



Minutes of the 2024-2025 Board of Directors Videoconference

December 5, 2024

The 2024-2025 Toastmasters International Board of Directors met on December 5, 2024, 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; Jenilee Taylor, DTM; Monique Tonna, DTM; Frank Tsuro, DTM; and Chief Executive Officer Daniel Rex. Chief Financial Officer John Bond, Chief Operations and Information Officer Heidi Hollenbeck, Chief Marketing and Development Officer John Lurquin, District Growth and Support Director Jonathan Lam, Board Support Director Mona Shah, Accounting Manager Wally Kaczor, Executive Assistant to the Chief Executive Officer Amber Villa, and Secretary Kristen Kyriazis were also present. No Board Members were absent.

1. The agenda was adopted as presented.
2. The Executive Committee presented its recommendation for the Board to approve the proposed 2025 Toastmasters International budget. Chief Executive Officer Daniel Rex explained the approach used to develop the budget and the challenges faced in that development. Chief Financial Officer John Bond provided a detailed review of the components of the 2025 budget, including the budget summary, assumptions, cash balance, financial guardrails, statement of activities, and capital expenditures.

The Board adopted the 2025 Toastmasters International budget.

3. **HIGHLY CONFIDENTIAL**
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6. As a result of the recent influx of requests for exceptions regarding the speech contests and the need to address these requests in a timely manner, the Board voted to approve a temporary exception to Policy 6.0: Speech Contests and give the Chief Executive Officer (CEO) the authority to grant speech contest exception requests at the club, Area, and Division levels based on safety concerns. The CEO will report any granted exceptions to the Board as soon as practicable using the most feasible channel of communication.

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
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