



MINUTES FROM
DISTRICT EXECUTIVE COMMITTEE
MEETING
11 FEBRUARY 2017

Holiday Inn Express Munich Airport, Munich, Germany

Secretaries:
Andreea Crasmariu, Area L1 Director
Iga Aleksandra Kulesza, Area J5 Director,
On behalf of
District 95 Administration Manager
am@toastmastersd95.org

TOASTMASTERS DISTRICT 95

DECM MUNICH FEBRUARY 2017

11 FEBRUARY 2017 / 13:30 - 16:50 CET

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CALENDAR - NEXT DECM

DECM CLOSING SESSION

ATTENDEES

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Meeting leader: Michał Talaga

Secretaries: Andreea Crasmariu, Iga Aleksandra Kulesza

Technician: Michal Jurkowski

Parliamentarian: Michal Byrczek

DOCUMENTS

[Presentations and reports - slides](#)

AGENDA

- 13:30 Call to order, Welcome by District Director, District mission
- 13:35 Roll Call and Certificate of Quorum by District Administration Manager
- 13:36 Adoption of Agenda
- 13:38 Approval [Minutes DECM, 19 November 2016](#), online
- 13:40 District Officers Appointments
- 13:50 District Core Team Leaders' Reports
- 14:10 Division Report updates - A, C, E, F, I and K
- 14.35 Division Report updates - B, D, H, G, J and L
- 15:00 Update/ Confirmation New club assignments
- 15:05 District Leadership Committee Report
- 15:15 Realignment Committee Report

15:30 Pathways update
15:45 Conferences Update
16:55 Drawing groups for Semi-finals in Berlin
16:05 Joint Conference Presentations/Voting
16:20 Budget Status
16:35 New Business
16:45 Calendar, Announcements, Time and Place next DECM
16:50 Closing

DECM OPENING SESSION

1. Call to Order

- a. **District Director** welcomes us to the second DECM meeting in Munich, Germany.
- b. **Aletta Rochat, Regional Advisor** quotes the District Mission.

2. Certificate of Quorum

- a. **(Iga Kulesza, Area J5)**: “In order to reach the quorum we need 36 Division and Area officers. There are 56 present so I’m happy to say the quorum has been reached.”

3. Adoption of the agenda

- a. **(Karla Viebahn, Division I)** entertains the motion to accept the agenda as presented. **(Niklas Nienäß, Area C1)** seconds the motion.

4. Approval of Minutes DECM, 19 November 2016, online, through GoToMeeting platform

- a. **(Jakub Bronowicki, Area E1)** entertains the motion to adopt the minutes of online DECM as sent in the email from 5th of February 2017. **(Michał Jurkowski, Area E4)** seconds the motion.

NEW OFFICERS APPOINTMENTS

1. Bea Bincze, Division H, moves the motion to replace **Lise-Lotte Kolmberger** with **Kerstin Lofstedt** as the **G3 Area Director**.

Karla Viebahn, Division I seconds the motion.

Kerstin Lofstedt is appointed to the position of G3 Area Director.

2. Robertas Sunokas, Area K3, moves the motion to replace **Neal Greenspan**, who stepped down from the position of Club Growth Director, with **David Gelkin**.

Sandra Egelhoffer, Area F3, seconds the motion.

District Executive Council votes in favor, motion is passed, **David Gelkin** takes over the position of Club Growth Director.

BERLIN CONFERENCE UPDATE

1. **Julia Moser, Division C**, presenting:

Berlin is ready for 500 people; there are 200 people registered as of 11th February;

Fliers are being distributed;

2. **Julia Moser, Division C**, asks for help with motivating District 95 members to come to Berlin, and she proposes to make a video with all the countries representatives to who will encourage to join the conference in their native language.

DISTRICT CORE TEAM LEADERS' REPORTS

1. District Director, Michal Talaga

- Welcome to DECM in Munich, February 2017.
- Michal's story:
 - Fantasies about being the king
 - “We thought the biggest issues would be dues increases and AGORA”, it turned out though that this was not at all an issue...
 - ...this was: Calin Gilea resigned as a Finance Manager and needed to be replaced quickly; Core Team had no access to the bank account for a long time; reimbursement requests piled up (so did our frustrations); and there was lots and LOTS of paperwork waiting to be done.
 - There was a moment when Michal wanted to quit. He didn't because we are so great – obviously – and also because he is the true Hero of the Storm!
 - “Never give up!”, says the District Director.
- Now, the main goal for our District is to have all Areas and Divisions President's Distinguished.

2. Program Quality Director, Andrei Popescu

- Andrei attempted to make himself looking skinny by showing us the picture of an elephant. #funnyPQD ☺



- But in fact, the story about an ELEPHANT is a metaphor for how he felt this year: had some wonderful ideas about *what* to do and *how* to do things, but then life happened and he realized that this year should not be about his elephants, his dreams, or about himself, but about the others.
- We started at 268 clubs, our target was 134 at least Distinguished (there were 178 at this time last year);
- **NOW:** 71% clubs (97 clubs) have 5 DCP points (88% at this time last year); we also have 34 clubs that have 4 DCP points;
- Educational Awards: **826** (**23%** increase comparing to last year - 669 awards at this time last year);
- 666 members won at least one award this year;
- A few Divisions are still to finalize their COTs/TLIs and report the numbers to TMI;
- Division Conferences start on the 1st of April, finish on the 29th of April;

Next Up – Division Spring Conferences

1 Apr – Division E – Piła

8 Apr – Division J – Białystok
– Division G – Stockholm

22 Apr – Division A – Münster	– Division F – Bad Homburg
– Division B – Kyiv	– Division K – Vilnius
– Division C – Berlin	– Division L – Prague
– Division D – Vienna	

29 Apr – Division I – Nürnberg

5 May – Division H – Iași

- Coming up next: District 95 Spring Conference in Berlin;
- PQD final note: Are we going to be the President's Distinguished District? – oh yeah... 😊

3. Club Growth Director, David Gelkin

- David and Ewan have been doing the job since the 1st of July as CGD Deputies;
- There are 11 chartered clubs since 1st July;
- Common challenges of new clubs: takes long to charter, lack of members, low motivation to charter new clubs on the part of Area Directors and Division Directors;
- We currently have 38 prospective clubs in District 95;
- Leaders who charter clubs need to have proper trainings from the officers who are well trained in it;
- We need to find the motivation to work on a charter;
- There are 36 clubs listed eligible for a club coach (they

have less than 12 members), and there are 6 coaches assigned already; we do have some volunteers <work in progress>; club coach is eligible for an award towards DTM (ALS) - it is worth mentioning to all the clubs members;

- Question: Sandra Egelhöffer, Area F3: Is there any chance on coaching the coach?

Answer: David - workshops/trainings for coaches are being prepared, (there has already been one webinar and it is not over yet), it is something that needs work all the time; it is difficult to make all meet in a single place therefore webinar is the best option to support coaches;

- We have New Club Creation webinar series - next webinar is scheduled for the first week of March; webinars will be recorded and uploaded on YouTube, District 95 Facebook fan-page, and District 95 website;
- Corporate Summit - we are looking for one volunteer from each Division for a Corporate Summit;
*Corporate Summit helps you get more/better corporate clubs; it is a mini-demo-meeting for different companies to bring them on board - a bit of a sales event. Budget comes from the District. It is a very good education experience, David did this in Helsinki already;

4. Administration Manager, Michal Talaga on behalf of Joanna Chmiel

- Takes minutes from DCM and DECM - very creative and proactive - She is great!
- Joanna hired 2 elves to cover for her in Munich
- Everything is done!

5. Finance manager, Justyna Broniecka-Klim

- Why has Justyna decided to be the Finance Manager? Michal

“lied” to her by telling that there is nothing to do. Let’s see...

- 150 outstanding reimbursements in October 2016; while processing the backlog, she got another 100 reimbursement requests.
- Heikki Siltanen (Former Finance Manager), Michał Talaga, Tuire Vuolasvirta, Krzysztof Kopeć, and Christian from Headquarters have all helped a lot – Thank you!
- 300 reimbursements have been done so far;
- On Thursday 8th February, there were no outstanding reimbursements;
- How does the process look like in practice: Justyna needs to transfer every cost from our reimbursement system to the financial system; Every request takes 15 minutes – 10-step process (checking the currency, checking the procedures, lots of information is required, 3 approvals from District Core team (DD, PQD, CGD) necessary)
- Thank you all for your patience!!

6. PR Manager, Wendy Wallace-Husser

- Wendy dislikes doing presentations as she is not into numbers. But she loves pictures for the emotions they carry, so she shows us a picture of people standing in the shape of a heart;
- During her term, she is trying to form a unique image of the beauty of District 95;
- Wonderful people are helping – those who send pix, those who pinpoint to interesting articles;
- **Successes:** NEWSLETTER (at least setting the stage for the newsletter), Wendy wants to use it as a base for spreading the word; she also wants to do a bit of a FACE-LIFT for

existing channels: facebook fan page (1500 members), District 95 website, YouTube channel (the quality of the content there is poor so she is going to run her own little campaign to have high quality videos, speeches - has YES from Michał Talaga);

- Thanks to Michał we have the District 95 website running;
- Wendy is going to set up two days in March to cascade the information and reach VP PRs of our clubs;

7. Immediate Past District Director, Tuire Vuolasvirta

- Core Team is doing so good that Tuire has no job ☺
- District 95 is in good hands.

DIVISION DIRECTORS REPORTS

1. DIVISION A (Ulla Törnroos)

- a. We are North-West part of Germany - the biggest Division in District 95 by numbers; 6 Areas (4 Area Directors present at DECM);
- b. We have 27 paid clubs;
- c. We have lost one corporate club;
- d. We have chartered 3 clubs this Toastmasters year;
- e. There are still 6 prospective clubs in our Division;
- f. Our Division has 917 members (the base was 902, we gained 15 more!)
- g. The average number of members per club is 34 (average base 36)
- a. We have 8 big clubs that count more than 40 members and 2 clubs with over 100 members;
- h. There are also 4 clubs with no new members and 2 clubs with only 12 members - there are more clubs that have less than 20 members;
- i. Our goals are: strengthening weak clubs; having at least 50%

of the clubs distinguished; chartering at least 3 more clubs (to have 32 clubs by the end of the year - our club base is 25);

2. DIVISION C (Julia Möser)

- a. We are the North-East part of Germany - one great team! - "TOGETHER EVERYONE ACHIEVES"
- b. There are 13 clubs in Berlin: 4 English-speaking clubs in and 9 German;
- c. We have 363 members in total;
- d. 5 of all our clubs are Select Distinguished; 3 Distinguished, and there are 3 clubs that have 4 DCP points already;
- e. During the 2nd round of Club Officers Training we have trained the Officers from 7 clubs - there was a TLI with Lukas Liebich as a guest;
- f. We have 5 Prospective clubs and 1 that is planned;
- g. We have done the Fireplace Talk: "TMI Finance System" with Andrei Popescu as a guest;
- h. We have also created a new website for our Division
- i. Our Division has 2 first place Winners, and 1 second place Winner of District 95 Fall Contests;
- j. District 95 Spring Conference to go - Berlin is getting ready!

3. DIVISION E (Wiktoria Kowalska)

- a. We are still in the same place in Poland; in the Western part;
- b. There are 5 Areas in our Division - ALL Area Directors present at the DECM! <kudos>
- c. We have closed 2 clubs;
- d. Achievements: created 3 prospective clubs;

4. DIVISION F (Kai-Juergen Lietz on behalf of Mirja Iannuncelli)

- a. We have one of the oldest club in Germany - over 60 years old;
- b. Area F2 will have 8 clubs at the end of June;
- c. Area F3 have 5 clubs, 3 of them have 17 or less members (the clubs struggle with low quality of speeches, but we have solution for that which is to plan our speeches ahead and to ask advanced speakers to visit);
- d. Area F4 have clubs with over 40 members - no problems there;
- e. Area F5 struggles with the young clubs' lack of experienced members;

5. DIVISION I (Karla Viebahn)

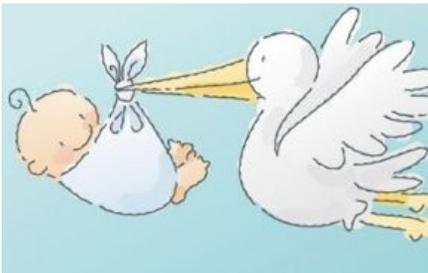
- a. We are South-East Germany;
- b. There are 5 Areas in our Division;
- c. We have 22 clubs;
- d. Area I3 - Sustainability is not an issue but a real challenge;
- e. Area I2 - we are focused on strengthening the clubs; we already have 1 club with 10 DCP points <bravo>;
- f. Area I1 - we focus on the new leaders, but should not ignore the old ones;
- g. Area I1 - we wish to encourage more women contestants, promote & identify new leaders, and concentrate on a French club;
- h. Area I5 - there are 5 clubs (3 founded last year) - 3 are perfectly healthy and 2 a bit 'outlandish' so it is hard for them to get new members;
- i. Division I has its COTs done;

6. DIVISION K (Gabriela Roivainen)

- a. During our COT 2017 we had lots of interesting talks and managed to train 75% of our officers;
- b. We did an online Officers Training and transmitted it in two places parallelly;
- c. Area K2 - we have 2 clubs that meet virtually - FINLAND finds online meetings very useful since the population density is a real challenge in getting new members;
- d. Area K1 - there are 5 clubs;
- e. Area K2 - we have 5 clubs and the first Finnish club in the
- f. Area K3 - we have 5 clubs;
- g. There are 6 Distinguished Club and 1 President's Distinguished Club in our Division;
- h. We earned 4 Triple Crowns;
- i. Club visits are ongoing;
- j. We are getting ready for the "Passion is the new Fashion" - Division Conference

7. DIVISION B (Krzysztof Indycki on behalf of Piotr Chimko)

- a. Piotr's son was born and Krzysztof presented Division B status



- b. We have suffered from the big loss of membership last year - none of the Ukrainian clubs has 20 members; Rzeszow Toastmasters had 32 members in July - 19 did not renew their membership;

- c. We have also lost many advanced speakers;
- d. Now we are focusing on leadership and quality of the speeches to attract people;
- e. Despite the membership loss, there is quite a few candidates for Area Director position;
- f. We struggle with payment and administration: there are tremendous problems with administration, payment and charges of the banks;
- g. Surprisingly, one of the weakest clubs (almost closed) is now one of the best having 32 members!
- h. We have 3 new clubs - 1 chartered and 2 prospective clubs, one of them, Kielce Toastmasters, is challenging as it is a satellite club;
- i. We need to focus on the quality of the clubs;

8. DIVISION D (Bea Bincze)

- a. We are the Austrian & Hungarian Toastmasters Community (Dynamite team) with 5 areas (4 of our Area Directors are present at the DECM)
- b. There are 5 prospective clubs to be chartered in Hungary this year, and 2 prospective clubs in Austria, 1 to be chartered;
- c. We have 6 Distinguished Clubs and 1 Selected Distinguished Club;
- d. We face some challenges, namely: we lack club mentors and sponsors, corporate clubs, growing geographic distances, membership renewals, lack of District leaders; Croatia is not being responsive;
- e. We go beyond the clubs and promote Toastmasters in many places, such as TEDx;
- f. Our goal is to have over 80% of our clubs Distinguished, 6

Areas, and first 2 DTM Awards are close to be achieved this year in Hungary;

9. DIVISION H (Emilia Bradea)

- a. There are 3 countries that make up Division H - Romania, Moldova, Bulgaria - and 3 out of 6 Area Directors are present at the DECM;
- b. We currently have 29 clubs (started with 27);
- c. There are 2 new clubs: 1 prospective and 1 chartered;
- d. Last weekend (4-5th Feb) we had a Bootcamp (TLI) with Superheroes as the theme - we all have superpowers;
- e. Each Area Director presents their superpower - Area H1 Director: organized Bootcamp; Area H2 Director: friendship & engagement, Area H3 Director: the rational man, Area H6 Director: TIMING!

10. DIVISION G (Sajita Nair on behalf of Dhiraj Paryani)

- a. We are the Denmark, Norway & Sweden Toastmasters Community;
- b. In our Division, 3 clubs are 300 km away from each other within one Area - a club visit requires a day off;
- c. There are 28 clubs in total;
- d. We have 6 prospective clubs, 2 newly chartered clubs, 2 endangered clubs, and 2 clubs that need a coach;
- e. This term was about nurturing the clubs, the next 4 months are about sustainability;

11. DIVISION J (Krzysztof Kopec)

- a. We are East-Central part of Poland with 5 areas (4 Area Directors are present at the DECM - thanks to Area Directors for the engagement!);

- b. We have chartered 3 clubs and are planning to close 2 corporate clubs;
- c. There are 2 club coaches in our Division assigned to support the clubs;
- d. We have 106% club visits reported in the Dashboard;
- e. Our Division holds a special Demo meeting every month – ALPHA meeting with each club hosting it and it serves to integrate Warsaw Community of Toastmasters;
- f. We are preparing our successors (Area and Division Directors);
- g. And we are getting for the Division Conference in Bialystok – 8-9th April – so we are looking for English Speakers/Workshop Trainers to be our guests;

12. DIVISION L (Lukas Liebich)

- a. We are the Czech & Slovakia Community with 7 Areas;
- b. We wanted to: make Toastmasters more local – our English speakers now speak Czech!
- c. We made competition for the best club video for promotion purposes;
- d. We have lost some of our members, our base was 664 members and we have 614 members now;
- e. There are 6 prospective clubs and 4 corporate clubs in planning;
- f. Our French-speaking club has just had a demo meeting;

NEW CLUB AREA ALIGNMENTS (covered by David Gelkin)

We have 60 days to change the alignment of a chartered club that needs to be voted during DECM.

Changes:

Sibiu Romania Pros Club goes from H2 to H3.

Turku Finland Pros Club goes from K1 to K2.

Jakub Bronowicki, Area E1 proposes a motion to accept the alignment.
Nando Miranda, Area K1 seconds the motion.

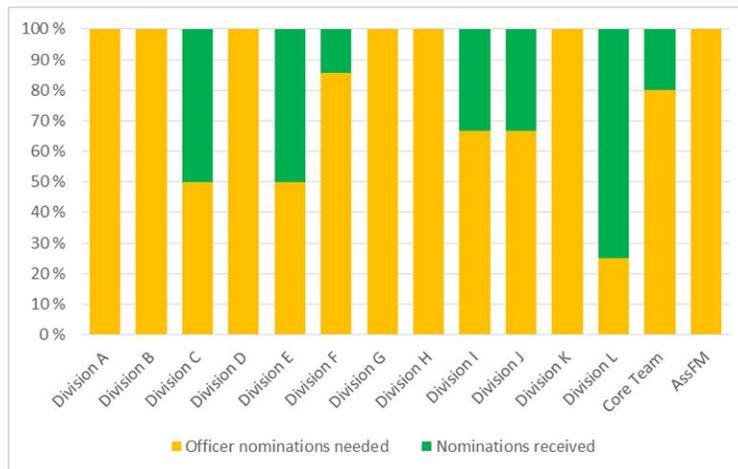
Recorded below club as the newest club we voted on for alignment:

B 2 6003450 Prospect CH2M Krakow Katarzyna
 Toastmasters Chmurzynska
 Club

This will be for reference at the next DECM, so that we know which new clubs to vote on.

DISTRICT LEADERSHIP COMMITTEE REPORT

1. Percentage of District Officers applications per Division - still lots to go:



2. The deadline for applications is the 28th of February 2017 CET (12:00 pm);
3. the interviews will be taking place between 6th Feb and 21st March, 2017;
4. The screening and voting is to be held between 22nd-29th March,

2017;

5. DLC Members:

Chairman	Tuire Vuolasvirta, DTM	IPDD
Division A	Markus Krause	Past Area Governor
Division B	Wanda Kubik	Past Club President
Division C	Julia Möser	Division Director
Division D	Hans Peterson	Past Area Director
Division E	Anna Milcarek	Area Director
Division F	Klaus-Ulrich Moeller	Past Area Director
Division G	Umesh Agashe	
Division H	Cristina Onofrei	VPE, President,
Division I	Karla Viebahn	Division Director
Division J	Danusia Kęsicka	Area Director
Division K	Laura Harju	President
Division L	Radovan Plocek	Area Governor

6. Positions available:

a. Elected:

- o District Director
- o Program Quality Director Future District C
- o Program Quality Director Future District D
- o Program Quality Director Future District F
- o Club Growth Director Future District C
- o Club Growth Director Future District D
- o Club Growth Director Future District F

- Division Directors
 - b. Appointed:
 - Public Relations Manager
 - Administration Manager
 - Finance Manager
 - Area Directors
 - c. Additional Positions:
 - Assistant Finance Manager Future District C
 - Assistant Finance Manager Future District D
 - Assistant Finance Manager Future District F
7. All updates are communicated via Easy-speak News and forum District 95, Web-site: toastmastersd95.org, Facebook: District 95 group page, and Email: dlc@toastmastersd95.org

REALIGNMENT COMMITTEE UPDATES (Presented by Tobias Schlosser)

1. Division Committee kick-off meeting is scheduled for the week following the DECM Meeting;
2. Now: We almost have a complete Alignment Committee;
3. Our goal is to make a plan and present it;
4. General rules for Re-Alignment:
 - a. Size - Areas may consist of 4 to 6 clubs; Divisions - 4 to 6 Areas;
 - b. Borders - Area and Division borders should regard the regional borders; Districts are composed by countries;
5. We now have 17 countries and we add Croatia in July, 2017;
6. We will be discussing and deciding about new Divisions (whether there will be new or not); how many areas in which division;

PATHWAYS UPDATE (Presented by Andrei Popescu)

1. The Toastmasters World is divided into 14 Regions;
2. Each Region has its Region Advisor;
3. Each Region gives an International Director;
4. Board of Directors' mission is to figure out how to move Toastmasters ahead;
5. 1 in 10 members reach Competent Communicator Award;
6. 1 in 1000 members reach DTM Award;
7. Less and less members see Toastmasters Education Program relevant to today's world so after lots of work Toastmasters International came up with a new Program - PATHWAYS - tailored, self-paced learning, with more flexibility to choose experience, and greater access to materials; expanded resources and real-world applicability;
8. There are 10 Paths to choose from; on each path we go through levels (1-5); to reach DTM one must complete 2 Paths;
9. Common platform at toastmasters.org - Basecamp - online platform which allows us to monitor our education process - Easy-Speaks is to be replaced by Basecamp in terms of monitoring one's progress;
10. Roll-out Timeline: PATHWAYS is currently going live in 3 Districts - if nothing changes, as of September, 2017 District 95 (Region 11) will also go live;
11. Current program is going to keep on going - from the moment the last club has access to PATHWAYS we have 2 years of two parallel programs old and new;
12. How is District 95 going to prepare for the change? Program Quality Director will appoint the PATHWAYS Guides - 1 PATHWAYS Guide for 5-6 clubs to provide enough support for the clubs within the District;
13. PATHWAYS Guide is a six-month term that counts for ALS (DTM) - responsibilities are to facilitate, train and support Members of a given club;

14. Chief Ambassador of PATHWAYS for District 95 is **Ellen Hermens**;
15. The whole District Leadership Team should understand the new Program;

CONFERENCES UPDATES

1. Brno - 17-18th November, 2017 - Presented by: Mary Novakova
 - a. Brno - the second biggest city in Czech Republic;
 - b. Very nice people, lots of vineyards (oh yes...)
 - c. Venue is already booked, it is a fancy building in a city center with affordable accommodation;
 - d. Theme of the Conference: Mafia Wars - each Division will become a Mafia family - how big will be your family?
 - e. It is the last District 95 Conference and Organizers promise the great, excellent, the best of the bests, wonderful workshops. :)
 - f. And... CHEAP BEER!
2. Berlin - see page 5.
3. Joint conference of Districts 59 and 95 in Spring 2018 - the idea is to meet together and have big two-District Conference before we split into 6 Districts - see below.

DRAWING GROUPS FOR SEMI-FINALS CONTESTS IN BERLIN

1. International Speech Contest
 - a. Semi-final 1: **K B A E G F**
 - b. Semi-final 2: **I L H D C J**

2. Speech Evaluation Contest
 - a. Semi-final 1: **G H K L J A**
 - a. Semi-final 2: **I F C B E D**

JOINT CONFERENCE OF DISTRICT 59 AND 95 IN SPRING 2018

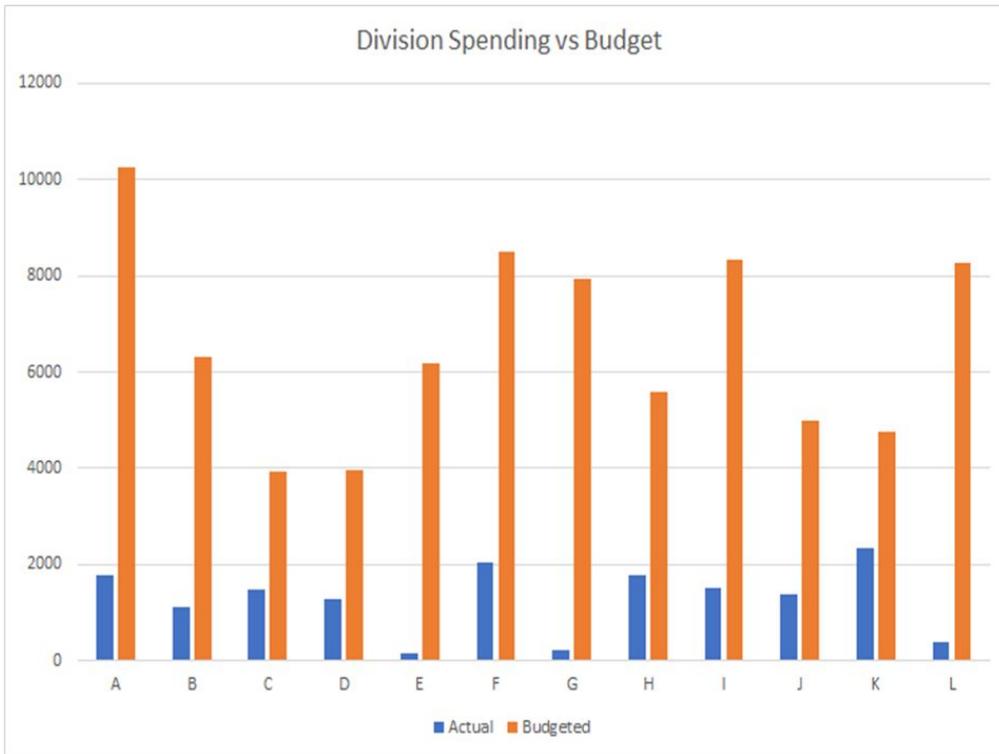
1. There were 5 applications received from: Athens, Bavaria, Brussels, Budapest, Marseille;
2. District 59 has already voted – if we vote the same, we have the place of the Joint Conference; if not, Core Teams will have to discuss it further;
3. Voting:

Athens	Bavaria	Brussels	Budapest	Marseille
19	7	6	17	7
25	4	-	20	7
27	-	-	21	8
32	-	-	22	-

4. District 95 DECM attendees voted Athens for the Joint Conference.

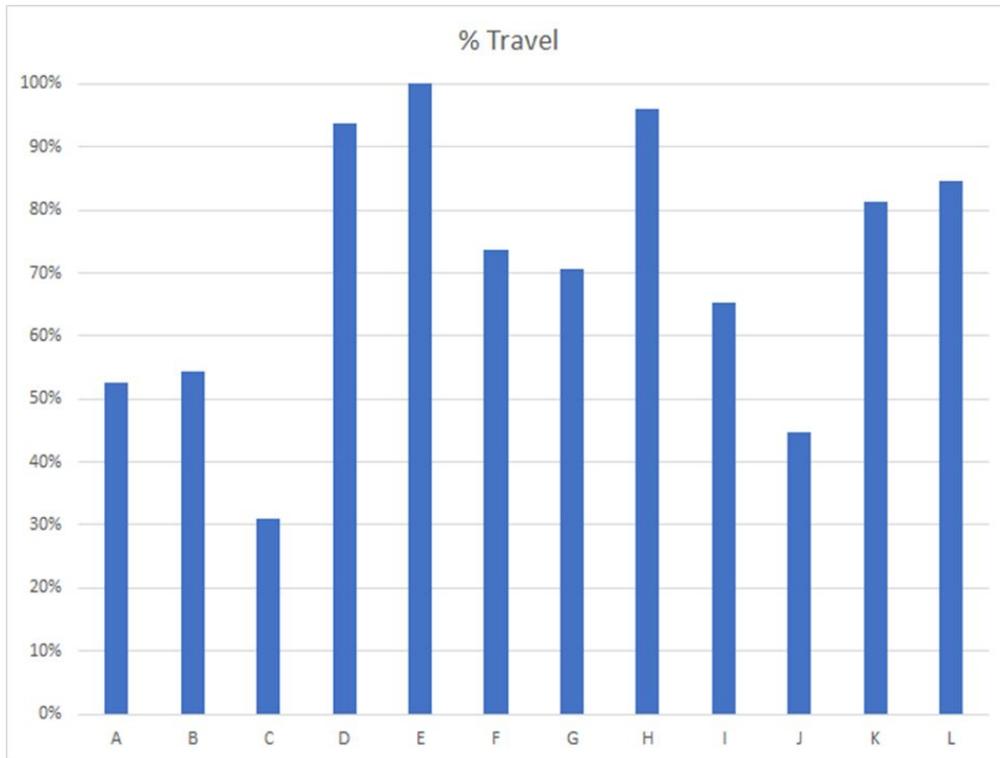
BUDGET STATUS

1. We have already spent € 60,625.
2. The Poznan DECM has cost us € 12,000.
3. The expenses for the Warsaw Conference are € 955 so far.
4. The Munich DECM so far is costing us € 6,400 EUR (Officers' travel costs are not yet included).
5. Division Spending vs Budget have been presented for each Division.



Actions to be taken:

1. Submit reimbursements now.
2. Send Division/Area Conference Income Statements.



NEW BUSINESS

1. **Sandra Egelhoffer, Area F3**, asks for more information on the issues of online clubs; Michal Talaga, District Director: online/virtual clubs are undistricted;
2. **Karla Viebahn, Division I**, asks when the next order for Divisions is? Michal Talaga, District Director, answer: for Berlin
3. **Krzysztof Indycki, Area B3**, asks when we are ordering Triple Crowns pins? **Andrei Popescu, Program Quality Director**, answers: the list is collected before every Division Conference, pins are delivered 2 weeks before the Division Conference; we will leave NO ONE without the Triple Crown pin #bestPQDoftheyear ;)

CALENDAR - NEXT DECM

DCM - 20th May, 2017 in Berlin.

DECM - 13th May, 2017 - online DECM.

DECM CLOSING SESSION

Daniel Kovari, Area D2, moves to adjourn the meeting.

Justyna Broniecka-Klim, Finance Manager, seconds the motion.

Meeting closed by Michal Talaga, District Director

