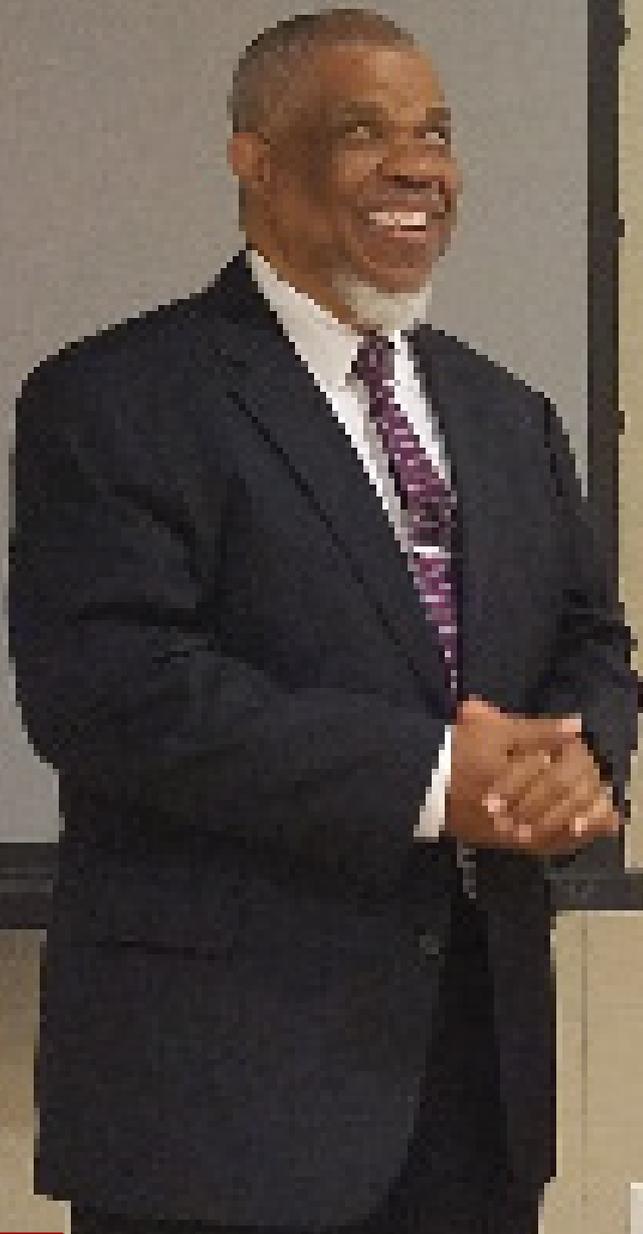
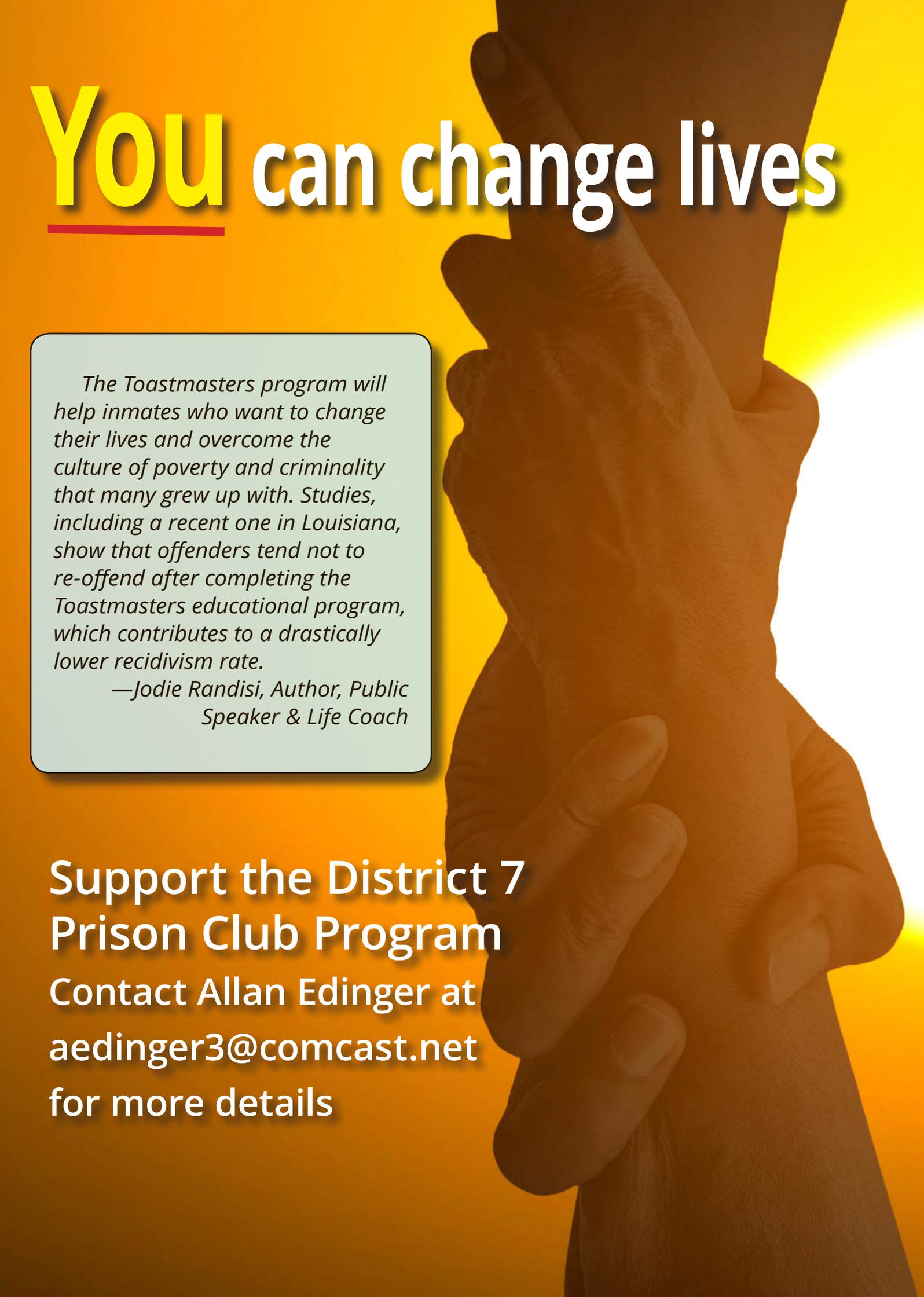


Dana LaMon: Making a Difference



You can change lives



The Toastmasters program will help inmates who want to change their lives and overcome the culture of poverty and criminality that many grew up with. Studies, including a recent one in Louisiana, show that offenders tend not to re-offend after completing the Toastmasters educational program, which contributes to a drastically lower recidivism rate.

—Jodie Randisi, Author, Public Speaker & Life Coach

**Support the District 7
Prison Club Program**

**Contact Allan Edinger at
aedinger3@comcast.net
for more details**

A Happy Occurrence

Phyllis A. Harmon, DTM
Editor/Publisher



EDITORIAL

Every so often hearts beat in synchronized rhythm, chests rise and fall together, and brain synapses fire in unison across the body politic as if orchestrated by a high authority. I can't explain the phenonema. You might call it serendipitous, I simply call it magic.

There I was, ensconsed in my recliner, my laptop balanced on the arm of the chair, and with the family pet snuggled up against my thigh. Articles stacked neatly in their folders were waiting for me to fit them to the *Voices!* pages. Usually, an easy task.

Not so this month. To my surprise (and slight dismay), three articles on story creation, two on mentoring, and two more on leadership were submitted from members across the District. I'm certain the authors didn't have a conference call and agree to write on the same topics (well pretty sure anyway).

A theme emerged. Leadership is woven throughout this issue. Savvy leaders understand that people are emotionally connected to story. That they identify with the struggles and outcomes of people like themselves. In order to influence their audiences, leaders tell stories. And in order to lead, they must know how to mentor and coach their followers.

Passion, skill, and personal story (and a smattering of magic) make this issue one of the finest District 7 has ever produced. I, with my designer's eye and editor's pen, proudly place this issue into your hands.

Volume 5 Issue 7 January 2019

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Immediate Past District Director



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Strength | Weakness | Opportunity | Threats

A Toastmasters Tiny Workshop on Making your Ideas Succeed
Wednesday, April 17
6:30-7:45 a.m.
Cedar Hills Recreation Center
 11640 SW Park Way, Portland, OR 97225

Guest Speaker - Marvin Mitchell
"I Have an Idea!"

Daylighters Club #2039

Come experience our Tiny Workshop with tools and techniques you can use to make your ideas happen! You'll enjoy brain-popping ideation and "imagineering" tools and techniques at our open house with Daylighters Toastmasters!

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Dana LaMon

Making a Difference

Leanna Lindquist, DTM

World Champion Public Speaker, author, inspirational mentor and coach, and Accredited Speaker are just a few of Dana LaMon's long list of credentials. In the following pages he responds to questions posed by Area 73 Director and District 7 Annual Conference Chair Leanna Lindquist, DTM. [editor]

What brought you to Toastmasters?

I frequently tell the story of my journey to Toastmasters, but having been posed the question here, I had to pause. Was I brought, or was I driven?

My need to include humor in my presentations prompted my wife to suggest Toastmasters. She was not a member, but knew of the organization. I joined in 1988. I was already serving as a judge and had been speaking in churches and at career-day events at schools. I had no hesitations doing so.

When my friend Maurice asked me to give a humorous speech at his wedding, I had problems. How do you purposefully make people laugh and say something meaningful at the same time? Seeking the answer to that question is what “brought” or “drove” me to Toastmasters.

CROWNE PLAZA
PORTLAND
CONVENTION CENTER
THE PLACE TO MEET.



What is your favorite Toastmaster experience?

I don't know what to do with the category "favorite." As I thought of an answer, labels such as "exhilarating," "touching," and "meaningful" came to mind. The one I most often talk about is in the category of "exhilarating." It occurred on Saturday, August 17, 1992, in Las Vegas, Nevada, when the contest chair announced the 1992 World Champion of Public Speaking.

How has Toastmasters impacted your life?

The impact on my life of my membership in Toastmasters is immeasurable. I can offer what I know, but the unknown wraps around the globe. People now laugh during my presentations. (Some may also laugh at my presentations.) I won the World Championship of Public Speaking in 1992. I now earn money speaking. I developed the confidence to write and publish my thoughts; I've been selling my books and recorded speeches for nearly twenty-two years. I have mentored others in public speaking—individuals from elementary schools to corporate boardrooms. My mentoring has helped high school students earn over \$100,000 in cash and scholarships from participation in speech contests. I have had the chance to speak to and befriend people from nine countries. I have unquestionable evidence that my life has made a meaningful difference in the lives of others. I doubt that I would have done any of this if I had limited myself to my comfortable, prestigious civil service job with the State of California.

What is your greatest lesson learned on the road to World Champion of Public Speaking?

The objective for participating in the contest should not be about winning. It should be about giving something of value to the audience and having fun doing so.

Is there something you know now that you wish you knew then?

No. What I know now emerged from what I learned then. 'Then' had to come first.

Why did you become a professional speaker?

My decision to speak professional was suggested by a well wisher (whose identity I don't know) who congratulated me for winning the regional contest in 1991. She asserted that people would pay hundreds of dollars to hear someone like me speak. It wasn't that I wanted the money; it was the indication that people found value in what I had to say.

POTENTIAL UNLEASHED!

April 26-27, 2019

You have addressed many groups in the nearly thirty years you have been a professional speaker. Can you identify one occasion that has meant the most to you?

On April 8, 1997, I gave a presentation to college and university personnel on the subject "What Life Will Give When You're Prepared to Take It." A man approached me afterwards and said, "When I got up this morning and looked in the mirror, I had questions about why I'm living. You answered those questions."

What advice do you have for people who want to get the most out of their Toastmasters membership?

With everything you do in Toastmasters, seek to have a substantive answer to the questions: What did I learn and/or how did I grow? You will not get much out of your experience if the only thing you obtain is a different set of letters to put after your name.

Friday - April 26th
6:30-9:00 pm

**Take a Chance:
Realize the
Greatness with
Which You Were
Born**

Oregon Medical Association
11782 SW 68th Avenue
Portland, Oregon
*Hearty Appetizers and
No Host Bar*



Dana LaMon
Keynote

Saturday - April 27th
7:00-6:15 pm

KEYNOTE
**Untying Your
Dreams: Realize
Your Full
Potential**

Camp Withycombe
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Clackamas, Oregon

Learn more at
d7toastmasters.org

**Register
today**

**Dinner
tickets
for Saturday
night must be
purchased before
April 18th. None
will be available
at the door.**

The Art of Story

Share ideas through story—Learn how at a Toastmasters storytelling club near you



Gateway Toastmasters
Eugene, Oregon
Click [here](#) for website

Storymasters
Westside - Portland, Oregon
Click [here](#) for website

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

March Mindfulness

John Rodke, DTM - District Director

Hearts pumping, butterflies in stomachs fluttering, palms sweating, and the palpable energy of excitement sparking through the air—this is just the audience’s perspective. It is contest season and we get the chance to experience our members creativity at its finest!

I want to thank all of you for participating in the contest experience. As contestants, judges, timers, ballot counters, contest masters, and audiences, we make the magic happen. I invite you to be mindful of these moments that we witness. Creating the spaces for our members to thrive takes work, but is excellent practice for our big events in life.

For example, I’m in the process of helping plan a wedding for a friend. Forty-ish attendees, a venue needed, food, supplies, and key support staff—sounds a lot like the necessary ingredients for a contest.

Being mindful of how similar our Toastmaster opportunities are to other aspects of life is a motivating factor in stretching our limits into our growth zones. I guarantee every time you take on a new role you will grow in this organization and help others grow in the process.

What am I getting at? If you would like to apply to be an Area Director, Club President, or any other role, you can be promoted in our organization, just ask! You have the potential, we

want to help you realize it. As you are promoted, you are entrusted with greater opportunities and responsibilities to serve and grow in a safe environment with caring support. What a cool place to grow and thrive.

To keep thriving, we have a few items to tick off our lists. Dues are due for the next 6 months, we need to elect officers for next year, and finish our year strong by getting our clubs credit for the efforts our members have been putting in. I’m confident your club can achieve Distinguished or beyond. Will you help it get there?

I look forward to experiencing those meaningful and mindful moments at our contests and conference this spring with you.

Speak, listen, and lead on!

If your circle doesn't challenge you to grow beyond your comfort zone, then you are definitely in the wrong circle

—Edmond Mbiaka

Feedbackers



*Wise is he who
practices
effective feedback*
~Anonymous

Join us!

Second Wednesday of the month

7:30-9:00 pm

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

feedbackers.toastmastersclubs.org

Spring into Action!

Emilie Taylor, DTM
Program Quality Director

Spring has sprung! We have recently seen more sunshine, The fruit trees are ready to burst forth with the pent-up energy of wanting to express their life's purpose—Growth and Fruitage.

When I think of Toastmasters and our clubs, I wish to see them also reaching their highest potential. Our clubs become Distinguished only by the light that shines from each member. Individual goals reached indeed help the club. The growth we receive from our activities also affects us and those around us. There are two directions that a club can go. Distinguished or Extinguished. Where is the needle pointing? We are approaching the 4th quarter of the Toastmaster year.

Where are we with our club goals? This past week I was at a club meeting and gave them a club update of where they were in completing their Distinguished Club Program (DCP) goals. I was happy to report that the club had reached 7 DCP goals. They are on track to achieving all of their educational goals. The caveat is the membership goals. They need to have at least 5 new members by June 30. It

is highly likely with the group energy and enthusiasm that they will reach their goal. Where is your club at? The Moments of Truth module is a great way to see where the needle is pointing in a club. There are little things each of us can do to help our clubs be Distinguished

- Give the gift of a Toastmaster membership to someone who could use it.
- Help club members with their educational goals. Help and encouragement are great powerful gifts that can make a difference in another's life path.
- Help other clubs. We cross paths with other clubs. What makes your club great may be just the thing to help another club be successful. Volunteer to share your ideas and gifts. After all, we are all striving to become better.

Something to remember. . . personal goals align with club goals. When you work to become a better speaker, you are lifting the entire club.

We look forward to hearing how your club used "Spring Into Action" as a viable part of your 4th Quarter final drive. Have fun with it!

Club Success Plans: The Roadmap to Learn and Earn

Cate Arnold, DTM
Club Growth Director

A few years ago when I worked on completing my first DTM, I realized that it was much like my daughter and son working on their Gold and Eagle Scout Awards. It took years of earning different badges to get there, but over the course they developed skills that most of their peers didn't get the chance to learn. It wasn't the awards themselves that were so valuable, but the skills they gained as they earned them. My kids learned to work in teams and to take on leadership roles, which helped them a lot, especially in college.

The Scouts achievement program is well laid out. As my daughter's troop leader, all I had to do was follow the plan to give the girls opportunities to practice new skills. The same is true with Toastmasters. Like Scouts, if we follow the course, we gain communication and leadership skills that give us confidence and an edge over our peers.

But what is the course that we follow in Toastmasters? At the individual level, its earning awards towards our DTM. At the club level, its earning Distinguished Club status. Just like Scouts, there is a

blueprint for accomplishment: your Club Success Plan. If your officers create and execute it, you will be actively focused on membership growth and retention, which leads to stronger meetings. Encouraging your members to earn awards increases their skills. Do you have a Club Success Plan? If not, it's not too late. Check with your members to see what awards they might be close to earning. Look at your number of members to see how many you need to be distinguished. Then take steps to become a Distinguished Club. Just like the individual awards, while it is fulfilling to get them, the most value is what we learn. All it takes is a plan and a focus on achieving it.

TOASTMASTERS INTERNATIONAL

Renewals are here!

Timely payments equal **Committed Members!**

Renew before
March 31, 2019
45 USD
APRIL - SEPTEMBER

Become a Pathways Champion

Completed Pathways Level 1?

Join the growing community of Pathways Champions—members helping members—as coaches and mentors.



Interested?

Contact James Wantz for more info

wantzjames@gmail.com

That's Not What a Mentor Does!!

James Wantz, DTM

“Do you know what a mentor does?”

“Yep! I'm great at it!”

“Oh really? Help me please! Someone in my club asked me to be a mentor, and I don't know the first thing.”

“Firstly, send them an email and tell them you are too busy to meet in person, so all your contacts will be via email.”

“Uh. . . I don't think. . .”

“Second, tell them they are not supposed to talk to you about mentoring at the club meeting. At all!”

“But. . . why?”

“Because mentoring only happens outside the club.”

“That's stupid.”

“Thirdly, send them an email listing what speeches they will do, how to do them, and when to do them. Don't let them weasel out of it. You've got to keep the pressure on. Point out all the errors you've seen in their speeches. If you haven't seen them speak, then make some up. What do they know, they are new. That way they will understand you are super knowledgeable about mentoring.”

“Wait! That's not what a mentor does! I'm not listening to you anymore!”

“Your loss.”

Okay, not a REAL conversation, but every single part of it was either said by me (or to me) in a mentoring capacity. Yeah, as a mentor, I suck—and I learned from some really sucky mentors also.

Ever notice that if you get bad information from someone who is supposed to know, you tend to pass on the bad information as if you know what you are talking about? Like: mentors know it all, or don't question someone with a DTM, or never turn away from your audience.

Yeah, bad information—all of it.

Under the traditional program I thought I knew what a mentor did. The Competent Leader manual spelled it out for me: “mentor a Toastmaster through their first three speeches.” That was easy! I told them how to do their speeches (I have a background in theatre so—naturally—I am a good director, right?), I told them when to do their speeches, and I completed my Competent Leader project. I mentored the stuffing out of that manual!!

There were problems though: one member quit the club before giving his Icebreaker (I was too pushy), another member couldn't do my timetable because his wife had a baby (oh, come on, that's the oldest excuse in the book), and another member fled the country before finishing his speeches (ok, he was posted to American Samoa with the Coast Guard—same difference, sheesh). I had terrible mentees. . . or so I thought at the time.

Fast forward several years. Two months into the Pathways rollout, I suddenly realized the problem was me. I was a bad mentor. I had just

finished Level 2 when I was invited to do the Mentoring Path.

“Simple,” says I. “I’ll have this done in no time.”

Nope!

When I read the next paragraph—the first page in the Mentoring Program—I realized I had no idea what a mentor REALLY was, did, or said to their mentee. Pathways blew my mind.

Remember, a mentor is a guide who helps each protégé find their own way. Though there may be opportunities to coach, or give specific instruction, your most important job is to listen to your protégé, guide them to information and provide the support they need to reach their goals.

It wasn’t about me! Literally, mentoring had nothing to do with me. It is all about the protégé: helping them meet their goals, listening to them, and supporting them! What I was doing was coaching—very bad coaching indeed!

The Pathways Mentoring Program overhauled not only my sense of what a mentor is, it also significantly changed mentoring as a concept for me in Toastmasters. No longer can I breeze through “mentoring” a new member’s first three speeches. Mentoring takes time and commitment. My first read through of the material showed me that I was not ready. I had to change my mindset to be an effective mentor. Game on!

I worked each step of the project slowly (and poorly since my old habits still came to the fore when mentoring). It took six months to complete the Pathways Mentor Program—and I still have more to learn. I’ve since apologized to the (few)



mentees
I’ve had over
the years who are still
in Toastmasters. They
deserved better.

The mentoring path became an unexpected learning opportunity for me. I was drawn to Pathways because of the technology (blogs, podcasts, social media) but I am learning the most in unexpected areas: mentoring, leadership, and communication styles.

There is a big push to find workable, dynamic, and impactful mentorship programs today. If you are looking for a mentor program—or simply want to be a better mentor yourself—I strongly suggest that you take a good, long look at the Pathways Mentoring Program. It is free to anyone who completes any Level 2. Also, it is full of useful, timely, and actionable material to make you a much better mentor inside and outside of Toastmasters.

It has certainly helped me.

On Being a Protégé

Leanna Lindquist, DTM

I didn't know I was a protégé until my mentor found me. It came in the form of an email. "Would I meet at Starbucks to discuss an opportunity?" I was too inexperienced to suspect that "opportunity" would mean a volunteer job, responsibility, and something to take up my spare time. I agreed to meet. We hit it off right away.

"Would I serve as the Education Coordinator for the District?" I would replace her. She would teach me what I needed to know and be an ongoing resource for me. I was ready for a new "project" so, (*Grammarians—does not count as a filler word*), I signed on the dotted line. I had a lot to learn, people to meet, and skills to develop.

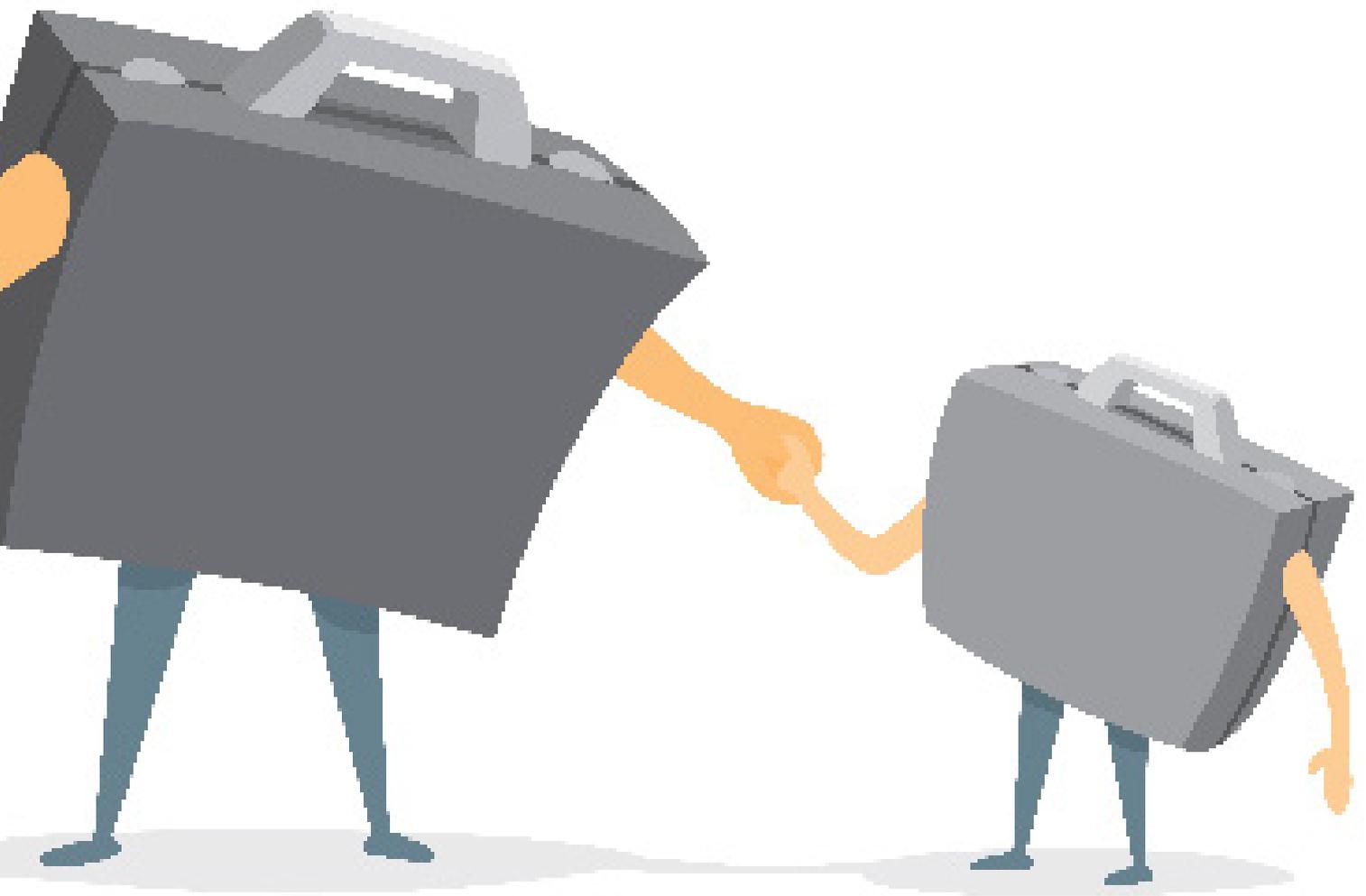
Last week I recalled how this relationship began and grew when I prepared for the Toastmasters Mentoring Project in Level 2 of Pathways. Did the person I hit it off with over 8 years ago serve as my legitimate mentor? The answer was YES. She ticked off all the boxes. Experienced and knowledgeable. If she didn't have the answer she helped me find it. She was positive and supportive. She encouraged me to get out of my comfort zone and take risks. She was always there for me. I couldn't begin to identify all the times I called her up with a "quick" question and two hours later we were still on the phone. Only a committed mentor would give a protégé

that kind of attention and support.

Her well-used line is "here is something you might consider." It is code for "you need to give this a little more thought." As I have considered other "opportunities" she was my sounding board. We talked over the pros, cons, how to's, and the little details dozens (or was it hundreds) of times?

My mentor was patient. I didn't know a fraction of what I know now about computer use and the Toastmasters International website until she worked with me. She helped me be successful. When you serve as Education Coordinator you arrive at 6:00 am to set up for the conference or TLI. She was always there with me before sunrise and to clean up at the end of the day.

A protégé should become better through the guidance and support of another person. I feel that I have grown under her tutelage. I have learned how to lay out documents and structure PowerPoint presentations, chair a conference, set up Eventbrite, draft mass emails and send them



out through Vertical Response. These are some of the practical skills she has helped me develop. It's how to work with people; identify rising stars and nurture them, deal effectively with difficult situations and people that I count among my greatest areas of growth.

Phyllis Harmon and I both brought a different set of experiences, skills, and personality traits to the table. As time went on I guess you could say a little of each rubbed off on the other. If the situation between mentor and protégé is successful, it must be mutually fulfilling, a win-win situation. I feel that has been the case. We have each other's back, are brutally honest with one another, and have developed a deep friendship. We work hard together and have

fun together. I have been known to say more than once that, "between the two of us we have a whole brain." We complement one another with our ideas, our drive, and our passion. This is one protégé/mentor experience that worked for the long haul.

Leanna Lindquist joined Toastmasters in 2009. She is a member Marylhurst Toastmasters, Feedbackers, and Tell Me a Story. She has served in all club officer roles and most District roles. She earned four DTMs, was a recipient of the 2014-15 District Toastmaster of the Year and 2012-13 Division Director of the Year. This year Leanna is serving the District as Area 73 Division Director and District Annual Conference Chair.



*Spread your wings, and fly
into your tomorrows. For high
achievers, all is possible.*

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Toastmasters for High Achievers

6:35 - 7:45 am - Fridays

CoLab

11481 SW Hall Blvd Ste 201

Tigard, Oregon 97223

cleon.cox@frontier.com

Join Us Any Friday

Value Change: A Key to **Winning** Speech Contests

Joe Anthony, DTM

You've prepared. You've practiced. And now, over the course of seven minutes, you'll take the audience on a journey that's guaranteed to change their lives. You speak eloquently. You use open body language and natural movement. You utilize thoughtful appeal and foreshadowing. You even remember to say "Fellow Toastmasters and Honored Guests" at the 30-second mark. And your Call To Action? It's not just a simple summary with a cute quote at the end. It's an atomic bomb of wit and wordplay. A WMD of truth so clear they'll hear it in Baker. You drop it, and you watch the audience absorb the impact. You smile. You bow. And you hear. . .

Crickets. A void of silence, while the room digests your message. A spattering of polite golf claps. And then the Toastmaster begins reading the introduction for the next speaker. Later, in polite words, the evaluator says your speech was good, but it wasn't great. It was technically correct, but unimpressive. It was well-planned. It hit every mark. It achieved every written objective. But it was somehow flat. Dull. Unremarkable. It just didn't. . . move anyone, emotionally.

Have you heard a speech that fulfilled its purpose, had all the right information, and yet it just didn't have that certain spark? Have you been the one delivering that speech? If your story falls flat with the audience and you can't

understand why, ask yourself this fundamental question: Did I demonstrate a Value Change?

Robert McKee, author of *Story*, says that if nothing changes in value, the scene is a non-event. Your speeches, which are 7-minute stories, must also change in value to be emotionally compelling. Values like Hate or Ignorance must move to their natural opposite, Love or Wisdom, by the end of your story. Compelling events move from Bondage to Freedom. Chaos to Calm. Negative to Positive. Or vice-versa. Because it's the change itself that excites the audience. The change in you, the speaker and the main character, is what we're all watching for. As the protagonist of your story, if you hold the exact same opinions and values from the first sentence to the last, then you might as well have been reading from a phonebook for all the audience cares.

What does Value Change in a Toastmaster speech look like? The most common Value Change in a winning speech is a journey of Ignorance to Wisdom. Go to Youtube and watch the 1st place International Speech winners, and you can see the underlying structure of their stories by watching for the Value Change. As the speaker begins they'll share a misconception that was making their life miserable, sometimes for years (Value Held: Ignorance) and they'll



reminisce about how awful and dark that time in their life was. Then things get brighter as they reach some revelation of understanding, usually by getting advice from a mentor. Finally, they overcome their original misconception, and the simple act of changing their mind sets them free (New Value Held: Wisdom.) This Ignorance to Wisdom change is also used by motivational speakers, gurus, and coaches, who talk of breaking their delusions or addictions by changing how their minds process information. Again, Ignorance to Wisdom.

Value Change dominates movies, television, and practically all forms of storytelling. In romance two lovers destined to be together will start the story by hating each other. Then, after a few charming dates and light-hearted spats, they'll fall madly in love. Shakespeare and Soap Operas alike move from Love to Hate, or from Hate to Love, in practically every scene. And rousing political speeches change in value from Vulnerability to Strength. "We shall fight on the beaches, we shall fight on the landing grounds," –Churchill's uplifting speech

that emboldened 46 million Brits started by reminding listeners of the impending enemy raids, and of the vulnerability of Britain. Value Change: Vulnerability to Strength.

You can plan for this value change in your speeches, too. Go into a speech being aware of which value you want to end with, and use the opposite to begin your seven minutes. Want to talk about learning to love your mother-in-law? Start your speech with an anecdote about how she hated you when you met. Are you planning a speech that's designed to make the audience feel empowered and mighty? Open with a story about vulnerability or loss, and build your way up through triumphs and revelations.

You may not be coaching the audience through a crisis. Your Call to Action might not involve your home club taking up arms against tyranny. But remember that every good story shifts in value. Your speech may have all the right components, but if it doesn't reach its opposite value from start to finish, then it's a non-event.

Attitude & Leadership

Robert Hall, DL4

There are two meanings to the word “success.” One meaning is to follow someone, to come after them, as in “succession planning.” A second meaning is to do well, to achieve or exceed one’s goals, as in “planning for success.”

Success in identifying the next slate of officers as soon as possible, to train them in their new roles, and help them do the best job they can is vital to the success of every Toastmasters club.

This all sounds good in theory, but what exactly are the ingredients of success? Many people will answer that knowledge is important, that the knowledge you get from college, or from the school of hard knocks, enhances the opportunity to achieve success. Others will say that leadership is a key ingredient, how well you can motivate people or help them to develop themselves. Others will say that hard work is very important, being able to stay with a task to completion, burning the midnight oil. However, there is one characteristic that transcends all of these. It’s the attitude you bring to the job.

Your attitude determines your altitude. Knowledge, Leadership, and Hard work still count, but without the right attitude, they are insufficient.

An interesting fact, if you assign a number to each letter of the alphabet, with “A” representing 1% and “Z” representing 26%, and you add up the letters in KNOWLEDGE, you get 96%, LEADERSHIP gives you 97%, and HARD WORK

gets you to 98%. However, if you add up all the letters in ATTITUDE, you get 100%. Now I’m not saying there is any cosmic significance to this little math exercise! However, it does underscore the importance of ATTITUDE in the hierarchy of qualities required for success.

Now we also need to take a moment to define what kind of attitude is needed for success. I propose that an attitude of gratitude, in the face of all that life dishes out, is the one force that cannot be refuted or denied. It’s your “superpower!” In fact, if you add up all the letters in GRATITUDE, you get 105%. Not bad!

What exactly does gratitude look like?

- Let’s suppose you have a teen at home that you have asked for help with one of the chores, and you get the long face. How do you express gratitude? Well, you can be grateful that your teen is living under your roof, and not out on the streets.
- Or perhaps your neighbor is ranting about how unfair the latest government policies are. Be grateful you live in a country where free speech is allowed.
- Perhaps your club President or your VP of Education is deluging you with emails you don’t have time to read or respond to. Be grateful there are people who care about your personal development.

If you have received those emails from club officers asking you to commit yourself, to take

I propose that an attitude of gratitude, in the face of all that life dishes out, is the one force that cannot be refuted or denied.

on more responsibility in more demanding leadership roles, what's your reaction?

If you are feeling grateful, good for you! Do you hear that call to higher duty? Are you feeling an urge to give back to Toastmasters of your time and talent out of a grateful heart?

If you said "yes," let's talk about the other meaning for succeeding—for instance, who is going to succeed the VP of Education in your club? Who is going to fill their shoes next year? To make this happen seamlessly, we need to plan for success with a "succession plan."

What is the primary reason for having a succession plan? I propose that it is orderliness. Have you ever come to a meeting where no one is sure what's going on, and no one has a confirmed agenda? In other words, the meeting was in complete disarray? It happens much too often.

The same principles apply to succession planning. How often have new leaders been selected at the last minute, with no opportunity for training and the resulting chaos that ensues? Wouldn't it be better to identify people months in advance, and then systematically prepare them to hit the ground running?

Toastmasters has many programs in place to help a club train the next generation of leaders. When it does, it gets a Distinguished Club Point. Training on a District level is offered several times a year. Area and Division directors are prepared to fill the gap and train those who can't make the official training sessions. Too often, clubs do not give officer training a priority. As a result, the club's potential to achieve success is placed

in jeopardy. There is no legitimate reason for clubs not to secure training for current officers. It's important!

However, what about those of you who think you might be interested in leadership, but no one has taken the first step to reach out to you yet? This is where succession planning happens. Successful clubs don't wait until the last minute to find replacements for officers whose terms are expiring. Successful clubs plan ahead, provide leadership opportunities, probe members to determine their readiness, and use all the resources Toastmasters provides to plan for a smooth transition.

Let me conclude by asking another question. If you have been a Toastmaster for a year, given speeches regularly, and are growing in confidence, why stop now? Ask yourself "Am I growing, and do I want to continue to grow?"

If anything I have offered herein has resonated with you, please contact the president of your club, your local Area Director, or someone else in leadership, and let them know you desire more from Toastmasters. Now is the time to make the decision. Now is the time to seek out training. Now is the time for the club to provide that training. And, now is the time for all of us to grow both personally and professionally through the implementation and prioritization of a Toastmaster club succession plan

Robert Hall joined Toastmasters in 2016. He is a member of Professionally Speaking. He is currently serving as VP Education.

SWOT's The Big Idea!

Strength | Weakness | Opportunity | Threats

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6:30-7:45 a.m.

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"90% OF HOW WELL THE TALK WILL GO IS
DETERMINED BEFORE THE SPEAKER
STEPS ON THE PLATFORM."

– Somers White

PART 1

BENJAMIN F. MEDOFSKY

TOASTMASTER AND CIVIC LEADER

Harvey Schowe, DTM

Benjamin F. Medofsky, a member of Beyond Basic and High Dawn Toastmasters Clubs, was a frequent visitor to various Toastmasters clubs in Portland from the 1950s until his death October 1967. District 7 Toastmasters Fall Humorous Speech Contest was named after him. Ben was born in Odessa, Russia on April 21, 1891. His father, Israel Yitzhak Medvedofsky (Rossman), was a Jewish Rabbi. In Russia he helped build a Synagogue. Ben's mother, Bryna Brana Rosamuny, was born in 1871 in Kiev, Russia. The family moved from Odessa to Kiev where Ben's brother was born on September 9, 1895. His sister Sarah was born on May 5, 1898. The Jewish Pogroms began in spring and summer of 1881 and continued through June 1884 at Nizhniy Novgorod. Afterwards the Russian government officials began issuing laws discriminating against Jews. These laws forced mass emigration of Jews that reached a peak in 1891 and 1892. The Zionist movement began during this time. Kiev was a center for Jewish education, culture, and political activity. About 32,000 Jews lived in Kiev. Remembering the political oppression in Russia, Ben Medofsky was quoted as saying "Freedom of Speech means you can say anything you want without thinking about it." Ben's parents heard stories about freedom in America. They decided to leave Russia. How the family reached Nagasaki, Japan after 1899

remains unknown. One theory was that they rode the train on the Trans-Siberian railroad to Vladivostok in the Russian Far East. They then boarded a ship for Nagasaki, Japan. The family departed Kobe, Japan on August 23, 1902 on the SS Kaga Maru steerage passage. They arrived in Seattle, Washington on September 10, 1902. Israel Medofsky was installed as Rabbi at the Congregation Nevaeh Zedek in Portland, Oregon. They found an apartment at 649 Second Street.

At ten years of age Ben spoke only Yiddish and Hebrew. He started in the first grade at Shattuck Elementary School now part of Portland State University. His family was poor and unable to provide additional formal education. He delivered bread between 1:30 am and 8:30 am then attended school. After school, he sold newspapers until 6:00 pm. Ben attended Lincoln High School at night. Then he attended Holmes and Portland Business Colleges in 1911. Israel Medofsky was naturalized along with his wife and children on May 21, 1910 in Multnomah County Circuit Court Judge Morrow's court room. After he answered citizenship questions, Judge Morrow issued Israel a naturalization certificate, number 134260. At the age of 23 in 1914, he purchased Supreme Bakery and renamed it Star Bakery. Bakery goods were delivered with a horse and wagon. His brother Nathan worked

for the US State Department as a clerk at the American Consulate in Jerusalem. Ben's father and mother obtained US passports on May 22, 1914 in New York City. They left the US during June 1914 and arrived in Palestine on July 11, 1914. He resided in Palestine until his death in 1938 and was buried in Mount Olive Cemetery. Palestine was under British control that later became Israel. After America entered World War I, Ben Medofsky served in the US Army as Private First Class in the medical detachment for the 61st Artillery CAC. He departed Newport News, Virginia July 7, 1918 for France on the transport ship Wilhelm. After completing his military service, he departed from Marseille, France on troop ship Dante Alighieri on September 30, 1919 and arrived in Jersey City, New Jersey.

A properly used quote can add a lot to your speech. But an improperly used quote or an over-used quote can make your audience think you lack originality.

Three tips to better quote use:

1. Use an unknown author
2. Use your own quote
3. Cite your source including the page number or where you heard the quote

*—Kwesi Millington
Communicate to Create*

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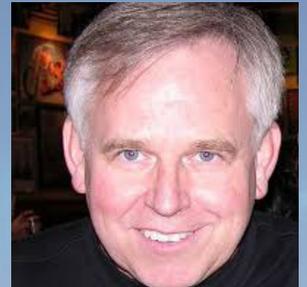
Nils Westphal, VC1
*Improve Team Performance
with a New Leadership
Recipe*



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 Art of Direct
Communication*



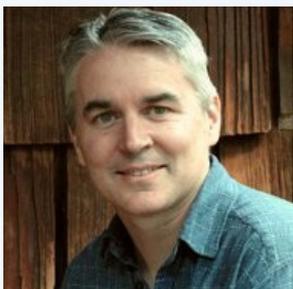
Marv Serhan, DTM
*Going from Vision to
Victory; Leading with Honor
Following with Conviction*



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*

Travel is to make a journey or to go
somewhere by bicycle, train, airplane,
boat. It could be an exploration or
or unplanned to meet new people,
places. There are different types of
for you to explore.

A Roadmap Through

Mallory

Maybe you're reading this because you're interested in writing your first novel, but you aren't sure how to turn your exciting ideas into a concrete, finished project. Unlike some other creative mediums, fiction writing involves a logistical structure and some objective standards and guidelines, which you've got to understand in order to get to the finish line. If you're stuck with how to proceed with finishing your first novel, but you're sick of all the vague advice like "push past the writers' block" and "just follow your heart," then this article is for you.

The first and most basic step is, if you haven't already, read at least a few books (preferably more) in the type of genre you're writing. Understand what current books are popular and why; get an idea of the tropes and stereotypes of your genre, so you'll know what's good to include and to avoid, and what types of cliches you can subvert for a more original angle. It's also good to understand narration style and voice. For instance, if you're writing a YA (young adult) novel, you'll want a good grasp of how realistic teens talk and interact with each other. You'll also need to know the target word count ranges for your genre. Novel length is measured by word count, and one page is roughly 500 words. Young adult sci-fi/fantasy novels generally range from 75,000-100,000 words, while a cozy mystery or romance can clock in around 60,000.

When it comes to designing your plot, it's important to make sure you're hitting all the structural plot points. Every novel or movie (as long as it's a fictional story as opposed to a documentary or nonfiction memoir) follows an arc of five key points. You can see these points for yourself next time you read a novel or watch a film, regardless of genre or audience. There's no rules or formula for what specific things have to be included at these points, but there is a rule and formula for what roles those points play, and at the right timelines.

Plot Point 1

This occurs at about 20-25% through the story, and is what kicks off your novel into its main arc. Before this point, the character was dealing with their normal, and with the start of the chain of events that changes their situation. At 20-25%, the situation has now been changed, and the direction and stakes have been set for the rest of the story. For example, in the first Harry Potter book, Plot Point 1 is where Harry arrives at Hogwarts.

Midpoint at 50%

Halfway through the novel, the character becomes much more proactive. In the first half, they're experiencing changes and dealing with

o have an adventure to
plane, car, motorcycle, or
to somewhere new planned
new things and new
es of adventures waiting

Write Your First Novel

Searcy

things that unfold around them; even if they have a take-charge personality, they're still handling the plot events in a more reactionary or exploratory way, while after the midpoint, they have a more deliberate and driven plan that drives them to the end. For example, in the first *Lord of the Rings* movie, the midpoint is when the Hobbits decide to take the ring all the way to Mordor instead of just dropping it off with the elves, and the Company forms. The mission and direction is clarified from this point on.

Plot Point 2

This falls at around 75-80% of the way through, and involves the final piece of information leading to the end. After this point, the characters are on a clear path toward the climax of the story, which happens most at the end. In the *Harry Potter* example, this point is when Harry and his friends find out they have to go to the underground chamber to get to the Sorcerer's stone. Everything after this point focuses on the challenges inside the chamber, the climax, and the end.

Pinch Points 1 and 2

Each story has two moments called Pinch Points—one at about the one-third mark, and the other at the two-thirds mark. These moments

involve a setback or a brush with the antagonist, in a way that shows what the stakes would be if the character fails. Generally the first pinch point is the smaller of the two, and can even be very subtle. The second is more serious, and sets the character or mission back in a major way. In the first *Lord of the Rings*, Pinch Point 1 is the scene when Frodo gets stabbed by the Ringwraith, and Pinch Point 2 is where Gandalf defeats the Balrog by sacrificing himself and falling into the abyss.

Once you know where the key structural points go in your story, the next thing to address is your characters. A plot can be interesting, but readers generally won't be hooked without characters they enjoy reading about. It's important to make them seem like real people, at least for the ones who have a lot of "screen time" in the story. Beyond the basics—like age, occupation, appearance and surface traits—you should also know what they're motivated by, driven toward, and what they most want to escape from, whether this is an external factor or an internal one. Also, pay attention to their personality layers beyond just an obvious general demeanor. No one carries themselves the exact same way 24/7, or is completely defined by outer characteristics.

Once you have your plot mapped out and your characters developed, you can write your

book. And once your book is written, another set of steps lies between writing the last word and seeing it on a shelf at the bookstore.

The first step is typically an editing process, or several. When many of us hear “editing,” we picture our 5th-grade English teacher adding commas with a red pen, but novel editing involves more. Publishing houses have their own editors, but getting accepted by a publisher is hard business, and working with an editor on your own can give your book the help it needs before you send it to publishers. You can also have friends and/or a writers’ group edit for you, and you can even do it yourself if you know what to look for.

Developmental editing addresses big-picture problems like plot holes, structural issues, flat characters, and entire scenes that don’t work. Once those things aren’t an issue, line editing will fix the more micro problems, like dialogue or descriptions that could be better. Finally, copy editing takes care of any forgotten typos, but those should be rare at this stage.

Once your book is edited, an agent’s job is to sell your book to the publisher. Book agents are

like the real estate agents of the novel-writing world. The process of finding an agent is a lot like applying to jobs or college programs. You can start by googling agents who are accepting new submissions in whichever genre your book is, since different agents have different preferences of what type of books they work with. Once you find a good fit, check out their submission guidelines. For instance, some might want the full first chapter, while others just want a letter with a summary. Contact them accordingly, in a process called querying.

Once you land an agent, their job becomes to sell your book to the publisher. Some publishers will take submissions without agents--generally these are the smaller companies. If you go this route, check the publisher’s submission guidelines the same way you would an agent’s, and go from there.

If you’ve gotten this far, you’ve achieved a lot. And if you can do this, you can do almost anything!

Mallory Searcy joined Storymasters in August 2018. She delights her audiences with tales from her adventures in St. Petersburg, Florida.

Tell the readers a story! Because without a story, you are merely using words to prove you can string them together in logical sentences.

— Anne McCaffrey

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TV TOASTMASTERS

Dottie Love, Producer/Director
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Celebrating World Storytelling Day

Donna Stark, DTM - Immediate Past District Director

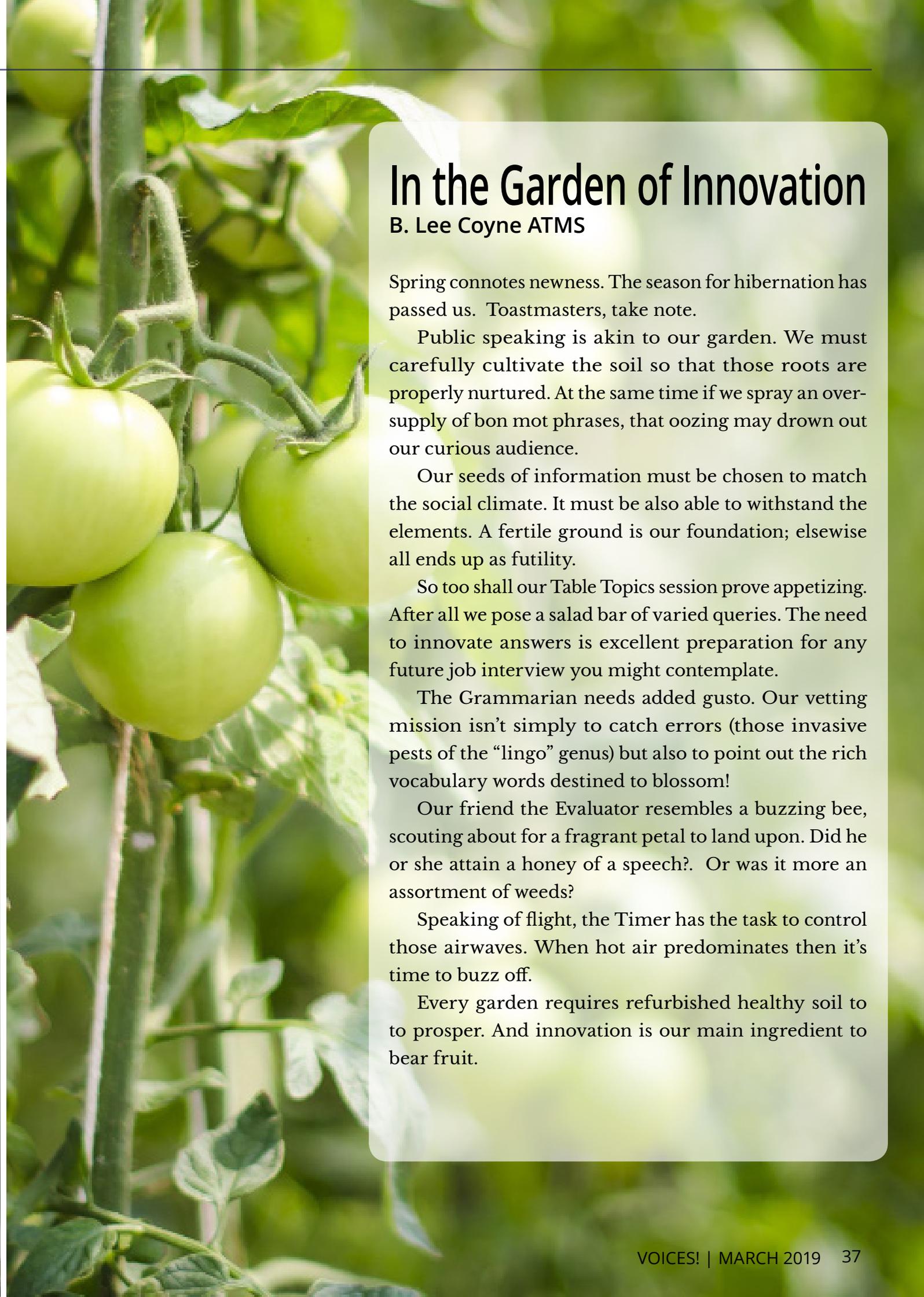
I like March. There are lots of reasons. My daughters have March birthdays. The madness that is NCAA basketball. Spring and all that comes with it (especially welcomed given the snow of a few short weeks ago). I have added a new event to my list of March favorites. . . World Storytelling Day!

World Storytelling Day was March 20th and occurs each year on the vernal equinox. The idea behind World Storytelling Day is to promote oral storytelling all over the world by having as many people tell and listen to as many stories, in as many languages, at as many places as possible. Does this sound like it's right up a Toastmaster's alley or what!

Stories enhance any type of presentation, help your audience connect with you, and can create an atmosphere of pure, entertaining fun! Imagine my delight when I discovered that this year, World Storytelling Day fell on the same day as my Toastmasters Storytelling Club meeting. What an opportunity to have a special event and to tap into the talents of some of the club's gifted storytellers.

We arranged the chairs in a cozy circle, as if around a campfire, and our master storytellers shared their gifts. Tossing "another log" on our virtual campfire in between stories added to the atmosphere. Our Table Topics session, a progressive story, was great fun! One person started off with the opening phrase and subsequent speakers built on the storyline from where the previous speaker left off. The story took unexpected twists and turns, and generated lots of laughter! Our guests felt welcomed. Everyone got the opportunity to add a little of their own personality to the tale, and it was wrapped up in a neat package with a happy ending.

Toastmasters is a great place to get comfortable with public speaking. Are you getting too comfortable? Look for opportunities to do things differently. Themed meetings, special events, or simply arranging the room differently, can add a little spark to the same old routine. April includes such opportunities as National Talk Like Shakespeare Day, National Dissertation Day, and National Great Poetry Reading Day. How will you celebrate?



In the Garden of Innovation

B. Lee Coyne ATMS

Spring connotes newness. The season for hibernation has passed us. Toastmasters, take note.

Public speaking is akin to our garden. We must carefully cultivate the soil so that those roots are properly nurtured. At the same time if we spray an over-supply of bon mot phrases, that oozing may drown out our curious audience.

Our seeds of information must be chosen to match the social climate. It must be also able to withstand the elements. A fertile ground is our foundation; otherwise all ends up as futility.

So too shall our Table Topics session prove appetizing. After all we pose a salad bar of varied queries. The need to innovate answers is excellent preparation for any future job interview you might contemplate.

The Grammarian needs added gusto. Our vetting mission isn't simply to catch errors (those invasive pests of the "lingo" genus) but also to point out the rich vocabulary words destined to blossom!

Our friend the Evaluator resembles a buzzing bee, scouting about for a fragrant petal to land upon. Did he or she attain a honey of a speech?. Or was it more an assortment of weeds?

Speaking of flight, the Timer has the task to control those airwaves. When hot air predominates then it's time to buzz off.

Every garden requires refurbished healthy soil to prosper. And innovation is our main ingredient to bear fruit.

For the of a Good Story

Dottie Love, DTM



When Love fails... write a Story

What would you do if you found yourself, emotionally lost, alone and without hope? That moment for me was incongruent with the 4th of July party that was bolstered by a warm, Florida evening over a decade ago. The cacophony of laughter from my family and friends was magnetic. But unlike a magnet, it wasn't pulling me towards that fun. What was running through my mind was that my marriage was over. My emotional stability was wavering. And I had no idea what to do about it. I left that party and went home to wallow in my self-made misery. I remember struggling to recall the good parts about my marriage and sat down to write them. . . as not to forget. The good times were great. . .but just not strong enough to hold the relationship together.

Writing about 'the good times' started another passion for me. The passion to write. The great memories and moments in my marriage ended up in novels. Happy times. Sad struggles. Willfully overcoming those struggles. What was once fleeing in my life was being memorialized in my writing. I ended up writing 12 fictional and non-fictional books.

Surprised and Shocked

What happened with my second book

surprised me. I discovered I was impacting people, touching people with my stories. I got this fan letter. . . and to this day that letter still stands out for me. He wrote, "Thank you for showing me what love is. . . or should be. I realize now that I haven't treated my wife like the JOY she really is and brings me. In your book, your characters laughed together, cried together, and loved together. And I did so with them. They made me want to be a better husband." Wow—that's what storytelling should do. Whether it be writing a book or giving a speech.

Fan letters like this catapulted me to write a book to help others gain a deeper connection and stronger impact with their message. In my book, *Putting the Pep in Plotting*, I referenced the "Story Flow." By the way, there are many story flows out there. What I added to my flow are critical stages to deepen your message (speech or written) with your audience.

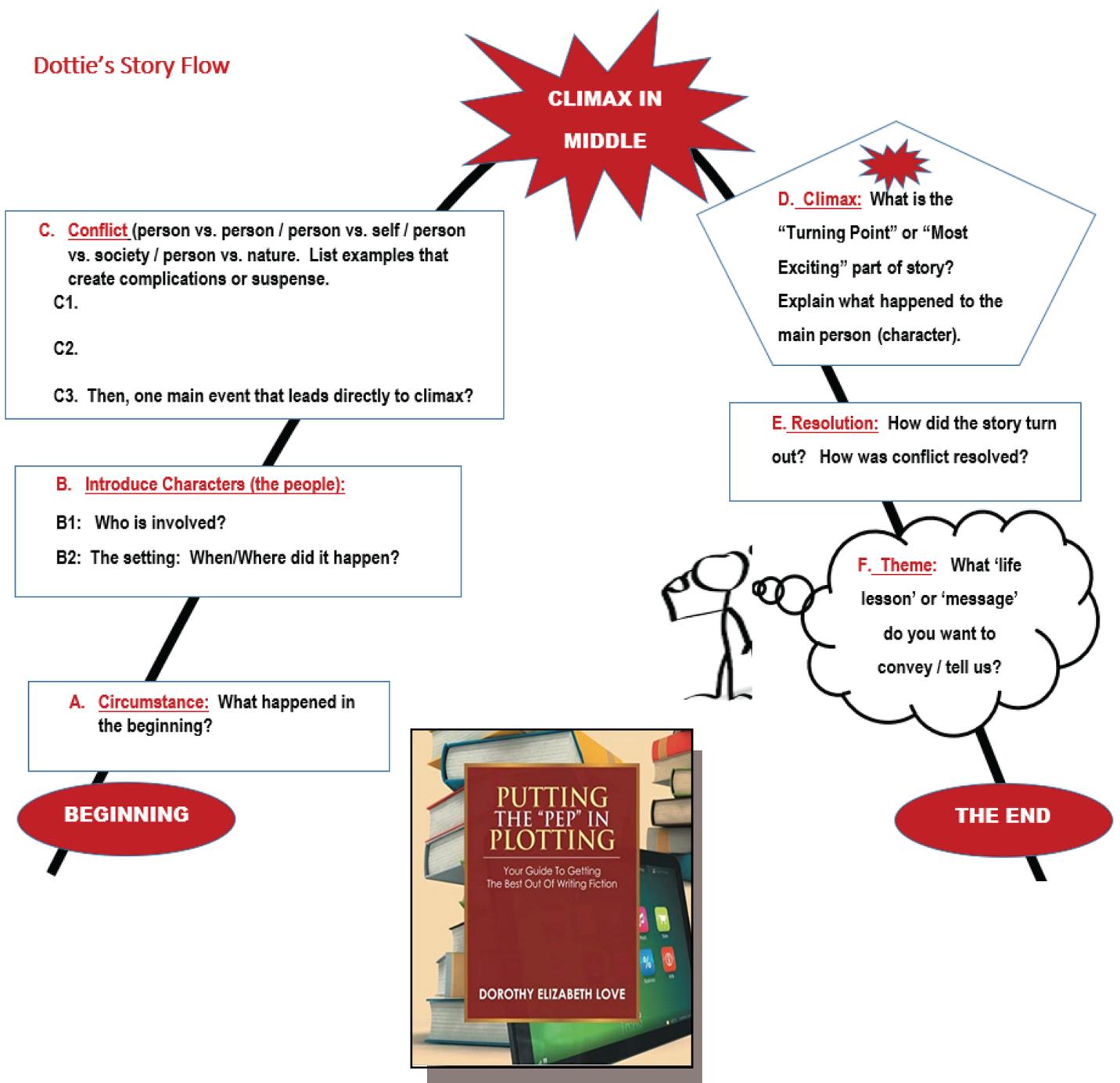
Good Speech Stories have these Stages

- What started it all (Circumstance)
 - Tell what happened that motivated the speech / started it all?
 - Put descriptions to allow the audience to "see", "feel", "hear" the scene
 - Setup significant complication/conflict
- Introduce who is involved in it (the

- Characters)
- What when wrong or made it a challenge (Conflicts)
- How it all peaked into a crescendo of concern / problems (Climax)
- How it ended (Resolution)
- What is the major learning for the person (Theme)

You can find more tips at: CSuiteSuccess.com.
 You don't need a failed love to tell a good story. Your message just needs to impact others. I wish you happy speech writing!

Dottie's Story Flow



Payback is... Heavenly!

Paul Fanning, DTM

On Christmas Eve, my parents, little brother, and I celebrated the season by either reading, listening (or when videos and DVDs became popular), watching Charles Dickens' *A Christmas Carol*.

It was part of our family's heritage. Especially since a shirt-tailed relative, Sir Seymour Hicks, played Ebenezer Scrooge on stage and finally on film for many years. It was always a much-awaited annual event. Last Christmas Eve, I sat down and carefully opened a small, red leather volume—albeit a facsimile copy—of the 1843 first edition of the tale. It is such a powerful message about giving of oneself, the spirit of human kindness, and the restorative power of choices made—especially ones not made by the “counting house ledgers,” but of how one lives their life for the benefit of others.

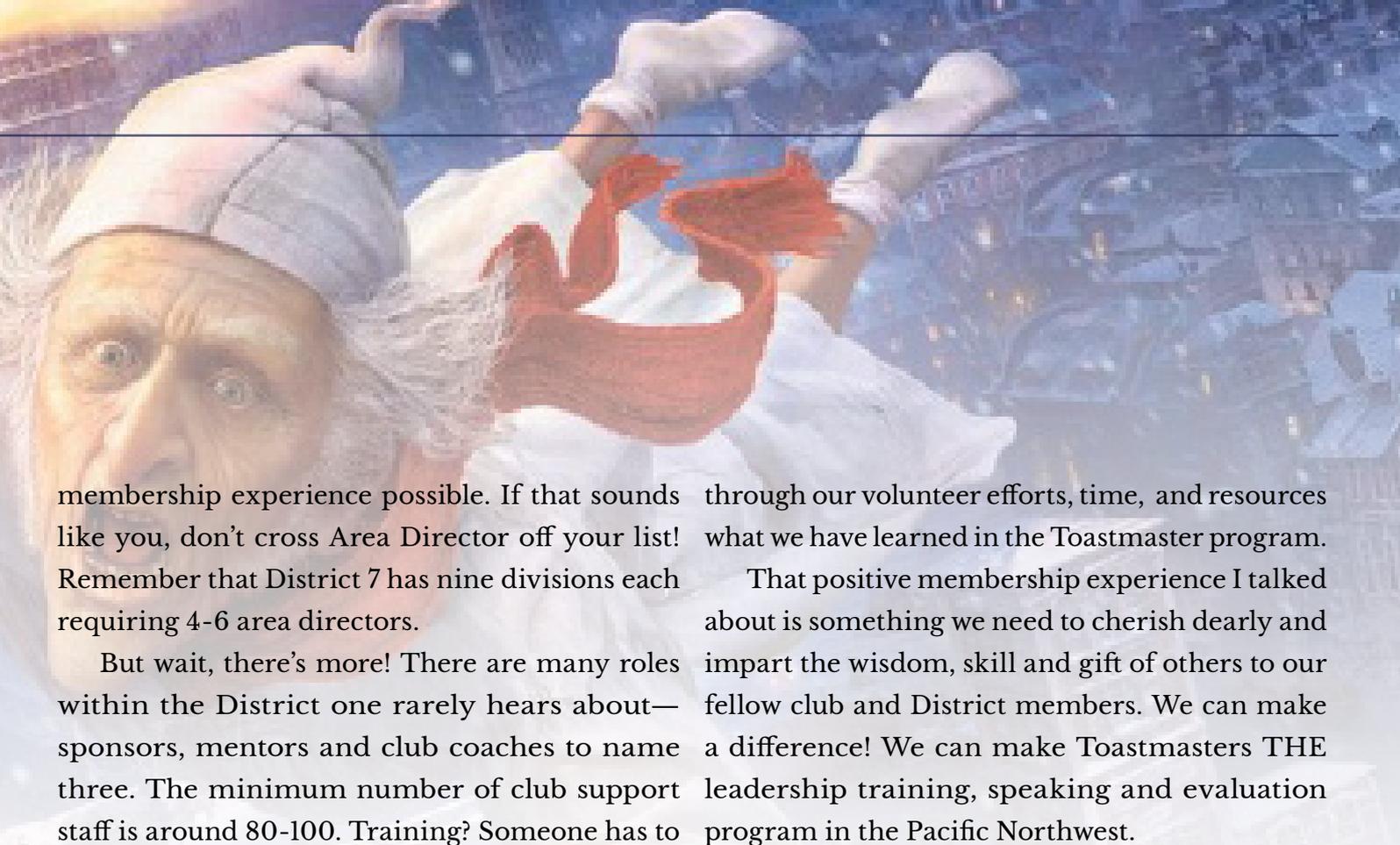
In reading it this past season, I felt as if I had never read or heard it before. The words were so familiar, yet they “rang a bell” differently as I read my favorite scene, that of the counting house of Scrooge and Marley (we'd ruin it all today by calling it an accountant's office) where two gentlemen approach Scrooge with a proposal to donate to charity “at this festive season of the year.” Scrooge, with all the human compassion and kindness that he could muster (or lack thereof), interrupts the gentlemen with a series of questions regarding his idea of “charitable institutions,” prisons, workhouses and the treadmill. Assured that they still were in operation, one gentleman retorts to Ebenezer, “many can't go there; and many would rather die.” Scrooge responds with “if they would

rather die, they had better do it, and decrease the surplus population.” At which point the charity's representatives see that their appeal has fallen on deaf ears and withdraw in haste fleeing from this terrible man.

My mind ponders these words as we prepare for the 2019-20 Toastmasters program year. I re-word the passage and insert what to me is the situation I see today. Are there no club officers? No area directors, no District roles to fill? Sadly, as in *A Christmas Carol*, I hear the answer that “many would rather die than go there.”

Pray help me to understand why serving as an officer of the Toastmasters program would be so ominous and horrific that we would rather, well not physically of course, but mentally and spiritually, die than serve? Here is the stark reality of our Toastmasters program. There are a plethora of positions and roles that are asking, almost begging for qualified, experienced Toastmasters to fill them. Let's start with your home club. What positions will be vacant in just three short months? Is it the Sergeant-at-Arms? The key position who sets “the stage” for your club, serves as greeter and “keeper of the door?” Or perhaps you are a whiz at Pathways and really understand how it works—can't you fill the role of Vice President of Education? Base Camp Manager?

But let's not stop there! What about joining the cadre of volunteers who are “program specialists”. This group helps other clubs achieve success and distinguished status by delivering the best



membership experience possible. If that sounds like you, don't cross Area Director off your list! Remember that District 7 has nine divisions each requiring 4-6 area directors.

But wait, there's more! There are many roles within the District one rarely hears about—sponsors, mentors and club coaches to name three. The minimum number of club support staff is around 80-100. Training? Someone has to put it on, someone needs to present a module or workshop, and someone needs to coordinate it all. Are you keeping track of the numbers of volunteers needed yet? Perhaps we do need a ledger or two from Scrooge and Marley!

This April 27th at Camp Withycombe will be the District's annual conference. Your club and district officers have the right and privilege of electing the new District Director, Quality Program Director, and the Club Growth Director. These three individuals—the captains and first mates our District “ship”—begin assuming their roles for the coming program year commencing on July 1st. They are volunteers like you and I—and their “jobs” are almost full-time helping guide, direct, and support each and every Toastmaster within the District. These three positions may not be your cup of tea, but there are other District support positions such as Division Directors and Area Directors.

Am I insane? Well. . . I don't have a certificate saying that I'm not, but. . . I truly believe that you and I have a major responsibility to pay back a little

through our volunteer efforts, time, and resources what we have learned in the Toastmaster program.

That positive membership experience I talked about is something we need to cherish dearly and impart the wisdom, skill and gift of others to our fellow club and District members. We can make a difference! We can make Toastmasters THE leadership training, speaking and evaluation program in the Pacific Northwest.

We can be the beacon of light in today's impending darkness of poor speaking, tepid leadership, and ho-hum or “feel good” evaluations. There is a revolution looming—a revolution of rebirth of the spirit of human kindness, the death of “Me-ism” and the overthrow of mediocrity in our clubs. Stand up, take a role. Give of your expertise. And most of all, don't pay it back, but pay it forward!

You don't need to be an Ebenezer Scrooge. Can't stand being awakened by spirits, eating gruel and being a skinflint? But then again, the moral of *A Christmas Carol* was just that—Scrooge could change. There was worth in humanity. There was joy in serving others. And as the final paragraph records, “. . . ever afterwards—it was always said of him, that he knew how to keep” and I insert here TOASTMASTERS “well, if any man alive possessed the knowledge.”

Payback is indeed heavenly! Sorry—must go. I hear the rattling of chains and the clanking of keys and cashbooks ascending the back steps. Are there no officers?

Michael Midghall Pathways Champion

Leanna Lindquist, DTM

This month's featured member is Michael Midghall. I met him at a recent speech contest where he served as the model speaker.

What brought you to Toastmasters?

I learned about Toastmasters during college, while on exchange at the University of Delaware. As an Electrical Engineering student, my curriculum did not fully support my chosen career of Sales Engineer. So, along with business classes during my final year I took Toastmasters public speaking. I'll never forget the feeling. I was able (I learned) to make a classroom full of students laugh. That feeling was the impetus for joining the West Beaverton Toastmasters Club in 2004, just after I left Intel Corporation to start my own market research business.

Tell us about your experience with Pathways.

When I took the Assessment, Motivational Strategies was not even on my radar. So, when that popped up as the number one recommendation, I was immediately impressed with the potential of Pathways. I realized that given my new career goal—the non-profit for motivating important lifestyle change—this was the perfect Path for me! As someone who tries to reduce my environmental footprint by biking, avoiding single-use plastics, voluntary simplicity and meditation—all very challenging efforts—the many complaints I'd heard about Pathways (software implementation) did not deter me. Just



as the Buddha encouraged others to simply try meditation to see if it doesn't improve the quality of their life, which I did, I decided to take the same approach with Pathways—just give it an honest try. Also of significance, while I had been impressed with the Toastmasters traditional Communications track, I never developed much faith in the Leadership track, believing it was outdated. (Recall, I had worked at a top tier multinational high-tech corporation for six years and learned about management techniques by Peter Senge and Peter Drucker in my MBA curriculum before joining Toastmasters.) I also benefited from earlier Pathway pioneers (such as James Wantz) who started developing “work arounds” for the bugs and significant challenges that were and (some) still are present in the software. From experience, I know that new software products are never perfect ‘out of the box’ and that this is a big, big step forward into the technology world for the Toastmasters organization. An incredibly large library of public speaking wisdom is not just being transitioned to the digital medium, it is first going through a major overhaul—getting updated, improved and expanded. So, I think it's important that we all acknowledge

the magnanimity of this effort and give the organization credit and some slack (or leeway). And, despite this incredibly large improvement effort, the fees have barely gone up. The value has gone up about eleven-fold, and the price is the same!

Which brings me to the actual content. Yes, it takes a long time to go through the Ice Breaker. You're expectations are being setup. High quality material cannot be breezed through. The intention is for everyone to learn skills in the project material, and then practice them in speeches or other types of projects. People who got in a habit of skimming the manual content and delivering speeches were not fully embodying the intention of the program. We learn skills theoretically, and then practice them experientially. Experiential learning is probably the main thing I love about Toastmasters. The new Feedback & Evaluation (Project #2) is incredibly important for everyone. The video example on how to give a speaker evaluation is priceless! I always say that "feedback is the backbone" of the Toastmasters program, so this video (for me) fully exemplifies the type of quality improvement that we all receive in Pathways. I am far more excited about learning the content in Pathways projects than I ever was for the traditional ones. If you think about it, content 30 years old really is dated. It is, however, a testament to its initial quality that it lasted that long.

What advice do you have for people who have been slow to adopt Pathways?

I strongly encourage experienced Toastmasters to view the 2-1/2 minute video *Why Was Pathways Created?* at toastmasters.org/pathways-overview. In it we learn that the traditional tracks are not

delivering what new members need, leading to a low percentage of incoming Toastmasters receiving a Competent Communicator Award, and much lower level earning a Competent Leader Award. These numbers, along with high overall attrition rates for Toastmasters led to a concerted effort to improve the quality of the new member experience. I completely support the Toastmasters BOD effort to improve the member experience. (As a market researcher, I know firsthand that satisfaction is critical to success for any organization.)

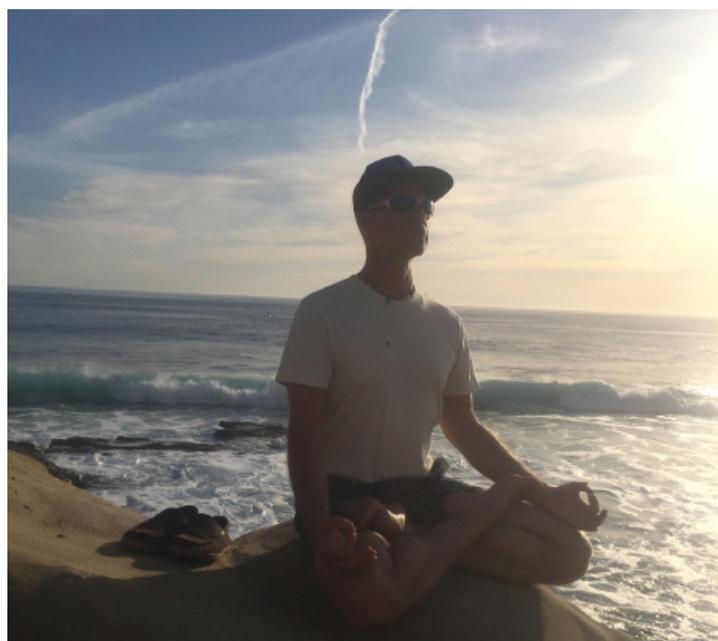
Experienced members have a significant challenge with Pathways. They have to get out ahead of the new members, or else they really can't be valuable mentors to them. Fortunately, by now there are enough people out there in Toastmaster "Landia" that have overcome the initial software challenges. So, no one has a legitimate excuse for not being a Pathways Champion or promoter, any more.



How do you apply your Toastmaster skills outside the club?

Right now, I am head-down on starting a non-profit. So, I really need the weekly club meetings just to prevent deterioration of my public speaking skills. Occasionally, I present the results of research studies but since I'm winding down this business, these opportunities are decreasing. However, once my planning for the WISE (Wellbeing for Individual, Society & Environment) non-profit is complete, a lot of public speaking will be necessary. There will be major efforts around fund raising, building a Board of Directors and then promotion and speeches around why and how to join a WISE Team to play a game (the organization's product) that will simultaneously increase individual's wellbeing, while reducing their environmental footprint. If you're interested in putting your own public speaking skills to use on behalf of this effort or a similar one, please let me know!

You belong to two clubs. Why would you recommend it to others?



I'm not yet certain I would. I recently joined a second club because I'm so impressed by the quality of the Pathways content that I wanted to complete more of it, quicker. However, what is most important to me is quality of life. This is a test to see if a second Toastmasters club adds to or takes away from my overall quality of life. I need to be an effective and supportive member at both clubs or else I'm not really helping anyone, including myself. In general, I believe our society encourages too much "quantity of life" and not enough "quality of life" experiences. I'm determined to enjoy a high quality of life by not adding on too many superfluous activities. Right now I'm the Area 91 Director, the father of two daughters (Maddie—a junior at Sunset High School, and Taylor—a sophomore at the University of Oregon), I have two professional careers/businesses that I'm pursuing and I'm determined to be a leader (by example) in maximizing my personal wellbeing and helping others to do the same. I believe my joining the second club—Daylighters—will help me with life goals and to more fully realize wellbeing. However, it's still an experiment right now and I can therefore only encourage others to consider a second club, assuming you are already enjoying your first club experience. Another consideration, though, is to take your experience upward into District Leadership opportunities. Toastmasters really needs more Area Directors, so that is another viable and worthwhile path, too.

Leadership Through Vulnerability and Trust

Patrick Locke, DTM

Leadership seems to penetrate every segment of what we do. Think about it! Even when we don't believe we are leading in reality we are. By our very example of how we interact with someone we are leading. Our actions create our character. How does this leadership concept of "Always Leading" translate into Toastmasters. There's always someone out there watching what you're doing, and when I say watching I mean this in a very positive way. Someone may admire or respect us and subconsciously want to emulate our actions.

I was in a meeting the other day with some Toastmasters who wanted to execute the process of doing High Performance Leadership Projects (HPL). They were at various levels of challenges deciding what to do at one place and how to do it at another. We developed an extraordinary conversation over the period of time. We brought out questions, clarified concepts, talked about ideas. That meeting was one of the most energizing conversations I could imagine. Members were engaged. They talked about possibilities that could stimulate membership

... developing the soft skills of leadership are so important

Toastmasters, for the most part, are here to learn. For me that would mean members are watching other members to see what they do, how they act. We've heard the saying, "Success breeds success. . ." haven't we? Think about children, they learn by watching then emulating what they see being done. Whatever new members or guests see happening in a meeting is thought as the norm or the standard. If we're performing a role—Grammarians, Toastmaster, Topicmaster, Timer (whatever it is), new and seasoned members are watching us! We're setting the example at that moment.

What do we want to engrave on their minds? Leadership—this all translates into leadership. That is why developing the soft skills of leadership are so important.

growth. Ideas, that identified potential to move teams of people toward excellence. They made commitments to each other to take specific steps toward specific goals that each member would do by the next meeting.

This team was willing to talk about why they were having challenges moving ahead. Each member, whether consciously or subconsciously, decided to be vulnerable and express their concerns and challenges about what they were attempting to do. It is in that place of vulnerability that trust is created. Once the foundation of trust is established commitment will now be honored. When commitment is honored, accountability will follow and through accountability you will see results. Allow yourself to be in a place of vulnerability and be a trust builder.

Club Growth at Your Fingertips

Michelle Alba-Lim, DTM

Have you ever wondered if the online attendance option is worth considering? Here are three examples that might help you decide to explore online attendance for your club. . .

Exhibit 1

Two weeks ago, Oregon Communicators received an inquiry that read in part:

“Hello, I was hoping you could tell me anything I may need to know about your club. I see that the option to attend online is available, which is great. Do you have any current online attendees?”

I responded:

“Yes, the option to attend online is one of the best decisions that the TI board has ever made. I couldn’t have joined the club. I live in Sutherlin and Oregon Communicators is in La Pine. Other than me (VP-Membership), our VP-Education also attends online. So does my fellow club coach (from Victoria, British Columbia!).”

He responded:

“I was formerly a member of a Toastmasters Club —but due to a recent move I no longer

have a club within reasonable range.”

This same former Toastmaster also contacted Feather Communicators and plans to visit online soon. With online (or remote) attendance, members can move to another part of the state, the country, or the world—and still maintain their membership because they can attend online.

Exhibit 2

Although based in British Columbia (Canada), Club Coach Brian Dodd has contributed immensely to the resurgence of Oregon Communicators. At 79-years-young, Brian is constantly bursting with creative PR and marketing ideas. He uses his database of news media outlets to help promote the club’s special learning events. He explores Instagram, Twitter, and other social media that appeal to young people. He even experimented with holding a “joint” meeting of two physical clubs with online attendance—Oregon Communicators in La Pine and Royal Roads Toastmasters in British Columbia—wherein members of the Canadian club zoomed into the Oregon club meeting. Next month, Brian will be coordinating the opposite, wherein Oregon Communicators members will zoom into the Canadian club.

Exhibit 3

For Feather Communicators, Club Coach Arlynn McMahon is like a ray of sunshine with her cheerful smile and even more cheerful lilting voice. A Division Director in Lexington (Kentucky), Arlynn attends club meetings remotely. In addition to regaling Feather Communicators members and guests with her humorous (and sometimes poignant) stories and educational speeches, Arlynn provides excellent evaluations. She is also the club's hardworking webmaster. With her invaluable help, Feather Communicators is now well on its way to ending the year as a Distinguished Club (from suspension in October last year, with only one paid member).



Brian Dodd, Royal Roads Toastmasters Oregon Communicators Club Coach

Like Oregon Communicators and Feather Communicators (and a growing number of clubs around the world), your club might benefit from online attendance. You'll never know unless you give it a try. If you need help getting started or want to share your experience with online attendance, text Michelle at 714-273-0743, email toastmaster.michelle@gmail.com, or message [facebook.com/Celeste.Michelle.Alba.Lim](https://www.facebook.com/Celeste.Michelle.Alba.Lim)



Feather Communicators Members with Club Coach Arlynn McMahon onscreen

WELCOME NEW MEMBERS

| Club Name | Last Name | First Name |
|--------------------------------------|-------------|------------|
| Timber Talkers | Al Qwairi | Ibrahim |
| 3 Stripe Adidas | Atkins | Janette |
| The University Club | Bach | Leanne |
| New Horizons Toastmasters Club | Baker | Jennifer |
| WE Toasted Toastmasters | Barinstein | Josh |
| CareOregon | Barnes | Maggie |
| Coastmasters | Bern | Michael |
| Nano-Mated Speakers | Bird | Victorieea |
| Make Better Toasts Everyday | Borzykowski | Jeannine |
| Speakeasy Toastmasters | Box | David |
| CareOregon | Brock | Caitlin |
| WeWork Toastmasters | Brockmann | Michelle |
| Oregon City Toastmasters | Brown | Daniel |
| Rogue Valley Networking Toastmasters | Brumbach | Jim |
| 3 Stripe Adidas | Burns | Alexandra |
| Feather Communicators | Buschmann | Cougar |
| Noon Talkers | Coates | Sammi |
| 3 Stripe Adidas | Collier | Sonia |
| Bend Chamber Toastmasters | Compton | Jodi |
| Rose City Toasters Club | Cook | Chris |
| 3 Stripe Adidas | Craig | Casey |
| Toast of Corvallis Toastmasters Club | Crowe | Brett |
| Gresham Toastmasters Club | Davidson | Collin |
| NuScale Toasters | Doyle | Jeremiah |
| 3 Stripe Adidas | Duncan | Chris |
| Portlandia Club | Easley | Patrick |
| Gateway Toastmasters | Ellis | Richard |
| 3 Stripe Adidas | Fetterly | Sarah |
| Rose City Toasters Club | French | Douglas |
| 3 Stripe Adidas | Gail | Ellie |
| University of Oregon Club | Garud | Pranali |
| Asante Toastmasters | Governor | Rosie |
| Pearl District Toastmasters Club | Graveline | Robert |
| 3 Stripe Adidas | Griffin | Maxwell |
| 3 Stripe Adidas | Haibo | Yao |

WELCOME NEW MEMBERS

| Club Name | Last Name | First Name |
|--|--------------|-------------|
| 3 Stripe Adidas | Hall | Mike |
| Gresham Toastmasters Club | Harms | Lacie |
| Electric Toasters Club | Heller | DeAnna |
| Marylhurst Toastmasters | Hines | Siboney |
| Downtown Public Speakers Club | Holland | Angela |
| Speak To Lead Toastmasters | Hui | Andrew |
| Professionals of Portland Toastmasters | Hunt | Molly |
| Noon Talkers | Jackson | Tami |
| Rogue Communicators Club | Jacobs | Trina |
| Audacious Orators | Johnson | Lindsey |
| Rose City Toasters Club | Khamdaker | Mahim |
| Titan Toastmasters Club | Kirchhoff | Karen |
| 3 Stripe Adidas | Lansing | Nicholas |
| Articulators Toastmasters | Leipzig | Michael |
| 3 Stripe Adidas | Maillo Belda | Cristina |
| 3 Stripe Adidas | Maley | David |
| Transtosters | Malinowski | Lindsay |
| New Horizons Toastmasters Club | McCarthy | Michele |
| Mentors Of Focus Club | Mccarthy | Rachel |
| West Beaverton Club | McCowan | Suzie |
| Wagon Tongues | McElravy | Timothy |
| 3 Stripe Adidas | Melbostad | Amanda |
| Swan Island Toastmasters | Miranda | Yoshua |
| Speak To Lead Toastmasters | Mishra | Farida |
| Wagon Tongues | Munro | Dava |
| 3 Stripe Adidas | Ng | Vicki |
| Walker Talkers Toastmasters Club | Nguyen | Linda |
| Essayons Club | Nicholson | Jessica |
| Bend Chamber Toastmasters | Nixon | Scott |
| Speakeasy Toastmasters | Pattnayak | Aurodeeptha |
| 3 Stripe Adidas | Peketi | Prashanth |
| Silvertongues | Piatkoff | Raisa |
| Southern Oregon Speechmasters | Pollinger | Brian |
| Portlandia Club | Quick | Katherine |
| 3 Stripe Adidas | Rahn | Sabrina |

WELCOME NEW MEMBERS

| Club Name | Last Name | First Name |
|--------------------------------------|--------------|------------|
| Tualatin Valley Toastmasters Club | Rajarshi | Salil |
| Marylhurst Toastmasters | Reed | Leslie |
| Rose City Toasters Club | Reeves | Andrew |
| Storymasters Toastmasters | Reta | Simon |
| 3 Stripe Adidas | Riederer | Annette |
| 3 Stripe Adidas | Robertson | Carolyn |
| 3 Stripe Adidas | Rodriguez | Oscar |
| Sporty Speakers | Rupani | Mounik |
| Vancouver Toastmasters Club | Samet | Hanna |
| Rogue Valley Networking Toastmasters | Schaafsma | Neil |
| New Horizons Toastmasters Club | Seeber | Leela |
| Speakeasy Toastmasters | Shieh | Amy |
| WE Toasted Toastmasters | Sies | Julie |
| Swan Island Toastmasters | Simmons | Shannon |
| Yaquina Toastmasters | Smith | Claire |
| PMI Portland Toastmasters | Stephenson | Trevor |
| VA SORCC Toastmasters | Stone | Thomas |
| 3 Stripe Adidas | Stuck | Andrew |
| Wonderful Oregon Wordmasters (WOW) | Suarez | Philip |
| CareOregon | Swan | Kim |
| Oregon State Toastmasters | Tepperman | Adrian |
| Flying Toasters Club | Thompson | Brad |
| Speak To Lead Toastmasters | Thungathurti | Surender |
| Salem Toastmasters Club | Tierney | Laura |
| Essayons Club | Trudeau | Nicholas |
| 3 Stripe Adidas | Ureno | Brenda |
| Speak To Lead Toastmasters | Vadali | Padmavalli |
| The Toast of Old Town | Vandergriff | Nicky |
| Rose City Toasters Club | Vickery | Hiram |
| Nano-Mated Speakers | Ward | Monique |
| 3 Stripe Adidas | Ward | Thomas |
| Early Words Club | Wilson | Gerald |
| Portland Club | Zeman | Jacob |
| Electric Toasters Club | Zoren | Diana |

HONORING EDUCATIONAL AWARDS

| AWARD | DATE | MEMBER | CLUB NAME |
|-------------|-----------|-------------------------------|--|
| DL2 | 2/11/2019 | Adams, Brandi R. | Milwaukie Talkies |
| LD1 | 2/21/2019 | Anderson, Asia | Speakers With Spirit Club |
| ACB | 2/15/2019 | Anslow, Shirley | Myrtlewood Hootowlers Club |
| CC | 2/25/2019 | Batchelder, Lindsey | Corvallis Evening Group |
| CL | 2/21/2019 | Bederson, Hanna | Clark County Toastmasters Club |
| PM3 | 2/6/2019 | Bennett, Karen A. | Bootstrappers Club |
| PM2 | 2/6/2019 | Bennett, Karen A. | Bootstrappers Club |
| DL4 | 2/13/2019 | Berkompas, Zachary Matthew | Professionally Speaking |
| ACS | 2/24/2019 | Bowden, Radiance C. | Toastmasters of Redmond |
| PM2 | 2/7/2019 | Bremer, Joshua S. | Electric Toasters Club |
| PI1 | 2/26/2019 | Bui, Loan | The Standard Speakeasy Toastmasters |
| PM3 | 2/20/2019 | Burger, Debra Ann | Transtasters |
| PM2 | 2/5/2019 | Carlson, Julia | Yaquina Toastmasters |
| PM2 | 2/5/2019 | Case, Jalene G | Yaquina Toastmasters |
| IP1 | 2/7/2019 | Castle, Emily | Toast to US |
| DL1 | 2/5/2019 | Catino, Cayla M | Silvertongues |
| LD2 | 2/20/2019 | Christian, Logan G. | Smooth Talkers Club |
| DL1 | 2/25/2019 | Cochran, John | Corvallis Evening Group |
| IP1 | 2/27/2019 | CRUMBAKER, LAWRENCE P | Clackamas County Toastmasters |
| DL1 | 2/20/2019 | Davis, Erin Elizabeth | Cascade Micro-Toasters |
| DL1 | 2/19/2019 | Douglass, Matthew | PMI Portland Toastmasters |
| PM2 | 2/16/2019 | Drew, Kimberly A | Bend Chamber Toastmasters |
| EC2 | 2/21/2019 | Dudman, Joseph William | Yammertime |
| PWMENTORPGM | 2/11/2019 | Fanning, Paul C. | Columbia Sq Squawking Heads |
| EC4 | 2/1/2019 | Fanning, Paul C. | Columbia Sq Squawking Heads |
| PI1 | 2/8/2019 | Flukinger, Greg D | A-Dec Toastmasters |
| ACG | 2/6/2019 | Goodrich, Daniel A. | Professionally Speaking |
| TC1 | 2/7/2019 | Gopalakrishnan, Yuvaraj | Communicators Plus |
| IP2 | 2/1/2019 | Hamilton, Christina L. | Milwaukie Talkies |
| PM2 | 2/25/2019 | Hammond, Sharon Rebecca | Corvallis Evening Group |
| PM5 | 2/9/2019 | Heitz, Nena | Grants Pass Toastmasters Club 8 |
| ACB | 2/14/2019 | Hickey, Thomas E. | Sunrise Toastmasters Club #1492 |

HONORING EDUCATIONAL AWARDS

| AWARD | DATE | MEMBER | CLUB NAME |
|-------|-----------|-----------------------|----------------------------------|
| ACB | 2/2/2019 | Holmes, Mary Alice | Moser Community Toastmasters |
| DL2 | 2/18/2019 | Huff, Ben | Newberg Toastmasters Club |
| ALB | 2/11/2019 | Kabala, Seth Andrew | Columbia Sq Squawking Heads |
| ACS | 2/6/2019 | Kelley, Todd D | Downtown Lunchbunch |
| CC | 2/15/2019 | Khandke, Shardul | MIME Speaks |
| PM1 | 2/1/2019 | Krein, Adam | Transtosters |
| EC1 | 2/20/2019 | Lehnerz, Larry | Yaquina Toastmasters |
| EC3 | 2/12/2019 | Loeb, Suzanne L. | Encouraging Words Club |
| EC2 | 2/2/2019 | Loeb, Suzanne L. | Encouraging Words Club |
| EC1 | 2/18/2019 | Love, Sam M. | Evergreen Club |
| VC2 | 2/6/2019 | McLellan, Eileen | Communicators Plus |
| CC | 2/19/2019 | Miller, Sarah | Civil Tongues Club |
| IP1 | 2/11/2019 | Murdent, Sandy K. | Astoria Toastmasters |
| CC | 2/19/2019 | Newman, Lauren A. | Washington Street Club |
| PI2 | 2/26/2019 | Nolen, Kitty L. | Mentors Of Focus Club |
| ACS | 2/1/2019 | Nye, Gregory Allan | Spirit Trackers |
| CL | 2/11/2019 | O'Kane, Daniel T | Pearl District Toastmasters Club |
| IP1 | 2/1/2019 | Paroulek, Matt | Chanticleers Toastmasters Club |
| LD2 | 2/4/2019 | Pashia, Eric | Bend Chamber Toastmasters |
| VC2 | 2/6/2019 | Pinchot, Beth | PMI Portland Toastmasters |
| VC1 | 2/6/2019 | Pinchot, Beth | PMI Portland Toastmasters |
| IP1 | 2/1/2019 | Ponce, Randi J | Noon Talkers |
| CC | 2/19/2019 | Potter, Jason Allen | Newberg Toastmasters Club |
| ALB | 2/1/2019 | Ramos, Rita | The Standard Speakeasy |
| IP1 | 2/7/2019 | Redgrave, Cheri A. | Communicators Plus |
| IP2 | 2/25/2019 | Rodriguez, Alvaro | Corvallis Evening Group |
| CC | 2/24/2019 | Rogers, Norman W | Toastmasters of Redmond |
| VC2 | 2/6/2019 | Schellenberg, Lyle W. | Bootstrappers Club |
| PI3 | 2/6/2019 | Schupp, Lisa S. | Toast of Corvallis Toastmasters |
| CL | 2/1/2019 | Schupp, Lisa S. | Toast of Corvallis Toastmasters |
| MS2 | 2/27/2019 | Shiple, Caitlin | Marylhurst Toastmasters |
| EC4 | 2/26/2019 | Smith, Brent E. | Dallas Toastmasters |
| PM2 | 2/8/2019 | Smith, Robert D. | Clackamas Stepping Stones Tm |
| VC2 | 2/19/2019 | Snow, Stephanie | WE Toasted Toastmasters |

HONORING EDUCATIONAL AWARDS

| AWARD | DATE | MEMBER | CLUB NAME |
|-------|-----------|---------------------------|--|
| ALB | 2/1/2019 | Sparks, Michael D. | Spirit Trackers |
| IP2 | 2/22/2019 | Talley, Kamili | New Horizons Toastmasters Club |
| SR2 | 2/20/2019 | Tucker, Daniel | Toasting Excellence Club |
| IP2 | 2/3/2019 | Vipperman, Cyndi | The Dalles Toastmasters Club |
| DL2 | 2/26/2019 | Wahlgren, Kyle Anthony | The Standard Speakeasy Toastmasters |
| PM1 | 2/3/2019 | Warren, Daniel Thomas | Smooth Talkers Club |
| ACS | 2/23/2019 | Westphal, Corinne M. | Communicators Plus |
| LD2 | 2/20/2019 | Woods, Joseph P. | Smooth Talkers Club |
| CL | 2/8/2019 | Wymore, Kamala | Noon Talkers |
| VC4 | 1/4/2019 | Harmon, Phyllis A. | Feedbackers Toastmasters Club |
| MS1 | 1/20/2019 | Haubrich, Ronald A | Vancouver Toastmasters Club |
| IP1 | 1/14/2019 | Hazleton, Robert J. | Oregon State Toastmasters |
| CC | 1/1/2019 | Heinlein, Elizabeth | Washington Street Club |
| VC2 | 1/3/2019 | Hendricks, Lisa Sylvia | Coastal Toastmasters Club |
| CC | 1/4/2019 | Herzig, Maya Xolal | Yammertime |
| CC | 1/10/2019 | Hodgson, Robert J | Swan Island Toastmasters |
| TC1 | 1/2/2019 | Hoong, Rynn | The Toast of Old Town |
| DL5 | 1/2/2019 | Hunt, Hillarie | The Toast of Old Town |
| SR1 | 1/16/2019 | James, Miranda | I.R. Speaking Toastmasters Club |
| EC2 | 1/23/2019 | Johnson, Shelli Marquette | Clackamas County Toastmasters |
| TC2 | 1/4/2019 | Kinnison, Claire | Portland Progressives |
| DL3 | 1/2/2019 | Kirby, Lynette | The Toast of Old Town |
| ACB | 1/22/2019 | Kleffner, Paul J. | Babble-On Toastmasters Club |
| DL1 | 1/24/2019 | Kloucek, Vit | Nano-Mated Speakers |
| MS1 | 1/11/2019 | Knox, Robyn | WE Toasted Toastmasters |
| IP1 | 1/15/2019 | Koirala Sharma, Chhabi | Tell Me A Story |
| DL4 | 1/23/2019 | Kolattukudy, Nisha | Cascade Micro-Toasters |
| EC1 | 1/24/2019 | Konen, Nick | The Standard Speakeasy Toastmasters |
| SR1 | 1/25/2019 | Kulikov, Nik | Silvertongues |
| PM1 | 1/8/2019 | Linfoot, Gae | Beachtown Toastmasters |
| EC2 | 1/16/2019 | Lowmaster, Philip J. | I.R. Speaking Toastmasters Club |
| EC1 | 1/16/2019 | Lowmaster, Philip J. | I.R. Speaking Toastmasters Club |

HONORING EDUCATIONAL AWARDS

| AWARD | DATE | MEMBER | CLUB NAME |
|-------|-----------|-----------------------------|----------------------------------|
| IP3 | 1/22/2019 | Maas, Lieve | Bend Chamber Toastmasters |
| IP2 | 1/12/2019 | Maas, Lieve | Bend Chamber Toastmasters |
| IP1 | 1/12/2019 | Maas, Lieve | Bend Chamber Toastmasters |
| EC1 | 1/13/2019 | Marksthaler, Jeffrey Robert | Portland Club |
| IP2 | 1/22/2019 | Martin, Alicia Jo | McMinnville Toastmasters |
| CC | 1/3/2019 | Mathew, Elza | Speakeasy Toastmasters |
| MS3 | 1/2/2019 | Matthews, Mary Andrea | Portlandia Club |
| SR2 | 1/3/2019 | McCarthy, Amanda L. | Coastal Toastmasters Club |
| IP1 | 1/4/2019 | McKenzie, Theophan | Pearl District Toastmasters Club |
| MS2 | 1/24/2019 | Mellin, Samantha | Nano-Mated Speakers |
| MS1 | 1/24/2019 | Mellin, Samantha | Nano-Mated Speakers |
| MS2 | 1/31/2019 | Midghall, Michael J. | West Beaverton Club |
| EC1 | 1/24/2019 | Neckarova, Ivana | Nano-Mated Speakers |
| MS1 | 1/13/2019 | Nissen, Bella | Mentors Of Focus Club |
| VC2 | 1/4/2019 | Pangelinan, Derek Rey | Pearl District Toastmasters Club |
| LD2 | 1/29/2019 | Parker, Daphne | Oregon City Toastmasters |
| DL1 | 1/8/2019 | Parker, Traci | Swan Island Toastmasters |
| IP1 | 1/2/2019 | Paxton, Trisha | The Toast of Old Town |
| CL | 1/4/2019 | Petersen, Robert G. | Spirit Trackers |
| DL3 | 1/2/2019 | Peterson, Vanessa | The Toast of Old Town |
| TC2 | 1/16/2019 | Pitcher, Marc | Professionally Speaking |
| DL3 | 1/22/2019 | Pitkin, Amber | Cascade Micro-Toasters |
| IP1 | 1/25/2019 | Pritchard, Norma | Silvertongues |
| MS1 | 1/24/2019 | Pugh, Crystal D. | Gateway Toastmasters |
| EC1 | 1/25/2019 | Qualls, Aaron | Silvertongues |
| PM2 | 1/29/2019 | Raglione, Kelli Dianne | Oregon City Toastmasters |
| PM1 | 1/12/2019 | Roberts, Ryan | Bend Chamber Toastmasters |
| CC | 1/22/2019 | Robinson, Scott David | Nano-Mated Speakers |
| DL2 | 1/12/2019 | Rodke, John Russell | Yawn Patrol Club |
| CL | 1/4/2019 | Sbisa, Sally J | Gresham Toastmasters Club |
| PI1 | 1/2/2019 | Schultz, Corinna | The Toast of Old Town |
| MS1 | 1/5/2019 | Shiple, Caitlin | Marylhurst Toastmasters |
| EC3 | 1/15/2019 | Smith, Brent E. | Dallas Toastmasters |

HONORING EDUCATIONAL AWARDS

| AWARD | DATE | MEMBER | CLUB NAME |
|-------|-----------|---------------------------------|---------------------------------|
| VC2 | 1/30/2019 | Smith, Robert D. | Clackamas Stepping Stones Tm |
| VC1 | 1/30/2019 | Smith, Robert D. | Clackamas Stepping Stones |
| TC1 | 1/23/2019 | Smith, Robin A. | I.R. Speaking Toastmasters Club |
| ACG | 1/12/2019 | Squires, Valaree M. | Encouraging Words Club |
| DL3 | 1/7/2019 | Taylor, Seth H | MIME Speaks |
| IP1 | 1/24/2019 | Tilson, Ashley M. | Nano-Mated Speakers |
| CC | 1/22/2019 | Tilson, Ashley M. | Nano-Mated Speakers |
| PM1 | 1/21/2019 | Timmer, David | Sherwood Town Criers Club |
| EC2 | 1/18/2019 | Torigoe, Yoko | Silicon Forest Club |
| SR1 | 1/5/2019 | Tucker, Daniel | Toasting Excellence Club |
| TC2 | 1/10/2019 | Unck, Nicole | Clackamas County Toastmasters |
| VC2 | 1/15/2019 | Wagner, Loren | The Dalles Toastmasters Club |
| DL1 | 1/24/2019 | Wahlgren, Kyle Anthony | The Standard Speakeasy |
| IP1 | 1/2/2019 | Waller, Cris | The Toast of Old Town |
| CC | 1/15/2019 | Wang, Sigi | MIME Speaks |
| SR3 | 1/22/2019 | Wantz, James | Feedbackers Toastmasters Club |
| DL1 | 1/2/2019 | Whybra-Ucar, Jennifer F. | The Toast of Old Town |
| SR1 | 1/22/2019 | Wilkinson, Neal Thomas | MIME Speaks |
| EC3 | 1/25/2019 | Winger, Eric A. | Silicon Forest Club |
| CL | 1/25/2019 | Winger, Eric A. | Silicon Forest Club |
| CL | 1/10/2019 | Wojtanik, Rod | Toast of the Region Club |
| CC | 1/9/2019 | Wojtanik, Rod | Toast of the Region Club |
| LD1 | 1/17/2019 | Wolf, Bryan John-Christopher | Banfield Barkers |
| IP4 | 1/20/2019 | Wolfe, Jane | Vancouver Toastmasters Club |
| ACB | 1/22/2019 | Young, Richard | Nano-Mated Speakers |
| EC1 | 1/31/2019 | Zentner, Jamie Lynn | Clackamas County Toastmasters |

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 |
| Berkompas, Zachary Matthew | 3 | DL3 , DL2 , DL4 |
| Carr, Jeffrey E. | 3 | MS1 , MS2 , MS3 |
| Case, Jalene G | 3 | PM1 , LD1 , PM2 |
| Clough, Deborah E. | 4 | CL , ALB , EC1 , EC2 |
| Corbin, Tamsen Miller | 5 | MS2 , MS3 , MS4 , EC4 , EC3 |
| Crouch, Eddy Marie | 4 | VC4 , VC2 , VC1 , VC3 |
| Economy, Dean G | 3 | EC3 , EC2 , EC1 |
| Edgemon, Ronald | 4 | ALB , LDREXC , CL , ACB |
| Edinger, Allan B. | 5 | DL1 , DL2 , DL3 , DL4 , DL5 |
| Fanning, Paul C. | 10 | |
| Hale, Charles | 3 | EC1 , EC2 , EC3 |
| Hale, Dawnette | 3 | EC1 , EC2 , EC3 |
| Hall, Robert B. | 3 | DL3 , DL2 , DL4 |
| Heitz, Nena | 4 | PM3 , EC1 , PM5 , 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 |
| Lambert, James A. | 4 | TC1 , TC2 , TC3 , PWMENTORPGM |
| Leis, Linda K. | 3 | ALS , ACG , DTM |
| Loeb, Suzanne L. | 4 | CC , EC3 , EC2 , EC1 |
| Love, Dottie | 3 | DTM , ACS , ACG |
| Maas, Lieve | 3 | IP3 , IP1 , IP2 |
| McNellis, Tony A. | 3 | DL2 , DL1 , DL3 |
| Meekisho, Anna M. | 3 | IP1 , CL , CC |

TRIPLE CROWN AWARD PINS

| MEMBER | COUNT | AWARD |
|-----------------------|-------|--|
| Mills, Pam | 3 | ALS , ACG , DTM |
| Moran, Samuel H. | 3 | PM1 , PM2 , PM3 |
| Ng, Ean H. | 4 | ALS , DTM , LDREXC , DL2 |
| Pence, Brian Eric | 3 | ALB , ACB , CL |
| Peterson, Kevin | 3 | PM1 , PM2 , PM3 |
| Pitkin, Amber | 3 | DL1 , DL2 , DL3 |
| Pugh, Crystal D. | 5 | ACG , MS1 , EC3 , PWMENTORPGM , EC4 |
| Redgrave, Cheri A. | 4 | SR3 , DTM , IP1 , ALS |
| Rone, Regina G. | 3 | TC3 , CL , TC2 |
| Schellenberg, Lyle W. | 3 | VC2 , VC1 , LDREXC |
| Schupp, Lisa S. | 3 | MS1 , PI3 , CL |
| Semprevivo, Karen Ann | 6 | CL , LD1 , EC3 , ALB , EC2 , LD2 |
| Serhan, Marvin T. | 4 | VC2 , VC4 , CC , VC3 |
| Shaw, Jo Anna | 5 | VC3 , VC2 , VC4 , ALS , DTM |
| Shehorn, David A. | 3 | IP2 , IP3 , IP4 |
| Smith, Robert D. | 3 | PM2 , VC1 , VC2 |
| Smithrud, Carolyn F. | 3 | LDREXC , ALS , DTM |
| Spiegel, Nick | 3 | ALB , CC , VC2 |
| Stevenson, Scott | 10 | CL , CC , CL , CC , VC2 , CL , VC1 , VC5 , VC3 , VC4 |
| Sullivan, Brian | 3 | PM1 , PM2 , PM3 |
| Talley, Kamili | 3 | IP2 , CL , IP1 |
| Taylor, Emilie | 4 | LDREXC , IP2 , ACB , ALS |
| Thygesen, Erica L. | 3 | VC3 , ACG , VC4 |
| Tully, Kathleen | 5 | ACS , DL3 , DL2 , CC , ALB |
| Walker, Marvin Lynn | 3 | CL , PM2 , PM3 |
| 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 MARCH CLUBS

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

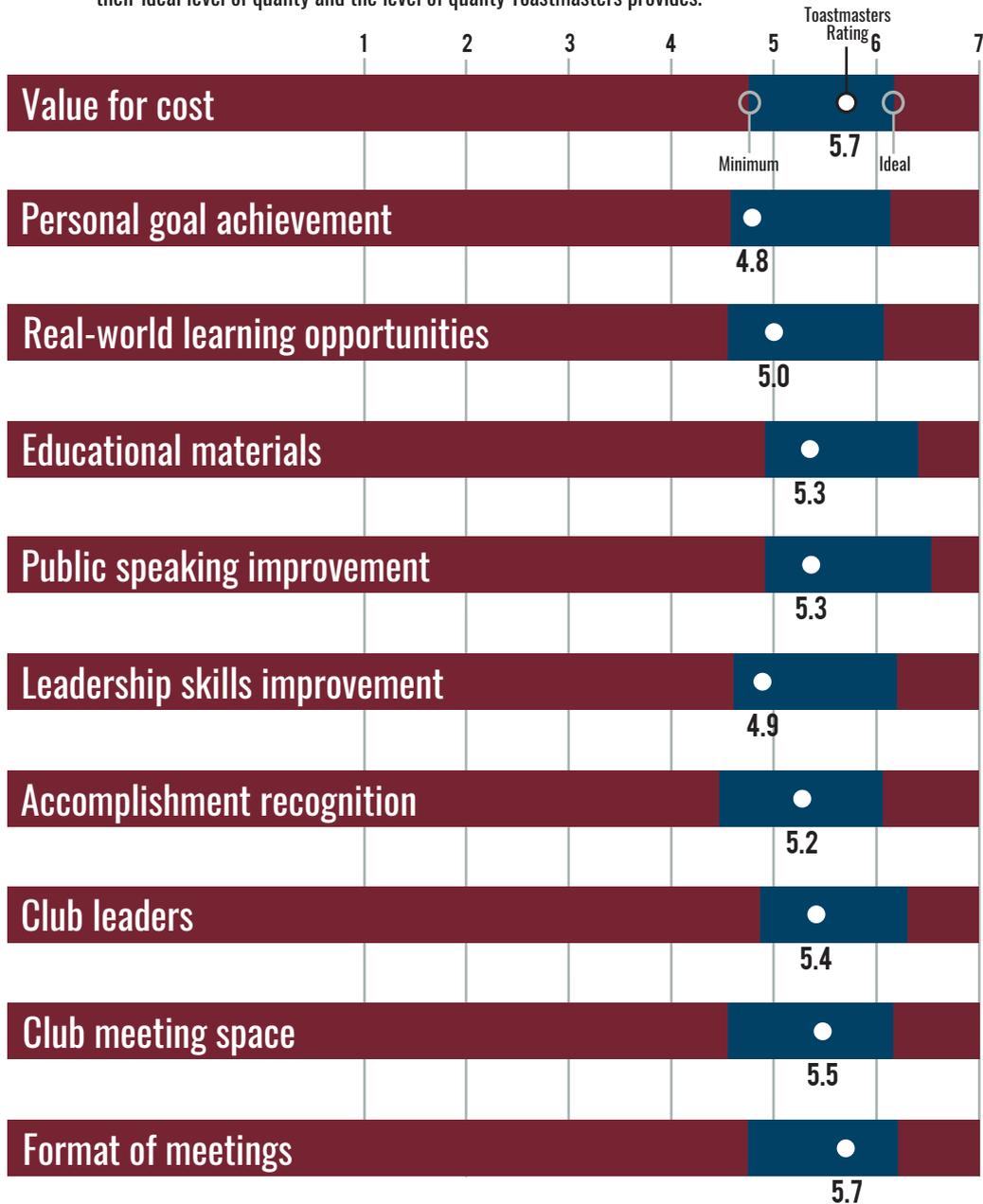
| CHARTER DATE | YEARS | CLUB | CITY |
|--------------|-------|-----------------------------------|---------------|
| 3/1/1999 | *20* | The Dalles | The Dalles, |
| 3/1/1986 | 33 | West Beaverton | Beaverton |
| 3/1/1999 | *20* | Clark County | Vancouver |
| 3/1/1984 | *35* | Highnooners | Bend |
| 3/1/1954 | *65* | Sunrise Toastmasters Club #1492 | Portland |
| 3/1/1944 | *75* | Coos Bay | North Bend |
| 3/1/1988 | 31 | Tell Me A Story | Portland |
| 3/1/1993 | 26 | New Beginnings | Vancouver |
| 3/1/1991 | 28 | Southern Oregon Speechmasters | Medford |
| 3/1/1948 | 71 | Cascade | Eugene |
| 3/1/1980 | 39 | Lunch Bunch | Eugene |
| 3/3/2014 | *5* | Salmon Speakers | Vancouver |
| 3/3/2010 | 9 | Professionals of Portland | Portland |
| 3/4/2011 | 8 | Milwaukie Talkies | Milwaukie |
| 3/5/2017 | 2 | Cascade Micro-Toasters | Beaverton |
| 3/7/2006 | 13 | Walker Talkers | Beaverton |
| 3/8/2019 | 0 | Talking Heads | Portland |
| 3/13/2012 | 7 | Columbia Communicators | Portland |
| 3/14/2017 | 2 | Politically Speaking | Vancouver |
| 3/15/2010 | 9 | Suite Talkers | Portland |
| 3/17/2003 | 16 | Bend Chamber | Bend |
| 3/25/2013 | 6 | Audacious Orators | Wilsonville |
| 3/27/2006 | 13 | Smooth Talkers | Lakeview |
| 3/29/2001 | 18 | Battle Ground | Battle Ground |
| 3/30/2010 | 9 | Coastmasters | Crescent City |
| 3/30/2011 | 8 | The Society of Oratory Aerialists | Portland |
| 3/30/2015 | 4 | Toast to US | Tigard |
| 3/31/2004 | *15* | Babble-On | Portland |
| 3/31/2016 | 3 | PTown Toasters | Portland |
| 3/31/2010 | 9 | Liberty Talkers | Beaverton |

MEMBER SATISFACTION SURVEY



July 2018
n=1,541

For each category, members rated the minimum level of quality they were willing to accept, their ideal level of quality and the level of quality Toastmasters provides.



Willingness to recommend
Toastmasters
8.6 out of 10

Overall
satisfaction with
Toastmasters **5.6 out of 7**

How many friends, family members or
colleagues have you recommended
Toastmasters to?

| NONE | 1 | 2 | 3 | 4 | 5 OR MORE |
|-------|------|-------|-------|------|-----------|
| 10.2% | 9.3% | 16.8% | 13.4% | 7.3% | 42.9% |

+/-2.6% Margin of Error
95% Confidence Interval
75.0% Completion Rate
15.9% Response Rate

5.9 out of 7 Have an optimistic view of the future of Toastmasters

CONTRIBUTORS



Cate Arnold, DTM



Dottie Love, DTM



Donna Stark, DTM



Emilie Taylor, DTM



James Wantz, DTM



John Rodke, DTM



Leanna Lindquist, DTM



B. Lee Coyne



Michelle Alba-Lim, DTM



Patrick Locke, DTM



Paul Fanning, DTM



Phyllis Harmon, DTM



Robert Hall, DL4

Paid Your Club Dues?

**Time is
running
out!**



Submit your dues no later than March 31st