path . . . in the New Year

Dottie Love, DTM

Getting on the Direct Path

The first Toastmasters club I joined was one of those small, less-structured clubs. Disillusioned because I wasn't gaining the skills I wanted, I left. I actually left Toastmasters and registered for public speaking courses at a community college. I was confused because I'd heard that Toastmasters International was founded on strong, solid principles of public speaking and leadership skills building, yet I had struggled as a member. Years later, I unknowingly visited another Toastmasters club—a thriving, distinguished club—and fell in love with Toastmasters. It was a happy ending and it keeps getting better!

The thriving club I joined has a philosophy (and habit) of promoting the various education certifications available and how members could leverage those certifications for continuous personal and professional growth. Regardless of where you are on your journey, you can tap into this success plan. Jackpot!

And what better time to do it? In the 2019 New Year, do yourself a favor and revisit your personal needs then use the new Pathways Program to help!

Succeeding on a Path

I believe most members are looking for the same things I had been when I first joined:

- Be proficient at public speaking;
- Overcome the fear that plagues so many who venture to the front of a crowd;
- Gain respect as a capable leader by mastering the “Art” of presenting creatively.

Are these similar to yours? Have you accomplished what you are looking for yet? Or better yet, do you have members in your club who can use a helping hand?

When I followed a success plan, I started to gain greater results! For club members who want faster results and to reap greater benefits, then a plan is essential. I researched several great plans and pulled them together into a “Quick Start” Guide. But first, below is an outline that can give you some ideas of how to start your plan. The “Quick Start” Guide gives you the details. As a member, select those activities that fit within your lifestyle and personal/professional goals.

Reaching the Distinguished Path

Ask yourself have you reached the goals you want to reach . . . Perhaps:

- Promotion at work?
- Expand your community involvement as a leader?
- More challenging assignments and/or opportunities?
- Help your church by being a teacher/speaker?

Then get on a path and go for it!
Here are a few useful tools:

1. Click [here](#) to download the “Quick Start” Guide
2. Click [here](#) to access District 7’s extensive reference library.
3. If you need help, contact James Wantz, District 7 Pathways, at wantzjames@gmail.com

Dottie

Get on the Distinguished Member Path



Your Success Plan

- Monthly Club Participation
 - Give one speech a month
 - Serve in 2 club roles
- Yearly
 - Serve in coaching or mentoring assignment
 - Serve as club officer
 - Help coordinate a contest
 - Write a club article or do a Blog or Podcast
- Executive Leadership Plan
 - Serve at a Club Officer
 - Serve in a District Position
 - Coach a Club Member - or - Club Coach
 - Serve as a club sponsor or conduct a Speechcraft or Youth Leadership program.
- Earn Toastmasters highest award certification: Distinguished Toastmasters Award (DTM)
 - Complete all levels for any 2 paths of the 10 Pathways programs
 - Complete the Executive Leadership Plan

Professionally Speaking

Toastmaster Clubs Cannot Rest on Past Laurels (Part II)

Marv Serhan, DTM

When Marv Serhan was asked to write an article sharing Professionally Speaking's secrets of success, little did we know that a club model for success would be forthcoming. In Part 2, Marv further explains why his club has earned top tier awards for the past several years. [Editor]

"One cannot rest on past laurels to guarantee future success. Club culture must be such that learning is paramount. Every club procedure or standard must lead to knowledge sharing which leads to individual learning, team learning, and ultimately organizational learning. Bottom line: Knowledge sharing and organizational learning provide a rock-solid foundation upon which any organization, including a Toastmaster club can help to ensure long-term success while fending off the inevitable challenges associated with membership attrition and resultant corporate-knowledge decline." Marv Serhan, DTM, Professionally Speaking TM-3091

In Part I, the significance of creating a club that was committed to knowledge sharing and organizational learning was clearly stressed as the key to success for Professionally Speaking TM-3091. The club has achieved President's Distinguished Club (PDCP) status every year since it's reestablishment and Charter in 2007.

The club is well on its way to achieve its 12th consecutive PDCP designation in the 2019 competitive cycle. To achieve this outcome, the club president, Marv Serhan, outlined some of

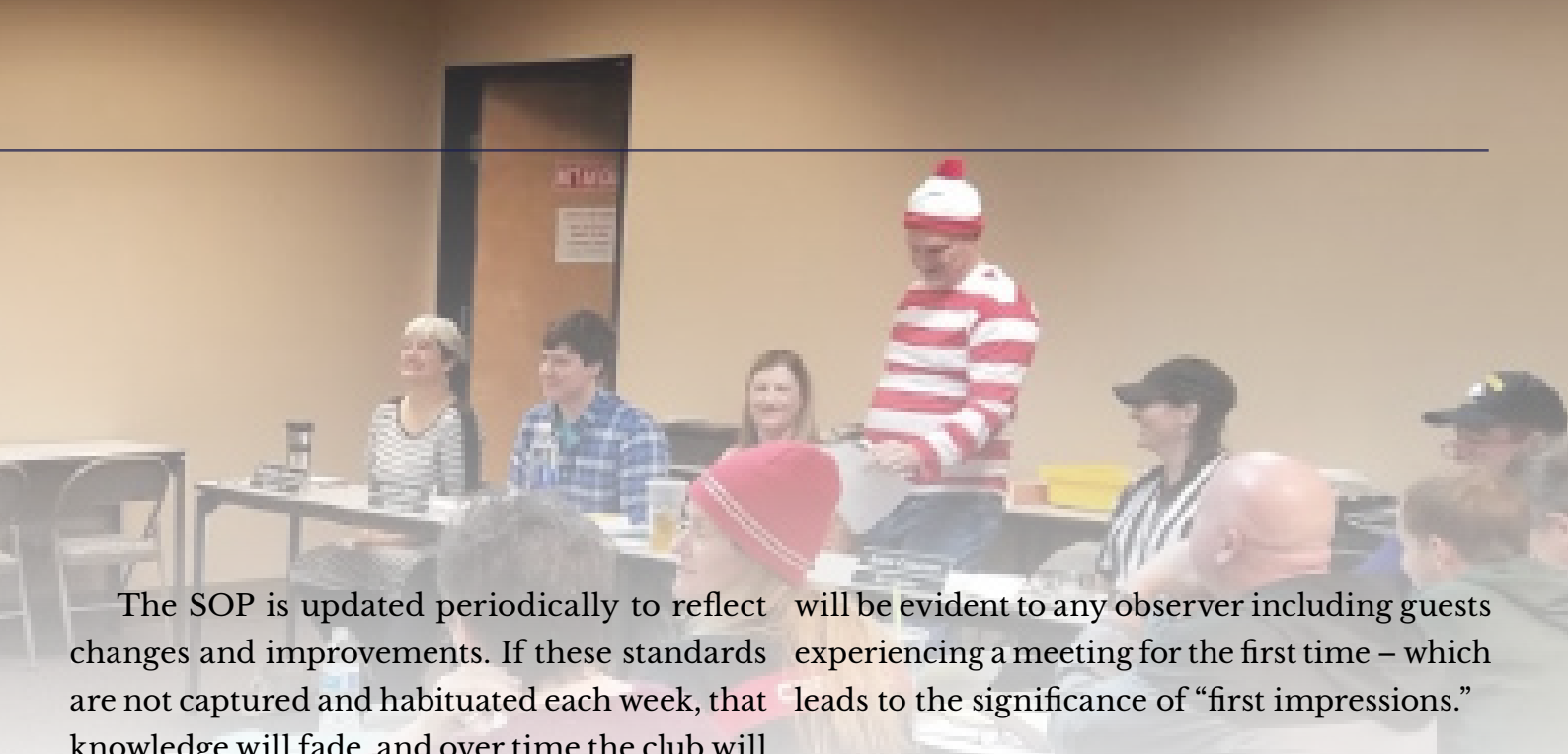
the key factors that apply to the TM-3091 model, and really any Toastmaster club striving to achieve and maintain excellence as a standard. Below is a continuation of the key practices that made TM-3091 successful as outlined in this 3-part series.

From Part I (*Voices!*, December 2018))

- A Club Vision Statement is Paramount
- Quality Leadership is Essential
- The Leader Sets the Tone
- The Vice President of Education is a Center of Gravity Upon Which So Much Depends

Emphasize and Hold Fast to Standard Operating Procedures

Document and publish club Standard Operating Procedures (SOP); i.e., the key aspects of club performance that are not covered in TMI publications. Professionally Speaking documented specific standards in four categories pertaining to Communications, Leadership, Club Procedures, and Officer Requirements, all of which are provided to new members upon club induction.



The SOP is updated periodically to reflect changes and improvements. If these standards are not captured and habituated each week, that knowledge will fade, and over time the club will revert to old habits that tend to erode that sense of a shared commitment to professionalism. On a cautionary note: Once the culture transforms to accept “any” workable performance standard, the ability to recover and reestablish the “pursuit of excellence” standard will be difficult if not impossible to achieve. Aristotle emphasized that “We are what we repeatedly do; excellence then is not an act but a habit.” TM-3091 strives to habituate excellence as a standard and by documenting and publishing an SOP, it helps to ensure the club holds fast to that performance expectation in all four categories related to Communications, Leadership, Procedures, and Officer Requirements.

Stress Quality in Performing all Club Roles and Responsibilities

Document and publish all club functionary roles and responsibilities. A quality Toastmaster meeting is the result of a team effort. If all team members do not come fully prepared to perform their functionary roles in a standardized, precise manner, meeting quality will be diminished. Yes, the meeting will be functional, but the contrast between a professional demonstration of meeting quality and that of a mediocre performance

will be evident to any observer including guests experiencing a meeting for the first time – which leads to the significance of “first impressions.”

There is a Direct Correlation Between First Impressions and Membership Growth/Retention

They say that “First impressions aren’t lasting, but you only get one chance to make that first impression.” First-time guests to TM-3091 meetings often seek to join the club or guests become intrigued by the Toastmaster experience and want to learn more. If a person has a positive first impression of an organization, immediately followed by a favorable experience in interacting with club participants, chances are good that the person will want to be part of that organization. This is one of the most significant characteristics that determines the long-term success of any club not just TM-3091. Here are some specific programs or procedures that influence the establishment of a first impression at Professionally Speaking Toastmasters Club 3091:

—**The Greeter Functionary Role:** The Greeter provides that first professional touch in welcoming guests and members before the president begins a meeting. One person is on the agenda to perform a “Greeter” functionary role. The purpose of that role is to welcome all meeting attendees and particularly first-time

New Member induction is an important step and helps to formalize the members addition to the club.

guests. The guest is encouraged to sign the club visitor log, receives a copy of the meeting agenda, completes a visitor information form, and is escorted to an “Honored Guest” seating arrangement. If time permits, the club president and the VP Membership are involved in that welcome process. Other club members typically seek to offer a warm welcome as well.

—**Meeting Room Appearance:** TM-3091 takes this view seriously. The meeting room venue is professional in appearance. That first impression is critical. The Sergeant @ Arms has the room arranged per a format called out in the club SOP.

—**VP Membership Involvement:** The VP Membership remains engaged in the welcome process whether present at the meeting or not. Follow-up communications are established with visitors to ensure they are fully aware of club membership resources, application procedures, and associated fees. TM-3091’s VP Membership is actively engaged in the Guest-to-Member protocol that helps to ensure the process is smooth, efficient and professional throughout.

—**New Member Induction Ceremony:** New Member induction is an important step and helps to formalize the members addition to the club. Roberts Rules are followed, and a formal training program starts immediately after the new member is aboard.

—**TM-3091’s “Coaching” Program:** An organizational learning technique that helps TM-3091 retain and share knowledge is through a formalized Coaching program. The

VP Education writes a monthly schedule that includes a “Coach” for each new member for each of their functionary role assignments up to and including when they are qualified to perform as Duty Toastmaster of the Day. This formal training program ensures new members are properly supervised in the performance of club functionary roles. Each role must be coached 3 times before the new member will be designated as a club Coach. This process can take months to complete, but it is thorough, meaningful, and effective. The program ensures that individuals learn, teams learn, and the club retains the knowledge necessary to sustain a high level of predictable performance even when member attrition inevitably will occur. In many respects this Coaching program offers more interaction between new members and senior Toastmasters than a formal mentoring assignment. TM-3091 essentially provides mentoring in parallel with coaching new members. Both have value and contribute to the learning that takes place within TM-3091.

Part III will address the final four factors that have influenced the growth and sustained success of TM-3091

Marv Serhan, Captain, U.S. Navy (Retired) has been a member of Toastmasters since 1999. He earned his DTM in 2007. He is the founder and current president of Professionally Speaking TM-3091. In addition, he is the District 7 Area 81 Director within Division G. If you have questions, Marv can be reached at marv@marvserhan.com or through his website: www.marvserhan.com

Thaddeus Wellington Veness - Part 3

Harvey Schowe, DTM - District 7 Historian

From the 1920's and until his death, Thaddeus Veness continued a successful law practice, teaching business law and participated in many civic activities. He was elected as president of the Portland City club in 1923 and later served on the board of governors. He delivered a presentation address at the Oberlin College alumni association sponsored elm tree planting ceremony at the Arleta branch of the public library on February 17, 1924. City of Portland Parks superintendent C. P. Keyser who attended the ceremony accepted the trees.

Thaddeus held a chairman position for the Oregon Bar Association grievance committee during 1939. He was the 1935 forum chairman for the Council of Churches and elected president for 1940. After America entered World War II, he was hired as chief lawyer for the Oregon branch of the Office of Price Administration on May 6, 1942. He worked at this position for about two years.

Thaddeus Veness taught business law as part of the YMCA Oregon Institute of Technology (OIT) business school curriculum. In 1925, he held position of chairman of the OIT academic school committee. He often gave public talks about business law that included a talk titled "Law Training an Asset to the Businessman" for a KEX radio broadcast on September 23, 1928. He eventually was elected on the YMCA management committee for Oregon Institute of Technology. This committee made decision to split the junior college into OIT and Multnomah College. According to April

10, 1934 OIT committee meeting minutes, he proposed that OIT organize debating clubs similar to those conducted in colleges. On April 7, 1938, Multnomah Junior College, first forensic team Junia Benedict and Keith Billings debated Warner Pacific participants on question argued "Resolved, that the national labor relations board should have power to enforce arbitration in industrial disputes." Multnomah College debaters took the negative side. Veness was an arbitrator for this debate. He participated as a judge for an oratory debate contest held at Irvington School March 1, 1941 with Junior Red Cross as sponsor. He was a judge at an oratory contest at Benson Polytech School March 31, 1941.

Thaddeus became more involved with Toastmasters probably around 1940. He met Donald Nelson, a member of the Portland Toastmasters club. Don invited him to a meeting during 1940. He took down notes about the meeting and then give an evaluation. In 1944, Thaddeus was a Portland Toastmasters club member in 1944. Thaddeus was described as an instructor in public speaking for the club. Veness, wearing horn rimmed glasses provided tough evaluations for each speaker and the toastmasters. The club had one evaluator. Thaddeus Veness

After leaving his chief attorney position at the Oregon branch of the Office of Price Administration during World War II, he returned to private law practice in 1944. He was the oldest practicing Oregon lawyer at 97 years of age when he died in July 1983.

Confessions of a Chicken Little

Paul Fanning, DTM

I must confess. Confession (or so we are told) is good for the soul. Yet it is one of the hardest things anyone can do—admit they made a mistake or went the wrong direction. You see “It” had been eating away at me for months, this reality that I created for myself. And the worst part of it all? I managed to get others to agree with my assessment, my error, my shame. What is this deep, dark secret you ask? Keep reading fellow Toastmasters. and I’ll tell you the tale.

It began on that fateful morning of September 18, 2017 when the announcement that the Pathways program was rolling out for our region and of course our district. I read the email and was immediately horrified. What have they done to my Toastmasters? How could they? THE SKY IS FALLING! Thus, like Chicken Little of the moral fable, I grabbed my placard and began marching around proclaiming the doom and gloom that was sure to happen at any moment. THE SKY WAS FALLING!

I was smug in my proclamation. I felt justified as others, too, were convinced that someone had “bumped their head” and “this was the end of Toastmasters”. Yes, I confess—confess that I felt a little gleeful when a club declared they wouldn’t make the change or enroll new members in Pathways. The end was near when a Toastmaster I knew well quit in disgust. My pronouncement was spot-on. THE SKY HAD FALLEN!

Precipitously I began to look around me. What was this? A whole club embracing the dreaded “new” program? Pshaw. Coincidence. Then another rushed to get their members enrolled? Clearly hysteria! I believed as I continued to

march with my broadside of doom, brimstone and fire soon to be raining down upon us.

Yes, it was I, the denouncer of programs. Mr. Negative and Bah-Humbug Scrooge-like, cold and stone hearted “it’ll never be successful” harbinger of the end times. I relished my new role as doomsayer, and I was being patient to publicize my “I told you so” to all that would listen.



Out of the blue it happened. In a cold sweat it dawned on me that I couldn't be a good leader and Toastmaster if I wasn't myself enrolled in the program. Isn't the best offense the best defense? I had to have proof of what I knew—that it wouldn't work. Yet right in front of me there was a crack in the grey and gloomy skies! THE SKY MAY BE FALLING?

Oh, my goodness. I made the dreaded and difficult decision. Great Scott! I had to take an assessment? I have a DTM! I then had to pick a path? The pain, the pain. Yes—I was truly absolved in my mind about what I fanatically believed—this was way too much for me, an experienced Toastmaster. How could a brand-new neophyte to Toastmasters wind their way through this maze—a mine field in my mind. I was dancing with elation and felt validated: THE SKY IS STILL FALLING!

I would love to say it was one of those magical moments, an epiphany at the snap of the fingers, but it took going through the Level One Icebreaker for me to envision the realism of my veering off course. I was like the captain of the Titanic—steaming on with iceberg warnings, confident in my own abilities to make the appropriate command decision. And like Captain Smith, I had many passengers I was leading to their fateful but certain doom. Yes, fellow Toastmasters, I began grudgingly working through the on-line material and pretending I didn't know anything about Toastmasters or my ill-conceived impressions of the Pathways program.

Confession Number One: I began to like the material—the layout, the progression, and all the various videos and resources available. I finished

my Icebreaker. Then it was off to the races with the evaluation speech one. I was having (gasp could this be?) I was having F-U-N! I attained knowledge at the level that was not in the original Competent Communicator manual. Could this be? THE SKY IS . . . CLEARING!

What a great tool revising, re-editing, and re-presenting that same speech again. There slowly began a feeling of fear and uneasiness in my stomach. What hath I wrought? Like a Shakespearian character, I wrung my hands, trying to wash the stain of my erroneous and unfounded opposition, and lowered my flag of discontent and surrendered myself to my sorrowful fate.

Confession Number Two: I finished my research speech and enrolled in another path! The fun began anew. Grey skies changed to blue



in my mind and attitude. THE SKY IS!

The moral to the story (and here's where I differ from Chicken Little) is that despite our fears about a "new" program, it is successful. It's the method of delivery that has changed, not the content. We still learn how to speak, how to evaluate and how to lead. We still attend club meetings, conduct speech contests, and have fun doing it all. Ergo, fellow travelers on the road called Toastmasters, don't be like I was. Carry your placard proudly and proclaim to all the simple, unvarnished truth. Pathways is here to stay—and it works! Don't agonize over becoming a confident speaker but embrace what is offered. Find your voice, your place, and your success. Writer José N. Harris believed this when he said "When you find your path, you must ignore fear. But once you are on the road . . . run, run, run, and don't stop til you've reached the end."

Like Ebenezer Scrooge on Christmas morning "I'm not the man I was." Goodbye to Chicken Little. Hello Mr. Pathways. Zealot-crusader-revolutionary. I've confessed now. I feel absolved and restored. Thanks for allowing me to delineate my declaration of guilt.

What more could I say to all but "See you on the road-on the path-at the mountaintop?" Keep looking at the sky, not because it's falling, but because THE SKY IS THE LIMIT!

*The secret of change
is to focus all of
your energy, not on
fighting the old, but
on building the new*

— Socrates

WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Noon Talkers	Adam	Shumaker
Gresham Toastmasters Club	Aleksa	Jason
West Beaverton Club	Alvin	Jennifer
Gorge Windbags	Arbogast	Yvonne
Banfield Barkers	Au	James
Gorge Windbags	Bankman	Judy
Capital Toastmasters Club	Banks	Otha
Rogue Valley Networking Toastmasters	Bassett	Lindsay
Will-Sher Club	Bechtol	Paula
Will-Sher Club	Bechtol II	M
Toasting Excellence Club	Bird	Joshua
Oregon City Toastmasters	Blount	Jan
Salmon Speakers	Bock	Karey
Rose City Toasters Club	Boehm	Charles
The Standard Speakeasy Toastmasters	Bonazzola	Emily
Lunch Bunch Toastmasters Club	Boren	Thomas
Roseburg Club	Bowden	Andrea
Wonderful Oregon Wordmasters (WOW)	BRAME	JAYE
Capital Toastmasters Club	Briden	Nolan
Oregon City Toastmasters	Burke	Tom
Coos Bay Toastmasters Club	Burkholder	Michael
Nano-Mated Speakers	Burr	Joshua
WE Toasted Toastmasters	Campbell	John
MIME Speaks	Cardozo	Bruno
Clark County Toastmasters Club	Chavarria	Joe
Speakeasy Toastmasters	Chennamaneni	Neelima
Capital Toastmasters Club	Clay	Kylah
Banfield Barkers	Course III	M.C.
Bend Chamber Toastmasters	Crawford	Chelsea
At The River's Edge Club	Crouch	Eddy
Gateway Toastmasters	Dickinson	Michael
Yawn Patrol Club	Dixon	Miles
Gorge Windbags	Doerr	Kirah
West Beaverton Club	Dunks	Anthea
Liberty Talkers	Dyas	Jean

WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Gorge Windbags	Eiesland	Hayli
Sage Beaverton Toastmasters	Elenes	Sarah
Toast to US	Faren	Lori
West Beaverton Club	Finnerty	Sarah
CareOregon	Fitzgerald	Susan
Capital Toastmasters Club	Flagg	George
Wagon Tongues	Fowler-Thias	Roger
Grants Pass Toastmasters Club 852	Frederick	Christopher
Stagecoach TM	Fredsall	Laurie
The Dalles Toastmasters Club	Grace	Martin
High Noon Club	Gruber	Colton
Sherwood Town Criers Club	Hancock	Shawn
Salem Toastmasters Club	Hartwell	Scott
Gorge Windbags	Hawkins	Jeremy
Capital Toastmasters Club	Holeman	Derek
High Noon Club	Howard	Sarah
Grants Pass Toastmasters Club 852	Howell	Shawn
Newberg Toastmasters Club	Huff	Ben
Bend Chamber Toastmasters	Irwin	John
Sporty Speakers	Jackson	Jermon (Jay)
Siuslaw Tale Spinners Club	Jantzen	Rosetta
Oregon State Toastmasters	Jayawickrama	Keith
Liberty Talkers	Joshua	Deanne
Electric Toasters Club	Kim	Kennedy
Lake Oswego Toastmasters Club	Knapp	Christina
Wonderful Oregon Wordmasters (WOW)	KRESKY	ADELLE
Will-Sher Club	Lathrop	Dena
Will-Sher Club	Leis	Leonard
Smooth Talkers Club	Lev	David
Bend Chamber Toastmasters	Lewis	Kimberly
Advisors Toastmasters Club	Lewis Kent	Julie
CareOregon	Lynch	Anna
Stagecoach TM	Maddalena	Michelle

WELCOME NEW MEMBERS

Club Name	Last Name	First Name
CareOregon	Mandell	Brian
Portland Club	Marksthaler	Jeffrey
Coastal Toastmasters Club	Martin	Adam
Ilwaco Toastmasters	McGuire	Tina
Rogue Communicators Club	Mee	John
Nano-Mated Speakers	Mellin	Samantha
Lebanon Toastmasters	Merrell	Susan
Timber Talkers	Moore	Erion
Spirit Trackers	Morales	Gerardo
Civil Tongues Club	Mountain	Haley
Astoria Toastmasters	Murdernt	Sandy
Spirit Trackers	Nelson	Taylor
Speakers By Design	Newhouse	Andrew
Toastmasters of Redmond	Nichols	Valerie
Coastal Toastmasters Club	Nyleen	Joseph
Coos Bay Toastmasters Club	Palm	Adam
NuScale Toasters	Parker	Kellie
Sunrise Toastmasters Club #1492	Pfau	Eric
Arlington Toastmasters Club	Pollock	David
Dallas Toastmasters	Rabun	Stephen
Oregon City Toastmasters	Raglione	Kelli
Columbia Square Squawking Heads	Rawnsley	Emma
Bend Chamber Toastmasters	Roberts	Ryan
Walker Talkers Toastmasters Club	Rodriguez	Jaime
The Society of Oratory Aerialists	Rowland	Lukas
Coastal Toastmasters Club	Rowley	Mike
Blue Ox Club	Ruffin	Lakeitha
Toastmasters For Speaking Professionals	Ryall	Trevor
Coastal Toastmasters Club	Sackrider	Maggie

WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Testmasters	Sampson	Dana
Fortunate 500 Club	Schaefer	Autumn
Gresham Toastmasters Club	Schmidt	Jurgen
PMI Portland Toastmasters	Semenchalam	Rakesh
Storymasters Toastmasters	Shahri	Mitra
Sunrise Toastmasters Club #1492	Shields	Joanne
Walker Talkers Toastmasters Club	Silvey	Joyce
Salmon Speakers	Simpson	Margaret
Speakeasy Toastmasters	Sivanesan	Kathiravetpillai
Dallas Toastmasters	Sprouse	Jessica
CareOregon	Stahle	Sandy
Southern Oregon Speechmasters	Strawder	Phyllis
Rose City Toasters Club	Stroud	Steven
Smooth Talkers Club	Sullivan	Brian
Newberg Toastmasters Club	Sunderland	William
Wonderful Oregon Wordmasters (WOW)	TAYLOR	ANDREW
Lunch Bunch Toastmasters Club	Taylor	Ken
West Beaverton Club	Tonneson	Natalie
Coos Bay Toastmasters Club	Townson	Stephen
Wallmasters International Club	Umscheid	Steve
Lake Oswego Toastmasters Club	Underwood	Nicole
Salmon Speakers	Vasilyeva	Olya
Coastal Toastmasters Club	Vasquez	Monique
Toast of Corvallis Toastmasters Club	Walker	Mesa
New Beginnings Toastmasters	Wang	Joanne
Speakeasy Toastmasters	Wang	Shih-Han
Capital Toastmasters Club	Warren	Tyler
WE Toasted Toastmasters	White	Viki
Clackamas Stepping Stones Tm Club	Williams	Jim
Walker Talkers Toastmasters Club	Wilson	Genevieve

WELCOME NEW MEMBERS

Club Name	Last Name	First Name
Jefferson State Toastmasters	Woodbury	Jen
Stagecoach TM	Yuvienco	Richard
MultCo Toasties	Zavitkovski	Caroline

HONORING EDUCATIONAL AWARDS

AWARD	DATE	MEMBER	CLUB NAME
MS1	12/7/2018	Al-Wadud, AbdurRashid	Capital Toastmasters Club
CC	12/3/2018	Al-Wadud, AbdurRashid	Capital Toastmasters Club
EC1	12/11/2018	Angel, Mario Rodolfo	Milwaukie Talkies
CC	12/17/2018	Bacon, David L	Blue Ox Club
DL3	12/11/2018	Berkompas, Zachary Matthew	Professionally Speaking
CC	12/18/2018	Biboux, Emily	Toast of Corvallis Toastmasters
PM3	12/4/2018	Blankenship, Tim	Encouraging Words Club
IP1	12/6/2018	Brady, Ben M.	Tell Me A Story
SR1	12/13/2018	Brown, Eldred Lewis	Marylhurst Toastmasters
ACS	12/16/2018	Canton, Mary S.	New Horizons Toastmasters Club
LDREXC	12/3/2018	Canton, Mary S.	New Horizons Toastmasters Club
DL1	12/27/2018	Carpenter, Chelsea M	Electric Toasters Club
CL	12/21/2018	Chea, Chankrisna	Speakeasy Toastmasters
CC	12/11/2018	Clardy, Sirgiorgio	Capital Toastmasters Club
MS1	12/28/2018	Creten, Joachim	Pearl District Toastmasters Club
CL	12/6/2018	Curry, Cheryl L.	Washington Street Club
EC1	12/27/2018	Cutts, Matthew E.	Essayons Club
LDREXC	12/26/2018	Edgemon, Ronald	Capital Toastmasters Club
EC3	12/18/2018	Fanning, Paul C.	Feedbackers Toastmasters Club
ACS	12/14/2018	Fanning, Paul C.	Feedbackers Toastmasters Club
LD1	12/13/2018	Gardner, Debra L	Encouraging Words Club
DL4	12/20/2018	Hall, Robert B.	Professionally Speaking
VC1	12/27/2018	Holmes, Denise R.	Washington Street Club
CL	12/3/2018	HOY, NOBUKO	Clackamas County Toastmasters
CC	12/4/2018	Inayoshi, Shigematsu	Talk-In-Tel
ACB	12/15/2018	Johnson, David R.	Moser Community Toastmasters

HONORING EDUCATIONAL AWARDS

AWARD	DATE	MEMBER	CLUB NAME
LD1	12/13/2018	Kerr, Renee C	Encouraging Words Club
IP2	12/3/2018	Kumar, Anil	Toast to US
LD2	12/9/2018	Lafferty, Bryson D.	Babble-On Toastmasters Club
PWMENTORPGM	12/13/2018	Lambert, James A.	Blue Ox Club
TC3	12/13/2018	Lambert, James A.	Blue Ox Club
VC1	12/5/2018	Lindquist, Leanna	Marylhurst Toastmasters
EC1	12/13/2018	Loeb, Suzanne L.	Encouraging Words Club
DTM	12/28/2018	Love, Dottie	Sporty Speakers
ACG	12/21/2018	Love, Dottie	Sporty Speakers
DL2	12/12/2018	McNellis, Tony A.	Smooth Talkers Club
CC	12/10/2018	Meadows, Rodney J	Clark County Toastmasters Club
LD1	12/13/2018	Moore, Judy	Blue Ox Club
PM3	12/8/2018	Moran, Samuel H.	Tell Me A Story
CL	12/6/2018	Musser, Pamela B.	Noon Talkers
VC1	12/10/2018	Nichols, Curt	Washington Street Club
PM2	12/11/2018	Nickelson, Joseph Daniel	Communicators Plus
SR2	12/11/2018	Noseworthy, William Laughlin	Tell Me A Story
ACB	12/19/2018	Okamura, Yoshiko	Salmon Speakers
DL1	12/27/2018	Olson, Trevor Ross	Essayons Club
IP1	12/19/2018	Peterson, Luke Anders	Pearl District Toastmasters Club
CC	12/5/2018	Philip, Mark	Professionally Speaking
CC	12/13/2018	Robinson, Bryan	Portlandia Club
DL4	12/16/2018	Robison, James Craig	Portland Progressives
EC3	12/4/2018	Schweitzer, Connie L.	Milwaukie Talkies
VC4	12/19/2018	Serhan, Marvin T.	Professionally Speaking
EC2	12/12/2018	Sloan, Lynda	Flying Toasters Club
ACB	12/26/2018	Sparks, Michael D.	Spirit Trackers
VC3	12/13/2018	Squires, Valaree M.	Encouraging Words Club
PM2	12/27/2018	Stein, Sandra	Clackamas County Toastmasters
EC1	12/6/2018	Sworske, Maria	Tell Me A Story
ACB	12/27/2018	Szzechowicz, David	Liberty Talkers
ALS	12/29/2018	Taylor, Emilie	Molalla Toastmasters
EC1	12/27/2018	Vorderstrasse, Jessica L	Washington Street Club

HONORING EDUCATIONAL AWARDS

AWARD	DATE	MEMBER	CLUB NAME
CL	12/14/2018	Walker, Linda Lucille	Newberg Toastmasters Club
ACS	12/6/2018	Weaver, Del	West Beaverton Club
PI2	12/16/2018	Welsch, P. Michael	Dallas Toastmasters
VC2	12/16/2018	Welsch, P. Michael	Dallas Toastmasters
IP4	12/20/2018	Wilson, Michael A	Grants Pass Toastmasters Club 852
IP2	12/21/2018	Zangara, Louis William	Toast to US
SR1	12/17/2018	Zhang, Qianru (Helen)	Toastmasters of Redmond

TRIPLE CROWN AWARD PINS

MEMBER	COUNT	AWARD
Alba-Lim, Michelle	3	VC5 , DTM , PM2
Balasubramanian, Kaushik	4	ALS , DTM , SR1 , LDREXC
Bergman, Erik	3	PM2 , ALB , PM3
Clough, Deborah E.	4	CL , ALB , EC1 , EC2
Corbin, Tamsen Miller	5	MS3 , EC4 , MS2 , MS4 , EC3
Crouch, Eddy Marie	4	VC1 , VC2 , VC4 , VC3
Economy, Dean G	3	EC3 , EC1 , EC2
Edgemon, Ronald	4	ALB , LDREXC , ACB , CL
Edinger, Allan B.	5	DL1 , DL2 , DL3 , DL4 , DL5
Fanning, Paul C.	8	LDREXC , ALS , DTM , EC3 , LD1 , EC2 , ACS , LD2
Hale, Charles	3	EC1 , EC2 , EC3
Hale, Dawnette	3	EC1 , EC2 , EC3
Hall, Robert B.	3	DL3 , DL2 , DL4
Heitz, Nena	3	PM3 , EC1 , PM4
Hendricks, Lisa Sylvia	3	LDREXC , ALB , VC2
Kersjes, Theo	5	ALB , EC1 , EC2 , ACB , ACS
Kleffner, Paul J.	3	CL , VC2 , ACB
Kumar, Anil	3	DL1 , PM1 , IP2

TRIPLE CROWN AWARD PINS

MEMBER	COUNT	AWARD
Lambert, James A.	4	TC1 , TC2 , TC3 , PWMENTORPGM
Leis, Linda K.	3	ALS , ACG , DTM
Love, Dottie	3	DTM , ACS , ACG
Maasl Lieve	3	IP3 , IP1 , IP2
Meekisho, Anna M.	3	IP1 , CL , CC
Mills, Pam	3	ALS , ACG , DTM
Moran, Samuel H.	3	PM2 , PM1 , PM3
Ng, Ean H.	4	LDREXC , ALS , DTM , DL2
Pence, Brian Eric	3	ALB , ACB , CL
Peterson, Kevin	3	PM3 , PM1 , PM2
Pitkin, Amber	3	DL1 , DL2 , DL3
Pugh, Crystal D.	4	ACG , EC3 , PWMENTORPGM , EC4
Redgrave, Cheri A.	3	DTM , SR3 , ALS
Semprevivo, Karen Ann	5	CL , LD1 , EC2 , ALB , LD2
Serhan, Marvin T.	4	VC2 , VC4 , CC , VC3
Shaw, Jo Anna	4	VC3 , VC2 , ALS , DTM
Smithrud, Carolyn F.	3	LDREXC , ALS , DTM
Spiegel, Nick	3	ALB , CC , VC2
Stevenson, Scott	10	VC2 , CL , CC , CL , CL , CC , VC3 , VC4 , VC1 , VC5
Taylor, Emilie	4	LDREXC , IP2 , ACB , ALS
Thygesen, Erica L.	3	ACG , VC3 , VC4
Tully, Kathleen	5	DL2 , ALB , CC , ACS , DL3
Wantz, James	4	SR2 , PM5 , VC2 , SR3
Welsch, P. Michael	4	VC2 , PI2 , PI1 , VC1
West, Larry J.	3	PM1 , PM2 , PM3
Wilson, Michael A	4	IP1 , IP2 , IP3 , IP4

HAPPY ANNIVERSARY TO JANUARY CLUBS

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

CHARTER DATE	YEARS	CLUB	CITY
1/5/2004	15	Bridge	Beaverton
1/29/2004	15	Downtown Public Speakers	Eugene
1/1/1949	70	Evergreen	Vancouver
1/1/1963	56	Myrtlewood Hootowlers	Bandon
1/15/2003	16	Pearl District	Portland
1/13/2016	3	Portland Rotary	Portland
1/1/1977	42	Professionally Speaking	Vancouver
1/4/2010	9	Swan Island	Portland
1/20/2011	8	Testmasters	Camas
1/1/2008	11	The Standard Speakeasy	Portland
1/1/1995	24	Toasting Excellence	Salem
1/1/1955	64	Totem Pole	Vancouver
1/1/1946	73	Vancouver	Vancouver
1/1/2018	1	Wagon Tongues	Oregon City
1/1/1981	38	Wallmasters International	Tigard



Shout out to Evergreen, Myrtlewood Hootowlers, Totem Pole, and Vancouver for continuing their educational mission for over 50 years.



Cate Arnold, DTM



Dottie Love, ACS,ALS



Donna Stark, DTM



Emilie Taylor, DTM



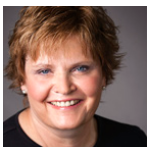
Harvey Schowe, DTM



James Wantz, DTM



John Rodke, DTM



Leanna Lindquist, DTM



Marv Serhan, DTM



Michelle Alba Lim, DTM



Patrick Locke, DTM



Pat Johnson, DTM, PIP



Paul Fanning, DTM



Phyllis Harmon, DTM



Terry Beard

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