



*Hotline* is the official publication of District 25 Toastmasters, serving members throughout North Central Texas.

## Essentials of Encouraging

*David McCallister, DTM - District 25 Governor*



Do you remember how you felt when someone last encouraged you? We all want to be successful in everything we do. I believe it is important that we take the opportunity to encourage others when we can. Here are the basic essentials to keep in mind when that next opportunity presents itself.

**Set Clear Standards** - To successfully encourage the heart, it is important that everyone cherish a common set of standards. Setting clear standards pave the way to achieve common goals which in turn can be the basis of determining who should be given recognition in terms of performance. The standards must be standards of excellence, be inspirational, and must bring out the best in the team. Outstanding performance must be linked to a reward and must be measured against clearly defined standards.

**Expect the Best** - The best leaders believe that people can achieve the high standards that have been set. This is called the Pygmalion effect. It is a belief so strong that even if others do not believe in it initially, the leader's belief, gives rise to self confidence and it becomes a "self fulfilling prophecy." As a leader, you should believe in other people's potential in order to encourage the heart.

**Pay Attention** - Managing by walking around is one way for a leader to know what is happening. The term can also be revised as caring by walking around. A leader walks around not to catch people but to pay attention to what they are doing and to understand the significance of their actions. As a leader, you must always be on the lookout for excellent performance among your team.

**Personal Recognition** - The best leaders get to know their people personally. They learn about their likes, dislikes, needs and interests. They observe them in their own settings then when it comes to recognize a particular person, they know a way to make it special, meaningful and memorable.

**Tell The Story** - When you give recognition to other people, you must tell the story on how the person was able to perform exceptionally well. Stories move us, they touch us, teach us, and cause us to remember. Besides putting things in context, stories enable the listeners to see themselves in it. People can relate more to stories that set good examples.

**Celebrate together** - Public recognition is a form of celebration together. When you recognize someone in public, it encourages other people to emulate person's exemplary performance. This is how groups learn lessons. The public ceremony provides a setting for broadcasting the message to a much wider audience.

**Set the Example** - Every leader in the organization wants to take the initiative to recognize individual contributions, celebrate team accomplishments and create an atmosphere of confidence and support. Leaders set the example for others. You must practice what they preach. If you want others to encourage the heart, you must start by modeling it yourself.

The heart of effective leadership is genuine caring for people. How much do you really care about the people you lead? If your answer is a lot then you are on the right path. But you must confront yourself with this question daily. When you care deeply, the above seven ingredients of encouraging the heart will become genuine expressions of your caring.

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## DISTRICT 25 AT A GLANCE

### Membership & Marketing

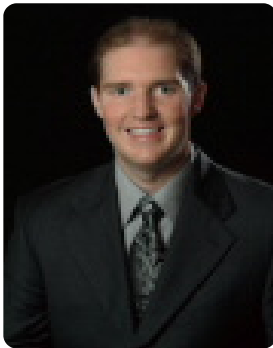
<b>Total New Clubs:</b>	<b>8</b>
<b>Total New Members:</b>	<b>567</b>

### Education

<b>Total CCs:</b>	<b>70</b>
<b>Total ACs:</b>	<b>30</b>
<b>Total Leadership:</b>	<b>73</b>

### Overall Performance

<b>Rank in North America:</b>	<b>#1</b>
<b>Rank in World:</b>	<b>#2</b>



## Making Clubs Stronger

*David D. Martin, DTM- Lt. Governor Education & Training 2009-2010*

Now that the fall contest season is a sweet memory and the turkey and dressing has settled, it is time to focus on our clubs and how we can make them stronger. We can make them stronger by arming our officers with the information and knowledge to enable our clubs to thrive. For this training we can send them to TLI! What is TLI you ask? No, it doesn't stand for timing lights. TLI stands for Toastmasters Leadership Institute where there is a place for all Toastmasters. TLI is for you whether you are a current club officer needing to fulfill your club DCP goals, an incoming officer whether having served a previous term, or, a member who is interested in improving your Communication & Leadership Skills. Perhaps you are preparing yourself for a future club officer role then TLI is also for you. Your clubs' success depends on you being successfully trained.

Not only does TLI offer club officer training but many other valuable educational sessions that will enhance your communication and leadership skills. Classes will range from leadership training, mentoring, contest preparation, and judges training just to name a few. You will also have the opportunity to give manual speeches and receive feedback at the Speakers Showcase. TLI is also a great place to increase your Toastmaster network. You will learn from knowledgeable presenters, seasoned Toastmasters as well as develop new ideas from peers. Please take note of the time and place that fits your schedule best. Commit yourself and your fellow members to attend training and your club will be distinguished. I look forward to seeing you fulfill your DCP goals and reach for the Super Seven officer training award!

### Is yours a 5-Star Club?

Five Star Club Membership Requirements:

- Dues renewal on time by October 10
- Add 4 new members
- Add 4 more new members
- Dues renewal on time by April 10
- Club has 20 members or net growth of 5 by June 30



Privileges Include:

- Exclusive ribbon for club banner
- Honorable mention in District Newsletter
- Publication in Spring Conference Program\*
- Announcement on District Website Hall of Fame
- Special recognition at Spring Conference Awards Lunch\*

**Details:** Clubs must submit dues on time during both renewal periods. Dues must be submitted no later than October 10, 2009 and April 10, 2010 to receive on-time credit. On June 30, 2010, clubs must have 20 paid members or a net growth of 5 members if the base membership was below 20 as reported on July 1, 2009. Clubs must add 4 members, which are defined as new, dual, or reinstated members, and an additional 4 members between July 1, 2009 and June 30, 2010. Results will be tracked from reports provided by Toastmasters International. Clubs have until June 30, 2010 to complete all five requirements.

\* Clubs that complete all 5 by April 30, 2010 will be recognized at the Spring Conference Awards Lunch and in the Program.

## #1 in North America—#2 in the World!!!!

*Diana Patton, DTM—Lieutenant Governor Marketing 2009-2010*

District 25 has set records that I want to shout about. At the end of October our District ranked number one in North America and second in the world with member payments. We as a District and especially the Marketing team needs to take pride in all the hard work in spreading the Toastmasters message to 8 new clubs and keeping our clubs strong through the efforts of members, officers and the leadership team. It definitely takes dedication, determination, training, enthusiasm and YOU to make our clubs and District successful.



Our newest club in District 25 is Denton Regional Toastmasters. Here are a few of the smiles from their first pre-charter meeting.



### Current Prospective Club Leads November 2009

UTA—Arlington  
 DynCorp—Ft Worth  
 Freese & Nichols—Dallas  
 Benbrook—Community Club  
 Parmenter Realty Partners

Corning—Keller  
 Texas Women's University-Denton  
 TRCA—Denton  
 AUI—Ft. Worth  
 Omni Ft. Worth Hotel—Ft. Worth



## Be a Hero!

Your experience and enthusiasm can be a valuable asset to a club that needs a little help in rebuilding.

For more information go to [d25toastmasters.org](http://d25toastmasters.org) > Marketing and Membership

## SAVE THE DATE!

### WINTER TOASTMASTERS LEADERSHIP INSTITUTE (TLI)

**Saturday December 12, 2009**

**(FORT WORTH) Texas Christian University**

**Smith Entrepreneur Hall**

**2900 Lubbock Street, Fort Worth 76109**

Hosted by TCU Toastmasters

Open to all members of District 25. Registration is Free.

\*Please RSVP online and help us ensure enough materials, meals, and refreshments are available for everyone attending.

For more information and to RSVP online

visit [www.d25toastmasters.org/tli](http://www.d25toastmasters.org/tli)

Or contact District 25 Training Chair, Bonne Stroman, DTM

[bonnestroman@d25toastmasters.org](mailto:bonnestroman@d25toastmasters.org)

**ADMISSION IS FREE!**

## District 25 Calendar of Events

### November 2009

- 20-21** District Fall Conference - Sheraton DFW Grand - Irving, Texas  
**30** Last day for Area Club Visits.  
 Deadline for Area Visit Report Submissions.

### December 2009

- 1-31** Hold Area and Division Council Meetings  
**12** Toastmasters Leadership Institute – Ft. Worth (TCU)  
**24** Christmas Eve  
**25** Christmas Day  
**31** Last day to submit Club Officer List ONLINE for DCP Credit!

### January 2010

- 1-31** Hold Area and Division Council Meetings  
 Club Tall Tales and International Speech Contests Begin  
**9** Toastmasters Leadership Institute Lite – Abilene  
**15** Toastmasters Leadership Institute Lite (Ft. Worth) Texas Wesleyan  
 Letter of intent deadline for those seeking District  
 elective office for the 2010-2011 year.  
**16** Toastmasters Leadership Institute (Ft. Worth) Texas Wesleyan  
 Mid-Year Training Area/Division Governors and District Staff  
**22** Toastmasters Leadership Institute Lite (Irving) Allstate Insurance  
**23** Toastmasters Leadership Institute - (Waco) Baylor University  
**30** Toastmasters Leadership Institute - (Denton) University of North Texas

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##### Newsletter Submissions or Letters to the Editor

[newsletter@d25toastmasters.org](mailto:newsletter@d25toastmasters.org)

## MARK YOUR CALENDARS NOW! WINTER TLI DATES/LOCATIONS ANNOUNCED

- Dec 12 - Texas Christian University - Ft. Worth**  
**Jan 9 - Location TBA (1:30pm) - Abilene, Texas**  
**Jan 15 - Texas Wesleyan University - Ft. Worth**  
**Jan 16 - Texas Wesleyan University - Ft. Worth**  
**Jan 22 - Allstate Insurance Co - Irving**  
**Jan 23 - Baylor University – Waco**  
**Jan 30 - University of North Texas - Denton**  
**Feb 20 - Location TBA - Wichita Falls, Texas**

For more details, visit us online  
[www.d25toastmasters.org/tli](http://www.d25toastmasters.org/tli)

## Welcome 123 New Members to District 25 - October 2009

AAFUCU Flying Toasters	Tonya Gray	Masters of Speaking	April Herren
AAFES Toastmasters	Kady Haertl	Masters of Speaking	Mary Smith
AAFES Toastmasters	Kimberly James	Microsoft LC	Kurt Davidson
AAFES Toastmasters	Carlos Vergara	Microsoft LC	Orlando Villarreal
Abilene Toastmasters	Joel Duffield	North TX	Lauren Blankenbaker
Abilene Toastmasters	Adam Teer	North TX	Jesse Lou
Airport Toastmasters	Glen Bieler	North TX	Jarvie Samuel
Airport Toastmasters	Jacalyn Deaner	Oak Cliff Communicators	Altie Jenkins
Airport Toastmasters	Tamar Smiley	Oak Cliff Communicators	Jonathan Wilkerson
Airport Toastmasters	Lori Stern	Phi Rappa Yappa	Jeffery Kwant
Airport Toastmasters	Cindy Warmbrodt	Phi Rappa Yappa	Brett Leonard
Arlington Nooners	Lisa Porter	Phi Rappa Yappa	Stacy Sailus
Arlington Nooners	Sophy Sam	Plane Talk	Cynthia Butts
A-Team Toastmasters	Lanette Allendorf	Plymouth Park	John Di Lucci
A-Team Toastmasters	Connie Chan	Power Communicators	Kip Bartran
A-Team Toastmasters	Janet Fetsch	Pro A.M. Toastmasters	Bo Chen
A-Team Toastmasters	Julie Gebhardt-Brown	Pro A.M. Toastmasters	Sabino Trujillo
A-Team Toastmasters	Janet Hanicak	Reveille	Christopher Burdick
A-Team Toastmasters	Bhushan Malkane	Reveille	Frank Correa
A-Team Toastmasters	Diane Parker	Reveille	Brian Cropp
A-Team Toastmasters	Deepa Patil	Reveille	Stephen Daniel
A-Team Toastmasters	Shamsah Perez	Reveille	Laura Hobbs
BNSF Expressed	Samara Olvera	Reveille	Gina Lanthripe
BNSF Toastmasters	Christopher Ballenger	Sabre Classic	Satish Ayyagar
Burleson Toastmasters	Allen Weber	Sabre Classic	Kristina Kendall
Chrysler Financial Toastmasters	Michael Aryee	Savvy Sayers	Zahedul Huq
Clearly Speaking	Terri Scott	Scott & White	Vincent Lezama
Clearly Speaking	Dennis Von Willer	Shining Stars	Rick Riddle
Clearly Speaking	Elaine Witherspoon	Siemens Toastmasters	Mon Charoen
Cleburne Toastmasters	David House	Siemens Toastmasters	Daniel Ranete
Connection Communicators	Tatyana Lambert	Six Twenty Nine	Tanisha Thomas
Conservative Toastmasters	Stanley Corbett	Successful Speakers	Lauren Griffith
Conservative Toastmasters	Robert Ramirez	Talk Blue Toastmasters	Romeo John
Cowtown Toastmasters	Joseph Meyer	Talk Blue Toastmasters	Richard McKinstry
CVS Caremark Advance Articulators	Avid Conner	Tanglewood Toastmasters	Amy Lilly
CVS Caremark Advance Articulators	Melanie Douglas	TCU Toastmasters	Antigona Aliu
CVS Caremark Advance Articulators	Kelsey Lehmann	Texas Wesleyan Spellbinders	Diana Garcia
CVS Caremark Advance Articulators	Blake Schroeder	Toast Captains	Chris Dumke
CVS Caremark Advance Articulators	Resha Wafer	Toast Captains	Amit Misra
Daybreakers	Frankie Aguirre	Toast Captains	Jaszeer Mohammed
Daybreakers	Billy Najera	Toast of Texas	Carolyn Arnold
Denton Toastmasters	Sally Kloppe	Toast of Texas	Charles Hoquist
Denton Toastmasters	Ping-Tzu Lee	Toast of Texas	Nicole McLain
Denton Toastmasters	Lin Weinberg	Toast of Texas	Erica Timby
DFWAE Toastmasters	Lori Marker	T-Toasters	LaToya Booker
Eye Can Toastmasters	Mei Yu	T-Toasters	Sewell Miriam
FAA Toastmasters	Patsy McComis	T-Toasters	Nancy Sanchez
Fighter Enterprise Toastmasters	Venkat Munagala	Unique Toastmasters At Vista Ridge	Denise Smith
Flagship Speakers	Kathy Brewer	United Communicators	Quintin Everett
Flagship Speakers	Timothy Dah	VHA Toastmasters	Syed Hashmi
Flagship Speakers	Charles Durtschi	VHA Toastmasters	Robert Page
Flagship Speakers	Sharell Gallien	Waco - Early Birds	Amanda Albrecht
Flagship Speakers	Craig Kuykendall	Young Street Yappers	Jacqueline Crayton
ICE Breakers	Maria Guzman	Young Street Yappers	Patricia Evans
ICE Breakers	Kimberly Haddad	Young Street Yappers	Elma Goodwin
Inner Voice Toastmasters	Michael Hoffman	Young Street Yappers	Brian Hart
Inner Voice Toastmasters	Calvin Lane	Young Street Yappers	Connie Jones
Irving Toastmasters	Kenneth Hawtin	Young Street Yappers	Larry McDowell
LM AeroSpeakers	Geneva Greene	Young Street Yappers	Rebecca Sarmiento
Longhorn Toastmasters	Brendan Bagnell	Young Street Yappers	Cecilia Velastegui
Longhorn Toastmasters	Sondra McDonnell-Light	Young Street Yappers	Tonya Williams-Hardin
Longhorn Toastmasters	Jedediah Stinson		



***I WANT YOU!***

*FOR*

***Winter TLI!***

**Want to work on your AC-Gold?**

**Conduct a Success/Leadership  
or Success/Communication program for  
Toastmaster Leadership Institutes!  
Earn credit for your AC-Gold!**

**Interested in education  
and leadership opportunities?**

**Volunteer to assist with  
Toastmasters Leadership Institutes!**

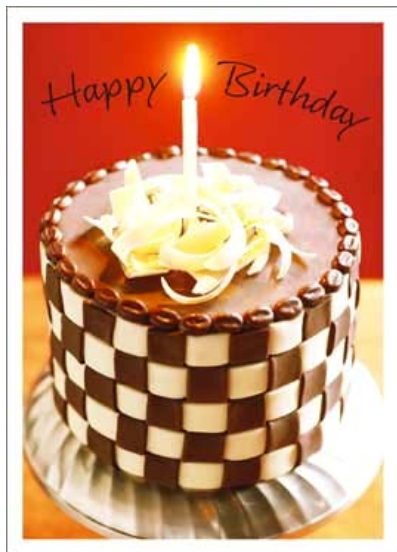
**Lots of opportunities to help!**

**Facilities, Refreshments, Technology, Publicity, Registration  
and MUCH, MUCH MORE!**

**Join the District 25 Training Team!  
To Help with Toastmasters Leadership Institutes,**

**Contact Your Local Recruiter**

**[bonnestroman@d25toastmasters.org](mailto:bonnestroman@d25toastmasters.org)**



## NOVEMBER CLUB ANNIVERSARIES

<b>420</b>	<b>North TX</b>
<b>629</b>	<b>Six Twenty Nine</b>
<b>1630</b>	<b>CVS Caremark Advance Articulators</b>
<b>2008</b>	<b>Quicksilver Express Toastmasters</b>
<b>2971</b>	<b>Reveille</b>
<b>4355</b>	<b>Fighter Enterprise Toastmasters</b>
<b>5496</b>	<b>Cowtown Toastmasters</b>
<b>5555</b>	<b>TCU Toastmasters</b>
<b>710987</b>	<b>Cleburne Toastmasters</b>

## Welcome New Clubs to District 25 Toastmasters!

Denton Regional Toastmasters  
Club 1401945  
Division E- Area 55

Denton Regional Medical Center  
3535 S. I-35 E  
Denton, TX 76210

Every 2nd Friday, Noon  
Membership open only to employees

Bob Carabajal  
Georganne Chamness  
Penny Cooper  
Janice Dobbs  
Scott Domingue  
Jay Duty  
Janet Glowicz  
James Gorman  
Toni Haddox  
Judy Jeanes  
Angela Jones  
Vernon King  
Dawn Kregel  
Russell Mariott  
Shae McBride

Diane Merkel  
Janet Munger  
Caleb O'Rear  
Rhonda Parker  
Pamela Pedron  
Lois Plato  
Jim Russell  
Lise Sanders  
Katherine Sims  
Dot Stahl  
Peggy Tuebner  
Sherry Ann Vanatta  
Kathy Williams  
Paula Yosten

### D25 Phoenix Award

#### Eligible clubs:

Any club with 13 or fewer members on July 1, 2009

**Goal:** Build club to 20 members by June 30, 2010

**Award:** Receive a Phoenix Patch to display proudly on your banner





## OCTOBER 2009 Hall of Fame

## Congratulations to our fellow Competent Communicators

Club	Division	Area	Award	Date	Member	Club
1002109	D	43	CC	10/20/2009	Cameron, Stacy Collins	Waco Wordsmiths
5590	D	41	CC	10/19/2009	den Harder, Cora	Big T Toastmasters
9646	C	34	CC	10/2/2009	Guttenfelder, Ni K.	Aegonizers
5555	A	14	CC	10/23/2009	Henderson, Kelley Denise	TCU Toastmasters
6572	F	62	CC	10/25/2009	Holland, Catherine	Texas Wesleyan Spellbinders
3055	E	52	CC	10/27/2009	Lee, Kim W.	Denton Toastmasters
6102	A	12	CC	10/29/2009	Mann, Philip Douglas	FAA Toastmasters
5496	A	11	CC	10/19/2009	McWilliams, Aaron	Cowtown Toastmasters
5922	E	53	CC	10/30/2009	Pham, Heather	Nissan Toastmasters
4236	E	54	CC	10/11/2009	Robertson, Roby J.	Southlake Evening Toastmasters
4987	E	54	CC	10/12/2009	Ruth, Susan R	Southlake
7351	D	42	CC	10/19/2009	Spradling, Greta B.	Fish Pond
633836	C	34	CC	10/18/2009	Terrell, Randy	Speakers Exchange
1327	A	13	CC	10/23/2009	Wellen, Alice B.	Daybreakers

## Congratulations to our fellow Advanced Communicators

Club	Division	Area	Award	Date	Member	Club
8474	A	14	ACB	10/29/2009	Barajas, Jose J	First Command
4987	E	54	ACB	10/12/2009	Fry, Randel	Southlake
1171841	C	31	ACB	10/1/2009	Jacobs, Verna	Siemens Toastmasters
4963	A	11	ACB	10/21/2009	Loop, Todd Miller	Weatherford
349	A	11	ACB	10/19/2009	Opdycke, Rachel J	Plus-Two
7274	E	55	ACB	10/3/2009	Perry, Scott R	Unique Toastmasters At Vista Ridge
6572	F	62	ACB	10/25/2009	Phillips, Leah D	Texas Wesleyan Spellbinders
7274	E	55	ACB	10/3/2009	Vandervaate, Randy	Unique Toastmasters At Vista Ridge
989	C	34	ACS	10/20/2009	Daggubati, Kumar	Southlake Reach for Success
3546	D	42	ACS	10/8/2009	Hansen, James Bradley	Waco - Early Birds
420	E	52	ACS	10/27/2009	Stukel, Russ	North TX
4963	A	11	ACG	10/12/2009	Stroman, Bonne K.	Weatherford

## Congratulations to our fellow Competent Leaders

Club	Division	Area	Award	Date	Member	Club
6332	C	33	CL	10/3/2009	Boepple, Sara D.	Grand Prairie Toastmasters
1267200	F	63	CL	10/1/2009	Irving, Gloria J.	Siemens DFW Toastmasters
727543	B	24	CL	10/19/2009	Lewis, Juleon D.	Toastvesters Toastmasters
5537	F	63	CL	10/8/2009	Newman, Derek L	Airport Toastmaster
6572	F	62	CL	10/9/2009	Phillips, Leah D	Texas Wesleyan Spellbinders
8055	B	25	CL	10/22/2009	Swope, Nancy Fay	Las Colinas Communicators
4225	B	22	CL	10/27/2009	Toombs, David L	Shining Stars
727543	B	24	CL	10/1/2009	Zapata, David	Toastvesters Toastmasters
959155	B	23	CL	10/8/2009	Zimmerman, Donna L.	A-Team Toastmasters

## Congratulations to our fellow Advanced Leaders

Club	Division	Area	Award	Date	Member	Club
3546	D	42	ALB	10/20/2009	Hansen, James Bradley	Waco - Early Birds
4236	E	54	ALB	10/21/2009	Rose, T. Steel	Southlake Evening Toastmasters
4963	A	11	ALS	10/15/2009	Stroman, Bonne K.	Weatherford

## Congratulations to our fellow Distinguished Toastmasters

Club	Division	Area	Award	Date	Member	Club
4963	A	11	DTM	10/15/2009	Stroman, Bonne K.	Weatherford

## Working Smarter

*Michelle Coleman - District Newsletter Editor*

Rachel Opdycke recently received a promotion and raise. She worked for the City of Fort Worth Chuck Silcox Animal Care and Control Division as an Animal Attendant, but with the help of Toastmasters she is now the Senior Animal Control Officer over Education.

**Q:** What are your old job responsibilities as compared to your new job responsibilities?

**Rachel:** In my old position I provided care for the small dogs that we would receive; walking them, bathing them, etc. My new position is at a higher level. In fact, I skipped a position in the company moving to a senior position. My responsibilities are mainly Public Relations and Education to the public; I am the face of the center.

**Q:** How did Toastmasters help you with your interview?

**Rachel:** Toastmasters gave me confidence and the ability to think on my feet. I paused before answering each question and gave an assured response instead of one filled with, "ah, um well this one time I..."

**Q:** How did Toastmasters add to your credentials for this position?

**Rachel:** Toastmasters gave me the self-assurance and experience to apply for my position. In my previous position as Attendant I needed good customer service skills, but in my new position I *had* to be comfortable with public speaking. In my new position I speak on a regular basis throughout the month to audiences of 20 or more.

**Q:** What are your job responsibilities?

**Rachel:** My main job function is to educate the public in four areas: Fort Worth city ordinances, spay and neutering pets, rabies and responsible pet ownership.

**Q:** How does the speaking you do at work similar to Toastmasters?

**Rachel:** It's similar to Toastmasters because I give a prepared speech using a Power Point presentation as my prop. I even have a Table Topics -like Q & A portion at the end of my presentation. I never know what questions I will get.

**Q:** What is one of the most interesting questions you've received?

**Rachel:** I had a member of a neighborhood association ask me if we could place a dog trap in the center of a park in their neighborhood to catch a stray dog. I got the chance to use material I had just finished from the Interpersonal Communication manual. The third project is about Diffusing Verbal Criticism. I offered the gentleman the option to place the trap on his property to keep and eye on the trap for the dog because otherwise our trap had the potential to be damaged or stolen. When he became upset and asked why we couldn't have an officer watch the trap I diffused the situation by asking questions to understand his point of view. After informing him that we only had 12 Animal Control Officers he was much calmer and more willing to cooperate.

**Interviewer:** Well Rachel, thank you for your time. I know that those in Area 11 are proud to have you as our governor and Plus Two as their President. We're looking forward to see you continue to do great things in District 25 as Toastmasters in turn benefits you.

