

THE TOASTMASTER

MARCH



1971

APRIL

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*Invitation
Month*

See Page 6

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TOASTMASTERS INTERNATIONAL is a non-profit, non-partisan, non-sectarian, educational organization of Toastmasters clubs throughout the free world.

Toastmasters programs provide opportunities to develop skill in listening, thinking, speaking, and leadership by participating in a series of oral communication projects, constructive evaluation, and leadership experiences. These and many other opportunities to develop leadership potential are presented in the fellowship of an organized group of men — the Toastmasters club.

Each club is a member of Toastmasters International. The club and its members receive services, supplies, and continuing guidance from the World Headquarters, Santa Ana, California, U.S.A. 92711.

THE TOASTMASTER

BETTER LISTENING, THINKING, SPEAKING FOR MEN ON THE MOVE



VOL. 37 NO. 3

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In This Issue...

CAN IT BE TAUGHT? — Toastmaster James S. Ketchel, a professor at Seattle (Wash.) University presents an in-depth discussion of the unique characteristics and qualities of leadership. See page 10.



LISTENING AND LEARNING—TI Second Vice-President Donald W. Paape, ATM, tells about the many benefits you can gain from good listening habits, and their effect upon speakers. See page 18.

FOR BOY SCOUTS AND EFFECTIVE COMMUNICATION—Many Toastmasters have helped to bring about the successful conclusion in February of the *Reader's Digest/Boy Scouts of America National Public Speaking Contest*. See page 26.

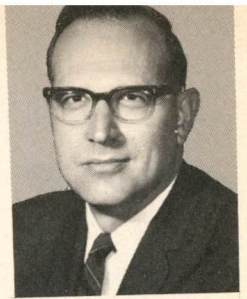


WATCH OUT!!!—Gregg Phifer, Ph.D, professor of communication at Florida State University in Tallahassee, tells about the pitfalls of an over-enthusiastic parliamentarian. See page 28.

REMEDY FOR THE BLAHS — Toastmaster Fred W. Romig Jr. presents his cure to the Toastmasters' blahs — two tablets of enthusiasm into a glass of good programming. See page 34.

It is with regret **The Toastmaster** announces the death of Past International President Emil H. Nelson. Mr. Nelson was a charter member of Victory Club 221-6 in St. Paul, Minn., chartered in May, 1942. He was District 6 Governor in 1951-52, a member of the TI Board of Directors in 1953-55, and President in 1959-60.

SUCCESS
IS...



HIDDEN TREASURE IN YOUR CLUB

We always are intrigued by buried treasure. Hidden assets or a surprise windfall are welcome any time. We always can use help from an unexpected source.

Toastmasters — either working individually or as a club — are a resourceful and capable group of men. Yet some of our most valuable club resources remain undiscovered and untapped, perhaps because they are closer than we expected.

Your club's membership is the source of many yet-to-happen accomplishments. Look at your club roster with the thought of finding your buried treasure. Speculating that a club with just 20 members usually represents about 10 to 15 different vocations and avocations, you should find many buried treasures there.

You might be surprised to find that Joe, the engineer, knows a staff member at the local television or radio station who would be happy to secure public service time for TI or your club, and he might like to interview a couple of your club's members on a talk show.

New member Bill, the salesman, might have a friend working at the "Daily Banner." Obtaining regular news coverage of your club's activities in the local paper might be easier than you think.

Perhaps charter member Able, the garage owner, is a member of the chamber of commerce or a service club. He has the potential of introducing to your club a wide range of business and civic leaders.

Wherever the treasure is, find it and put it to work to build your club.

Success Is ... discovering hidden assets.

International President Arthur M. Diamond

educational happenings

Through The Eyes Of your Guest

Is this what a guest remembers after visiting your club meetings?

“Arrived 15 minutes before the meeting... nobody here. Waited round for about five minutes. Somebody came in and started hurriedly setting out the lectern and name badges.

“Introduced myself. Told him that Harry — the club secretary — invited me. He (Joe) greeted me and went on with his chores.

“Three men walked in — they obviously were Toastmasters. One was complaining about the ‘lousy’ evaluation he received last week. Joe yelled from across the room that I was a guest. They introduced themselves, we exchanged a few words, and they continued with their conversation.

Members Drift In

Others drifted in — some sat at the table — others stood around talking. One said the food here is terrible. Joe approached... said I should ‘grab a seat, anywhere.’ He said Harry’s usually late. Meeting’s five minutes late already.

“I sat at the table... Others came to the table... Meeting about ready to start. Harry arrived... we exchanged greetings... he began rummaging through papers in his briefcase.

“President gaveled meeting to order... invocation... officers’ reports... Harry misplaced his minutes... funny!

“Table Topics... ‘What would you do with red paint???’
Who cares?

“Four speeches... not very interesting... not very informative... they don’t relate to me... wonder what the third speaker really wanted to say... don’t think he knew.

for you and your club



“Those were evaluations??? I could do better by watching my wife’s facial expressions. They all were the same... except for that last evaluator... he was a wise guy... I’d tell him to go.

“Oh-oh President asked Harry to stand and introduce me... that was a flowery bunch of nothing, ‘ol buddy. I’ll just say thanks and I enjoyed being here... I won’t tell ‘em I should have stayed home and watched television.

“What was that the president said... ‘we need members... bring a guest to the next meeting.’

“Wonder who they’ll get next week?”

Is your club having trouble turning guests into members? Look at your club’s programming *through the eyes of a guest*. Is your club’s standard of excellence blurred?

Ask for a special discussion about how your club can put the TI standard of excellence into focus. Get your club organized — conduct a standard of excellence inventory by reviewing pages 5-8 in your *Membership Sales Program* manual (1159). Then review the remainder of the manual and TI’s pamphlet, “From Prospect, To Guest, To Member” (108).

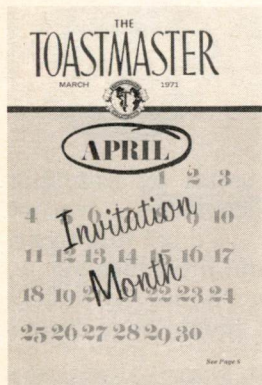
SHOW YOUR S.O.E.*

Be proud! When you introduce your guests to your club’s communication and leadership experience, show them what your members have done and are doing. Display trophies and certificates earned by your club’s members. Prepare a chart showing each member’s progress in his *Communication and Leadership Program* manuals.

Also be proud of what you are doing. Prepare a static display of your program manuals: your speech manuals, the *Debate Handbook* (104), *Mr. Chairman* (200), *Humor Handbook* (1192), and your *Club Reference File* (1550) as examples of your progress.

* Standard of Excellence

TOASTMASTERS



APRIL INVITATION MONTH

FOR RECOGNITION ... EXCELLENCE ... GROWTH ...

TI's *April Invitation Month* is just ahead. Are you and your club ready for it? This year's AIM will see one of the most extensive campaigns for community awareness in Toastmasters International's history.

A concerted publicity and promotion campaign is being launched by World Headquarters and implemented throughout every district in North America. It's the greatest opportunity you have ever had to follow-up with invitations to

friends, business associates, and civic and social leaders in your community.

International President Arthur M. Diamond urges each club to set a goal for itself to host a specific number of guests during Toastmasters April In-

... a valuable way to increase public awareness of your Toastmasters program

itation Month. AIM for that goal, and if you reach it earlier than you expected, revise it upward to bring it in line with your club's higher potential.

Every effort is being made by WHQ, your TI Board of Directors, and your district and area officers to pave the way for your success during this special event in the Toastmasters year. Four distinct programs have been developed to help you gain community awareness for your club's communication and leadership program.

But each of the following programs will be rendered useless if your club fails to take advantage of these opportunities. Success requires teamwork. You and your fellow club members must follow-up these programs with prompt personal contact. Don't waste this opportunity.

One of the most far-reaching programs in the TI portfolio is the newly developed "*Project Spot*." The prime goal of this effort is to gain mass public awareness for your club's com-

munication and leadership experience, and to stimulate community interest in Toastmasters training.

Through the effort of selected Toastmasters throughout North America, "*Project Spot*" is expected to be the answer to members' request for a widespread TI publicity program.

This program has been engineered so that Toastmasters selected by each district governor in specifically chosen cities in every district will be contacting specially selected *radio stations*. They will provide each station with a packet of informational materials and urge the stations to broadcast a series of prepared "*Success Is ...*" *public service spot announcements and Toastmasters interviews during April*.

This is an excellent opportunity to develop contacts for future radio coverage of Toastmasters events, and a valuable way to increase public awareness of the Toastmasters pro-

Emphasize club follow-up personal contact...

gram. The combination of "Project Spot" and an aggressive member follow-up will result in a successful AIM for your club, and a substantial membership increase.

Details about this program were mailed in January to your district governor. He is supervising "Project Spot;" he will be counting upon your special follow-up inquiries and contacts.

In another area, WHQ has taken the initiative to get the upper echelon of business and industry moving in your direction. An introductory letter, along with TI informational brochures and a copy of TI's "Introducing the Speaker" brochure (111), was mailed to each of the "Top 500" executives of United States-based corporations.

These executives have been urged to utilize the TI communication and leadership program in their company's training and development programs and to tell their employees about the benefits of the Toastmasters experience and the advantages of effective communication and

leadership. The motivation is a more professional work force in their companies.

WHQ also has invited radio and television stations throughout North America to contact and interview your International officers, directors, and district governor.

More than 350 letters were mailed to broadcast media stations, naming an officer, director, or district governor in their immediate area. The letters also explained the purpose and benefits of Toastmasters training and the community service rendered by a station as the result of such an interview.

Another program for community awareness—recently off the press at WHQ—is for your use. TI's new *Publicity and Promotion Programs* manual (1140) will enable your club to initiate its own extensive community relations programs. It is a complete package of examples for every phase of publicity to help your club gain community awareness through the effective use of your local broadcast and print media.

Success Is... a big AIM

The *Publicity and Promotion Programs* manual, along with the other TI literature your club should be reviewing for AIM, is available from WHQ. Your club's preparation for AIM should include copies of TI's "From Prospect to Guest to Member" pamphlet (108).

Your club should have enough of TI's "Communication and Leadership Program" (99), "Introducing the Toastmasters Club" (100), and "Checking Account For Success" (112) pamphlets to help prospective members assess their need for your club's Toastmasters experience.

But this entire April Invitation Month package can benefit you and your club only if it is used. Ultimately, your aggressiveness in this effort is the only tool that truly can benefit your club.

To help your club gain recognition, arrange for public displays of Toastmasters programs and promotional materials in your local libraries, store windows, or at conferences, shows, and fairs. *Also have business cards printed for members to use the year around, beginning in April. They're inexpensive and very effective.*

FOR YOUR APRIL PREPARATION

Be sure to include, in your club's AIM activities, sufficient TI informational and promotional materials so your members won't be caught empty-handed. Your club's *TI Supply Catalog* lists many items that are of significant assistance in this area. These eight items are specifically designed to help you build your club's communication and leadership image in your community:

Guest Badge-Visitor's Card (231) is designed to fit into breast pocket. Detachable card is your record of visitor's name, address, and occupation.

Guest Invitation Cards and Envelopes (344) are handsome formal invitation cards and matching envelopes to be signed by your club's president.

Invitation to Membership Cards and Envelopes (348) are distinctive cards with matching envelopes. The TI emblem is superimposed on black script.

Prospect Orientation Program Form (402) is a one-page guide for reviewing the benefits of Toastmasters membership with a guest/prospective member.

Visitor's Card (904) is a 6" x 8" card useful as a means of obtaining your guest's name, address, and occupation. File for your club's records.

Invitation Letter, Sample (1007) is a sample letter containing the pertinent points to be mentioned when inviting men to see your club in action.

Membership Sales Program Check List (1015) is a single-page list containing many ideas for improving your club's program attendance and guest reception.

Creating Community New Member Opportunities (1016) is a collection of ideas for bringing community attention to your club and for obtaining publicity.

*No progress... no growth...
no reaction... until YOU
carry through with these programs*

LEADERSHIP...

Man or Situation

By JAMES S. KETCHEL

I once was asked to serve on the scholarship committee of the Seattle (Wash.) City Light Employees Assn. The committee's task was to select individuals to receive financial assistance to attend college.

Each committee member considered each applicant for several characteristics, one of which was "leadership qualities." This was not easy; the application form made no specific reference to leadership. The central clue to leadership had to come from the student's participation in extra-curricular activities.

Not only are scholarship-granting groups interested in leadership qualities, but educational institutions also are seeking to recruit students who are potential leaders. The competition is heightened by business, government, and military organizations searching for leaders to join their ranks.

What is a leader? Where do leaders come from? What do leaders do? How do you train leaders? What are the techniques of leadership? To answer these questions, the underlying philosophical concepts of leadership must be reviewed.

A leader is a person who influences the behavior or opinions of others. In order for this situation to exist, these elements must be present: a group of two or more persons, a group objective, and a division of responsibilities within that group.

The process of leadership revolves around one individual acting in a leadership role; the process of influencing behavior by incentives, sanctions, or moral suasions; the subordinate, whose needs are satisfied by following the leader's directions; and the specific methods employed to achieve the group goal.

Leadership, power authority, and management are terms sometimes used synonymously.

Although they do not mean exactly the same thing, they have much in common. A person with authority might have acquired it from one of several sources.

Some people are leaders because they exercise power. A leader should have power, but

...leadership involves inducing others to follow...

Leadership and power do not have the same meaning. Power is the right to have subordinates do your bidding. Leadership involves inducing others to follow when they don't have to.

Power and authority usually are associated with positions in formal organizational structures. This is sometimes referred to as "headship." The leader is not necessarily head of an organization, and the head is not necessarily the leader. The difference again lies with the concept of a group of persons who *voluntarily* follow a leader to attain a common goal.

Managers should be leaders, but leaders need not be managers. The manager's task of getting things done through people is made easier when he is a skilled leader. The modern concept of management suggests that maximum results are achieved when people are led, not driven.

Where do leaders come from?

Several theories have been postulated, but none have universally been accepted.

The "Great Man Theory" attaches extraordinary powers to the character of a leader. He can be successful in any environment and can achieve any goal put before him. Biographies of such great men can be found in Plutarch's *Lives*.

The "Trait" Theory suggests that a leader has certain desirable qualities. Many studies have listed these qualities. One such list has 17,000 one-word descriptions of a leader. Chester I. Barnard, former president of New Jersey Bell Telephone, offered this list:

1. Vitality and endurance
2. Decisiveness
3. Persuasiveness
4. Responsibility
5. Intellectual capacity.

The "Situation" Theory states that the situation creates the leader and that a leader in one situation might not be a leader in a different situation, regardless of the traits he possesses.

According to philosopher Eric Hoffer, the situation must exist before a leader can emerge. The leader cannot conjure a movement out of the void.

There has to be an eagerness to follow and obey and an intense dissatisfaction with things as they exist before the movement and a leader can make their appearance. When condi-

...the implication that leadership can be taught is still open to question.

tions are not ripe, the potential leader, no matter how gifted, and his cause, no matter how potent, remain without followers.

Historian John Morley notes that "the commanding man in a momentous day seems only to be the last accident in a series."

What do leaders do? Management researcher Ralph Stogdill offers this list of leadership acts:

1. Reduce ambiguity
2. Increase coordination
3. Emphasize production
4. Represent the group to outside organizations
5. Divide the work among the members
6. Distribute rewards and punishments
7. Initiate group activities
8. Increase communication
9. Dominate the group.

It is difficult for one person to accomplish all these acts, and the leader's attempts to satisfy the needs of each group member might result in conflicts. The degree to which these difficulties can be overcome and the goals

met can indicate an individual's leadership potential.

If this list is representative of what the leader must do, can leadership be taught? This is not an easy thing to do in a classroom situation where at least one leader already exists — the instructor or professor.

Although courses in leadership are numerous in all types of organizations, the implication that leadership can be taught is still open to question. Most of these courses simply describe leadership techniques, theories of how leaders emerge, and the dynamics of interpersonal relationships within groups and organizations.

Perhaps the major problem with teaching leadership is that it is a dynamic, personal process. It is *dynamic* in the sense that techniques vary with circumstances and with the persons involved. It is *personal* in the sense that interpersonal influence is exercised.

Leadership techniques in a voluntary-membership organization such as a Toastmasters club are somewhat different than in a business organization.

*...he must have
substance in his
communication...*

A Toastmasters club offers each member the opportunity to be involved in and experience the most effective leadership techniques — democratic, laissez-faire, and influential. Two less effective leadership techniques not practiced in the Toastmasters club are the dictatorial and autocratic approaches.

The business manager has control over resources and might employ the dictatorial or autocratic techniques effectively. Certainly these decision-making approaches are less time-consuming, and they might be justified in the exigencies of the business environment.

However, in a club organization, I have found the influential technique to be the most effective. The leader should be a

spokesman for the educational programs of his Toastmasters club. He derives power from knowledge. When members seek his advice he is elevated to leadership status by his peer group.

A person desiring the mantle of leadership must: 1) be capable of communicating what he knows not only to his potential followers but also to those who have greater authority and power; and 2) he must have substance in his communication or he will be ignored by the group.

The definitions of a leader and what he does seem to be satisfactory in light of present knowledge. The techniques of leadership must be selected with care, depending upon the circumstances. Seldom do you find leaders who lack communicative ability and group-function experience.

Leadership *can* be learned by men who have the imagination to respect the value of experience, and Toastmasters are the men who are proving every day the worth of their communication and leadership experience.

ABOUT THE AUTHOR

James S. Ketchel of Firstbank Club 2636-2 is a past District 59 Governor. He is a member of the Seattle (Wash.) University faculty, and formerly president of the Reno (Nev.) Junior College. His specialties are Management, Quantitative Methods, and Research.

III MEMBERSHIP SALES SCOREBOARD

THE LEAGUE-LEADING DISTRICTS

At the end of six months — July through December — four districts have pushed their new-member ranks above the 20 percent level. District 33 Toastmasters maintained their first place lead. They started in eleventh position in August, worked to seventh in September, to third in October, and to first in November.

District 12 Toastmasters maintained second position for the third month in succession, but were closely followed by District 47 Toastmasters, who jumped into third from fifteenth in November. For the first time, District 25 fell out of the top four — into sixth position.

New on the Scoreboard are District 61, District 64, and District 15. TCA, District 32, and District 67 fell off the board this month. Percentage point scores indicate new members added between July 1 and December 31.

DISTRICT 33	22.06%
DISTRICT 12	21.30%
DISTRICT 47	21.29%
DISTRICT 66	20.14%
DISTRICT 61	19.73%
DISTRICT 25	19.61%
DISTRICT 64	19.58%
DISTRICT 41	19.43%
DISTRICT 39	19.36%

DISTRICT 23	19.28%
DISTRICT 16	19.07%
DISTRICT 3	18.77%
DISTRICT 56	18.72%
DISTRICT 57	18.68%
DISTRICT 15	18.48%
DISTRICT 55	18.44%
FOUNDER'S	18.10%
DISTRICT 51	17.83%

THE LEAGUE-LEADING CLUBS

Congratulations to the committees and members of the following 20 clubs for their outstanding enthusiasm and participation in sharing their TI communication and leadership program. The clubs listed here lead the league for the period July 1 through December 31. The number of new members is in parentheses.

N.T.D.C. Club 3764-47 (66)
Orlando, Fla.

Sharpstown Club 2243-56 (32)
Houston, Tex.

Armed Forces Staff College Club 2865-66 (32)
Norfolk, Va.

RAAP Club 3633-66 (27)
Radford, Va.

Pacesetters Club 1895-33 (24)
Walla Walla, Wash.

Triple Ah's Club 1171-28 (22)
Detroit, Mich.

Podium Club 2303-60 (22)
Toronto, Ont.

WSTF Club 3242-23 (21)
Las Cruces, N.M.

Fluor Club 124-51 (20)
City of Commerce, Calif.

Kaohsiung Club 1904-U (20)
Kaohsiung, Taiwan

Bow Valley Club 1494-42 (19)
Calgary, Alta.

Ponca City Club 1846-16 (18)
Ponca City, Okla.

Winter Park Club 3674-47 (18)
Winter Park, Fla.

South Bay Club 280-50 (18)
Manhattan Beach, Calif.

Rockhampton Club 3732-TCA (18)
Rockhampton, Queensland, Australia

McDonnell Douglas Club 2389-8 (17)
St. Louis, Mo.

John Deere Club 1116-19 (17)
Moline, Ill.

Forty Liners Club 2419-4 (16)
San Francisco, Calif.

Harnischfeger Club 3895-35 (16)
Milwaukee, Wisc.

Gavaliers Club 2323-TCA (16)
Townsville, Queensland, Australia

OCTOBER-THRU-DECEMBER RESULTS

The following 12 districts lead the league at the end of TI's October-through-December membership sales project. The percentage score indicates the number of new members brought into each district during this period.

Only seven districts managed to stay in the top 12 each of the three months. District 51 and District 55 dropped out in the November tally, and District 12, District 32, and District 67 followed in December.

District 61 maintained second spot during October and November. District 64 jumped from 23rd to first in November. District 60 moved steadily from ninth to fifth in October and November. District 21 moved onto the board in 11th position in November. District 47 showed on the board for the first time in December. District 19 moved from 20th to 16th in November.

End of December Tally

District 61	18.6%	District 45	14.3%
District 64	18.4%	District 19	13.9%
District 60	16.1%	District 66	13.9%
District 42	16.0%	District 33	13.8%
District 41	15.9%	District 47	13.8%
District 21	15.9%	District 15	13.6%

The following 10 clubs exhibited outstanding performance during TI's special October-through-December membership sales project. They jumped to the top to lead the league throughout Toastmasters International, demonstrating the leadership qualities of enthusiastic Toastmasters.

N.T.D.C. Club 3764-47 (66)
Orlando, Fla.

Armed Forces Staff College Club 2865-66 (29)
Norfolk, Va.

RAAP Club 3633-66 (21)
Radford, Va.

Bow Valley Club 1494-42 (19)
Calgary, Alta., Canada

John Deere Club 1116-19 (17)
Moline, Ill.

Harnischfeger Club 3895-35 (16)
Milwaukee, Wisc.

Podium Club 2303-60 (16)
Toronto, Ont., Canada

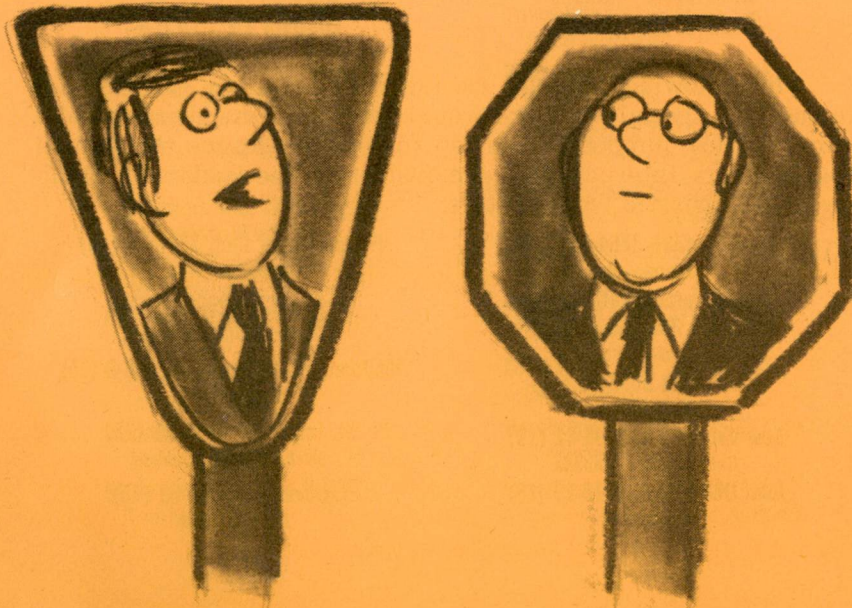
McDonnell Douglas Club 2389-8 (15)
St. Louis, Mo.

St. John Club 1479-45 (15)
St. John, N.B., Canada

Jackson Club 807-62 (15)
Jackson, Mich.

IT'S A TWO-WAY STREET

By DONALD W. PAAPE, ATM
TI Second Vice-President



Any person who has practiced a speech in an empty room or in front of a mirror knows the dullness of one-way communication. Effective communication is a two-way street.

Every Toastmaster is aware of his duties as a speaker, but how many of us realize we also have listening responsibilities?

Each of us knows that when serving as an evaluator we must provide our fellow Toastmaster with suggestions for his improvement. But this is not the only feedback we should provide the speaker. We, as listeners, should tell him what his ideas mean to us.

An audience should provide stimulus to a speaker so that he can gauge his effectiveness during his presentation. Are you providing guideposts of response so your fellow Toastmaster can instantaneously judge his success?

When the speaker looks at you, display a warm welcome smile with a countenance that says, "Hello, I'm awaiting your every word. I know you will be informative and entertaining."

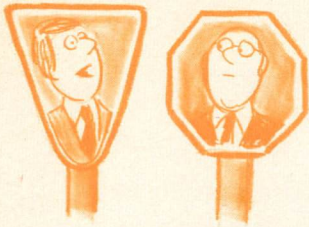
If you provide this type of response, he knows he has at least one friend in the group! During

his talk you will find he remembers you as a friend and will specifically return to you for feedback about his communicating effectiveness.

When the speaker looks to you for a response, give him your impressions. Unlike conversation, you cannot provide him with a vocal response; your replies must be visual. Your actions must reflect your thoughts.

A slight nod of the head says, "I agree," while a slight sideways movement says, "I disagree." The quizzical look and a cocked head, the frown, a shrug of your shoulders, a smile, and a wink, all convey your impressions. Your face and your body can talk for you.

When the speaker receives your signals he can adjust his delivery to repeat or expand ideas that provoked quizzical looks. He can omit examples



which might oversell his ideas to a group already in agreement with him.

The listeners' overall response also helps a speaker gauge how well his ideas are being received. A listener usually shifts in his chair on the average of two to three times a minute. If he is absorbed in what is being said, his movements might slow to once a minute.

A bored listener usually is listless and fidgety, and his face often is expressionless. An attentive listener looks the part—bright-eyed and alert. Listening requires work. Ardent listeners are easily identified, even in large audiences.

Capture the Speaker

If you provide the responsive facial stimuli, you will find that you often "capture" the speaker. You begin conversing with him visually. He will devote a disproportionate share of his attention to you — frequently more than 50 percent.

Perhaps the most help a listener can provide is a receptive sense of humor. All of us know the difficulty of utilizing humor

in our Toastmasters speech projects. We realize its effectiveness as the key to successful speaking, but most of us fear that our efforts will fall flat.

If, as listeners, each of us can strain to see the humor of a speaker's jokes, and provide him with an appropriate chuckle now and then, he will be most appreciative. Granted, in many cases attempts at humor are pretty grim, but a smile or chuckle, even at the flattest jokes, can help the speaker over the rough areas of his speech.

This technique is doubly appreciated when it is applied early in the speech, when the speaker is trying to "warm up" his audience.

When a speaker concludes his talk, give him another attentive smile, even if you disagreed with what he said. Then applaud his efforts. The length and intensity of your applause will indicate your impressions of his talk.

Chat Afterwards

The final gesture of a truly appreciative listener is the time he takes after the meeting to seek out the speaker and chat briefly with him. A "well done" or "I enjoyed your remarks" is appreciated by all speakers.

Even with controversial subjects and views to which you object, take the time to compli-

ment the speaker for his efforts. He has taken this opportunity to explain his views and your courtesy is an appropriate response.

This is particularly important when you expect to discuss your differing views with him. By extending to him the courtesies of a good listener you will make him more receptive to your ideas.

Develop the skills of an appreciative listener and your efforts will be rewarded. Speak-

ers will seek you out specifically to talk to you; fellow Toastmasters will thank you for being the friendly countenance in the sea of faces; and business associates will respect you as an attentive, appreciative listener.

And, afterwards, you can reflect that all you have done for the speaker is the same as what you would ask of your listeners.

Effective listening is a rewarding experience. It makes audience-speaker communication a two-way street.

ABOUT THE AUTHOR

Donald W. Paape, ATM, is second vice-president of TI. A member of Bow Valley Club 1492-42 in Calgary, Alta., Canada, he is a district geologist with Amoco Canada Petroleum Corp., Ltd.

Changing Your Address?

If you're planning to move, let us know your new address eight weeks prior to the scheduled move. Be sure to complete all the necessary information. This will insure uninterrupted delivery to you of *The Toastmaster* magazine and other TI materials. Send to: Toastmasters International, P.O. Box 10400, Santa Ana, California, U.S.A. 92711.

Club No. _____ District No. _____

Name _____

Present address _____

City _____ State/Province _____

Country _____ Zip Code _____

NEW ADDRESS _____

City _____ State/Province _____

Country _____ Zip Code _____

If you are a club, area, division, or district officer, indicate your complete title: _____

Honor Roll

Congratulations to the following Toastmasters who have completed the TI Communication and Leadership Program.

ABLE TOASTMASTER (ATM) Certificate of Achievement

- James R. Hartley, ATM**
Los Cerritos Club 192-F
- James C. Hansen, ATM**
Seattle International Club 10-2
- Bruce T. Hulse, ATM**
Transport Club 2227-2
- Bill Kaczanowski, ATM**
Miltipas Club 2038-4
- Alvah W. DeWeese III, ATM**
Illuminators Club 2800-5
- Norman L. Bell, ATM**
King Boreas Club 208-6
- Robert L. Haynes, ATM**
Metropolitan Club 1696-6
- Roy Duncan, ATM**
Salem Club 138-7
- Rou DeGravelles, ATM**
Forest City Club 1185-10
- Milo D. Habegger, ATM**
Anthony Wayne Club 521-11
- Theodore A. Olcovich, ATM**
Oxnard Club 649-12
- J. H. Whelan, ATM**
Oxnard Club 649-12
- Joe V. Kovacevich, ATM**
Delano Club 3470-12
- William A. Schweitzer, ATM**
Augusta Club 326-14
- Richard S. Parker, ATM**
Northeast Club 3412-14
- Conrad R. Peterson, ATM**
Box Elder Club 794-15
- Joe Clanahan, ATM**
Wesley Club 1022-16
- Merton D. Frank, ATM**
East Story County Club 504-19
- Robert L. Burgess, ATM**
Top O' The Morning Club 3786-20
- Paul T. Jorgenson, ATM**
Downtown Club 99-22
- Frederick C. Cleer, ATM**
Bendix-Kansas City Club 1493-22
- Albert D. Ortega, ATM**
Las Cruces Club 1938-23
- William F. Lewis, ATM**
Front Range Club 2668-26
- Arthur J. Stillman, ATM**
Oak Park Club 614-30
- Henry Lajoie, ATM**
Newburgh Club 3331-34
- Dorleen Woodsmall, ATM**
Revenooers Club 3653-36
- William O. Spencer, ATM**
Sea 'N Air Club 2314-38
- Irving Goldberg, ATM**
49'ers Club 1230-39
- Satya P. Asija, ATM**
NCR Club 2633-40

(Continued on page 25)

TOASTMASTERS ON THE MOVE



Toastmasters On TV

D. A. Plaskett, ATM, of Nanibijou Club 2090-6 in Thunder Bay, Ont., appeared twice on **CKPR-TV**: once for a five-minute talk and again on a panel promoting the **United Appeal** campaign. Also appearing on television was **J. B. Young** of Lakehead Club 2003-6 in Thunder Bay, who presented a five-minute educational talk about regional government.

Elected To State Office

Russel Thane of Bois de Sioux Club 376-20 in Breckenridge, Minn., won election as a **State Senator** from the 25th Legislative District of North Dakota.

VISITING DIGNITARY — Col. **James O. Jones** (left), Aberdeen Proving Ground commander, presents certificates to graduating **Speechcrafters** of Susquehanna Club 3898-18 in Aberdeen, Md. Seventeen employees of the proving ground completed the program.

Looking For Speakers

The **National Society of Professional Engineers** recommended that its chapters invite engineer **Toastmasters** to speak to clubs and organizations to promote National Engineers Week in February.

A Circulation Idea

District 42's "Gallop Gavel" (a gavel in a golden hand, complete with carrying case) is a novelty to promote inter-club visits. It is presented to the president of the club being visited, who then arranges for a team from his club to visit another and present the gavel to its president.



International Recognition

Louis A. Bernard of Eloquentia Club 3679-61 in Montreal, Que., was selected by the **International Charolais Breeders Assn.** to spend two months in France studying animal breeding and cattle reproduction.



Added Duties

Robert Borak of Timberlake Club 1708-62 in Cadillac, Mich., was promoted to regional forest supervisor for the **Michigan Department of Natural Resources.**

Association Recognition

Sid Marcus of Rockland Club 2652-46 in New City, N.Y., was elected treasurer of the **New York State Builders Assn.** and appointed chairman of the organization's legislative committee.

SPEECH CONTEST — After judging 59 contestants in the Chicago-area **4-H Speech Contest**, International Director **Ray Eldridge, ATM**, (left) presents first place certificate to the winning speaker, **Willie Johnson.**

NECKTIE PARTY — International Director **Arthur T. Ottman** (left) consoles **Cliff Schultz** of Whirlpool Club 1216-11 in Evansville, Ind., as **Frank Buemer**, past District 11 Governor, cuts off his tie. Nobody wears a conventional tie to the district's annual "Necktie Party."



HONORED GUEST — U.S. Congressman **William L. Hungate** of Missouri (center) poses to congratulate District 8, Area Three, humorous speech contest winners **Ed Richfield** (left) of **Ferguson (Mo.) Club 525-8** and **Roger Hollrah** of **Daniel Boone Club 3536-8** in St. Charles County, Mo.



A NEW CHARTER — Past International President (1945-46) **Franklin McCrillis** (right) presents a new charter to President **Jon Easton** of **University Club 304-2** in Seattle, Wash., during the club's 25th anniversary program.

Honor Roll

— CONTINUED FROM PAGE 22

Edgar G. Merritt, ATM
Aero Club 2795-40

David R. Markley, ATM
Marysville Club 2798-40

Louis J. Oliverio, ATM
Troy Club 3453-40

James M. Bodman, ATM
Edmonton YMCA Club 2478-42

Edward W. Fanslau, ATM
Midland Park Club 3041-46

Kenneth F. Howell Jr., ATM
Capital Club 3318-47

A. David Rose, ATM
Rolling Hills Club 139-51

Edward C. Morris, ATM
Glen Eagle Club 556-52

John D. Nilson, ATM
Glen Eagle Club 556-52

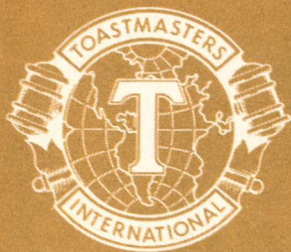
Jesse F. McCullough, ATM
Essayons Club 988-52

Reginald L. Hedrick, ATM
Magnavox Speakers Club 2993-54

Lloyd W. Hagan, ATM
San Leandro Club 452-57

Don L. Sinclair, ATM
Well-Port Centennial Club 3514-60

Dr. Robert W. Barrickman, ATM
Rochester Club 476-65



TI and BSA For More Effective Communication and Leadership

Toastmasters across the United States have been lauded by the Boy Scouts of America for the communication and leadership assistance they provided for the newly instituted *Reader's Digest/Boy Scouts of America National Public Speaking Contest*.

TI was asked early in 1970 to help the Boy Scout organization develop a meaningful national public speaking contest. World Headquarters responded with professional consultation in the preparation of the speech contest rules, procedures, and mechanics.

Toastmasters across the nation also responded to help at various levels of the speech contest — troop, council, regional, and national — to make sure that they were run smoothly and effectively.

One of the largest operations was coordinated in three states

by Toastmasters in District 10, District 11, District 13, District 28, and District 40, under the leadership of District 40 Governor Carl M. Harrington. District 10 Toastmasters helped 11 councils, as well as one of two state-level contests in Ohio; District 11 Toastmasters assisted five councils and at the Kentucky state contest; Toastmasters in District 13 worked with three councils and at the state contest in West Virginia; District 28 Toastmasters helped two councils in Ohio; and Toastmasters in District 40 worked with 15 councils in Ohio and West Virginia, at the other Ohio state contest, and at the three-state regional contest in Cincinnati, Ohio.

In Louisiana

In New Orleans, La., members of Business and Professional Men's Club 1169-68 hosted the regional contest at their club meeting, performing all the necessary procedures and mechanics for the event.

In Oklahoma

District 16 Toastmasters from clubs in Tulsa, Okla., performed the Toastmaster, judging, timing, and ballot counting duties at the council-level speech contest in their community. Members of Indian Nations Club 3544-16 invited one of the contestants in that contest to

practice his speech at their club meeting before presenting it at the regional contest. The youth later won the contest.

In Nevada

In Las Vegas, Nev., District 12 Toastmasters helped with the judging duties for that regional contest.

In New York

District 65, Area Five Toastmasters helped conduct the Otetiana Boy Scout Council's contest in Rochester, N.Y., while Area Two members were assisting with the council-level contest in Buffalo.

In California

Daly City (Calif.) Club 1881-4 provided a master of ceremonies and judges for a Scout contest in Oakland, Calif.

In Hawaii

And in Honolulu, Hawaii, members of MCAFAN Club 737-49 were judges for the Kamehaneha Council of Boy Scouts speech contest.

Toastmasters' assistance in the *Reader's Digest/Boy Scouts of America National Public Speaking Contest* has gained significant recognition and community awareness for members, clubs, districts, and TI.

Parliamentarian, BEWARE

By GREGG PHIFER, Ph.D.



Toastmasters International is convinced that members should have a working knowledge about parliamentary law. I certainly agree. Parliamentary law not only means correct procedure in legislative assemblies, but it also is essential to the smooth operation of those voluntary organizations to which many of us belong: political parties, service clubs, church boards, fraternal organizations.

However, take heed of a special word of caution. I am referring to those Toastmasters who have learned enough about parliamentary law to know the meaning of “*previous question*” (to end debate), to use “*point of order*” for its proper purpose (to call attention to a procedural error), and to understand the usual meaning of “*lay on the table*” (to kill the motion).

If this describes you, be glad but careful. Partial knowledge can be a dangerous thing. You might get along fine with other Toastmasters who also are bent toward self-improvement, but

to others, who are less dedicated to personal development, your knowledge of the language and ways of proper group conduct might be considered obnoxious and self-seeking.

Beginners — and frequently those who are experienced—in the study of parliamentary law often find it difficult to understand why others react unfavorably to well-intentioned efforts.

The beginner is delighted to learn there is a correct and an incorrect procedure for conducting group business, and he wants everyone to share his enthusiasm and use the correct

... the chairman's prestige and ego on the line

method over error. To him, the rules of parliamentary law appear solid and reliable.

Watch for the gleam in the beginner's eye when he detects an error. Quickly, he leaps to his feet: "Point of order, Mr. Chairman!" Maybe the chairman knows how to respond, maybe not.

We should assume the best of intentions on the part of our beginner. He does not really want to upstage the chairman or try the patience of the group.

He recognizes a genuine error that "demands" correction, and he expects the chairman's gratitude and the members' respect and appreciation. He is serving their best interests, not tooting his own horn.

Then comes the let-down. The chairman rejects his point of order. On appeal, the group sustains the chairman, who, "by-the-book," has committed a gross error. Our beginner sits down, deflated and discouraged. What went wrong? Why were his efforts rejected?

The beginner forgets that the other members do not share his new-found enthusiasm for par-

liamentary law. For them, it too often is mumbo-jumbo. It's mysterious enough to confuse the innocent and treacherous enough to trap the unwary.

A point of order puts the chairman's prestige and ego on the line. How many individuals thank the man who points to errors they have displayed?

"But the book says on page 79 . . .," our beginner cries plaintively. So it does! And this is the parliamentary authority adopted by his organization as a routine afterthought by some constitution-writing committee many years ago.

The chairman might never have studied the book; most members hardly know of more than its existence.

However, the members *do* know that their chairman, who was elected by them and represents the authority of their organization, has been challenged by a beginner. There seems to be a complaint about procedure.

To whom do they listen, the beginner or their elected chairman? Which personality will they support?

A popular chairman — right or wrong — usually can expect to be sustained upon appeal. In the past 50 years, the Florida Legislature's Speaker of the House has made many rulings, but has not once been reversed upon appeal.

The beginner needs to learn there is more than one way to "skin a cat" — to defend correct procedure in an assembly that purports to function according to parliamentary law. Along with parliamentary procedure, the beginner needs to study human relations.

Under Debate

For instance, if the mover of a motion — with the approval of his second — withdraws or amends the motion under debate, it clearly is an error unrecognized by many chairmen. What is the beginner to do? Remain quiet? Does he have an alternative?

When the beginner recognizes the error, but notes its general acceptance by the group, he might talk with the chairman after the meeting. Should two members be allowed to amend a motion — procedure which normally requires a ma-

majority vote? Should two members be allowed to withdraw a motion after it becomes the possession of the entire group and subject to debate?

The beginner could write a note to the chairman or the executive committee, explaining the correct procedures and the reasoning involved.

Ask Instead

Or, instead of rising to a point of order, he might ask a question (a "*parliamentary inquiry*") about the need for approval by other members ("*general consent*") or at least a majority vote.

Sometimes, in a crucial decision, the beginner (or any competent parliamentarian) might feel compelled to register his protest, even as a minority of one. Despite parliamentary law's basic principle that the majority rules, the majority is not always correct.

But these occasions should be seldom. The shy, socratic voice, "Isn't this a better way . . .?" often gets better results than the jarring and combative, "Point of Order, Mr. Chairman!" Parliamentarians should seek order, not glory.

ABOUT THE AUTHOR

Dr. Gregg Phifer is professor of communication at Florida State University in Tallahassee. He is president of the Southern Speech Communication Assn. and parliamentarian for the FSU faculty senate.

NEW CLUBS

Chartered during December, 1970

District 4

THE ORDATORS Club 3342-4. Meets Tues., 11:30 a.m., Fort Ord Officers Open Mess, FORT ORD, Calif. Contact: 242-4745. **Sponsoring Club: MONTEREY PENINSULA CLUB 934-4.**

District 21

BOUNDARY Club 1433-21. Meets 2nd & 4th Thurs., 7:00 p.m., Almo's Rest., GRAND FORKS, B.C., Canada. Contact: 442-3866. Area: Seven. **Sponsoring Club: TRAIL DISTRICT CLUB 2776-21.**

District 24

NORFOLK NOON Club 1818-24. Meets 1st & 3rd Fri., noon, Northeastern Nebraska College, NORFOLK, Nebr. Contact: 371-2020. **Sponsoring Club: NORFOLK CLUB 698-24.**

District 25

AURORA Club 85-25. Meets Mon. 7:00 a.m., Ramada Inn, 13900 N. Central Expressway, RICHARDSON, Tex. Contact: 361-4933. Area: Four.

District 32

UNION Club 3511-32. Meets Sun., 7:00 p.m., Union Hall, 8 1st St. SW, AUBURN, Wash. Contact: TE 3-9206. **Sponsoring Club: AUBURN MORNING CLUB 329-32.**

District 34

MOHAWK VALLEY Club 3798-34. Meets 2nd & 4th Wed., Top Hat Rest., Fort Herkimer Rd., HERKIMER, N.Y. Contact: 866-0574. **Sponsoring Club: ROME CLUB 1271-34.**

District 35

FORT Club 935-35. Meets Tues., 6:00 p.m., Black Hawk Hotel, FORT ATKINSON, Wisc. Contact: 563-5551. Area: S-Five. **Sponsoring Club: WATER-TOWN CLUB 3694-35.**

HARTLAND Club 3587-35. Meets 2nd & 4th Thurs., 6:30 p.m., Reuter's Supper Club, 122 E. Capitol Dr., HARTLAND, Wisc. Contact: 367-2148.

District 36

POTOMAC VALLEY Club 1999-36. Meets 2nd & 4th Tues., 7:00 p.m., Bish Thompson's Rest., BETHESDA, Md. Contact: 424-3632. Area: Three. **Sponsoring Club: MODEL BASIN CLUB 3583-36.**

District 40

JACKSON COUNTY Club 1865-40. Meets 2nd & 4th Tues., 7:00 p.m., Jackson County Bank, Washington St., RAVENSWOOD, W. Va. Contact: 273-3435. Area: Fifteen. **Sponsoring Club: SOUTH CHARLESTON CLUB 1528-40.**

District 41

CAPITOL CITY Club 2998-41. Meets Mon., noon, State House Cafe, State Capitol Bldg., PIERRE, S.D. Contact: 224-3461. **Sponsoring Club: PIERRE CLUB 1195-41.**

District 45

COBEQUID Club 1368-45. Meets 2nd & 4th Sun., 7:00 p.m., Keddy Motor Inn, Prince St., TRURO, N.S., Canada. Contact: 893-7900. **Sponsoring Club: SIMPSONS AND SIMPSONS-SEARS CLUB 1555-45.**

District 53

LAST WORD Club 3853-53. Meets 2nd & 4th Tues., 5:30 p.m. Berkshire Gas Co., 115 Cheshire Rd., PITTSFIELD, Mass. Contact: 499-2750. **Sponsoring Club: NORTHERN CONNECTICUT CLUB 3591-53.**

District 54

FOX VALLEY Club 3399-54. Meets alt. Wed., 7:00 p.m., Belden Corp., GENEVA, Ill. Contact: 232-4730, Ext. 34.

District 57

SUN VALLEY Club 998-57. Meets Wed. 7:00 a.m., Holiday Inn, CONCORD, Calif. Contact: 685-1300. Area: Seven. **Sponsoring Club: BREAKFAST CLUB 2056-57.**

District 61

ORLEANS Club 2203-61. Meets Mon., 6:30 p.m., Restaurant Orleans, Inc., CITE de QUEBEC, Que., Canada. Contact: 626-7803. Area: Twelve. **Sponsoring Club: QUEBEC CLUB 1838-61.**

District 66

FRANKLIN Club 1596-66. Meets 2nd & 4th Mon., 6:30 p.m., Airway Rest., Rt. 58, FRANKLIN, Va. Contact: 562-4111, Ext. 7475. **Sponsoring Club: TIDEWATER CLUB 1469-66.**

New Zealand

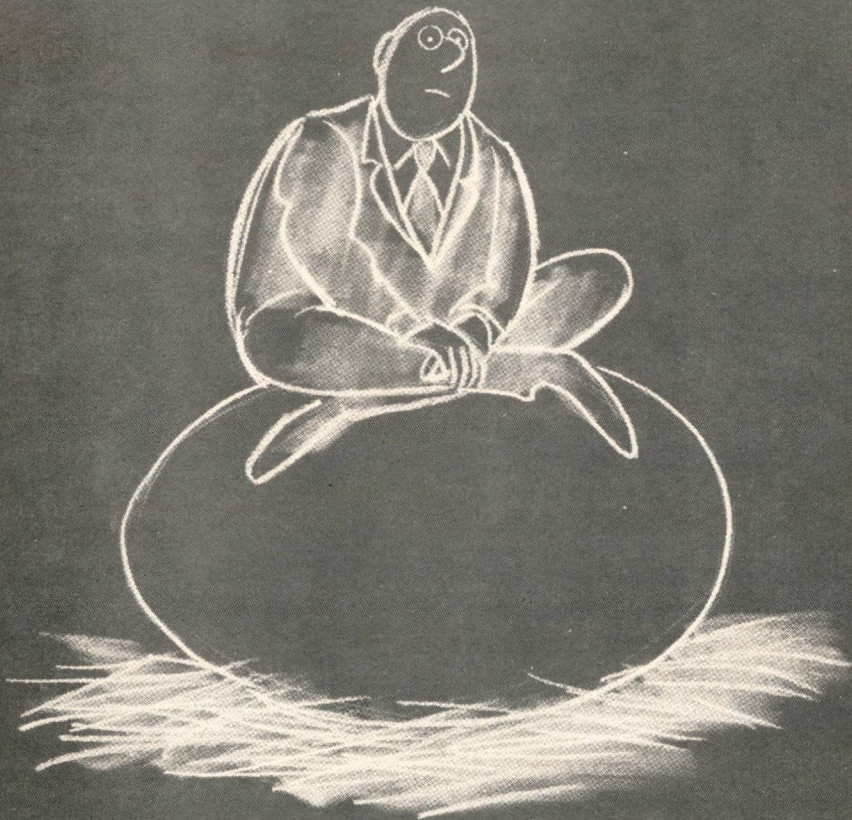
INVERCARGILL Club 3108-U. Meets Mon., 5:45 p.m., Norwich Union Bldg., INVERCARGILL, N.Z. Contact: 89308 or 86149. **Sponsoring Club: DUNEDIN CLUB 3890-U.**

TCA

HARBORD DIGGERS Club 1126-TCA. Meets 1st & 3rd Mon., 7:00 p.m., Harbord Diggers Memorial Club, Evans St., HARBORD, N.S.W., Australia. Contact: 98-6161. **Sponsoring Club: MANLY WARRINGAH CLUB 3827-TCA.**

TCBI

CANTERBURY Club 672-TCBI. Meets alt. Fri., 7:45 p.m., The County Hotel, CANTERBURY, Kent, England.



Small Club BLAHS? **No Way!**

By FRED W. ROMIG JR.

The riddle, "Which came first, the chicken or the egg?" can be revised to fit the Toastmasters communication and leadership program and your club membership. Does effective club programming produce an active membership, or *vice versa*? Do small clubs automatically get "The Blahs?"

This question can focus our attention on something that we might otherwise take for granted as "just happening." It helps to place causes and effects in their proper perspective. When we do this, we often can see where the "inevitable" need not necessarily follow if we correctly analyze our situation and then act accordingly.

Most Toastmasters clubs will experience a membership problem at some time in their future. A key member — perhaps several of the core members — suddenly leave the club because of job transfers, poor health, or the pressure of outside activities.

This is the time a club faces its most critical decision—how to react to a decline in membership. The answer might mean the difference between life and death for the club.

A positive, determined effort is the only answer. The members must prevent the downward spiral of lack-luster meetings, decreasing enthusiasm, poor attendance, failure to attract new members, and further loss of club "regulars."

A strong, positive approach should include development of these qualities: purpose, attractiveness, salesmanship, fellowship, and effective management.

BLAHS?

Your Toastmasters club should have *purpose*. It's the reason men join Toastmasters. Within your club's communication and leadership program is the means by which an individual can gain something he wants.

As long as he can see himself progressing toward his goal, your club has an interested and contributing member. Once the purpose disappears, so does the man. *Axiom*: Your Toastmasters club should always strive to provide a meaningful, educational program aimed at meeting members' needs. Ask your educational vice-president to conduct a "Member Program Planning Guide" (403) survey.

A Steady Diet

A second factor to consider when developing your program is its attractiveness. No matter how good something might be, a steady diet of the same thing will soon become dull and routine.

Variety and imagination in your club programming creates membership interest. The bi-monthly "Toastmasters Information and Program Suggestions" newsletter (*TIPS*, sent to club, area and district officers for circulation to members), a local or national celebration or holiday, or a topic of

current interest to members can put new life into your club activities. *Axiom*: Provide the Toastmasters standard of excellence in your programs — keep programs interesting through variety and imagination. Put *Patterns in Programming* (1314) ideas into action.

The third factor, *salesmanship*, requires good programs and an enthusiastic membership-welcome to make your club attractive to guests. There are many instances, however, when a promising potential member never makes it past the guest stage. What prevents the final step from occurring usually is that no one asks him to join!

Nothing Happens

There is an old sales slogan which says, "Nothing happens until someone sells something." This is as true for a Toastmasters club as it is for a business. *There is no need for your product or service until it is sold*. We might see something we admire, but until we are convinced of its value to us we probably will not buy it.

Our guests will not "buy" our program unless we demonstrate its value to them. For most of them, their first visit to a Toastmasters club is an eye-opening experience. They see men performing before their peers and receiving constructive evaluation of their efforts.

Unique? Interesting? Valuable? Most certainly, but unless the guest's host or another member can show how it relates to him, personally, he might never consider himself a part of your activity. You need to follow up and have him come back a second and third time. *Axiom*: You have something valuable; don't be afraid to tell others how they can benefit from it. Review the pamphlet "From Prospect to Guest to Member" (108).

Show Value

When you acquire new members, be sure to demonstrate that they are a part of a responsible organization. *Effective club management* will involve them in club activities as quickly as possible.

Authority and responsibility for club management rest with the elected officer, but he should not consider his office a private, personal domain. Urge each of your club's officers to attend the Club Officer Executive Development Program conducted by your area governor.

A good officer acquaints members with the problems, solutions, anxieties, and rewards connected with his leadership

position. In this way, if he should not be available, he knows that the program will continue. He also is insuring continuity for his club's future programs and activities.

It is often difficult for members—usually new ones—to appreciate club planning and programming. *Axiom*: Train and use all members in your club's operations. It builds reserve strength and generates interest and enthusiasm.

Plan Variety

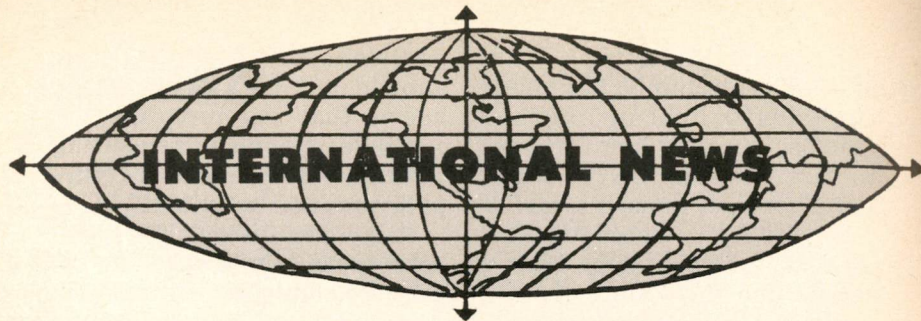
In summary, plan a meaningful educational program that is varied and interesting. Be sure it is conducted by enthusiastic Toastmasters who consider themselves salesmen as well as members, men who see the value in strength through (trained) members. These are the ingredients for a successful Toastmasters club.

This is not only the prescription for the recovery of an ailing club, but it also can put *your* club in the "President's 40" ranks.

Which comes first, effective club programming or an active membership? Get it all together and get rid of the blahs in your club.

ABOUT THE AUTHOR

Fred W. Romig Jr., is a District 38 Lt. Governor. He is a past area governor, and a past president of his club, Christmas City Club 3236-38, in Bethlehem, Pa.



Invitation From "Down Under"

Toastmasters from Australia, New Zealand, and the South Pacific region will attend the **12th Australian Toastmasters Convention** in May at Surfer's Paradise on the Queensland Gold Coast. All Toastmasters are invited to attend this event.



FROM NEW ZEALAND — Geoffrey L. Gore (right) of **Auckland (New Zealand) Club 3593-U** and TI Membership and Club Services Manager William H. Boyd discuss the TI **Communication and Leadership Program** during his visit to World Headquarters.

Making News

A joint meeting of **District 60** and **District 65** and their speech contest were the subjects of a news feature in the "**Mississauga Times**" in Port Credit, Ont., Canada.

HIS SIXTH YLP CLASS — Clarence N. Flutz of **Cape Girardeau (Mo.) Club 2072-8** graduates 16 happy Boy Scouts from his sixth YLP class.



ON TELEVISION — Interviewing Jose Montalvo (center), public relations officer, National Federation of Sugarcane Planters Assn., on a weekly Toastmasters television program are (from left) Nandy Feria, Aster Pioquinto, V. Apostol, and J. Yap Jr., all of **Barangay Club 3128-U** in Bacolod City, Philippines.

Father and Son

Burien (Wash.) Breakfast Club 2543-2 has two members of the Fitchett family on its membership roster: L. E. (Bid) Fitchett and his son, Lee Fitchett.

Eighth YLP

Members of **Hales Toasters Club 3667-35** in Hales Corners, Wisc., recently completed their **eighth Youth Leadership Program**, graduating 14 youngsters.

Good News

Elmira (N.Y.) Club 1498-34 and the TI communication and leadership program were the subjects of a feature article in the "**Sunday Telegram.**"

Toastmasters Forum

Des Plaines (Ill.) Club 1645-30 Toastmasters gained community awareness with their presentation of a public forum to discuss aspects of the proposed **Illinois constitution.**

CLUB ANNIVERSARIES — APRIL 1971

30 YEARS

- San Gabriel Valley Club 200-F**
San Gabriel, California
- San Mateo Club 191-4**
San Mateo, California
- John D. Ewing Club 188-15**
Caldwell, Idaho
- Haworth Club 193-22**
Wichita, Kansas
- Engineers Club 185-6**
Minneapolis, Minnesota
- Summit Club 190-10**
Akron, Ohio
- Steubenville Club 187-13**
Steubenville, Ohio

25 YEARS

- Fort Collins Club 375-26**
Fort Collins, Colorado
- High Ridge Club 382-30**
Chicago, Illinois
- Indianapolis Club 385-11**
Indianapolis, Indiana
- Topeka Club 361-22**
Topeka, Kansas
- Bois De Sioux Club 376-20**
Breckenridge, Minnesota

(Continued on next page)

CLUB ANNIVERSARIES — Continued

25 YEARS CONTINUED

Legion Rostrum Club 374-6
St. Paul, Minnesota

Gallatin Club 362-17
Bozeman, Montana

Nationwidars Canton Club 384-10
Canton, Ohio

Pitcairn Club 363-TCBI
Glasgow, Scotland

20 YEARS

Cosmopolitan Club 673-29
Pritchard, Alabama

Hot Springs Natl. Park Club 905-43
Hot Springs Natl. Park, Arkansas

Balboa Club 284-5
San Diego, California

Christopher Club 339-14
Atlanta, Georgia

North Shore Club 928-30
Glenview, Illinois

Old Capitol Club 164-19
Iowa City, Iowa

Bangor Club 897-45
Bangor, Maine

Antlers Club 725-6
Minneapolis, Minnesota

Aeronautics Club 559-22
Kansas City, Missouri

Glendive Club 912-17
Glendive, Montana

Poughkeepsie Club 921-34
Poughkeepsie, New York

Red River Club 941-20
Fargo, North Dakota

Gresham Club 783-7
Gresham, Oregon

Odell F. Hartz Club 949-43
Memphis, Tennessee

Milwaukee Road Shops Club 945-35
Milwaukee, Wisconsin

Falkirk Club 977-TCBI
Falkirk, Scotland

15 YEARS

North American Rockwell Club 2008-50
Los Angeles, California

Arvada Club 2002-26
Arvada, Colorado

Dover Club 2077-18
Dover, Delaware

Delaware Club 1378-18
Wilmington, Delaware

YBA Club 2076-49
Honolulu, Hawaii

Kankakee Club 1024-54
Kankakee, Illinois

Pimiteoui Club 2068-54
Peoria, Illinois

Spokesmariners Club 1961-18
Annapolis, U.S. Naval Academy, Maryland

Elkridge Club 2045-18
Baltimore, Maryland

Knights of Columbus 1943-6
Duluth, Minnesota

Central Lutheran 2075-6
Minneapolis, Minnesota

Jay Cee Club 291-17
Great Falls, Montana

Traffic Club Yawn Patrol 1852-24
Omaha, Nebraska

Kirtland AFB Club 2065-23
Albuquerque, New Mexico

Saturday Morning Club 2035-37
Charlotte, North Carolina

Queen City Club 1967-20
Dickinson, North Dakota

Duncan Club 978-16
Duncan, Oklahoma

Transat Club 2018-58
Charleston, South Carolina

Warwick Club 1902-66
Newport News, Virginia

Early Birds Club 2063-32
Tacoma, Washington

Nelson Club 2015-21
Nelson, B.C., Canada

Ottawa Club 1935-61
Ottawa, Ont., Canada

DISTRICT GOVERNORS 1970-71

F. Max R. McVay
2. William V. Shumate
3. Kenneth S. Jagolinzer, ATM
4. Roger A. Cuadra, ATM
5. Harold O. Story, DTM
6. N. William Hamlin
7. Carroll E. Hermanson, ATM
8. Ross L. Poggenpohl, ATM
9. Harold E. Aldrich, ATM
10. Angelo J. Sturrett
11. Carl E. Nickles
12. Theodore A. Olcovich, ATM
13. W. R. (Casey) Castonguay, ATM
14. John P. Lister
15. Richard C. Meyer
16. Jack B. Wilson Jr., ATM
17. Levi M. Loss
18. Thomas C. Dunn, ATM
19. George W. Hertema, ATM
20. Ben T. Hennessy
21. John B. Hicks
22. Joe D. Hall
23. F. Thomas Starkweather, ATM
24. Richard D. Hileman
25. Jerry L. Leonard, ATM
26. Ralph Fowler
27. Peter J. Varekoi, ATM
28. Dale A. Davis
29. D. E. (Doc) Wilson, ATM
30. D. Curtis McKim
31. Harry Landsman
32. Boyd Roth
33. Leland E. Maust
34. Carmen S. Spadaro
35. Terry A. Wunsch
36. Levi E. Bottens
37. William T. Robinson Jr.
38. Paul J. Cathey
39. Kenneth B. Peters, ATM
40. Carl M. Harrington
41. Richard Ward, ATM
42. Eugene R. Thompson
43. Thomas M. Seale Jr.
44. Alvin H. Smith
45. Merlin E. Chase
46. Joe F. Boland, ATM
47. John W. Bowman, DTM
48. Clyde R. Ward, ATM
49. Yutaka Nakahata
50. Albert J. Mayo, ATM
51. Robert W. Cockrell, ATM
52. Stanley P. Conover
53. Raymond E. Cooper
54. Donald Story
55. Warren J. Wallace
56. R. Russell Heaner
57. Fred E. Stockbridge, ATM
58. Harold P. Dickinson
59. Thomas Wall
60. J. Robert Gaul, ATM
61. Charles A. MacMillan
62. Chester R. Cecot
63. Dr. Kenneth R. Walker
64. Gil Wilde
65. Patrick A. Panfile
66. Morgan C. Martin
67. James C. Falconer
68. Ralph O. McIntire, ATM
New Zealand—Robert J. Hendry

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2859 Parkridge Dr. N.E., Atlanta, Ga. 30319
813 Medoland Dr., Brigham City, Utah 84302
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