

# We All Need Your Input

By R. Kent Jones, DTM, IPDG

One of the major highlights of the Founder's District Spring Conference will be electing District officers for the 2005-2006 year. We will be electing a District Governor, Lt. Governor of Education and Training, Lt. Governor of Marketing and Division Governors for each Division. This is your golden opportunity to have a voice in the affairs of the District for the upcoming year.

Each club in our District has two votes at the Business Meeting of the Spring Conference on April 23. The President and Vice-President of Education are designated to cast these votes, although they can have another club member cast the votes by proxy. The proxy form can be found on the Spring Conference registration form. Club Presidents, make sure that your club is not left out. If you cannot attend the Conference, please make sure that somebody from your club is designated to represent your members.

The leaders of Founder's District are here to serve you, and you will have an opportunity to meet the candidates and find out about their plans for the future of Founder's District. Don't miss the Spring Conference Business Meeting. Make your club's voice heard in Founder's District by voting this year.

And the Nominees Are...	
<b>Division Governor:</b>	<b>Ken Sisco</b>
<b>Lt. Gov. Education &amp; Training:</b>	<b>Celly Adamo</b>
<b>Lt. Gov. Marketing:</b>	<b>Alanda Dyer</b>
<b>Division B Governor:</b>	<b>Jim Raney</b>
<b>Division C Governor:</b>	<b>Irwin Vysma</b>
<b>Division D Governor:</b>	<b>Laverne Leonard</b>
<b>Division G Governor:</b>	<b>H. D. Boesch</b>

*There are candidates for Divisions A, F, E and H, but at press time the committee hadn't received letters of intent to approve them. That final step is required before those nominees can be declared official. See [www.foundersdistrict.org](http://www.foundersdistrict.org) for updates.*

## From the Editor...

They say timing is everything. I work in publishing, and in February we're working on books that will be published in September; magazine editors routinely work on Christmas issues in August.

Similarly, our sense of time is askew in Toastmasters. To the rest of the world, Baby New Year just made his appearance. For us, the year is more than half-way over.

I kind of like that about Toastmasters; each summer, we get a chance to start fresh, without having to wait for January to roll around.

But for now, we're in that odd time where we can't think about coasting through the rest of our year. There are still achievements to be made and goals to pursue.

Consider how you'd like to remember this "in between" time of year—you let it pass you by without paying much attention or you made the most of it, tackling challenges and having victory to look back upon.

Time marches on. Join the parade!

Happy Toasting!  
—Elizabeth

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# the **Founder**

Distinguished District 2000-2002



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## Growing Pains: Reorganizing the District

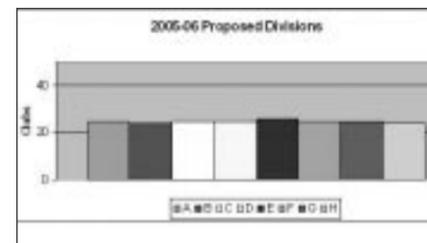
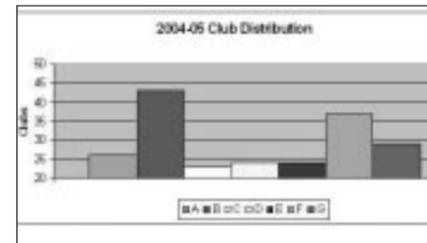
By Norm Cook, DTM, District Governor

Because of club growth over the past few years, and our anticipated continued growth, Founder's District must position itself for future success. Our members' best interests are our No. 1 priority. In order to best serve our members, the size of areas and divisions must be kept manageable. Toastmasters International recently adopted a policy that limits areas to no more than six clubs (see Board of Directors report on page 22 of the December issue of *The Toastmaster*).

For these reasons, we are proposing an eighth division and completely redrawing the boundaries of all divisions. If approved, this alignment will give us eight divisions with five areas each. Most areas will have five clubs.

We want to give everyone as much time as possible to review and absorb these changes. This will significantly affect our nomination process for division governors, and also the selection of area governors for next year.

Maps and a FAQ are posted on the district web-



site: [www.foundersdistrict.org/DEC/DECmtg-01-20-05/index.htm#HRealignment](http://www.foundersdistrict.org/DEC/DECmtg-01-20-05/index.htm#HRealignment)

- Actions you need to take:
- Become familiar with the proposal
  - Verify that proposed boundaries and club alignments make sense—propose changes if necessary
  - Keep new boundaries in mind when recruiting for next year's governors

Approval will be done in two steps. The District Executive Council (DEC) will vote on the proposal at the DEC meeting on March 17. Final approval will be at the District Council business meeting at the spring conference on April 23. It is critical that every club be represented at the spring business meeting to discuss and vote on the proposal.

I am confident that once you have studied the proposal, you will agree that these changes are necessary. Please contact me if you have questions or concerns that are not addressed by the material on the website.

## Go for the Gold!

By Laurie Molsberry, ATM-G, CL, AS, District Conference Chair

How would you like an opportunity to learn from the best? Now is your chance—at the next District Conference, a one-day learning blitz at the Sheraton, Anaheim Hotel on April 23. The theme is "Go for the Gold."

At the conference you will find amazing workshops, including how to speak with ease and greater clarity, interest your audience in your subject and maintain interest, and use Toastmasters experience on resumes and during job interviews.

In one workshop, a professional speaker will discuss leadership and commitment, the value our clubs have to offer others and will conduct a hands-on workshop to improve your speaking skills.

In another, a trained actress will lead an interactive session incorporating basic acting techniques to enhance

your presentations.

Don't miss hearing Craig Shoemaker, our honored guest, during lunch. Craig, named Comedian of the Year by the American Comedy Awards, is this year's Toastmasters Communication and Leadership winner. He has performed at every major comedy venue in the country. Craig also runs Laughter Heals, a nonprofit foundation to help victims of cancer and other life-threatening illnesses. His commitment is to empower people through laughter. Craig has reached and won the Gold and is ready to pass it on to us.

Be sure to attend the Table Topics contest first thing in the morning and the International Speech contest during dinner. We will feel like part of history as we listen to these "athletes" flex their speaking muscles as they Go for the Gold.

## Mr. Chess Goes to Washington

Founder's Past District Governor receives top national honor.

By Kelly Teenor, DTM

Jeffrey Chess was honored on December 7, 2004 in Washington, DC by his employer, the Department of Defense (DOD), as an Outstanding DOD Employee With Disabilities. Jeffrey was one of only 17 nationwide to be honored. This annual ceremony increases awareness of the valuable contributions to national security made by persons with disabilities.

Jeffrey was born with severe hearing loss. He uses hearing aids to hear the sounds most people take for granted.

Jeffrey credits his workplace success to the skills he learned in Toastmasters. As stated in the DOD awards



Chess is in an elite group: only 17 people in the country received this prestigious award last year.

See Chess, page 3

"It is never too late to be what you might have been."—George Eliot

# Take It Personally!

By Ken Sisco, DTM, Lt. Gov. Education & Training

I seldom play the blame game because that is usually a waste of time, if not counterproductive. But I am big on the responsibility game. For the past year, I have been preaching that those of us responsible for education and training are most responsible for members leaving or staying in Toastmasters.

Of course, there are reasons that some members leave Toastmasters that are beyond our control. Death for example; although I am pretty sure there are Toastmasters clubs in heaven. Without a doubt, in hell, there are no prepared speeches, only Table Topics. But, I digress.

Time is the issue. The most common reason given for leaving Toastmasters is "I just don't have the time." That means that former members value their

hour and a half doing something else more than they value their time with you, at Toastmasters.

That makes the solution simple; all we have to do is make our meetings so enjoyable and valuable, that they would be insane to want to spend their time anywhere else. "If we build it, they will stay." How to plan and build such a meeting is beyond the scope of this piece; but simply recognizing a problem is a giant step toward resolving it.

As chief educator for Founder's District, I will take the bulk of responsibility for losing members, but there are many things that each of us as club members can do to ensure an enjoyable meeting.

We can show up, even if it is not our turn to give a prepared speech. If we are an evaluator, we can dis-

cuss the speaker's project before the meeting so that we will be prepared to give a worthwhile, constructive evaluation.

We can be friendly and supportive, not only to guests and new members, but to long-time members, as well.

Finally, and almost as important as the first, when we notice a member missing meetings, we can call and encourage that member to stick with us and continue to grow.

Retaining members is in everyone's interest. The next time a member leaves your club, take it personally.



Ken Sisco

**Q:** So, like, didn't *the Founder* used to have more stuff? What about district events? How else do I get my Founder's District news fix?

**A:** You're right. This issue marks the first abbreviated print issue. Why? It does come down to being a cost issue. However, all the info you're used to seeing in print is now online—without space restrictions! Visit [www.foundersdistrict.org](http://www.foundersdistrict.org) to get the latest on district news, contests and achievements. Plus, if you like to read *the Founder* in the bath, now you'll finish before you prune. See? There's always an upside to things.

## Croutons! Founder's District News Bites

Welcome to Croutons. For those who are hesitant to write an article but have something to share, Croutons is for you—bite-size pieces of information and news! Send me your club/member accomplishments by May 7 for the next issue of the *Founder*.—Elizabeth Anderson

### Accomplishments—First Person

About a year and a half ago, my supervisor recommended Toastmasters to improve my conference call skills. At that point I was seriously horrible at conference calls: I couldn't see anyone and it was so strange having 20 people meet over the telephone instead of in person, so it was hard for me.

My goal in joining Titan Toastmasters, Club 4181, was to improve. A few weeks ago I had a performance meeting with my manager and he said that I not only improved significantly during our conference call meetings, but asked if Toastmasters taught us how to motivate people as well. He said that I became a

very effective communicator over the telephone and was impressed in my ability to motivate our team.

So I wanted to say Toastmasters and all of you really assisted me in obtaining my goals this past year, including my CTM, and I have gained so much from our club. I really enjoyed every meeting that I attended and felt very welcome from the first day that I came. I improved so much in public speaking, but more than that, I really enjoyed learning from all of you, sharing our stories, lives, and building friendships with such quality people.—Maurice Kwon, CTM

### ¡Hola! ¿Se Habla Toastmasters?

There are no Spanish-only clubs in Founder's District! Surprised? Our Clubs are either bilingual or English only. A bilingual club, regardless of the second language, has different needs and goals than their English counterpart.

The bilingual member has two obstacles to overcome: (1) the fear of speaking and (2) the language itself. Not only are bilingual members learning to communicate, they are also learning how to process English as a second language. And you thought we had it tough! If a member overcomes their fear and learns the basic skills (Speeches 1-5 in the CTM manual) then they are able to convert to English with a high level of success. These increasing victories set the stage for success along with a huge feeling of accomplishment as they continue to improve.

I've had the pleasure of coaching several bilin-

gual members, and I have found that if they give their first several speeches in their native language (in this case Spanish) and then switch to English the rate of success is very high. One person earned their CTM in English within 8 months! In the clubs they are encouraged to convert to English as soon as they are comfortable. Some members only needed two speeches, some needed five; however, after the fifth speech they were at an English-only level.

If the evaluator does not know the language, this poses a challenge, so the Vice President of Education must be aware of the language skills and needs. However, this method does work and is very beneficial to all members regardless of their multi-language skills.

We have some good bilingual clubs in the District, so come out and visit us—you will be pleasantly surprised!—Debbie Gibbons, ATM-S/CL, Club 667303 *Voz Latina*

### Toast Hosts for L.A.C.E.

Founder's District wants to thank the following clubs that encouraged their members to participate as volunteers at the two L.A.C.E. events in January. L.A.C.E. can not happen without many volunteers in key positions. Our host clubs were:

- 882 Toastmasters of PacificCare
- 585096 ISD
- 611712 Definit-LEE RO-lling
- 4552 Mission Viejo Toastmasters
- 9524 Zotspeak

—Lauren Kelly, DTM



Maurice Kwon conquered Mammoth and his conference call challenges.

# Light Up the Founder's District Sky

By Celly Feraren Adamo, DTM, Lt. Governor/Marketing

Adding members is not an elusive quest, unless we take it for granted that our club will grow naturally.

The key to a successful membership campaign is proper planning. Any time is a good time to build membership. Start with making sure that your club has exceptional programming. Ask yourself, "If I am a guest in this club, would I want to join after observing the club meeting?" If you feel something is missing in your club, then re-assess your club programming and implement the necessary steps to go back to the basics of excellent programming.

Plan your membership campaign. Have an open house and offer free food (that always works to bring in guests). Speechcraft is an excellent way to entice prospective members to join your club. We have an excellent Speechcraft Chairperson, **John Angiolillo** ([jangio@aol.com](mailto:jangio@aol.com)), who is always willing to explain



Celly Adamo

the process and help you get started.

To provide added incentives to your membership quest, the district is offering the "Light up the Founder's Sky" (with your very own star) campaign. You get your own star posted on the website and on the "Founder's Sky" board, which will be displayed at Division Contests and the Spring District Conference on April 23, 2005.

You'll get a star—in different colors depending on achievements—for the following:

- Sponsor two to five members
- Be a Club Coach
- Sponsor a new club Mentor a new club
- Coordinate a Speechcraft Remember that you will help yourself by helping your club be successful. Internalize the club's mission: To provide a mutually supportive and positive learning environment in which every member has the opportunity to develop communication and leadership skills, which in turn foster self-confidence and personal growth. This is the embodiment of Toastmasters International, your club, and you. With this mission, let us "Light up the Founder's Sky."

Contact me if you have any questions: [cadamo@foundersdistrict.org](mailto:cadamo@foundersdistrict.org) and please visit [www.foundersdistrict.org](http://www.foundersdistrict.org) for other promotions.

# Help Give Your VPs of PR...Some PR!

By Alanda Dyer, DTM, District PR Officer

You've let people know in many different ways that speaking in public is not like being on Fear Factor. You've told people that you have the best Club in the area and are working with your Vice President of Membership to turn guests into members. Now it's time to let your fellow Toastmasters recognize your achievements! Founder's District has two contests going on that puts the spotlight on your accomplishments.

One contest is the **Public Relations Achievement Award**. By earning points from a list of achievements, you can win this award. Log on to the Founder's web site to learn more. The winner of this award receives a full day's registration to the Spring Conference and a trophy.

Club members, you can nominate your VPPR for the Public Relations Achievement Award!

The **Diamond Web Award** contest is for all the Club Webmasters out there. As PRO, I know from our excellent web team (**Bob Hudack, Elaine Randolph** and **Steve Wiedeman**) that it's

a lot of work maintaining, and for some of you creating, a Club web site. Entries will be judged on the site's content and design.

Many people already visit your site, so why not enter the contest? What's the award? Bragging rights for the web master and the Club for having the best web site in the District! Plus, the knowledge that you have set the bar for what a good web site should be!

For more information about both contests, visit [www.foundersdistrict.org/Members](http://www.foundersdistrict.org/Members).

Deadline to enter the contests is March 29, 2005. Both winners will be announced and recognized for their endeavors at the Hall of Fame presentation at the Spring Conference on April 23, 2005 at the Sheraton Anaheim Hotel. Good luck, and don't forget to attend to root for your nominee!



Alanda Dyer

### Chess, from cover

program, "He provides a wide array of talents to his employer, but of particular note is his ability to lead his team in performing comprehensive and highly effective audits and to build consensus by fostering cooperation between customers and contractors."

Jeffrey joined Toastmasters in 1983 to overcome his shyness. He will always remember his first "speech," which turned out to be a 30-second mumble during which time he made consistent and direct eye contact with the wall. Jeffrey stayed with the program and developed the skills he sought. Toastmasters helped him conquer that shyness.

Today Jeffrey belongs to three clubs. Since leading Founder's as District Governor in 1996-97, he has continued to support the District by serving as District Secretary, Conference Chair numerous times, and two terms as District Treasurer. He is a double DTM and the 1999 winner of the Gene Beckwith Memorial Award.

Congratulations to Jeffrey!

# Division Highlights—A-G

The complete Division Governors reports are at [www.foundersdistrict.org](http://www.foundersdistrict.org), but below are a few nibbles to whet your appetite!

**Division A:**...Yes, it does take time to be a Founder's District Officer. I, and my colleagues in district leadership, will assure you that it is time well spent.—Norm Stein, DTM

**Division B:** A couple of clubs in trouble are coming up for air. Club 9549, Rosemead Kiwanis, is meeting again after a few months of hiatus. Club 1962, Vons club is presently being coached by **Ed Mihalka, DTM**, and it looks like they are adding new members.—Arvee Robinson, DTM

**Division C:** The Division C Contest is April 9th at 1 PM at the Boeing Conference Center. The entry fee is \$5 but if you bring a non-Toastmaster guest and they sign our guest register, you both get in free.—Don Stewart, ATM, CL

**Division D:** President **Dan O'Connell** and his leadership team at Excel Orators conducted a Speechcraft and newly minted a dozen Toastmasters! Choicepoint (Brea) charters in February with 26 new members!—Vince Bradshaw, ATM-B

**Division E:** The major accomplishments are that we have chartered two new clubs: Smart Toast, 743962, and Classic Estates, 731282, a community club.—Richard Elliott, DTM

**Division F:** To date we have added 39 CTMs/ATMs, 13 CL/AL/DTMs, and 212 new members. Members have also reported on-the-job accomplishments such as promotions and improved annual reviews.—Maira Pineda, ATM-B

**Division G:** Area G3, headed by **HD "Hot Deal" Boesch**, leads the Division with 62 percent of officers trained. HD has made it a goal this year to increase the commitment of Club officers to be trained at every opportunity, and it shows!—Richard Daugherty, DTM