



Minutes of the 2024-2025 Board of Directors Videoconference

July 24, 2025

The 2024-2025 Toastmasters International Board of Directors met on July 24, 2025, with International President, Radhi Spear, DTM, presiding. The other officers and directors present were: Aletta Rochat, DTM; Stefano McGhee, DTM; Gauri Seshadri, DTM; Morag Mathieson, DTM; Pawas Chandra, DTM; Farzana Chohan, DTM; Francesco Fedele, DTM; Viola Lee, DTM; Mark Lucas, DTM; Sondra Nunez, DTM; Dana Richard, DTM; Violetta Rios, DTM; Srinivas Saineni, DTM; Sujit Sukumaran, DTM; Elisa Tay, DTM; Monique Tonna, DTM; and Frank Tsuro, DTM; and Chief Executive Officer Daniel Rex. Chief Operations and Information Officer Heidi Hollenbeck, Chief Financial Officer Jonathan Lam, Chief Marketing and Development Officer John Lurquin, Board Support Director Mona Shah, Education and Development Director Kate Wingrove, Region Advisor Program Supervisor Katie Welsh, Executive Assistant to the Chief Executive Officer Amber Villa, and Secretary Kristen Kyriazis were also present. International Director Jenilee Taylor, DTM, was absent.

1. The agenda was adopted as presented.
2. The Board reviewed and considered the proposed new boundaries for Districts in Regions 1-7 as presented in the reports of Joint Realignment Committee Groups 1-12. The Board appreciates the time and dedication of the committee members throughout this complex and challenging process. Based on recommendations from Joint Realignment Committee Groups 4-12, the Board approved the attached new boundaries for Districts, effective July 1, 2026.

HIGHLY CONFIDENTIAL

3. The Board received the report (attached) of the July 10, 2025, Executive Committee videoconference as presented by International President-Elect Aletta Rochat. The Board adopted the Committee's recommendations as presented in items #1, 2, 5, 6, and 7. Items #3 and 4 were discussed subsequently.

The Board adopted item #3.

The Board adopted item #4.

4. The Board received an update on the organization's performance including a brief preview of the year-end results. The final year-end numbers will be published in the August 2025 CEO Report.
5. The Board received an update on the Refocused Region Advisor Program.

6. **HIGHLY CONFIDENTIAL**

As there was no other business on the agenda, the meeting was adjourned.

Pursuant to Protocol 11.3: Board of Directors Confidentiality, items contained in the minutes of this meeting were classified as “unrestricted” upon distribution of the minutes by World Headquarters, not to include any matters marked “restricted” or “highly confidential.”



Kristen Kyriazis
Secretary

Distribution: Board of Directors
 Nonprofit General Counsel
 Chief Executive Officer
 Past International Presidents
 Past International Directors



District Boundaries

Effective July 1, 2026

District 6

The boundaries of this District shall contain:

- In the province of Ontario, Canada:
 - The portion of the province **south** of Trans Canada Highway 11 and **east** of the junction of Highway 17 and Highway 599
 - Specifically, at the Canadian border, the boundary begins to follow Trans Canada Highway 11 to the **east**. The boundary turns **north** at Atikokan until the junction of highway 17 and Highway 599, then follows Highway 599 in a **northeasterly** direction to Fort Severn.
 - On the **east**, the **eastern border** of Kenora and Thunder Bay districts
- In the state of Minnesota, United States:
 - The portion of the state **south and east of the northern and western borders** of the following counties: St. Louis, Aitkin, Cass, Todd, Douglas, Grant, Stevens, Swift, Chippewa, Renville, Redwood, Cottonwood, and Jackson

District 208

The boundaries of this District shall contain:

- The province of Alberta, Canada
- The state of Montana, United States

District 209

The boundaries of this District shall contain:

- In the state of Arkansas, United States:
 - The counties of Benton, Crawford, Sebastian, and Washington
- In the state of Iowa, United States:
 - The county of Pottawatomie
- The state of Kansas, United States

- In the state of Missouri, United States:
 - The portion of the state **west of the eastern borders** of the following counties: Harrison, Daviess, Livingston, Carroll, Saline, Pettis, Benton, Hickory, Polk, Greene, Christian, and Taney
- In the state of Nebraska, United States:
 - All counties **except for** Dakota
- The state of Oklahoma, United States

District 210

The boundaries of this District shall contain:

- The province of Manitoba, Canada
- In the province of Ontario, Canada:
 - The portion of the province **north** of Trans Canada Highway 11 and **west** of the junction of Highway 17 and Highway 599.
 - Specifically, at the Canadian border, the boundary begins to follow the Trans Canada Highway 11 to the **east**. The boundary turns **north** at Atikokan until the junction of Highway 17 and Highway 599, then follows Highway 599 in a **northeasterly** direction to Fort Severn.
- The province of Saskatchewan, Canada
- In the state of Iowa, United States:
 - The county of Woodbury
- In the state of Minnesota, United States:
 - The portion of the state **north and west of the southern and eastern borders** of the following counties: Koochiching, Itasca, Beltrami, Hubbard, Wadena, Otter Tail, Wilkin, Traverse, Big Stone, Lac qui Parle, Yellow Medicine, Lyon, Murray, and Nobles
- In the state of Nebraska, United States:
 - The county of Dakota
- The state of North Dakota, United States
- The state of South Dakota, United States



District Boundaries

Effective July 1, 2026

District 50

The boundaries of this District shall contain:

- In the state of Arkansas, United States:
 - All counties **except for** Benton, Crawford, Crittenden, Lee, Mississippi, Phillips, Sebastian, St. Francis, and Washington
- In the state of Louisiana, United States:
 - The portion of the state **north of the southern border** of the following parishes: De Soto, Red River, Bienville, Jackson, Caldwell, Franklin, and Tensas
- In the state of Texas, United States:
 - The portion of the state **east of the western border** of the following counties: Grayson, Collin, Ellis, Navarro, Limestone, and Robertson
 - And the portion of Dallas County **east** of I-35E (**excluding** the cities of Coppell, Grand Prairie, and Irving)
 - The portion of the state **north of the southern border** of the following counties: Robertson, Leon, Houston, Trinity, Angelina, San Augustine, and Sabine

District 56

The boundaries of this District shall contain:

- In the state of Louisiana, United States:
 - The portion of the state **south of the northern border** of the following parishes: Sabine, Natchitoches, Winn, LaSalle, Catahoula, and Concordia
 - The portion of the state **west of the eastern border** of the following parishes: Avoyelles, Evangeline, Jefferson Davis, Cameron
- In the state of Texas, United States:
 - The portion of the state **east of the western border** of the following counties: Madison, Grimes, Waller, Fort Bend, Wharton, and Matagorda
 - The portion of the state **south of the northern border** of the following counties: Madison, Walker, San Jacinto, Polk, Tyler, Jasper, and Newton

District 77

The boundaries of this District shall contain:

- The state of Alabama, United States
- In the state of Arkansas, United States:
 - The counties of Crittendon, Lee, Mississippi, Phillips, and St. Francis
- In the state of Florida, United States:
 - The portion of the state **west of the eastern border** of the following counties: Jackson, Calhoun, and Gulf (also known as west of the Apalachicola River)
- In the state of Kentucky, United States:
 - The town of Fulton, which lies in both Kentucky and Tennessee
- In the state of Louisiana, United States:
 - The portion of the state **east of the western border** of the following parishes: West Feliciana, Pointe Coupee, St. Landry, Acadia, and Vermillion
- The state of Mississippi, United States
- In the state of Tennessee, United States:
 - The portion of the state **west** of the Tennessee River and Kentucky Lake



District Boundaries

Effective July 1, 2026

District 213

The boundaries of this District shall contain:

- In the state of Georgia, United States:
 - The portion of the state **southeast** of I-85
- The state of South Carolina, United States

District 214

The boundaries of this District shall contain:

- In the state of Georgia, United States:
 - The portion of the state **northwest** of I-85
- In the state of Kentucky, United States:
 - The counties of Trigg, Christian, Muhlenberg, Todd, Butler, Logan, Warren, Simpson, Edmondson, Hart, Barren, Allen, Green, Metcalfe, Monroe, Taylor, Adair, and Cumberland
- In the state of Tennessee, United States:
 - The portion of the state **east** of the Tennessee River and Kentucky Lake
- In the state of Virginia, United States:
 - The counties of Lee, Wise, Scott, Dickenson, Buchanan, Russell, Tazewell, and Washington

District 217

The boundaries of this District shall contain:

- The state of North Carolina, United States



District Boundaries

Effective July 1, 2026

District 47

The boundaries of this District shall contain:

- The Bahamas
- In the state of Florida, United States:
 - The portion of the state **south of the northern border** of the following counties: Manatee, Hardee, Glades, Okeechobee, and Indian River

District 84

The boundaries of this District shall contain:

- In the state of Florida, United States:
 - The portion of the state **east of the western border** of the following counties: Gadsden, Liberty, and Franklin
 - The portion of the state **north of the southern border** of the following counties: Pinellas, Hillsborough, Polk, Highlands, Osceola, and Brevard



District Boundaries

Effective July 1, 2026

District 222

The boundaries of this District shall contain:

- Aruba
- Bonaire
- Curacao
- Dominican Republic
- Grenada
- Puerto Rico
- Trinidad and Tobago
- Belize
- Costa Rica
- El Salvador
- Guatemala
- Honduras
- Nicaragua
- Panama
- Argentina
- Brazil
- Bolivia
- Colombia
- Chile
- Ecuador
- French Guiana
- Guyana
- Paraguay
- Peru
- Suriname
- Uruguay
- Venezuela

District 223

The boundaries of this District shall contain:

- Anguilla
- Antigua and Barbuda
- Barbados
- Bermuda
- British Virgin Islands
- Cayman Islands
- Cuba
- Dominica
- Guadeloupe
- Haiti
- Jamaica
- Martinique
- Montserrat
- Saba
- Saint Barthelemy
- Saint Kitts and Nevis
- Saint Lucia
- Saint Martin
- Saint Vincent and the Grenadines
- Sint Eustatius
- Sint Maarten
- Turks and Caicos Islands
- U.S. Virgin Islands



District Boundaries

Effective July 1, 2026

District 30

The boundaries of this District shall contain:

- In the state of Illinois, United States:
 - The counties of Cook, Lake, and McHenry

District 211

The boundaries of this District shall contain:

- In the state of Illinois, United States:
 - The portion of the state **south of the northern border** of the following counties: Rock Island, Henry, Bureau, LaSalle, Kendall, and Will
- In the state of Iowa, United States:
 - The portion of the state **south of the northern border** of the following counties: Harrison, Shelby, Audubon, Guthrie, Dallas, Polk, Jasper, Poweshiek, Iowa, Johnson, Muscatine, and Scott (**excluding** Pottawattamie County)
- In the state of Missouri, United States:
 - The portion of the state **east of the western border** of the following counties: Mercer, Grundy, Linn, Chariton, Howard, Cooper, Morgan, Camden, Dallas, Webster, Douglas, and Ozark

District 212

The boundaries of this District shall contain:

- In the state of Illinois, United States:
 - The counties of Jo Daviess, Stephenson, Winnebago, Boone, Carroll, Ogle, DeKalb, Kane, DuPage, Whiteside, and Lee
- In the state of Iowa, United States:
 - The portion of the state **north of the southern border** of the following counties: Monona, Crawford, Carroll, Greene, Boone, Story, Marshall, Tama, Benton, Linn, Cedar, and Clinton (**excluding** Woodbury County)

- In the state of Michigan, United States:
 - The portion of the Upper Peninsula **west of the eastern border** of the following counties: Alger and Schoolcraft
- The state of Wisconsin, United States



District Boundaries

Effective July 1, 2026

District 215

The boundaries of this District shall contain:

- In the state of Indiana, United States:
 - The portion of the state **south of the northern border** of the following counties: Benton, White, Cass, Miami, Wabash, Huntington, Wells, and Adams
- In the state of Kentucky, United States:
 - The portion of the state **north** of the state line between Kentucky and Tennessee (from the western border of the state to Trigg County), **except for** the town of Fulton
 - Then the portion of the state **north of the southern border** of the following counties: Lyon, Caldwell, Hopkins, McLean, Ohio, Grayson, Hardin, Larue, and Marion
 - Then the portion of the state **north** of the state line between Kentucky and Tennessee until it reaches West Virginia
- In the state of Ohio, United States:
 - The portion of the state **south of the northern border** of the following counties: Van Wert, Allen, Auglaize, Logan, Union, Delaware, Licking, Coshocton, Guernsey, and Belmont
- In the state of West Virginia, United States:
 - The portion of the state **south of the northern border** of the following counties: Pleasants, Ritchie, Gilmer, Lewis, Webster, Randolph, and Pendleton

District 216

The boundaries of this District shall contain:

- In the province of Ontario, Canada:
 - The **southern** portion of the province that includes Essex and Chatham-Kent
- In the state of Indiana, United States:
 - The portion of the state **north of the southern border** of the following counties: Newton, Jasper, Pulaski, Fulton, Kosciusko, Whitley, and Allen

- In the state of Michigan, United States:
 - The entire Lower Peninsula of the state
 - The following counties in the Upper Peninsula: Luce, Mackinac, and Chippewa
- In the state of Ohio, United States:
 - The portion of the state **north and west of the southern and eastern borders** of the following counties: Paulding, Putnam, Hancock, Seneca, Sandusky, and Ottawa

District 219

The boundaries of this District shall contain:

- In the state of Maryland, United States:
 - The counties of Allegany and Garrett
- In the state of Ohio, United States:
 - The portion of the state **north and east of the southern and western borders** of the following counties: Erie, Huron, Crawford, Wyandot, Hardin, Marion, Knox, Holmes, Tuscarawas, Harrison, and Jefferson
- In the state of Pennsylvania, United States:
 - The portion of the state **west of the eastern border** of the following counties: Tioga, Lycoming, Union, Snyder, Juniata, Perry, Huntingdon, and Fulton
- In the state of West Virginia, United States:
 - The portion of the state **north of the southern border** of the following counties: Tyler, Doddridge, Harrison, Upshur, Barbour, Tucker, Grant, Hardy, Hampshire, and Morgan



District Boundaries

Effective July 1, 2026

District 218

The boundaries of this District shall contain:

- The state of Virginia, United States, **except for**:
 - The counties of Accomack, Buchanan, Clarke, Dickenson, Frederick, Lee, Northampton, Russell, Scott, Tazewell, Washington, and Wise
 - And the portion of the state **inside** the Capital Beltway (I-495) and **south** of I-66

District 220

The boundaries of this District shall contain:

- The District of Columbia, United States
- In the state of Maryland, United States:
 - The counties of Montgomery, Prince George's, Charles, Calvert, and St. Mary's
- In the state of Virginia, United States:
 - The portion of the state **inside** the Capital Beltway (I-495) and **south** of I-66

District 221

The boundaries of this District shall contain:

- The state of Delaware, United States:
- In the state of Maryland, United States:
 - The portion of the state **east and north of the western and southern borders** of the following counties: Washington, Frederick, Howard, and Anne Arundel
- In the state of New Jersey, United States:
 - The portion of the state **south of the northern border** of the following counties: Mercer and Ocean
 - And the portion of Monmouth County that lies **west** of NJ Highway 527 and **south** of U.S. Highway 33

- In the state of Pennsylvania, United States:
 - The portion of the state **east of the western border** of the following counties: Bradford (**excluding** the borough of Sayre), Sullivan, Columbia, Montour, Northumberland, Dauphin, Cumberland, and Franklin
- In the state of Virginia, United States
 - The counties of Clarke, Frederick, Accomack, and Northampton
- In the state of West Virginia, United States:
 - The counties of Berkeley and Jefferson



District Boundaries

Effective July 1, 2026

District 31

The boundaries of this District shall contain:

- The province of New Brunswick, Canada
- The province of Newfoundland and Labrador, Canada
- The province of Nova Scotia, Canada
- The province of Prince Edward Island, Canada
- St. Pierre and Miquelon
- The state of Maine, United States
- In the state of Massachusetts, United States:
 - The portion of the state **east of the western border** of Worcester County
- The state of New Hampshire
- The state of Rhode Island

District 46

The boundaries of this District shall contain:

- In the state of New York, United States:
 - All five New York City boroughs and Long Island
 - New York City and Long Island are also known by the following county names: Bronx, New York, Richmond, Kings, Queens, Nassau, and Suffolk
 - The following municipalities in Westchester County: Mt Vernon, New Rochelle, Yonkers, Pelham, Mamaroneck, and Eastchester

District 53

The boundaries of this District shall contain:

- In the state of Connecticut, United States:
 - All counties **except for** Fairfield County

- In the state of Massachusetts, United States:
 - The portion of the state **west of the eastern border** of the following counties: Franklin, Hampshire, and Hampden
- In the state of New York, United States:
 - The portion of the state **north of the southern border** of the following counties: Orange and Putnam
- The state of Vermont
- In the state of Pennsylvania, United States:
 - The borough of Sayre (in Bradford County)

District 61

The boundaries of this District shall contain:

- In the province of Ontario, Canada:
 - The portion of the province **east of the western border** of the following counties: Frontenac and Renfrew
- The province of Quebec, Canada

District 83

The boundaries of this District shall contain:

- In the state of Connecticut, United States:
 - Fairfield County
- In the state of New Jersey, United States:
 - The portion of the state **north of the southern border** of the following counties: Hunterdon, Somerset, and Middlesex
 - And the portion of Monmouth County **east** of NJ Highway 527 and **north** of U.S. Highway 33
- In the state of New York, United States:
 - Rockland County
 - All municipalities in Westchester County **except for** Mt Vernon, New Rochelle, Yonkers, Pelham, Mamaroneck, and Eastchester



Minutes of the 2024-2025 Executive Committee Videoconference

July 10, 2025

The 2024-2025 Toastmasters International Executive Committee met on July 10, 2025, with International President Radhi Spear, DTM, presiding. The other officers present were: International President-Elect Aletta Rochat, DTM; First Vice President Stefano McGhee, DTM; Second Vice President Gauri Seshadri, DTM; Immediate Past International President Morag Mathieson, DTM; and Chief Executive Officer Daniel Rex. Chief Financial Officer Jonathan Lam, Chief Marketing and Development Officer John Lurquin, Board Support Director Mona Shah, Education Programs and Training Director Kate Wingrove, Region Advisor Program Supervisor Katie Welsh, District Growth and Support Specialist Jesse Portone, Executive Assistant to the Chief Executive Officer Amber Villa, and Secretary Kristen Kyriazis were also present. No Executive Committee members were absent.

1. The agenda was adopted as presented.
2. The Committee received an update from the Chief Executive Officer on the organization's performance including comparison to the numbers from recent past program years.
3. The Committee reviewed and considered a request from a Member Club in North Carolina, United States, regarding a Youth Leadership Program in cooperation with the local branch of Jack and Jill of America, Inc. The Committee recommends that the Board approve a disbursement from the Smedley Fund for the materials, including shipping, as requested.
4. The Committee discussed the timeline for enabling remote District leaders, as set out in the District Administrative Bylaws, Article VII, and how it relates to the Districts which will undergo realignment on July 1, 2026. The Committee recommends that the Board allow local and partially remote leadership for the 2026-2027 program year in the Districts which will be realigning. Further, the Committee recommends that the Board allow those members serving for the 2025-2026 program year as fully remote leaders in the positions of Program Quality Director or Club Growth Director to be eligible for election in the 2026-2027 program year. The realigned Districts will be able to make a different decision regarding remote leadership by November 1, 2026, for the 2027-2028 District leaders, in accordance with the District Administrative Bylaws, if they so choose.
5. The Committee reviewed and discussed the need for a transition team to guide and support the Districts, which will be realigned on July 1, 2026, through an effective transition. The Committee recommends that the Board appoint Past International President Terry Daily, DTM, as the chair of the Transition Team and Past International Directors Don Griffith, DTM, and Mary Morrison, DTM, as co-chairs. The Transition Team is anticipated to function from July 2025 through September 2026.

6. The Committee discussed the partnership agreement with Yoodli, which is set to expire at the end of July 2025. The Committee recommends that the Board allow the Yoodli partnership to expire as scheduled at the end of July 2025.
7. The Committee received an update on the continuing efforts around the Refocused Region Advisor Program. The initial roll-out is complete and progress will be monitored throughout the 2025-2026 program year to determine any challenges and opportunities for continuing in future years.

As there was no other business on the agenda, the meeting was adjourned.

Pursuant to Protocol 11.3: Board of Directors Confidentiality, items contained in the minutes of this meeting were classified as “unrestricted” upon distribution of the minutes by World Headquarters, not to include any matters marked “restricted” or “highly confidential.”



Kristen Kyriazis
Secretary

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