



Shaping the Future of Toastmasters

2nd Edition
OCTOBER 2008

THE TOASTMASTERS CLUB IS THE HEART OF THE TOASTMASTERS WORLD.

The friendly learning environment found there is the catalyst through which members become better communicators and leaders. The area, division and district leadership teams exist to support the clubs. The international officers and Board of Directors also support the clubs by providing long-term strategic direction for the organization. These supportive entities are known collectively as governance.

Toastmasters International, like all healthy, growing organizations, adapts its governance structure to meet the needs and expectations of a changing organization and world. In 2006, Toastmasters International began a project to review its governance structure, acknowledge the needs of the organization and the changing world, and arrive at a governance model to support Toastmasters International in the years to come.

The results of this process have been shared with members worldwide, and their feedback has made a significant difference in creating the existing plan. This document describes the current thinking of the Board of Directors and provides background about the process used to arrive here. The Board will continue its deliberations based on further feedback and in a fiscally responsible way. The information contained in this document is not final and is subject to change.

Regions and Board of Directors

THE BOARD OF DIRECTORS IS ELECTED TO GUIDE the organization's strategic direction and create policies that govern how Toastmasters functions worldwide. In the proposed governance reshaping plan, the Board of Directors will be elected from 14 new world-wide regions, which will replace the existing structure of eight North American regions and an ever-growing number of international districts not assigned to regions (DNAR). Each of the 14 new regions will have one member elected to the Board of Directors, all of whom will serve the entire membership of Toastmasters International, not just the members from their region of origin. This will give a more balanced opportunity for Board election and create an organizational structure with sufficient flexibility to provide support and service to member clubs and districts for decades to come. Directors will serve staggered two-year terms, with seven new directors elected each year.

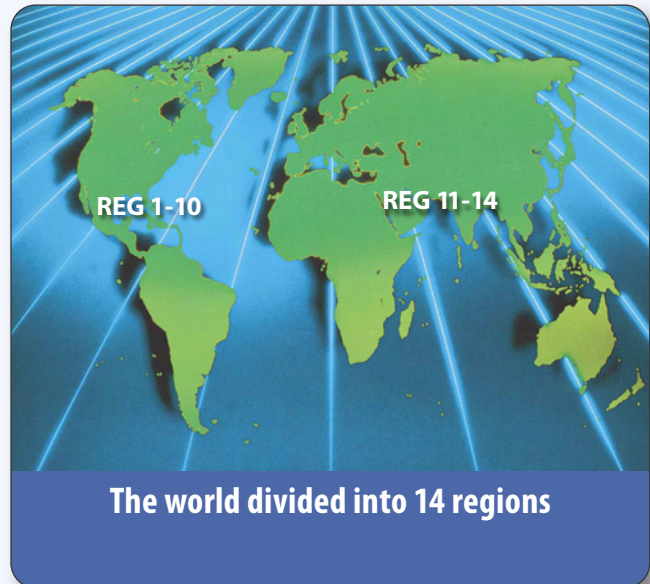
The Executive Committee of the Board, which is composed of the international officers, will continue to have five members. The international officers will be: International President, International President-Elect, First Vice President, Second Vice President and Immediate Past International President. The International President-Elect will become International President at the end of his or her term.

International Leadership Committee (ILC)

The current International Nominating Committee will be replaced with the ILC. The committee will nominate both international officer and international director candidates. The committee will also review, evaluate and identify leadership development potential and opportunities throughout the organization.

The ILC will be appointed by the International President-Elect each February, with recommendations from international directors. The committee will consist of three past international presidents plus one past international director or past district governor from each region. The past presidents will serve one-year terms. The other members of the ILC will serve two-year staggered terms, and will be appointed the February following the election of the international director from that region. Appointments will be approved by the Executive Committee.

Those serving on the ILC cannot be a region advisor, district officer or a member of an international campaign team. They may not run for international office for one year after leaving the committee and may not serve consecutive terms. The committee's work will begin on September 1.



Proposed Alignment

Candidates for international office may be presented to the ILC in three ways: self nomination, nomination by any member in good standing or selection by the ILC. The goal of the ILC will be to nominate two to three candidates for each international director election. The intent is that all elections be contested, but this is not a requirement. The ILC will nominate one to two candidates for International President-Elect and First Vice President and two to three candidates for Second Vice President. All elections will continue to take place at the International Convention.

Region Advisors

The purpose of a region advisor (RA) is to help districts fulfill the district mission.

Initially, three RAs per region were considered. At this time, only the region advisor marketing will be implemented because marketing is the greatest immediate need. Other region advisor roles may be considered in the future.

The RA marketing will have the following responsibilities:

- ▶ Serve as a trainer of district officers at an August or midyear training.
- ▶ One reimbursed visit to each district within their region per year, if requested by the district or the RA and approved by the International President.
- ▶ Serve as a marketing mentor and coach to the district trios.

The RA nomination process will begin each August and the Board will appoint the RAs in February. The term of service will begin March 1 and end June 30 the following year.

District Officers

As part of the regionalization plan, district leadership trios will be trained at the International Convention. This will ensure that district officers receive consistent, high-quality training and have an opportunity to connect with peers and exchange ideas and challenges from not only officers from their region, but worldwide.

In order to optimize the district officer training experience, Toastmasters International will provide ongoing training through a variety of methods throughout the year, including a combination of e-learning opportunities and traditional high-quality face-to-face sessions. The first of these opportunities will occur in June to get the teams off to a good start. The goal is to train all district officers as efficiently, effectively and consistently as possible.

Due to changes in the international director nomination process and district officer training, regional conferences will no longer be held. International speech contest regional semi-finals will be held at the International Convention.

Changes to the district governance structure have been deferred pending further study and analysis.

THE BOARD OF DIRECTORS IS COMMITTED TO PRESENTING A WELL-STUDIED AND COMPLETE PROPOSAL. After the proposals have been finalized by the Board, they will be presented to the membership for a vote at a future Annual Business Meeting.

Proposed Plan	Previous Plan	Why?
14 regions/directors	15 regions/directors	Extends regions worldwide in efficient groupings
2-year director terms	3-year director terms	<ul style="list-style-type: none"> ▶ More frequent service opportunities ▶ Shorter time commitment ▶ Larger pool of eligible leaders for higher office
2-year ILC term	3-year ILC term	Consistent with director terms
Train all district leaders at the International Convention	Train district leaders, by region, at regional conferences and the International Convention	<ul style="list-style-type: none"> ▶ Program consistency ▶ Optimize networking opportunities and sharing of best practices ▶ More cost effective ▶ DNAR currently trained in August
Face-to-face standardized mid-year training to include WHQ staff	Face-to-face mid-year training	<ul style="list-style-type: none"> ▶ Program consistency ▶ Quality control ▶ Currently no mid-year for DNAR
Ongoing e-learning opportunities for district officers	Face-to-face training	<ul style="list-style-type: none"> ▶ Enhanced, year-round learning ▶ Program consistency
District operating structure remains as is	<ul style="list-style-type: none"> ▶ District governor-elect position ▶ District Leadership Committee ▶ Appointment of lt. governors 	Further study is required
Regional speech contests at International Convention	Speech contests at regional conferences	Regional conferences are obsolete
One region advisor marketing per region	Three region advisors per region	<ul style="list-style-type: none"> ▶ Marketing is greatest immediate need for districts ▶ More cost effective ▶ Opportunity for study to determine if additional advisors are needed in the future