

# The Toastmaster®

IN MEMORY OF

October 1995



**CALIFORNIA DREAMIN'**  
Highlights from the 64th Annual Convention in San Diego

**PASSING THE PLATEAU:**  
Everyone hits a stage where progress levels off.  
Here's what to do about it.

## The Value of Vision



*"Some people see things as they are and ask 'Why?' I see them as they have never been and ask 'Why not?'"*

GEORGE BERNARD SHAW

The value of vision has been recognized throughout the ages. Even the Bible states: "Where there is no vision people perish." (Proverbs 29:18)

I believe the same could be said of organizations! Vision is a mental journey from the known to the unknown, creating the future from the synthesis of current facts with future hopes, dreams and opportunities. Teams and organizations with a strong sense of mission significantly outperform those without one. Vision gives us the capacity to live out our imagination rather than our memory.

Our founder Ralph Smedley is a prime example of this. As a young Educational Director at the local YMCA in Bloomington, Illinois, he recognized the

need for speech training for boys and young men. The General Secretary, George Sutton, called the program a "Toastmasters Club." The first group met on March 24, 1905, and it was there that Ralph Smedley developed the basic format for the Toastmasters meeting.

Following his promotion to YMCA General Secretary in Freeport, Illinois, the first meeting of a Toastmasters club was held there in March 1907. It took an additional 17 years for the Toastmasters Club to move from being simply one of many YMCA activities to becoming a full-fledged organization. On October 22, 1924, the first meeting of what became known as Smedley #1 Toastmasters Club was held in the Santa Ana YMCA in California. On November 2, 1924, a "Memorandum of Organization" was adopted.

The official formation of Toastmasters International took place 21 years after Ralph Smedley first thought of the need for speech training. FOR 21 YEARS HE KEPT HIS VISION ALIVE! So, as we celebrate the 71st Anniversary of Toastmasters International this month, let's remember the value of vision. Let our founder's vision inspire us all as we look to the future!

In our "high-tech" world of the future, "high-touch" will assume an even greater importance. People will want to meet in a friendly, supportive environment, and the Toastmasters club will have even greater relevance in society. This is why I believe our best years are still to come. Our "Vision of Excellence" starts with a club at charter strength running quality meetings. This is a vision we can all share! Our clubs should have a climate of excellence that brings out the best in each of us, and inspires us to help others realize their own potential.

Renowned English author and playwright W. Somerset Maugham once noted: *"It's a funny thing about life; if you refuse to accept anything but the best, you very often get it!"*

**Ian Edwards, DTM**  
International President

# the Toastmaster

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### LET'S BUILD GREAT SPEAKERS – NOT BANAL SPEECHES

Thank you, Charles A. Jones, for writing "I Ain't Got No Goals" (August 1995). And thank you, *The Toastmaster*, for publishing it.

It's a gritty, nerveless act in Toastmasters to say anything negative about the program or to question the wisdom of leadership. Rather than seek to change, we seek to conform. So people, like Jones, grow to heroic proportions just for suggesting that a winning speech might be banal. I truly hope he has opened a floodgate.

I recently attended a District 42 spring convention, and while the convention itself was excellent, the speeches were often boring and redundant. But when it came to the International Speech Contest, it was downright embarrassing. Why do we have to wallow in self-pity, drag every dying or infirm relative from their sickbed, or demonstrate that we possess God-like powers of insight and compassion in order to win a speech contest?

There I was, waiting for the next contestant to tell me, with a tear in his eye and a catch in his throat, how his wife grew back her left limb, after amputation, through the power of positive thinking. My sister came as my guest that weekend. Unfortunately, I had raved on and on about the wonderful speeches she would hear. At the end of the contest, when I asked how she enjoyed the speeches, she smiled painfully but said

nothing, perhaps to spare my feelings. I later heard that my friends and family are not as impressed as they once were by my devotion to Toastmasters.

Please judges, show some leadership. Our organization exists for two reasons only: to build great leaders and great speakers. The great speeches of history rose above the trivial and banal. They touched the hearts and minds of people because they challenged conventional thought and raised the consciousness of entire nations, even the world. We, at Toastmasters, are capable of that if we just allow some fresh and controversial thought to take place.

Sharon Maclise, CTM  
CTM Plus 1742-42  
Edmonton, Alberta, Canada

### CONSIDER THE SPEAKER'S NEEDS AND PAY ATTENTION

Joanne Sherman's article "Hook'em Early, Then Reel'em In" (July 1995) made some interesting and valid points about the need for speakers to use attention-grabbing openings in their speeches. And yet, I feel uneasy at the suggestion that it is completely the speaker's responsibility to retain our attention. What about our new and inexperienced members who have yet to develop these skills? I have heard speeches with uninspiring openings that have proved well worth listening to.

As Toastmasters we are encouraged to develop our listening skills. We have a responsibility to be constructive evaluators and active mentors within our clubs. If we listen intently to our fel-

low members' speeches, then we are able to give them feedback and encouragement.

So the next time you check your nail polish or count ceiling tiles when someone is giving a speech, think of their needs and pay attention.

Janet Morrison, CTM  
Tanjénong Club 9420-73  
Dandenong, Victoria, Australia

### A COLLECTION OF OLD JOKES?

Charles Downey's article, "Squelched!" (June 1995) left me feeling as if a street vendor had just tried to sell me a solid gold Rolex watch for \$15.

Downey's anecdote of the father-son communication, which he blithely attributes to himself as the originator, has appeared in print countless times as a joke. Several years ago, I read it in *Reader's Digest* and have since seen it in other publications, but never was it given the credibility of being an actual exchange of communication... not until Downey. The anecdote Downey attributes to Carl Rowan appeared as a Flip Wilson monologue years ago. The "likee soupee" quotation sounds like a variation of the old Chinese waiter/"flied lice" joke.

In Downey's accompanying article, "Churchill's Quick Wit," I recognized two of the five anecdotes he attributes to Winston Churchill as old jokes connected with other famous people.

Did any of these clever "squelches" actually occur? It is doubtful. Downey appears to have put together a collection of old jokes that have a "squelch" as the

punch line and disguised them as supposed quotations pertaining to famous people and himself.

Andy Jackson, ATM  
Two Notch Club 6203-58  
Columbia, South Carolina

### REPLACE YOURSELF!

Anyone who has participated in the "Toastmaster Experience" knows what a blessing it has been. I would like all Toastmasters to accept the honor and the duty to replace themselves when they leave Toastmasters. Let us accept this obligation, knowing we will be giving someone an opportunity to share in one of the truly rewarding experiences of life while giving back something to the organization that has made the "Toastmaster Experience" available to all. Let each of us endorse the motto, "Replace Yourself."

Jerry Brown, ATM  
Boise Club 61-15  
Boise, Idaho

### INVITATION TO FRANKFURT'S FALL CONFERENCE

Frankfurt's Esprit de Corps Toastmasters will be hosting the Continental Council of European Toastmasters Fall Conference on November 3-5, 1995. We are honored to invite you to Frankfurt, Germany, and to experience the excitement of the Table Topics and Humorous Speech Contests. You'll be sure to enjoy the weekend meeting warmhearted, animated and talented Toastmasters representing a host of countries. For further information contact Anne Albers at tel (49-69) 560 1894 or fax (49-69) 560 1864.



Your written comments can be a tool for long-term personal growth and reflection.

by Fred Pryor

# Consider Keeping a Journal

■ I OFTEN TALK ABOUT HOW IMPORTANT it is to be a part of a learning organization. And since learning begins with individuals, I'm always interested in tools to help me along. If you feel the same way, I have a suggestion for you: Keep a journal.

I'm not talking about a chatty commentary on everything you do each day. Instead, I'm proposing that you try keeping an intensive documentary about selected topics that have impact on your work – problems, people, your own personal assets and liabilities.

Consider your journal as a kind of written back-up such as you have on your computer – thoughts that might be lost if they aren't written down and "saved." If you do a good job on your journal, you will find it a valuable resource for improving working relationships, making better decisions and identifying your own best skills.

Now, I know what you're muttering. You're saying, "I really need just one more thing to do!"

Let me ask you to think of it as an investment rather than an expenditure. At first, it might seem to consume too much time, but you will find payoffs in the future.

## HOW IT WORKS

Let's think about just one way the journal can serve you.

Most of us have dealt with difficult fellow-workers – either above, below or parallel to us on the career ladder. After you have had a session with a person who generally is diffi-

cult for you to work with, take out your journal and do your best to write down on paper what was said and done during the meeting.

Work to find the right phrases to describe the person's actions. Think hard about the sequence of what-you-said and what-he/she-said. Even jot down the time of day.

Do the same thing the next time you encounter this person. Be specific. Put down every detail you can remember.

As you accumulate journal entries on this topic, read them and look for similarities. See if you can find triggers that bring on confrontations. Even see if end-of-the-day meetings are more, or less, volatile than morning sessions.

Use what you learn to restructure your encounters and make them more productive.

## HOW IT HELPS

Recording information in written form helps you to:

- ❖ draw informed conclusions from good notes, rather than having to depend on half-remembered words and actions.
- ❖ analyze your own strengths and weaknesses and to look for ways you can improve your performance and get better results from yourself.
- ❖ become more self-reliant and resourceful by using data you have right at hand.

Jotting in your journal can show you a lot about yourself as a manager. You might be

able to analyze when and why certain times of the day or week or month are the most stressful for you. How do those times affect your clients, customers, associates?

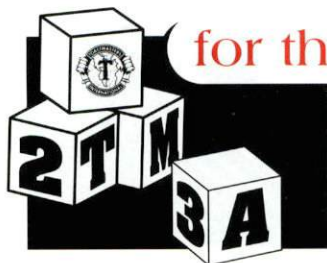
Your journal is likely to increase your verbal skills and help you in written and oral communications.

Your journal can be a tool for long-term personal growth and reflection. It can help you achieve the rewards of "the examined life." And when those times come when you need to make critical decisions in your work or life, your recorded comments – and what you've learned from them – will back you up.

Give it a try, and don't give up too quickly. Your journal is likely to become a habit you'll soon value happily. **1**

**Fred Pryor** is founder of the *Pryor Report* newsletter.

Reprinted with permission from *The Pryor Report*, May 1994.



for the novice

by Martha Henderson, CTM

■ YOU'VE LISTENED IN AWE AS SPEAKERS sprinkle their presentations with facts and statistics. "Well, I didn't know that was so widespread," you mutter to yourself. You absorb as much as you can and maybe even take a few notes to use later. You admire the speaker's knowledge and congratulate her on a fine presentation. Later, you run into someone whose opinions are very different from those of your speaker. As you try to back up

your newfound facts, you realize you have nothing to support them. Why, the speaker was so confident and sounded so knowledgeable. Suddenly you realize you got pulled into someone else's way of thinking without having all of the needed information.

This happens a lot. Recently, a speaker made a sweeping statement about crime and minorities and added some "facts." Her facts were not credited to any source. If she had

# GET THE FACTS

6 Toastmasters have the responsibility not only to present well, but to make sure that everything said is the truth.



read the morning newspaper, she would have discovered that statistics from a particular study refuted what she was saying. Too many people are swayed by good speakers and don't question what is being said, as long as it is stated confidently.

Toastmasters have the responsibility not only to present well, but to make sure that everything said is the truth. An astute listener may write off everything you say if you spout off facts with nothing to support them. If you say, "studies show that..." your listeners want to know **which studies?** The results of most studies will mean more if they are done by an expert in the field than by your next door neighbor taking a poll at the supermarket. Give the name of the researcher, the institution where the research was done and the date. If another researcher has done a study that supports or contradicts this study, mention that also.

Be careful about the use of such words as "many, most, the majority and few," unless you can validate their use. To say, "Most people do not believe the proposed law will pass," may leave listeners wondering how you know. Was an official poll taken or did you come to this conclusion after 25 of your coworkers said they did not believe the law would pass? It's safe to say, "some people

believe..." if only you and one other person believe it. You and someone else are "some." "Many" assumes a large number, whether or not it is a majority. Before selecting your word, examine what you mean and if you can back it up.

How do you get the "facts?" One of the easiest ways is to call the reference department of the public library. Small libraries may not have this department but still may be able to help you get the information you need. Another way is to interview experts on the topics. If you're speaking about crime, contact your local law enforcement office. Larger offices have public information officers who will be glad to help you. If your topic is on a particular sport, try interviewing someone who plays that sport — the more well-known, the better. When you speak, remember to credit your sources with any facts or quotes used. It is not enough to say, "According to Nolan Richardson,..." but, "According to Nolan Richardson, Coach of the Arkansas Razorbacks Basketball Team..."

Search through encyclopedias and reference books for information. Look at U.S. government documents. You can find out what government documents are available by looking at the Government Reports Announcements and Index (GRAI). This publication is updated every two weeks. Check college and special libraries, historical commissions, agencies and organizations that specialize in subjects you are researching.

Lois Horowitz, author of *Knowing Where to Look*, says there is more material in your own backyard than you can imagine. She says you should never pass a computer in a library without asking what it does. Computers are not just book catalogs anymore. They're also article indexes such as InfoTrac and WilsonDisc and single reference tools such as NewsBank, which arranges full-text articles from several hundred nationwide newspapers by subject. Become familiar with these sources.

Some research publications that may be helpful include:

- *Advanced Research Methodology*, by R. Barker Bausell, Scarecrow Press.
- *A Bibliographic Guide to Educational Research*, by Dorothea M. Berry, Scarecrow Press.
- *How to Find Information About Companies*, Washington Researchers Publishing.
- *The Know-It-All Reference Guide*, by Arthur A. Hawkins, Information Research Laboratory.
- *Michigan Research Guide*, 2 vols., Lawyers Cooperative Publishing Company.
- *The New York Times Guide to Research Materials*, by Mona McCormick, NAL/Dutton.
- *Read, Write and Research Study Guide*, by FCCJ Foundation Staff, Kendall/Hunt Publishing Company.
- *World Trade Resources Guide One*, by Omeara, Gale Research.

Now you have all you need to find the facts. As you stand before your audience, you can speak with confidence because you know you can support what you say. And your listeners will notice! **1**

**Martha Henderson, CTM**, is a member of the St. Vincent Infirmary Medical Center Club 3962-43 in Little Rock, Arkansas.

**"Too many people are swayed by good speakers and don't question what is being said, as long as it is stated confidently."**

7)



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# California Dreamin'

Highlights from the 64th Annual Convention in San Diego, California.

CLOCKWISE, FROM LEFT:

1. International President Pauline Shirley presides at the Board of Directors Meeting.
2. Mark Brown, the 1995 World Champion of Public Speaking, gives his winning speech.
3. Friendly volunteers from host District 5.
4. Grace Gillespie and President Ian Edwards have fun with young Toastmasters.

**P**eople from all walks of life, from nations throughout the world, gathered in the multicultural city of San Diego in August to celebrate their unity in Toastmasters. Nearly 2,100 silver-tongued Toastmasters converged on the Town and Country Hotel on August 16-19 to do what they do best: talk, converse, orate, educate and motivate each other.

Heeding President Pauline Shirley's motto of "Making a Change for the Better," convention organizers offered a more compact, streamlined convention program than in previous years. This year, the emphasis was on educational sessions and personal growth and less time and emphasis was devoted to campaigning and elections for seats on the organization's Board of Directors. Convention attendees had a plethora of seminars to attend and could choose to focus on four different tracks of topics: Speaking, Personal Growth, Motivation and Leadership, and Club and District Success.

The 64th Annual International Convention opened with usual flair on Wednesday night, Aug. 16, with the traditional Parade of Flags down the ballroom aisle. Local Toastmasters proudly carried the national





CLOCKWISE, FROM TOP LEFT:

1. President Ian Edwards with his wife, Pat, at the President's Dinner Dance.
2. Delegates enjoy a moment in the sun between educational sessions.
3. The popular group, The Shirelles, entertained Toastmasters at the "60s Fun Night."
4. Seminar speaker Rich Wilkins, alias "Mr. Pos," stresses the importance of a good attitude.
5. Keynote speaker Jim Cathcart signs copies of his popular book, "Speaking Secrets of the Masters."
6. Golden Gavel recipient Anthony Robbins gives a high impact performance to a capacity crowd.
7. Delegates from Mexico show off their Select Distinguished District plaque.



ABOVE:

1. Members of the Board of Directors
2. Seminar speaker Michael Walker
3. Seminar speaker Roberta Perry, DTM

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BELOW:

4. International Director Darleen Price, DTM
5. Seminar speaker Dottie Walters

flags of all 63 countries in which the organization is represented, accompanied by applause from delegates representing those countries. Host District 5 Governor Terry Hewins, DTM, welcomed everyone to "The Golden State and the international city of San Diego," with District 5's motto, "Dancing in the Spotlight – Your Time to Shine." He noted that while the convention program offers "the four C's: candidates, caucuses, contests and classes," the convention really is more about "friendship, fun and fellowship." He encouraged veteran delegates to meet some first-timers and "bring them into the Toastmasters convention family." For, as he pointed out, "conventions are all alike; it's the people you meet who make you want to come back next year and renew the friendship."

Toastmasters 1994-95 International President Pauline Shirley, DTM, reported on the experiences and events of her presidential year. "The excitement and enthusiasm for our organization and the commitment among Toastmasters are incredible," she said. "Each member I met had a success story in which Toastmasters training played a large part."

President Shirley met with corporate, community and government leaders in 12 districts and received much media coverage. "Most people have heard of our organization," she said. "Toastmasters is no longer the best kept secret – the secret is not who we are but where to find us!" Then she added, "When I talk to people all over the world about Toastmasters, the most common response is, 'I've heard about them.' And the second most common response is, 'I've always wanted to do something like that.'" She encouraged delegates to seek these people out, tell them where their clubs meet, invite them to meetings and ask them to join.

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Keynote speaker Jim Cathcart, an expert in the field of human development, then commanded the stage with his popular message, "Rethink Yourself: Find Your Natural Path to Growth." Speaking with down-to-earth sincerity and humor, he told his own tale of starting out as a bored postal worker and ending up fulfilling his career dreams as a professional speaker. How did he do it? Mainly by implementing one piece of advice he overheard in a Earl Nightingale radio commercial: "If you spend one hour a day in the study of your chosen field of interest, you'll end up a national expert in five years."

"Success doesn't come from changing yourself, it's about understanding yourself and making better choices," Cathcart pointed out. The road to success is really quite easy: Focus on the purpose of your current job and give more than you have to. "Always ask yourself, 'How would the person I'd like to be do the job I'm about to do?'"

### *Golden Gavel Award*

After a morning of educational sessions, delegates eagerly took their seats at the sold-out Golden Gavel luncheon to watch famous motivational speaker Anthony Robbins in action and see him receive the Golden Gavel Award. This prestigious honor was bestowed on Robbins in recognition of his influence as an author, seminar leader and self-improvement expert. His infomercials, "Personal Power" audiotapes, and best selling books, *Unlimited Power* and *Awaken the Giant Within*, have influenced millions of people around the world.

In his acceptance speech, Robbins said he felt especially honored to receive the award, because he said "I'm a graduate of your Youth Leadership Program...This means I've come full circle." He still doesn't think of himself as a public speaker, however, but more as a communicator. "I still need to join Toastmasters to learn to give a speech for seven minutes," he said. "My average speech lasts 12 hours!"



On the topic of communication, Robbins did have much to say, but kept himself relatively brief and for an hour and a half engaged and entertained his audience with his energetic performance, rapid-fire delivery, chestpounding "powermoves" and upbeat music. Emphasizing that "communication is nothing more than transference of emotion," Robbins said that when true communication takes place, only 20 percent of the message is spoken. A full 80 percent is communicated by factors such as how the speaker connects with the audience and demonstrates traits such as courage, caring and listening skills. "Great communicators develop a kinship with their audiences. They worry less

**"Toastmasters is no longer the best kept secret – the secret is not who we are but where to find us."**

PAULINE SHIRLEY

about the actual speaking part and spend more time analyzing the purpose for speaking and how the message will benefit the audience," he said. "Great speakers want to serve their audiences."

Robbins reminded Toastmasters that any nervousness a speaker may feel can be cured by focusing on the audience and not on themselves. He offered the following tips:

- Be passionate about your topic and become an expert on it.
- Know your audience so you can connect with it.
- Be convinced that your message can make a difference in the lives of your audience.
- Communicate with your whole body: "Emotion is created by motion."

### *Collage of Topics Addressed*

Throughout the week, various communication experts shared their secrets for personal and professional success. All dealt with topics related to public speaking, personal growth, motivation and leadership,

and club and district success. Most seminar leaders were Toastmasters who by their own example demonstrated the potential of the Toastmasters program. Members also facilitated and participated in productive group discussions about achieving district success and building strong clubs.

### *New Leaders Elected*

While campaign activities were toned down this year with the elimination of the customary Proxy Prowl, the election of Toastmasters officers remained an important part of the program. At Friday's Annual Business Meeting, delegates elected Ian Edwards, DTM, as the organization's 1995-96 International President; Robert

Barnhill, DTM, as Senior Vice President; Len Jury, DTM, as Second Vice President; and Terry Daily, DTM, as Third Vice President.

Delegates also elected the following eight Toastmasters to serve two-year terms on the organization's Board of Directors: Steven Bard, DTM, of Lauderhill, Florida; Robert Bradshaw, DTM, of Sherman, Connecticut; Bruce Frandsen, DTM, of Portage, Michigan; Ron Harger, DTM, of Olathe, Kansas; Dick Hawley, DTM, of Stevens Point, Wisconsin; Alfred Herzing, DTM, of Yorba Linda, California; John Howard, DTM, of Ogden, Utah; and Bruce Trippet, DTM, of Eden Prairie, Minnesota.

Earlier in the week, during the Board of Directors Meeting, Executive Director Terrence McCann reported on the organization's growth during the past year. "Toastmasters International is performing well in comparison to other organizations of our kind," he said. "We are still growing." Acknowledging that this year's member-

BELOW:

1. Happy couple enjoys the program
2. Host District 5 Chairman Earl Chinn, DTM, thanks volunteers.
3. The Shirelles strike a pose before sharing their popular tunes from the '60s.

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ship growth was less than expected, he mentioned that while the organization has a record 8,171 clubs – up 92 clubs from last year – it had only a slight gain in membership. “It seems we are getting members but not keeping those we already

AT LEFT:

1. Seminar speaker and last year's World Champion of Public Speaking Morgan McArthur with friends.
2. Award-winning Toastmasters celebrate at the Hall of Fame ceremony.

10 Newsletters and Top Five Membership Campaigns. (A list of clubs, districts and Toastmasters honored for their efforts in 1994-95 appears on pages 27-29 in this issue, under the heading “International Hall of Fame.”)

### *“Super ‘60s” Fun Night*

By the end of the day, conventioners were ready to celebrate with a “Super ‘60s” themed costume party. Everybody was

BELOW:

1. Host District volunteer assists with registration.
2. Tired delegate takes a break from the day's events.
3. President Ian Edwards congratulates Phillip Khan-Panni for placing second in the International Speech Contest.

12



## **“We have much to be proud of, but complacency can never be in our vocabulary.”**

IAN EDWARDS

have.” He reported that the organization now has 169,330 members, compared with 169,005 last year at this time.

The main factor for decline in membership retention, McCann said, is not lack of satisfaction with the Toastmasters program, but lack of time and competing interests. He vowed to make sure the organization does everything it can to maximize educational programs, new member services, officer training and promotional opportunities. “We have to continue to listen to our membership through market research,” he noted. “We have to take great pains to provide the best possible service for our members and create product and program opportunities that suit their particular needs and wants.”

As an example of how the organization is making changes to take advantage of opportunities, he mentioned the new 800 telephone line dedicated to membership inquiries. “We already receive over 1,000 calls a month,” McCann said.

After enjoying good food and inspiring speeches at the Toastmasters and Guests and DTM Luncheons, delegates took time to celebrate the accomplishments of individual Toastmasters, clubs and districts at the festive Hall of Fame ceremony. Awards were presented for achievements ranging from Distinguished Districts and Top Five Clubs to Top

“feelin’ groovy” in their bell-bottomed jeans, tie-dyed shirts, go-go boots and rose-colored glasses. They feasted on beef brochettes, laughed at each other’s costumes and boogied the night away to the upbeat sounds of the legendary trio, The Shirelles.

### *The World Championship of Public Speaking*

On Saturday morning, delegates were up early for the most popular event of the convention: the highly anticipated International Speech Contest. Each year, more than 10,000 Toastmasters participate in the contest at local levels. By a process of elimination using club, district and regional contests throughout the year, the pool of contestants is narrowed to nine finalists who put their oratorical skills to the ultimate test each August at the International Speech Contest. This year, more than 2,100 people gathered in the huge ballroom to watch in awe as nine talented contestants vied for the title of “World Champion of Public Speaking.” Video cameras projecting the contest on two huge screens ensured that no one in the audience missed out on the drama.

After the votes from the judges were counted, Mark Brown, a 35-year-old computer systems analyst from Mount Vernon, New York, emerged as the popular winner. A relative novice with less than three years’



experience in Toastmasters, Brown commanded the stage with his inspirational, yet humorous speech titled "A Second Chance." To illustrate a point in his message about the ugliness of intolerance and indifference, he sang a brief passage from the movie "Beauty and the Beast" in a voice that hushed the room.

Taking second place was Phillip Khan-Panni of Beckenham, Kent, England, with his speech, "Bloody But Unbowed." Third place went to Ross Mackay of Tottenham, Ontario, Canada, for his speech, "Happiness Is..."

Six other speakers competed in the contest: James Brennan from Region I; Charles Harris from Region II; Kathie Clark from Region III; Donald Lee from Region IV; Dan Bowden from Region V; and Dawn Miller from Region VIII.

### Accredited Speakers Chosen

Also honored at the World Championship of Public Speaking were the two newly conferred Accredited Speakers: Wayne Choate, DTM, of Modesto, California, and Margaret Hope, DTM, of Burnaby, British Columbia, Canada. Another Toastmaster earned the title in June: Russell Johnston, ATM, of Knoxville, Iowa.

The Accredited Speaker Award recognizes Toastmasters who have professional-level speaking skills. To earn the award, applicants must meet a rigorous set of requirements, including giving at least 25 presentations varying in topic and purpose before different audiences within three years.

District 8 Governor Floy Westermeier, DTM, then welcomed everyone to next year's convention in St. Louis, Missouri.

### Passing the Torch

After an afternoon of educational sessions, Toastmasters dressed in black-tie elegance and gathered in the ballroom to honor the newly elected officers and International Directors at the President's Dinner Dance. Pauline Shirley handed over her presidential pin to incoming President Ian Edwards, who began his term with a speech about his cho-

sen theme, "Share the Vision of Excellence."

"Our vision is quite simply to make this year the best ever for our organization," Edwards said. "We have much to be proud of, but complacency can never be in our vocabulary."

"...We must live out our imagination rather than our memory...Our leaders must look ahead and create a compelling vision of what is possible. We must develop leaders who share their vision of excellence with everyone they meet." He then cited a favorite quote from Dr. Smedley - "Our past prepares us to meet the challenges of the future" - adding that the single greatest challenge facing the organization is "competition for our members' time."

"Our members will only find time for something they truly enjoy," he noted, "something they feel is of value. They expect greater quality than ever before."

Host District 5 Chairman and Past International Director Earl Chinn, DTM, thanked the 250 local Toastmasters who so generously volunteered their time and efforts to make the convention run smoothly. Chinn himself was thanked by Past International President Neil Wilkinson, DTM, for his hard work in coordinating the host district's activities.

The convention drew to a close with a slide show accompanied by the Shirelles' song, "Will You Still Love Me Tomorrow." Images of the past four days flashed across two big screens, recalling the fun, fellowship and personal growth that had made the convention so memorable. Toastmasters had experienced some "California Dreamin'" in San Diego and were already making plans to meet again next year at the 1996 International Convention in St. Louis.

**Note:** Most speeches from the convention - including those from the International Speech Contest - are available for purchase on audio and video cassette. See the ad on the next page for details.



CLOCKWISE, FROM LEFT:

1. International Director Ron Geidd, DTM, converses with delegates.
2. International Director Alfred Herzing campaigns for office.
3. 1995-96 International President Ian Edwards receives his presidential pin from his predecessor, Pauline Shirley.
4. Toastmasters-turned-hippies at Fun Night.
5. Newly elected Third Vice President Terry Daily is congratulated by his wife, Judy.



can we talk?

by Patrick Mott

## Whatever Happened To Brevity?

■ WHILE THE ENGLISH language has a wonderful capacity to allow its speakers to say with great brevity and precision what things are, it also allows them to say with great windiness and obfuscation what they are not.

Unfortunately, many people in visible positions, people who own and operate actual brains, seem unable to make that distinction. Politicians, military leaders, sportscasters, news readers, lawyers, business people, even writers – all seem ever more determined to ignore the crisp declamatory phrase in favor of a miasma of doublespeak, jargon, euphemism and gooey sentimentality.

Why? Vanity. Or embarrassment. Or official policy. Or all three. These demons can do more to muck up the language than a month of book burnings.

For instance, no one in officialdom lies anymore – he or she misspeaks. The military never kills civilians by mistake – it inflicts collateral damage. Nuclear reactors don't explode – they undergo a core rearrangement. It's not a wig, it's a

hair replacement system. It isn't a used Mercedes, it's pre-owned.

The list is immense, and getting bigger. In the age of technology, modern warfare, modern politics, modern business and political correctness, complicated is better and no one wants to be thought foolish simply because he or she doesn't know that an integrated office supply storage and business machine support system is a desk.

This linguistic junk proliferates because the perpetrators are generally in positions of power and few people under them have the courage to speak up and stop it. Nobody's going to tell the boss he's thick and unintelligible, even if he is.

A bandwagon is a juggernaut. A few alert readers, for instance, are beginning to call *The Bridges of Madison County* a mawkish linguistic guagmire. But when the book (and then the movie) first began attracting official critical praise, who was Joe Average to say it was more cloying than a trainload of Cocoa Puffs?

When Abraham Lincoln delivered the Gettysburg Address, the *Chicago Times* huffed the next day, "The cheek of every American must tingle with shame as he reads the silly, flat and dishwatery utterances of the man who has to be pointed out to intelligent foreigners as the President of the United States."

The paper, like most of the audience that day, was full of praise for the now all-but-unknown orator Edward Everett, who spoke for two hours before Lincoln delivered his two-minute address.

Politicians today seem incapable of Lincoln-esque brevity and clarity. The Watergate years were a watershed for the forces of linguistic darkness. "At this point in

"Linguistic junk proliferates because the perpetrators are generally in positions of power and few people under them have the courage to speak up and stop it."

time" – meaning "then" – became known as the bellwether of a huge and misbegotten lexicon of Watergate-speak. But today it, along with a nightmare trove of other Watergate-inspired gems, continues to flourish.

The military leaders who conducted the Gulf War did not invent cloudy language to disguise unsavory events, but they elevated it to a lower plateau. "Pre-emptive strike" is a sneak attack and a "surgical strike" kills only slightly fewer people than a "selective strike" and "selective ordinance" is still napalm.

Governmental agency alphabet soup was not invented in the modern era, but today it almost constitutes a separate language. Once, when I was working as a daily newspaper reporter, I was about to phone the public information officer of the South Coast Air Quality Management District in Los Angeles. My editor wanted to know what I was up to.

I heard myself saying, "Just calling the PIO at the AQMD in LA."

Such gobbledygook cannot gain the upper hand if the reader or listener is determined to kill it at birth. In the film *The Natural*, baseball player Robert Redford tells the team owner that he can't see in the darkness of the owner's office.

"A mere canard," says the pompous owner.

"What's that?" asks Redford.

"A prevarication."

"What's that mean?"

"A lie."

Another victory for the Y-chromosome-dominant morally and ethically advantaged. Sorry. Make that the good guys. **T**

**Patrick Mott** is a freelance writer living in Santa Ana, California.

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IN MEMORY OF  
**JOSEPH P. RINNERT**  
WITH LASTING APPRECIATION  
FROM  
TOASTMASTERS INTERNATIONAL





Joe Rinnert and his wife  
Mary at the 1989  
International Convention.

## In Memory of *Joseph D. Rinnert* December 24, 1909 - July 21, 1995

*Past International President and Legal Counsel to the  
Toastmasters organization is remembered for his wisdom and humor.*

Those who attended the business meeting of the 64th annual Convention in San Diego, California, heard the sad news: Joe Rinnert, a man who for many personified the Toastmasters ideal, had died three weeks earlier. In the tribute that followed, Joe was eulogized as a man whose contribution to the Toastmasters organization was rivaled only by that of Founder Ralph Smedley. Or, as Past International President John Latin (1984-85) remarked, "Quite simply, Joe Rinnert was the world's most dedicated Toastmaster."

Almost five decades ago, outgoing International President Rinnert was already being celebrated for his service to the organization. The September 1947 issue of *The Toastmaster* noted that "his judicial temperament, his legal experience, and his ability to think constructively have fitted him to serve Toastmasters in a way to deserve their lasting appreciation." As it turned out, however, this was only the beginning. Joe would continue to work for the Toastmasters membership in the dual roles of Past International President and Legal Counsel for another 48 years.

### *An Eager Ohio "Buckeye"*

Throughout his life, Joe demonstrated an energy and directness that propelled him into two successful careers: the legal profession and Toastmasters leadership.

Born in Marion, Ohio, on December 24, 1909, Joe took to both the academic and extracurricular aspects of education. An honors student, he was also an active member of the football, wrestling and debating teams at Ohio Wesleyan and graduated with his Bachelors Degree in 1931. A year later, he received his Masters Degree at the University of Minnesota, then spent the next two semesters teaching political science at that same institution.

By 1935, Joe had earned his law degree at Harvard Law School, and in the following year he served as Law Clerk to Justice Harold M. Stephens of the United States Court of Appeals in Washington D.C. An opportunity to join the Law Office of L.R. Martineau, Jr., brought him to Los Angeles, California, in 1936.

Southern California in the 1930s was already a mecca for the new and the innovative.

In addition  
to a



world famous motion picture industry, businesses and organizations within the sprawling Los Angeles metropolis were experiencing rapid growth.

Some thirty miles south in the relatively sleepy town of Santa Ana, the Home Office of Toastmasters International, an organization little more than a decade old, was also working to accommodate its gradually expanding numbers. About the time Joe began to practice law, there were more than 60 clubs in the United States, Canada and England, and bustling Los Angeles supported five of those clubs. In October 1939, a new Los Angeles club was chartered under the name of the Downtown Toastmasters. Shortly thereafter, Joseph P. Rinnert filled out a membership application.

Joe entered the Toastmasters program with the customary enthusiasm he had shown past ventures. By June 1941, his winning speech at Area level was published in *The Toastmaster*, and he was about to take on the first of two terms as club Deputy Governor. In rapid succession, Joe also served two terms as club President, and from 1942-43 he was Lieutenant Governor of Area 3, District 1. Joe's administrative abilities and knowledge of legal matters were making themselves evident. In the fall of 1943 he began the first of two year-long terms as Treasurer to Toastmasters International. He served as Vice President of the organization from 1945-46, and the following year was elected International President. As *The Toastmaster* magazine mentioned at the time, "If there is anything Joe does not know about the workings of Toastmasters International, it has yet to be invented."

### *Taking Care of Business*

The first half of the decade had been tumultuous for the world and for the United States, and the transitory nature of those times had taken a toll on the Toastmasters organization. Community and business clubs had become depleted as members went off to serve overseas or became involved in war-focused civilian duties. Now that the war was over, what would happen to the clubs that had been chartered expressly for military personnel? And how could remaining Toastmasters rebuild and enlist the enthusiasm and talents of the scores of members whose energies had been diverted for the last four years?

Joe Rinnert realized that the key to effective clubs lay with the club officers. During his term as International President from 1946-47, he sought to energize and strengthen that leadership. He also made a concerted effort to work closely with district leaders. This involved a great deal of correspondence and what we would now term "networking." Whenever possible, Joe visited other clubs and talked with district leaders. But he also worked

closely with Founder Ralph Smedley, who spent considerable time visiting clubs throughout the United States and reporting his findings back to Joe and the other members of the Executive Board.

The hard work paid off. During Joe's term in office, 15 dormant clubs became active again, and 104 new clubs were chartered. Club membership began to steady itself and then climb. Above all, Joe encouraged members to develop their speaking skills so they might have a voice in the postwar world. The value of the Toastmasters speaking program, he wrote, was not just to turn members into effective speakers, but to ensure "that our members who use their newly acquired skills are becoming more effective citizens."

Closer to home, International President Rinnert was concerned about the future of one Toastmaster in particular. "Joe told me that Ralph Smedley had spent his lifetime doing for others without a thought of his own needs," says Past International President John B. Miller (1966-67). "So Joe pressed the Board and it established an annuity that would provide for the Smedleys for the rest of their lives. I know all of us are indebted to Joe for taking care of our Founder and his wife."

*"All of us are indebted to Joe for taking care of our Founder and his wife."*

JOHN B. MILLER  
PAST INTERNATIONAL PRESIDENT

### *Learned Counselor and President Emeritus*

Near the end of his term, Joe forecast "a steady, sound increase in the number of clubs in order to serve every community. This we shall do by keeping our existing clubs strong and active. Strong clubs will carry our work into other states and countries." These words were indeed prophetic for the organization. But they also forecast Joe's future with Toastmasters, both at club and international level.

During his first year out of office, Joe was available to incoming International President George Benson and all Executive Board members as a mentor and consultant. The second year, Joe was appointed chairman of the 1949 International Convention in St. Louis, Missouri.

It soon became obvious that Toastmasters International could no more do without Joe Rinnert than Joe Rinnert could do without Toastmasters International. His congenial personality and commitment to excellence made him a natural for subsequent convention participation as a consultant, committee member and parliamentarian. By 1953, Joe had established his own Los Angeles law practice with fellow Toastmaster Briggs Howorth. It was about this time that Joe Rinnert became officially known as Legal Counsel to Toastmasters International.

In previous years the organization had sought occasional legal advice, but Joe's exceptional historical perspective, coupled with his formidable legal skills, made his presence invaluable. For the next four decades, Joe would attend

meetings of both the Board of Directors and the Executive Committee, acting through the President and Executive Director, and serving as Parliamentarian and valued resource.

### *The Sage of Toastmasters*

Joe continued to be a familiar and active participant at every Board of Directors meeting and Convention, as well as many other major Toastmasters functions. Although he and his wife Mary eventually moved to the mountain community of Crestline above Los Angeles, Joe made a point of attending the once-a-week meetings of the Downtown Toastmasters club he had joined in 1939.

"Unless he was out of town on a family vacation, Joe attended every meeting," says Meyer Levadie, who considers Joe his mentor. "During the early 1970s, he introduced a new item to our agendas by giving a parliamentary procedure instruction before the business meeting. This tradition continues in our club today." While the impact of Joe's venerable influence over the leadership of 75 districts may never be adequately measured, his home club has already taken a first step toward honoring him for his invaluable service. Upon hearing of his death, Joe's Los Angeles club voted to rename themselves The Joe Rinnert Toastmasters.

In 1990 the Rinnerts moved to a retirement community in Northern California, but this did not keep Joe from participating at the biannual Board of Directors meetings held in February and August. He was also an unabashed fan of the annual International Convention. Past Presidents John Latin and William Hamilton are among those who recall Joe's sense of the outlandish at Convention Fun Night. "I remember one year in particular," says Hamilton, "when he appeared as a Roman senator, in sandals and a flowing white toga, with a laurel wreath around his head and a cigar clamped between his teeth – and the greatest legs you'll ever see on a man!"

Joe was undoubtedly looking forward to this year's gathering in San Diego. Only a few weeks before the event, however, while participating in a water aerobics program with a group he liked to call "Joe's Mermaids," this most affable and unpretentious of Toastmasters was stricken with a massive heart attack.

---

At a service conducted a week after Joe's death, the following words of Ralph Waldo Emerson were quoted:

*"To laugh often and love much; to win the respect of intelligent persons and the affection of children; to earn the approbation of honest critics...to find the best in others; to give of one's self; to leave the world a bit better, whether by a healthy child, a garden patch or a redeemed social condition; to have played and laughed with enthusiasm...to know that even one life has breathed easier because you have lived – this is to have succeeded."*

As family, friends, co-workers and legions of Toastmasters around the world will agree, that was indeed Joe Rinnert. **T**

## *A Benevolent Family Man*

Joe Rinnert found success in his long association with Toastmasters, in his legal career, in 49 loving years of marriage with his wife Mary and in his relationship with his son, four daughters and ten grandchildren. Here are some reminiscences from three of his children:

*"I feel extremely fortunate to have benefitted for so many years from my father's wisdom and support. While I was growing up, he helped me learn to articulate my opinions and develop my ideas logically, and I'm sure that his love of language and communication profoundly influenced a number of my most significant life choices."*

*"He worked hard and enjoyed life to the fullest. Because he had so many interests, he could never understand how anyone could be bored. He was an extraordinary man who will be sorely missed by all of us."*

**Carol Rinnert, member of Hiroshima Toastmasters (4323-U), Hiroshima, Japan**

*"Joe Rinnert was an exceptional person. He also happened to be my Dad."*

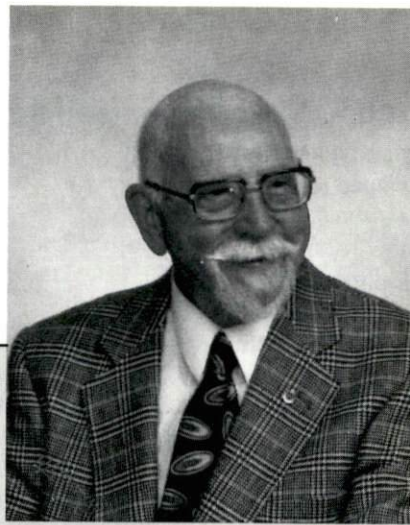
*"He and my Mom have always upheld and demonstrated traditional virtues such as steadfastness, honesty, perseverance and generosity. As a boy, I mistakenly believed that all of his efforts and hard work were strictly for the benefit of our immediate family. Only as I grew did I begin to recognize and appreciate how devoted he was to contributing and helping the community."*

**Bruce Rinnert, Illinois**

*"He always told me that once you make up your mind to do something, you can do it. He also believed that to get through life, it's necessary to have a sense of humor."*

*"My Dad was a very giving man – he was always there when I needed him. Some of my fondest memories include helping him paint our house every few years, listening to baseball on the radio and watching 'Perry Mason' on TV with him, taking family trips together, and anticipating his arrival through the front door, briefcase in hand, after a long day's work."*

**Christie Rinnert, Idaho**



This portrait was taken on the occasion of Joe Rinnert's most recent visit to daughters Suzanne Holloway and Diana Stein, both of Dayton, Ohio.

## Past International Presidents Reminisce and Pay Tribute

*"We always looked up to him. And Joe was always able to bring reason to what could potentially have been chaos. He was very good at explaining past practices or how things should be done, and when we faced challenges, his input was helpful in dealing with the pros and cons of the issue."*

George C. Scott, DTM, 1975-76 Portland, Oregon

*"Joe provided a wealth of historical perspective. He also knew when to provide support and advice, and he did it in a sensitive, caring manner. His humor was legendary, and he is a treasure that the organization and I will sorely miss."*

Durwood E. English, DTM, 1977-78 Rancho Santa Fe, California

*"I shall long remember Joe Rinnert as one who stood tall among the distinguished. Bold in speech, straightforward yet humble, and a joy to be with in business and socially. He was blessed with great mental agility and a timely sense of wit which he used with grace and reserve. He shared generously his talents and experience, possessed an unequalled memory of Toastmasters history, and was a valiant protector of the organization, the staff, the elected representatives, the members. And he was my friend."*

H. E. "Dobby" Dobson, DTM, 1978-79 Houston, Texas

*"Even during serious negotiations, Joe could at the right moment break the tension with a humorous anecdote. And he had the type of smile that would brighten a room – like Santa Claus! At the Annual Convention Business Meeting, Joe always had the floor for 10-15 minutes to explain the procedure. But he was so sharp, so entertaining, that I would hear people say, 'Let's get to the business meeting early so we can hear Joe!'"*

William D. Hamilton, DTM, 1981-82 Tempe, Arizona

*"Joe and his wife wanted to see other cultures and civilizations and had a real zest for that type of experience. They preferred touring the world by cargo ship, and he visited John Fauvel in New Zealand several times this way. On one occasion I flew in a few days before the cargo ship, and he chided me for stealing his thunder!"*

John S. Latin, DTM, 1984-85 San Dimas, California

*"When I think of Joe Rinnert, the first word I think of is gentleman. He gave so much to the organization – and he thoroughly enjoyed the process."*

Helen M. Blanchard, DTM, 1985-86 San Diego, California

*"Joe's quiet strength was always comforting and appreciated. Only his position can be filled; no one will be able to fill his shoes."*

Theodore C. Wood, DTM, 1986-87 Adelphi, Maryland

*"Joe loved a wager! Each year I served on the Executive Committee, he challenged me not to make a mistake. But in my year as President, there was a sizeable sum on the table for the one who completed the year with the least number of errors. I was delighted when at the end of my term the score was three errors each. Neither of us collected!"*

*"Joe Rinnert was a committed traveller, and with his wife Mary visited many countries. Mary often referred to Joe as 'a dedicated ham,' and we saw wonderful evidence of this at a Maori concert. Joe joined the young Maori performers and gave a creditable version of a Maori poi dance, to great applause."*

John A. Fauvel, DTM, 1987-88 Auckland, New Zealand

by Jeff Davidson

**W**e need to be careful about uttering overused catch phrases and anecdotes that have been circulating among speakers for years.

Because there are so many to choose from, it's hard to know where to begin. Here's a list of my favorite pet peeves: Station *WIIFM* (what's in it for me) needs a change in call letters. If I see or hear the phrase, "luck is

tion was first published. The number one *social* fear of adults is speaking before groups. Given the choice of speaking before a group or trying to scale a 500-foot vertical sheet of solid rock, being operated on for a brain tumor or being held-up at gunpoint, most adults, I assure you, would readily find speaking before a group far less frightening.

# Let's Stamp Out Clichés

when preparation meets opportunity" one more time, I will scream in a forest whether anyone hears me or not. Likewise about "soaring with the eagles and not the turkeys," and "walk your talk."

## BY THE NUMBERS

Let's reserve *near death* stories for audiences that are near death. At your next convention, please omit any "suppose you had six months to live?" anecdotes, or anything about "ships that are off course 90 percent of the time; going beyond the nine dots; getting four F's and one D in school because you focused too much on the "D" subject; God providing us with two ears and one mouth so that we would be better listeners," or "it takes twice as many muscles to frown as to smile." While on the subject of numbers, let us fondly remember that "the 80-20" rule has been mercilessly overworked lately.

It's not that these statements lack for meaning. On the contrary, some of them represent powerful concepts. Overuse, however, frequently leads to misuse – or worse, a watered-down version of the original meaning.

Let's shed two all-time meaningless clichés:

1. "You never get a second chance to make the first impression." – Every time we make an impression it's a first impression.
2. "The number one fear of adults is speaking before groups." This "fact" has been widely misinterpreted since the informa-

## BE KIND TO ANIMALS

I beseech you, no more discussion about "getting butterflies to fly in formation"; "throwing starfish back in the ocean"; "holding elephants in place by a single stake"; "how giving a person a fish feeds him for a day;" or, as observed by Mark Twain more than a hundred years ago, "the difference between lightening and the lightning bug."

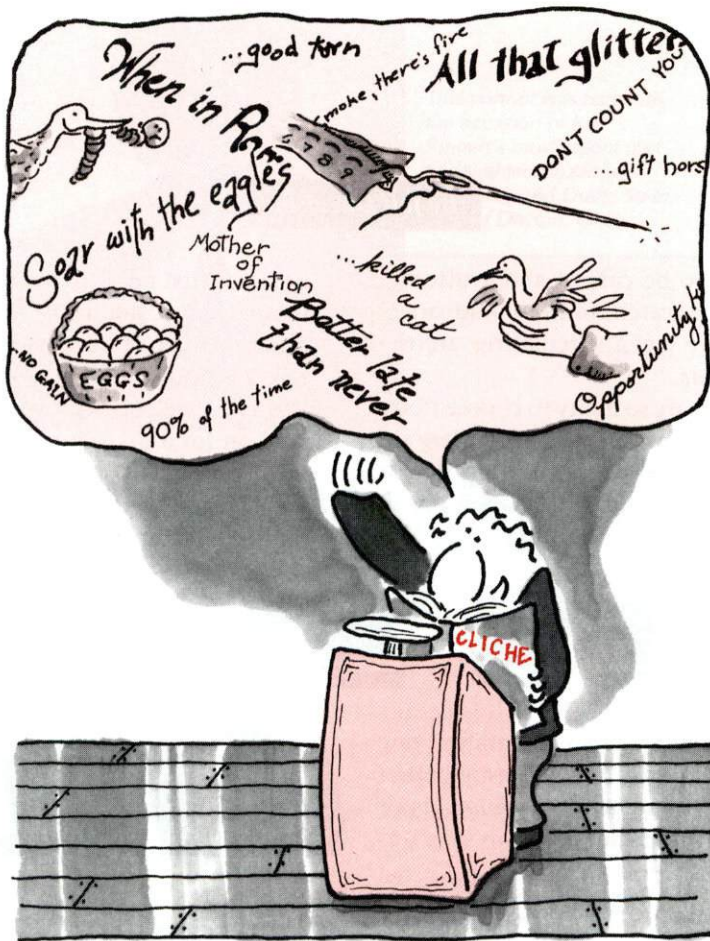
## WHAT NOW, O GURU?

Personally, I like Tom Peters, Ken Blanchard and Warren Bennis, but, for goodness sake, we all can't keep quoting and citing them on the back jackets of our books. The same goes for the rest of the heavily quoted gurus.

## A MORATORIUM ON DISTINCTIONS

It would be like a breath of fresh air, if, for six months, there were no further clarifications between "manager" and "leader," no further discussions of "art" versus "skill," no further pontification about "investing time, not spending it," and no deliberations about "made, not born." And by all means, leave "training versus education" to Webster – you can't truly engage in one without the other anyway. And please no low-level dis-

This author has had it with overused catch phrases and anecdotes.



**“Overuse frequently leads to misuse – or worse, a watered-down version of the original meaning.”**

cussion about “making a contribution to the planet.”

Let’s allow “it’s not what you know, it’s who you know,” and “it’s not what you say, it’s how you say it,” to go the way of the Edsel. Likewise, let’s eliminate the terms “managing diversity” or “multi-cultural work force” as euphemisms for dealing with an unskilled or unproductive work force. And please, don’t tell us that you were in the half of the class at school that made the top half possible.

**MURPHY WAS HERE, BUT HE LEFT**

Bringing up *Murphy’s Law* is inane. Parkinson’s law – “work expands to fill the time allotted for its completion” – is also passé. Few can afford to squander their time like that anymore.

I think meetings would be measurably improved if we all agree to prune our oratory of phrases such as “plan your work and work your plan, go with what brung ya,” and “the KISS method of doing anything.” When it comes to “breaking out of the box,” let’s leave home without it. Let’s also leave at home stories about “building a cathedral for the glory of God,” and anything related to the “Chinese symbol for crisis.”

I could go on, but hey, “writing is a lonely task.” Let me conclude with nominations for the banished word of the year, and the banished word of the decade. My choices: “empowerment” and “excellence,” in that order. **1**

**Jeff Davidson** is a business writer, professional speaker and the award-winning author of 18 books. He lives in Chapel Hill, North Carolina.

# A Paradigm By Any Other Name

■ I assume paradigms have been around longer than training conferences. The word evolved from Middle English, Late Latin and Greek. The *American Heritage Dictionary* says it should be pronounced “pear-a-dims” but most people pronounce it “pair-o-dimes.”

I didn’t meet a “pearadim,” however, until I signed up for a workshop titled, “Pilot Programs Without Paradigms” at an international conference in San Antonio, Texas. The title was meaningless, but the short explanation asked if I would like to double membership in my organization. My answer was yes. “Come prepared to open your mind to new ideas and throw away your paradigms,” the description tempted.

Since this was a new word to me, I was pronouncing it “paradijems,” although I could just as easily have picked “paradiggums.”

“Which workshop are you going to this afternoon?” my roommate asked.

“The one on paradijems,” I told her.

She didn’t know what one was either. “Well, you can tell me about it later,” she said.

I like to think of my mind as open to new ideas, and I was certainly ready to think about throwing away my paradijims. I had no idea where they were but I was sure they were dusty, rusty, musty or fusty and they probably had spiders, too.

The workshop leader spent two hours talking about “pairodimes.” It was hopeless. Every time she said the word, I felt the little doors in my brain slamming shut the same way they did in 7th grade arithmetic when I had to figure how fast a pool would fill from pipes A, B and C. It’s

the same reaction I have today when someone tries to explain how DOS works in my computer.

“So what did you learn in your workshop?” my roommate asked.

“Not much,” I said. “Except a ‘paradijim’ is a ‘pairodime.’ What did you learn?”

“Total quality management,” she said.

I attended a workshop a year and a half later.

The speaker had reportedly been paid \$5,000. The subject was communication, but the expert sprinkled his lecture with so many “pairodimes” that I passed the time doodling in my notebook.

Today it’s rare finding a training session without a “pairodime.” And the word has never made sense to me, spoken or written.

I suspect it doesn’t make sense to anyone else either. As the secretary for a state-level committee, it was my job to record the minutes at each meeting. At one of the meetings, the chairman, a retired college sociology professor, was on a paradigm kick. He sprinkled his comments with so many paradigms that, after a while, I just put down “P” each time.

After typing the minutes, I circled each paradigm and sent him a copy. He deleted every single one and sent the minutes back to me. They made more sense.

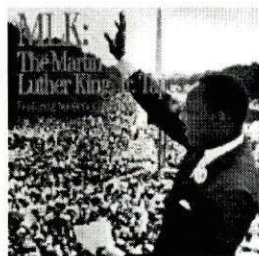
Tell me about examples and patterns and models. But don’t tell me about a “pearadim”, a “pairodime,” or a “paradijim” – a word whose time has come – and gone. **T**

**Mary McClure** is a freelance writer in Lawton, Oklahoma.

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by **Mary McClure**

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# Passing the PLATEAU

Almost everyone hits a stage where progress levels off.  
The big question is, how do you get past it?

When you gave your Icebreaker you were so nervous you were sure the audience could hear your knees knocking. Now, several speeches later, your tongue no longer ties itself into knots when you are called to the lectern. But lately you feel like you've stopped improving. You may even look at the more experienced Toastmasters in your club and worry that you'll never sound that polished.

You've hit a plateau.

It may seem easier to give up and drop out of the club. If you're not going to get any better, why bother?

Plateaus are frustrating because they can drain you of the very energy you need to break free of them. The first and most important thing to remember is that you're not alone. Almost everyone hits a stage where progress levels off. The big question is, how do you get past it?

We face plateaus whenever we learn a new skill. There's always a period of quickly acquiring basic knowledge and then the longer, slower trek towards mastery. Studying a foreign language is a good example. In almost no time you learn how to count to ten and say simple phrases like, "the pen is on the table." Your new-found "fluency" makes you feel great. But your confidence level plummets as you face conjugating irregular verbs and trying to remember the future perfect tense.

Whether or not you conquer the language barrier depends on your commitment to the learning process. It's the same with Toastmasters. You can master the vocal variety and gestures needed to become a good speaker, but it takes perseverance.

Rather than continuing to spin your wheels in the plateau mud, here are several things that you can do to pull yourself out:

**Refocus on your goal.** When it seems like it would be easier just to walk away than to keep on trying, remind yourself of why you joined Toastmasters. Are you committed to becoming the best speaker you can be?

With so many other pressures in your life you can lose sight of your goal. Instead of trying to come up with excuses not to attend meetings or prepare a speech, give yourself reasons for going, for getting it done.

**Move at your own pace.** Don't feel pressured to rush through the Communication and Leadership manual to get your CTM. Giving a manual speech has no value if you don't meet your objective.

**Take it one goal at a time.** If you want to improve voice projection, concentrate all of your energies on that. Once you feel your voice is stronger, tackle your next target area. Don't be afraid to re-do a manual speech if you think you can do a better job next time.

**Talk to other Toastmasters.** If you have a mentor, talk with him or her about your concerns. If not, talk with other members whose speaking abilities you admire. Ask for tips and suggestions. They will be glad to offer advice and a tale or two of how they made it through their own plateaus.

We have a tendency to be too hard on ourselves. You may be pleasantly surprised to find that other people have noticed your progress even if you have not.

**Practice, practice, practice.** There is one way to make sure you won't get better as a speaker and that's to stop giving speeches! Look for opportunities to speak. If you don't have an assignment for the next meeting, volunteer to fill in if someone can't make it.

**Reward yourself** every time you show improvement. That's the foundation for building more self-confidence.

Club officers also need to understand that plateaus can turn into giant sinkholes that swallow up members. There are several things that a club can do to help people through these rough spots:

■ **Set up a mentoring program.** Every new Toastmaster needs someone to answer questions and show them the ropes. The best way to do this is by assigning mentors. But the relationship has to be more than just seeing someone through the first few speeches. Even more experienced Toastmasters continue to look to their mentors for guidance.

Mentors need to be attuned to their charges' needs. Some people may not even recognize their feelings of frustration as a plateau. It's up to the mentor to talk about the peaks and pitfalls of becoming a better speaker and to encourage the member to keep on trying.

■ **Re-enforce the importance of evaluations.** Good evaluations can be the road out of a plateau for some people. Suddenly someone says, "In your next speech you might try..." And you say to yourself, "Why didn't I think of that?"

Don't let evaluators get away with sugarcoating their evaluations or being too critical. Make sure they understand the need to offer both encouragement and specific suggestions for improvement.

Encourage other members to offer their own short, written, evaluations to speakers. Many words of wisdom, constructive criticism and helpful hints have been passed on this way.

■ **Keep awards in perspective.** In clubs that vote for Best Speaker, Best Table Topics, etc., it can be very frustrating when the same "old-hands" win all prizes. This can make someone on a plateau feel more stuck than ever.

Remind voters to measure a speaker by his or her level of ability. Did a less experienced Toastmaster surpass the objectives for her speech while a more experienced Toastmaster - even if his delivery was smoother - merely met his objectives? Then who should you vote for? Why the less experienced speaker, of course!

Unfortunately, there are no guarantees that once you make it past one plateau there won't be others waiting for you. But you'll have new skills to help you get out of them more quickly. Think of them as a rest stop on a long journey; survey how far you've come and look at where you want to go. Then turn the plateau into a launch pad to get you there. **T**

*Christyna Copeland, CTM*, is a member of Tarheel Club 1293-37 and Raleigh Cable Club 7020-37 in Raleigh, North Carolina.

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Ted Corcoran, ATM

**District 12\***  
Gregory D. Scott, DTM

**District 64**  
Mel Nott, DTM

**District 44**  
J. L. Rowland, DTM

**District 47**  
Russell A. Best, DTM

*\* District receives "Excellence In Leadership Award" for completing 1994-95 with three or more consecutive years as a Distinguished District.*

## Select Distinguished Districts

**District 50**  
Alice Willhoite, DTM

**District 70\***  
Pamella Vernon, DTM

**District 69\***  
Charles Harrison, ATM

**District 34P**  
Ramon Galindo, DTM

**District 74**  
Maggi L. Northam, DTM

**District 53**  
Sandy Gordon, DTM

*\* District receives "Excellence In Leadership Award" for completing 1994-95 with three or more consecutive years as a Distinguished District.*

## International Speech Contestants

**REGION I**  
James Brennan  
Club 2695-39

**REGION II**  
Charles Harris  
Club 5983-1

**REGION III**  
Kathie Clark  
Club 1207-50

**REGION IV**  
Donald Lee  
Club 5066-42

**REGION V**  
Dan Bowden  
Club 5581-11

**REGION VI**  
Ross Mackay  
Club 1609-60

**REGION VII**  
Mark Brown  
Club 3605-46

**REGION VIII**  
Dawn Miller  
Club 8437-47

**OVERSEAS**  
Phillip Khan Panni  
Club 4141-71

## Accredited Speakers

**Wayne Choate, DTM**  
Club 3389-33

**Margaret Hope, DTM**  
Club 4589-21

**Russell Johnston, ATM**  
Club 5995-19

## International Taped Speech Contest Winners

**1st Place**  
Tan Teong Soon Bobby  
Club 752-51P, Malaysia

**2nd Place**  
Rajiv Goonetilleke  
Club 5324-U, Sri Lanka

**3rd Place**  
Ricky Ch'ng Beng Tatt  
Club 655-51P, Malaysia.

## French Taped Speech Contest Winner

**Germain Perron**  
Club 3366-64, Canada

## Distinguished Districts

**District 56**  
Jean Riggs, DTM

**District 66\***  
Gregory A. McCaulley, DTM

**District 73\***  
James L. Dinan, DTM

**District 23**  
Carol M. Cochran, DTM

**District 36**  
Jill S. Lambe, DTM

**District 61\***  
Velma Pearlina Latmore, DTM

**District 72\***  
Carl W. Horn, DTM

**District 54\***  
Edward C. Jones, DTM

**District 3**  
Art Nieto, DTM

**District 45**  
Patricia M. MacLellan, DTM

**District 60\***  
Nancy J. Vis, DTM

**District 24**  
Eugene A. Deyoe Jr., DTM

**District 6**  
Joy M. PirkI, DTM

**District 17**  
Richard J. Grace, ATM

**District 62\***  
Beverly Sue Wall, DTM

**District 35**  
Richard J. Koehler, DTM

**District 15**  
Billie Jones, DTM

*\* District receives "Excellence In Leadership Award" for completing 1994-95 with three or more consecutive years as a Distinguished District.*

## President's Top Five Distinguished Clubs

*Clubs with Fewer than  
20 Members:*

**After 5**  
Club 970-33

**Waylands Speechmasters**  
Club 5558-25

**Thunderbird**  
Club 325-3

**Alliance**  
Club 767-10

**Success for Singles**  
Club 2330-12

*Clubs with 20-29 Members:*

**Sundowners Advanced**  
Club 5803-14

**Talu**  
Club 9643-8

**Toastmasters of Palm Springs**  
Club 4062-12

**Three Letter Club**  
Club 3431-66

**Challenge**  
Club 9220-70

*Clubs with 30-39 Members:*

**Queen City**  
Club 5406-75

**Town Criers**  
Club 1743-30

**Inspirational**  
Club 9509-2

**Greater Hartford**  
Club 919-53

**New Providence**  
Club 3596-47

*Clubs with 40 or more Members:*

**Free Speakers**  
Club 8401-38

**Bayanihan**  
Club 2844-75

**Conoma**  
Club 454-16

**Manila Bay**  
Club 1088-75

**Tai-Pan**  
Club 2100-75

### *Top Ten Club Newsletters*

**Kaiser Permanente Newsletter**  
Club 8735-F  
Keri Tahara, Editor  
May Afenir, Editor

**Daybreakers' Communicator**  
Club 4517-3  
Art Johnson, ATM, Editor

**Valley Toastmasters Newsletter**  
Club 5056-3  
Glenn Pike, DTM, Editor

**Power Gram**  
Club 9663-20  
Tom Pollard, Editor  
Janie Solarski, Editor

**The Wry Toast**  
Club 7173-21  
Norma Watt, DTM, Editor

**The Kimmunicator**  
Club 7589-35  
Brian M. Suyat, Editor

**Hot Pursuit**  
Club 6901-42  
Dan Hardie, DTM, Editor

**PSST**  
Club 484-56  
John DeMoor, Editor

**Reflections**  
Club 2638-64  
Nancy Bagley, CTM, Editor

**The Communicator**  
Club 5323-70  
Alan Nathan, DTM, Editor

### *Top Ten District Newsletters*

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District F  
Michelle Wedemeyer, CTM,  
Editor

**The Sounder**  
District 2  
Jennifer Brindle, ATM, Editor  
Bruce Meaker, ATM, Editor

**The Roadrunner**  
District 3  
Grace E. Johnson, DTM, Editor

**District 6 Digest**  
District 6  
Jon Shields, DTM, Editor

**Images**  
District 12  
Richard Richins, ATM, Editor

**52 Review**  
District 52  
Shirley A. Hunter, DTM, Editor

**The Leader**  
District 61  
Henry Heald, CTM, Editor  
Jane Stuart, DTM, Editor

**The Dominion Traveler**  
District 66  
Grace E. Brown, DTM, Editor  
RaNetta Mitchum, CTM, Editor

**Newsline**  
District 72  
Gaelle Deighton, DTM, Editor

**The Philippine Toastmaster**  
District 75  
Maribelle Adelfa Navarro-  
Veloso, CTM, Editor

### *Top Five Membership Campaigns*

**Star Performers Toastmasters**  
Club 8452-68

**LSI Speakers Toastmasters**  
Club 7596-4

**King of Clubs Toastmasters**  
Club 447-6

**Dynamic Speakers Toastmasters**  
Club 6435-U

**Golden State Capitol Toastmasters**  
Club 7489-39

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Irene M. Evans, DTM  
Club 3767-21

Ralph Romo, DTM  
Club 2060-39

Fran Okeson, DTM  
Club 9679-46

Rosalind Hunter-Brittain, DTM  
Club 9111-69

Gilbert W. Smith, DTM  
Club 6222-11

Lewis C. Smith, DTM  
Club 2279-36

John C. Angiolillo, DTM  
Club 6851-F

Robert F. Happel, DTM  
Club 1743-30

Bill Cortus, DTM  
Club 7917-12

### *President's Sponsor*

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Club 6961-72

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Betty W. Eisenzimmer, DTM,  
D-2

Bob Wagner, DTM, D-3  
Deon Viergutz, D-4  
Michael Walker, CTM, D-5  
Judy Daily, ATM, D-6  
Donna Goodman-Herron,  
ATM-S, D-7

Paul Kremer, D-8  
Joe Guilford, DTM, D-9  
Bill Simpson, ATM, D-10  
Kathi Goodwin, ATM, D-11  
Kay Starr, DTM, D-12  
Richard Parish, DTM, D-13  
Belinda Mitchell, D-14  
Sandy Ray, D-15  
Don Hunt, DTM, D-16  
Delores Puckett, ATM, D-17  
Maurice Shamash, D-18  
Susan Evans, ATM-B, D-19

Sharron Waddingham, CTM, D-20  
 Irene Evans, DTM, D-21  
 Peter Harris, DTM, D-22  
 Ramon Mondragon, DTM, D-23  
 Jean Dier, DTM, D-24  
 Billie Faye Spicer, ATM, D-25  
 Edward H. Seely, DTM, D-26  
 Larry Welch, D-27  
 Mary S. Cowper, ATM, D-28  
 Ed Gaines, DTM, D-29  
 Nancy Nagele, DTM, D-30  
 John Thornton, DTM, D-31  
 JoAnn Williams, ATM, D-33  
 Ken Forbord, DTM, D-35  
 Michael Zier, DTM, D-36  
 Morris Dean, ATM, D-37  
 Johnnie Dooley, CTM, D-38  
 Martha S. Taub, DTM, D-39  
 James Vogeles, ATM-S, D-40  
 Sandy Vogeles, DTM, D-40  
 Tim Axtman, ATM, D-41  
 Audrey Wight, D-42  
 Jim Bell, ATM, D-43  
 Michael Dodson, ATM, D-44  
 Rick Talbot, ATM, D-45  
 Pamela R. Keyzer, CTM, D-46  
 Gloria Kemp, DTM, D-47  
 Cindy Carter, ATM, D-48  
 Ann Elaine Sunnland, D-49  
 Gary Smith, DTM, D-50  
 Adelaida Villanueva, CTM, D-52  
 Jane C. Philion, DTM, D-53  
 John Powers, ATM-B, D-54  
 John Salazar, DTM, D-56  
 Satya Sarkar, D-57  
 Russell L. Kelly, D-58  
 Ivan Watts, D-60  
 Donato DiPietrantonio, D-61  
 Pegg Osowski, ATM, D-62  
 Sally Maureen Dunn, DTM, D-63  
 Nancy Bagley, ATM, D-64  
 Joseph C. Harper, DTM, D-66  
 Carolyn Sanders, DTM, D-68  
 Stella Etherington, ATM, D-69  
 David Heggart, DTM, D-70  
 John Smith, D-71  
 Richard Logan, D-72  
 Trevor Wing-Quay, CTM, D-73  
 Adolph P. Kaestner, DTM, D-74  
 Juliet "Baby" E. Luat, DTM, D-75

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 Stephen M. Loeb, DTM, D-1  
 Steve Hart, ATM, D-2  
 Nancy Starr, ATM, D-3  
 Dennis Alstrand, ATM, D-4  
 David Mezzacappa, ATM, D-5  
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 Joyce Jackson, D-8  
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 Linda Joseph, ATM, D-10  
 Larry Schwab, ATM, D-11  
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 Judy Bedell, D-13  
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 Peggy Carr, D-15  
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 Paul Hookey, DTM, D-25  
 Shirley E. Davis, D-26  
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 Doyle Pridgen, D-29  
 Imogene Montgomery, ATM, D-30  
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 Gail Patterson, DTM, D-33  
 LaVerne Hawkins, DTM, D-36  
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 Tom Loughlin, D-40  
 Brad Korbo, ATM, D-42  
 Robert Rounsefell, ATM-S, D-43  
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 Fran Okeson, DTM, D-46  
 Rosalind Murray, ATM, D-47  
 Janice Barker, ATM, D-48  
 Donna Stefanov, ATM, D-49  
 Russ Hicks, ATM, D-50  
 Dunstan Chan, D-51P  
 Newell Moore, DTM, D-52

Clyde D. Talley, DTM, D-53  
 Jana Kiefer, DTM, D-54  
 Caroline Powers, ATM, D-56  
 Craig Harrison, ATM-B, D-57  
 Patricia Parker Hill, ATM, D-58  
 Sylvia Staple, D-60  
 Simon Parcher, D-61  
 Jan Wiedmayer, ATM-B, D-62  
 Paula Craft, CTM, D-63  
 Clyde Huff, CTM, D-64  
 Melton "Mickey" Beane, DTM, D-66  
 Grant Burgess, D-68  
 Barrie Richardson, CTM, D-69  
 Patti Bertram, DTM, D-70  
 Larry Slattery, CTM, D-70  
 Mike Silverman, ATM, D-71  
 Ian Withers, ATM, D-72  
 Dick Briggs, DTM, D-73  
 Judy Alexander, CTM, D-74  
 Arie W. Wernas, DTM, D-75

Al Voorhees, D-22  
 Jesse Brown, D-23  
 Kathy Baugh, CTM, D-24  
 Shirley Traversie, ATM, D-25  
 Dave Scott, ATM, D-26  
 Kathy Fox, D-27  
 Jerome William Roberts, ATM-B, D-28  
 Debbie Sebastian, D-29  
 Walter Thurman, ATM, D-30  
 Roger Swenson Jr., CTM, D-31  
 Kay Collis, ATM-S, D-33  
 Patricia Lambrecht, DTM, D-35  
 Roger Doucette, ATM, D-36  
 Derrick Williams, ATM, D-37  
 Rosemary Williams Raysor, ATM, D-38  
 Lorenzo Cuesta, ATM, D-39  
 Candice Clark, ATM, D-39  
 Jo Anne Moore, ATM, D-40  
 Jan Tracy, ATM, D-40  
 Larry Burkhead, ATM, D-41  
 Sharon Freeman, ATM, D-42  
 Kevin Vorheis, ATM, D-43  
 Betty Farmer, DTM, D-44  
 Louise Fyffe, ATM, D-45  
 Julie Porowski, CTM, D-46  
 Steven Camp, ATM-S, D-47  
 Robin Saddler, CTM, D-48  
 Jeff Beard, ATM, D-49  
 Carol Pabst, ATM, D-50  
 Patricia Mack, D-51P  
 Yong Elias, ATM-B, D-52  
 Marcel M. Blythe, ATM, D-53  
 N. Christine Fitzsimmons, ATM, D-54  
 Karen Monsen, ATM, D-56  
 Diane Messing, CTM, D-57  
 Patricia E. Bolin, D-58  
 Nancy Shoemaker, D-60  
 Sylvia Fraser, D-61  
 Andy Howland, ATM, D-62  
 Nancy Holder, ATM-B, D-63  
 Lynne Quaye, DTM, D-64  
 Charles Smith III, ATM, D-66  
 Nora Duncan, D-68  
 Nevell McPhee, DTM, D-69  
 Doug Morton, ATM-S, D-70  
 Mary O'Connell, ATM, D-71  
 Alan Northcote, D-72  
 Paul Schoneveld, ATM, D-73  
 Denise S. Montanari, ATM, D-74  
 Hidelito S. Pascual, ATM, D-75

## *Area Governors of the Year*

Nancy Buhl, ATM-S, D-F  
 Laurie Homewood, ATM-B, D-1  
 Stewart Kuehne, ATM, D-2  
 Caroleen Hitchens, ATM, D-3  
 Jim Danzenbaker, ATM, D-4  
 Martin Olmeda, ATM, D-5  
 Patricia A. Croal, ATM, D-6  
 Dave Hawley, CTM, D-7  
 Cindy Larm, D-8  
 Edwin Rowold Jr., D-8  
 Earl Wright, CTM, D-9  
 Carole Fleming, CTM, D-10  
 Jean Miller, ATM-S, D-11  
 Nicholas Ninos, ATM-S, D-12  
 Karen Wahl, D-13  
 Angelika Block, ATM, D-14  
 Milton Smith, D-15  
 Emma Smith, D-15  
 Karon Cook, D-15  
 Elane Essic, CTM, D-16  
 Josie Skibstad, ATM, D-17  
 Sudhir Shah, D-18  
 Cheryl Conner, ATM, D-19  
 Doug Veum, CTM, D-20  
 Lorraine Hladik, D-21



The following listings are arranged in numerical order by district and club number.

### DTM

Congratulations to these Toastmasters who have received the Distinguished Toastmaster certificate, Toastmasters International's highest recognition.

- Ruth Ann Nippe, 7097-F
- Vernon E. Meurer, 8354-F
- Laurie J. Homewood, 2646-1
- Jeff Haebig, 1013-6
- Robbie England, 2003-6
- Kaki (Kathryn) Des Bles, 7225-6
- Donna Goodman-Herron, 5480-7
- Juliaette Watts, 4936-10
- Jean Miller, 5233-11
- Victoria C. Otos, 1969-12
- Edward E. Moss, 6836-12
- Richard R. Snyder, 7213-12
- Sarah A. Braswell, 3344-14
- Patricia Fiene Voyna, 8352-14
- James Walker, 8718-14
- Judith Johnson, 8289-20
- Lois Moss, 2986-21
- Muriel Hemmes, 7291-21
- Leonard "Len" Hall, 3109-23
- Marie M. Lindquist, 3109-23
- Julia Curtiss Kocher, 6530-25
- Felix C. Bartholomew, 1254-27
- Martha Morrison, 5414-31
- John Daniel Henry McDonough, 1594-32
- Kay Collis, 3374-33
- Fernando A. Salazar, 9406-34
- (Jack) John Stewart Jahn, 69-38
- Thomas M. Cherne, 1390-39
- C. Macken Conway, 4089-39
- Thomas A. P. Smith, 4089-39
- Sandra Saari, 3489-42
- David J. O'Neal, 1012-46
- Frances C. Okeson, 9679-46
- Diann P. Hayes, 892-47
- Dinah M. Arnette, 1667-47
- David A. Cruickshanks, 6568-47
- Barbara A. Rudnicki, 9628-47
- Cecilia Carter, 3874-48
- Edward B. Louie, 988-52
- Chia-Rhu C. Yang, 3352-52
- Jane C. Philon, 3610-53
- Clyde D. Talley, 5716-53
- Edward C. Jones, 79-54
- John H. Powers, 79-54
- Jeffrey G. Higgins, 7060-54
- Jim Barshop, 5166-56
- Linda Olsen Stiles, 7301-56
- John D. Smelser, 8350-56
- Jesse C. Dove, 6299-58

- Ann Clarice Howes, 5702-60
- Brenda Philp, 6751-60
- Dawn Frail, 7282-60
- Donato DiPietrantonio, 5458-61
- James G. Hart, 4703-63
- Nancy J. Holder, 6906-63
- Joanne Bunney, 5416-64
- David Carl McClees, 5099-66
- Peter Graham, 7894-69
- Edna M. Curley, 6691-70
- Michael A. Silverman, 7951-71
- Ben Koteck, 1593-73
- George O'Keefe, 4203-73
- Daniel C. F. Janse Van Rensburg, 4125-74
- Denise Deborah Montanari, 9879-74

### ATM Silver

Congratulations to these Toastmasters who have received the Able Toastmaster Silver certificate of achievement.

- Laura E. Bayne, 141-1
- Karna Mathre, 3491-2
- Richard M. Snow, 5538-2
- Caroline Lundgren, 761-5
- Cookie Packer, 6625-6
- John T. Willison, 9196-6
- Bruce Trippet, 9218-6
- Marilyn Mitchell, 4062-12
- Nicholas P. Ninos, 8691-12
- Walter Zurowski, 3348-14
- Irene Evans, 8878-21
- Milton J. Kowalewski, 2932-26
- Margaret Asman, 3308-27
- Jo Condrill, 8539-27
- George Scott, Jr., 8806-27
- Frank J. Guyer, 1743-30
- Pamela McKinney, 1743-30
- Robert F. Happel, 1743-30
- Ruth Berger, 7175-30
- Daniel Jones, 8753-31
- Kay Collis, 3374-33
- Raul R. Bravo Cacho, 5627-34
- Roger A. Groves, 2307-39
- Denise Blair, 6864-39
- Gloria A. Peaks, 3500-40
- Samsen Rohm, 7022-42
- James G. (Jerry) Hunt, 884-44
- Robert E. Barnhill, 884-44
- Amos A. Britton, 344-46
- Anthony R. Sam, 2346-47
- Jeri J. Steele, 9214-50
- Arnold S. Grot, 919-53
- Jack S. Ragsdale, 1196-54
- George W. Carver, 2702-54
- Delores Lenzy, 3393-56
- Donald W. Samp, 5831-56
- Angel Doris Hilliard, 6517-56
- Judy Doyen, 7219-56

- Sher Leetooze, 3541-60
- Sonny D. Reynolds, 1757-63
- M. Carol Reed, 1515-65
- Paul M. Branson, 562-66
- Joseph C. Harper, 6822-66
- Muriel Smith, 3814-69
- Denis Timothy Burke, 2274-70
- Jill Sykes, 2274-70
- Norman Thomas Hanscombe, 3186-70
- Mervyn H. Tobin, 4613-70
- Roger Killeen, 5483-70
- Nora C. O'Donovan, 6172-71
- Judith Livingston, 2684-72
- Murray Hunter, 2782-72
- Rex D. Rutherford, 2833-72
- Rodger Henry Whitley, 6944-72
- Gaspar Teves Pascual, 2100-75

### ATM Bronze

Congratulations to these Toastmasters who have received the Able Toastmaster Bronze certificate of achievement.

- Michael Gutzman, 5144-2
- Stephen M. Turner, 2372-5
- David D. Allen, 8043-5
- Donald L. Steiner, 997-7
- Anna L. Neher, 575-9
- Juliaette Watts, 4936-10
- Lowell H. Bamford, 1043-12
- Marcia J. Williams, 8950-12
- Bennie Rose Stewart, 5852-14
- Elaine Rita Middleton, 5403-21
- Vera E. Lucas, 8548-21
- Michael A. Steiner, 9212-27
- Helen Wiitala, 4177-33
- Gary E. Pakes, 5364-37
- Joanne Buchanan, 7083-40
- Heather Perkins, 3978-45
- Kaireen Chaytor, 3978-45
- Carlos Enrique Leon, 4229-46
- Mary Ellen Hughes, 4969-56
- Bert Post, 1609-60
- Greg Kay, 3320-60
- Roy W. Saxman Jr., 3423-66
- Melton E. Beane, 5099-66
- Mary F. White, 6822-66
- Donald E. Fabian, 1121-70
- Michael James, 1953-70
- Mervyn Jeffrey Aston, 5073-70
- Sally D'Innella, 6691-70
- Margaret Austin, 3183-72
- Carl Horn, 5535-72
- David Peter Lewis Coxon, 7287-72
- Beverley G. Roberts, 8864-72
- Tirso Antonio C. Ferrer, Jr., 35-75
- Teresita U. Quirino, 4086-75
- Elisa W. Tay, 4933-75
- Manuel C. Regalado, 8004-75

### ATM

Congratulations to these Toastmasters who have received the Able Toastmaster certificate of achievement.

- Michael T. Chang, 200-F
- Michiko Otaya, 554-F
- Judy Turpen, 729-F
- Stephen M. Loeb, 743-1
- Jim Danzenbaker, 7430-1
- Mohammad Seyed Moussavi, 9170-1
- Philip L. Taylor, 9486-1
- H. Erika Henze-Gurlitt, 258-2
- Catherine Roper, 2148-2
- Dennis Russell, 2732-2
- Marlee Huber, 2732-2
- Susan Wallace, 777-3
- Toni L. Reeves, 777-3
- Sharon Washam, 3198-3
- Patricia Lindquist, 5240-3
- Bonnie Belden, 5641-3
- Scott Henline, 59093
- Irma C. Chaira, 9006-3
- Walter S. Carroll, 3918-4
- Donna Snow, 4270-4
- John Fenwick, 4270-4
- Mily Tsou, 4270-4
- Delia Terramorse, 5234-4
- Tom Dennis, 7242-4
- Alyce Felder, 112-5
- Brenda E. Fenner, 2539-5
- Jerry Balistreri, 4152-5
- Stephen Eric Garrett, 4556-5
- Adam Polster, 7070-5
- Pedro Garcia, 7070-5
- Craig Ostrem, 1696-6
- Judith K. Lindstrom, 4687-6
- Patricia A. Croal, 5290-6
- Charlotte Olson Franey, 5751-6
- Carl W. Fritsch, 6348-6
- Jennie Engstrom, 7280-6
- Steven A. Ott, 7280-6
- Barry W. Kennedy, 1235-7
- Sheryl M. Keizur, 2034-7
- Lynn Kaminsky, 2905-8
- Dorothy M. Trepal, 7189-10
- Kay C. Housum, 8563-10
- William C. Simpson, 8769-10
- Iris Llewellyn Angle, 9728-10
- Barbara L. White, 666-11
- Charles W. Monagle, 3293-11
- Jeffrey A. Hendrix, 3920-11
- Juanita W. Smith, 8442-11
- Eric J. Nutter, 290-12
- Michael J. Fasenmyer, 290-12
- Bettye L. Underhill, 1026-12
- Jesse W. Siglow, 1255-12
- Stephen Turnbaugh, 3957-12
- Richard R. Snyder, 7213-12
- Nasire Lucy Keith, 1092-13
- Sylvia J. Vehec, 1092-13

Samuel C. Wieder, 4021-13  
 Mary Nelson, 266-14  
 James J. Hermacinski, 705-14  
 Cheryl Smith, 2195-14  
 Viola Elizabeth Hardy, 2579-14  
 Charles E. Day, 3324-14  
 Marian Hartley, 3344-14  
 Brenda J. Worthy, 3537-14  
 Shirley A. Hartzler-Berry, 4048-14  
 Mildred J. Thompson, 4710-14  
 Jack L. Zuker, 4781-14  
 Clarence E. Baylor, III, 5051-14  
 Ernest Brathwaite, 5489-14  
 Mark D. Tidrow, 5852-14  
 Jimmy L. Stewart, 7376-14  
 Elvie S. Samadi, 7384-14  
 Randy Adams, 3738-15  
 James A. Barnett, 454-16  
 Priscilla A. French, 3147-17  
 Wayne Hintz, 5063-17  
 Kathy Lehman, 1981-18  
 Brigitte S. Dobyms, 8369-18  
 Elmo T. Quiovers, 9252-18  
 Roger A. Cordero, 9252-18  
 Karla J. Brown, 101-19  
 Jerome M. Skeers, 2388-19  
 Robert Pugh, 1335-19  
 Mark W. Olson, 3250-19  
 Steve Reisert, 8938-19  
 Frances E. Hawthorne, 9047-19  
 Peter Hawthorne, 9047-19  
 Annie Motschenbacher, 272-20  
 M. Bruce Bennett, 1572-21  
 Evan M. Williams, 2743-21  
 Peter M. Duyzer, 2743-21  
 James Douglas Sherb, 3081-21  
 Patty Spehart, 3214-22  
 Nancy Middleton-Hand, 8349-22  
 Dixie Lee Martin, 229-24  
 Linda Hatfield, 2202-24  
 Joan C. Theis, 2977-26  
 Linda A. Wray, 651-27  
 David M. Hatcher, 1762-027  
 Jonathan (Jay) G. Train, 4817-27  
 Larry Welch, 8397-27  
 James J. (Jim) Azzarello, 2683-30  
 Betty Lindsey, 4378-30  
 Robert E. Colan, 4771-30  
 Patrice F. Harrington, 508-31  
 Ginger Prentiss, 9327-31  
 John F. Larson, 333-32  
 John M. Chaney, 1594-32  
 Randall L. Melquist, 2205-32  
 Elizabeth A. Brenner, 4670-33  
 Bob Williams, 6150-33  
 Reginaldo Felix Acosta, 6663-34  
 Honorio Romero Montoya, 6922-34  
 Mary Adams, 1159-35  
 Bernard G. Fridberg, 1314-36  
 Lewis C. Smith, 2279-36  
 Mary Lee Ruby, 3448-36  
 Mary Virginia Abe, 4036-36  
 Derrick A. Williams, 1293-37  
 Randolph Collis, 1835-37  
 Harihar Prasad Bhattarai, 2294-37  
 Rose Ann C. Giannone, 3938-38  
 Christina Gay Awabde, 456-39  
 Cynthia Gibbs, 1571-39  
 Geoff Norman, 1735-39  
 Christine Crady, 3359-39  
 Melissa Andrews, 3359-39  
 Nancy Dali, 3842-39  
 Paula Brown, 5014-39  
 Al W. Lilla, 5091-39  
 Linda Haddeman, 5113-39

Joseph Jacobs, 5728-39  
 Marva H. Harris, 3912-40  
 Jane Seiling, 4341-40  
 Pauline Hahn, 1131-42  
 Constance Paus, 2849-42  
 Hilda Holloway, 5330-42  
 Loy Gross, 5330-42  
 Arnold Urbonas, 6110-42  
 W. Elwyn Mandry, 6233-42  
 Ruth S. Dutchak, 6279-42  
 Sharon Dingle, 6771-42  
 George E. McPhee, 6883-42  
 Brian Stecyk, 6901-42  
 Eric Jackson, 7554-42  
 Marianne T. Hill, 2028-43  
 Dolly M. Halverson, 2172-43  
 J. Lance Curtis, 2217-43  
 Edward J. Berriman, 6954-45  
 Jacqueline A. Rice-Valentine, 1012-46  
 Marilyn F. Lundy, 1436-46  
 Donald R. Clarke, 3188-46  
 Edward H. Collins, 3507-46  
 Daniel H. Kent, 952-47  
 Connie G. Lyke, 7327-47  
 Terry J. Morrison, 2950-49  
 Claire H. Motoda, 4409-49  
 Nancy McGee Wongmo, 4822-49  
 Thomas R. (Tom) Dyar, 718-50  
 Michelle E. Hill, 3663-50  
 John Fooks, 5509-50  
 Karl E. Hartrout, 6577-50  
 Iskandar Bin Ahmad, 2574-51  
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 Rae S. Williams, 3113-52  
 Peter Bunce, 6178-52  
 Gloria Armstrong, 2532-53  
 Maureen Ross Gemme, 2908-53  
 A. Lena Brown, 3610-53  
 Jeanne V. Dill, 5716-53  
 Alberta Dilworth, 1196-54  
 George I. Kauzlarich, 1196-54  
 K. Eugene Dilworth, 1196-54  
 Peter J. Taraboletti, 1196-54  
 Bob E. Couch, 2207-56  
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 Robert M. Garcia, 6379-56  
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 Martin L. Bartlett, 8772-56  
 Brian Gibbs, 3321-57  
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 Mervyn Alexander, 2347-60  
 Joyce Elaine Hill, 2398-60  
 Eleanor L. Tizzard, 5961-60  
 K. K. Ho, 6494-60  
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 Maridon Duncanson, 9119-60  
 Eugene Korneluk, 9262-60  
 Christian Schweiger, 3679-61  
 Andre Trottier, 5842-61  
 Patricia Pounienkow, 9125-61  
 Kim Huxhold, 5239-62  
 Donna Vaughn, 1298-63  
 Jerry Webb, 1526-64  
 Gail Hall, 4784-65  
 Pat Sanderlin, 9841-66  
 Mary Kay Kurzweg, 1998-68  
 James Geddicke, 8452-68  
 John J. Deveney, 9618-68  
 Cecil Lawrence Molloy, 749-69  
 Norman Leslie Louk, 3208-69  
 Ian Pinker, 6310-69  
 Anthony Bielby, 7894-69  
 B. J. Beveridge, 7894-69  
 Jason J. Moss, 7894-69

Ted Schunemann, 7894-69  
 Sue Flack, 8730-69  
 Heather Gordon, 413-70  
 Frank Rigby, 986-70  
 Ross Clennett, 1117-70  
 Joseph Koon-Kai Leung, 1953-70  
 Frank Burgess, 4870-70  
 Rick Alterator, 8756-70  
 Janice M. Hands, 9636-70  
 Annette Barry, 1233-71  
 Eddie Fitzgerald, 1868-71  
 Patrick J. Connolly, 2846-71  
 Breda Duffy, 3599-71  
 David Angus MacLeod, 5461-71  
 John van den Bosch, 1923-72  
 Michael Clark, 2782-72  
 Bruce Collier, 2890-72  
 Lorraine Nash, 2890-7  
 Ian Sharpe, 4074-72  
 Kathleen M. Palmer, 7506-72  
 Pauline Jean Dephoff, 7725-72  
 H. Bruce Powell, 8930-72  
 Howard W. Wills, 1179-73  
 William George Morrison, 2444-74  
 Carmen de Gouveia, 4602-74  
 Sue Munro, 4718-74  
 Katrina Joyce McKinley, 5624-74  
 Regina P. Mappala, 5703-75  
 Mary Jane Mateo-Tesoro, 9683-75  
 Paz E. Vicada-Quijano, 9752-75

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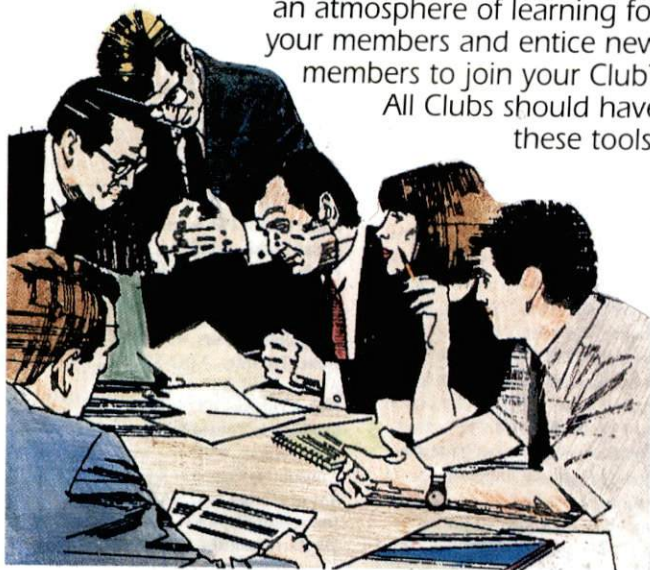
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 Dec Speakeasy, 6015-26  
 Nini Trevet, 6009-34  
 El Grullo, 6029-34  
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 Burnt, 2366-3  
 Phoenix, Arizona  
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 Pebble Beach, California  
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 New Plymouth, New Zealand  
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Expiration Date \_\_\_\_\_

Signature \_\_\_\_\_

Club No. \_\_\_\_\_ District No. \_\_\_\_\_

Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Province \_\_\_\_\_

Country \_\_\_\_\_ Postal Code \_\_\_\_\_

If ordering from this advertisement, please use this coupon. Coupon expires 12/31/95. See the Supply Catalog for complete descriptions and list of other materials to help make your Club a success.

- |                |   |         |
|----------------|---|---------|
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