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District 33 Reformation

Submitted by

Tim Mullins, DTM
District 33 Director

Reformation Update to
Daniel Rex, CEO Toastmasters International
and
Toastmasters International
Board of Directors
and
Executive Committee

February 2019

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District 33 District Director, Tim Mullins, DTM

We are now less than six months away from the inevitable reformation of District 33 into District 33 and District 115 and I continue to feel extremely optimistic about the future of both of these two Districts.

Going from a trio two years ago to a quad last year to a quintet this year has proven to be, in my opinion, a great benefit to the upcoming leaders for both newly forming Districts. I have seen the mature development of both of this year's Program Quality Directors (PQD) as they completed their Club Growth Director (CGD) year and then entered into their Program Quality Director year. Having the opportunity to be both CGD and PQD has helped to make their leadership experience much more valuable and well rounded.

While it is true that having five leaders, with five different personalities, in our top leadership has caused some friction (trios can also have friction) it has also been a blessing because of the different perspective brought to each situation, problem, development and/or opportunity.

I see an exceptionally bright future for both District 33 and District 115.
Sincerely, Tim Mullins, DTM – District Director

District 33 California Program Quality Director, Flora Turner, DTM

See District Director Tim Mullins report

Flora Turner, DTM District 33 Program Quality Director (California)

District 33 California Club Growth Director, Joseph Skoda, DTM

See District Director Tim Mullins report

Joseph Skoda DTM Club Growth Director (California)

District 33 Program Quality Director So Nevada, Steve Goldstein, DTM

This region of our District 33, Southern Nevada is aligning ourselves with the District Leadership Handbook and setting new gold standards for the upcoming creation of District 115 on July 1, 2019. For our Education Goals, we are continuing Pathways education at the club level. We have volunteer Toastmasters going into clubs conducting “Pathway Parties” where members of the clubs bring their laptops or tablets and after their meeting our volunteers help members navigate the on-line Pathways experience, answering questions and getting members into their assessments for their paths. District 33 has the highest percentage of members enrolled in Pathways in region 2.

On the club level, I have been working with all the Division and specifically the Area Directors on club level Distinguished Club Program education. Ted Corcoran, DTM, PIP personally coached me on the DCP when I spent two days with him last year. The DCP for clubs will do so much for the members working as a team to achieve excellence. Officers work on their leadership and the club will see the success of their efforts and ultimately so will the Area, Division and District.

Our TLI was the most successful in many years. I attribute this to assigning a TLI Chair who is a PDG, PRA, Kay Collis to train and mentor the Division Directors. We had classes for all members not just Club Officers and had the best attendance in many years following our mission to “support all clubs in achieving excellence”.

Flora Turner and I, as both PQD’s for District 33 have set up a committee with dual Conference Chairs and a large committee of Chair people whom we are working with for planning our Annual Conference in May. We have embraced the new International Speech Contest rules for the Semifinals and have a professional videographer testing and Adjusting the recordings in preparation for our May District International Speech Contest. We are strong and growing.

Sincerely, Steve Goldstein, DTM

Program Quality Director – Southern Nevada

District 33 So Nevada Club Growth Director, Kristin Baker, ACG ALB EC2

The Club Growth Committee in Southern Nevada is strongly aligned with the two parts of the District Mission; building new clubs and supporting all clubs in achieving excellence. Despite some reorganization of personnel in January, we have all come together with a vision of building a strong foundation of robust and resilient clubs.

The Club Extension Committee is working on a kickoff meeting that should take place in March, as well as two additional kickoff meetings that are expected to follow soon after. There are two prospective clubs that have stalled and we are working on a plan to reignite those leads. In conjunction with the Division Directors, we are following up on 24 additional viable leads. We are offering an incentive to clubs that charter before March 31st.

The Club Retention Committee is working on recruiting and training club coaches to support the clubs with less than 12 members. We have installed 4 new club coaches since January. We are highly publicizing the new dual credit club coaching program via social media and flyers. Open house and membership incentives are in place to encourage smaller clubs to add members. We are working on plans to renew or reorganize the clubs with less than 8 members.

The Area Directors are completing their second round of club visits, with 8 reports having been submitted as of February 25th. I am replying to every Area Director report and offering specific feedback and providing information on the Wow factor Project, incentives, and other resources.

Southern Nevada is committed to our clubs and our members. We are well on our way to creating our vision and finishing the year strong.

Sincerely, Kristin Baker, ACG ALB EC2 Club Growth Director – Southern Nevada

Club, Area, and Division Alignment

The Spring 2019 conference for District 33 will be the last conference as a California and Southern Nevada district. The district council meeting must approve standard documents (minutes and financial), plus, governing bylaws, district geographic boundaries, alignments of clubs, areas, divisions, and districts, and procedures for separate district leader elections. Once separate election procedures are approved, the district council will divide into two concurrently run meetings. The District Reformation document, updated for the 2019-2020 election and published in October 2018 outlines the approved agenda. The renaming of division letters will be necessary to provide sequential letters for each district. For example, the California District 33 will gain letters C, D, and H currently used by Southern Nevada divisions. For the Southern Nevada District 115, letters A, B, E and F (when necessary) will be available. The district supply order for new division banners will no longer display the district number or location. There was much discussion about the effectiveness of division banners and/or area banners. The reformation committee and current district leaders decided there would be no area banners due to annual and/or bi-annual alignments of clubs and areas. However, the division banners were determined to be valuable and worth the investment of district funds. In addition, the division banners are helpful during TLI registration process. A random survey discovered most club members knew their division alignment, but not necessarily their area alignment.

With the launch of District 115, a second realignment discussion is scheduled before the January 2020 TLI. This second alignment will improve club and area alignment for shorter commute times. The growth in Southern Nevada requires frequent road construction, thereby causing traffic congestion. The new district leaders want to be sensitive to a volunteer's time needed to conduct club visits and official Toastmaster business. Several members have volunteered to help with realignment efforts to better match clubs into areas, for the most efficient commute time spent by district leaders.

The Southern Nevada clubs approved the following alignment at the January 2019 Toastmaster Leadership Institute. Thereby, allowing for the DEC and the district council to approve the realignment at the Spring 2019 Conference. The realignment will take effect on July 1, 2019 for the 2019-2020 DDP/DCP term. District 33 and the future District 115 will continue to adhere to Policy 7 District Structure, Section 1, and subsection D, to best meet the members' needs.

Approved Realignment of Southern Nevada Clubs and Membership - as of January 2019

Divisions C and Division D require no realignments at this time. Therefore, divisions C and D totals for club count and paid membership are detailed in the chart.

NEW DISTRICT 115 REALIGNMENT (effective 7/1/2019)						
NEW DIVISION A (PREVIOUS Division H)						
AREA H1	CLUB #	NAME	PAID MBRS	TIME/DAY	City	
6/30-Area H-1	7/1-Area A-1	1970	Pahrump TM	15	7:00 pm/2nd & 4th Thursday	Pahrump
6/30-Area H-1	7/1-Area A-1	6773	Powerhouse Pros	12	6:30 pm/ 1st, 3rd, 5th Monday	LV
6/30-Area H-1	7/1-Area A-1	9942	Burnt Toast II	13	6:00 pm/1st & 3rd Wednesday	LV
6/30-Area H-1	7/1-Area A-1	811670	Safety First	11	4:30 pm/Tuesday-pay day wk	LV
Area Member	Totals:			51		
AREA H2	CLUB #	NAME	PAID MBRS	TIME/DAY	City	
6/30-Area H-2	7/1-Area A-2	402	To-Your-Health	12	12:00 pm/2nd & 4th Wed.	LV
6/30-Area H-2	7/1-Area A-2	2746	Grand Central TM	18	12:05 pm/Thursday	LV
6/30-Area H-2	7/1-Area A-2	3883	Star-Masters	12	6:30 pm/1st & 3rd Tuesday	LV
6/30-Area H-2	7/1-Area A-2	755637	New Life Trailblazers	10	After service/1st & 3rd Sunday	LV
Area Member	Totals:			52		
AREA H3	CLUB #	NAME	PAID MBRS	TIME/DAY	City	
6/30-Area H-3	7/1-Area A-3	4023	Early Risers TM	19	6:30 am/Wednesday	LV
6/30-Area H-3	7/1-Area A-3	4055	Business Masters TM	10	6:00 pm/1st & 3rd Wed.	LV
6/30-Area H-3	7/1-Area A-3	1259570	Vegas Young Professionals	20	6:30-8:00 pm/2nd & 4th Mon.	LV
6/30-Area H-3	7/1-Area A-3	5339971	Hail Caesars	10	6:00-7:00 pm/2nd & 4th Tues.	LV
6/30-Area H-3	7/1-Area A-3	5785567	Southern Hills Toastmasters	20	7:00pm / 1st & 3rd Monday	LV
Area Member	Totals:			79		
AREA H4	CLUB #	NAME	PAID MBRS	TIME/DAY	City	
6/30-Area H-4	7/1-Area A-4	1397341	Mega Watts	9	11:30 am/2nd & 4th Tuesday	LV
6/30-Area H-4	7/1-Area A-4	2199081	Blue Flame Masters	37	11:30 am/ day varies	LV
6/30-Area H-4	7/1-Area A-4	5363923	Toga Masters	0	12:00 pm/3rd Tuesday	LV
6/30-Area H-4	7/1-Area A-4	6063797	Green Gabbers	3	2:15 pm/Thursday	LV
Area Member	Totals:			49		
CLUB COUNT:	17			231	Division A (effective 7/1/2019)	
NEW DIVISION B (PREVIOUS Division K)						
AREA K-1	CLUB #	NAME	PAID MBRS	TIME/DAY	City	
6/30-Area K-1	7/1-Area B-1	5405	Chamber Voices	18	11:30 am/1st & 3rd Tuesday	LV
6/30-Area K-1	7/1-Area B-1	9366	Republican Toastmasters	16	6:45 pm/2nd & 4th Monday	LV
6/30-Area K-1	7/1-Area B-1	4386943	Benchmark Toastmasters	16	5:30 pm/Wednesday	LV
6/30-Area K-1	7/1-Area B-1	6085870	United Voices	19	12:00 pm/2nd & 4th Wed.	LV
Area Member	Totals:			69		
AREA K-2	CLUB #	NAME	PAID MBRS	TIME/DAY	City	
6/30-Area K-2	7/1-Area B-2	4893	Valley Voices and Vices	14	7:30 am/Friday	LV
6/30-Area K-2	7/1-Area B-2	1949335	Devry Toasters	14	11:00 am/1st & 3rd Saturday	HEN
6/30-Area K-2	7/1-Area B-2	3022537	Corporate Power Talkers	SUS 9/30		
6/30-Area K-2	7/1-Area B-2	5576419	Outstanding Voices	8	3:30-4:30 pm/2nd & 4th Tues.	LV
6/30-Area K-2	7/1-Area B-2	6970723	Educationally Speaking	20	1-2pm Fridays	LV
Area Member	Totals:			56		

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AREA K-3		CLUB #	NAME	PAID MBRS	TIME/DAY	City
6/30-Area K-3	7/1-Area B-3	9758	Summerlin Toastmasters	30	7:00 pm/2nd & 4th Tuesday	LV
6/30-Area K-3	7/1-Area B-3	5331552	Caeze the Toast	0	Varies	LV
6/30-Area K-3	7/1-Area B-3	5572464	Moving Forward Toastmasters	7	3:30-4:45 pm/2nd & 4th Sun.	LV
6/30-Area K-3	7/1-Area B-3	6633880	Storytellers	13	10:00-12:00 pm/Saturday	LV
Area Member	Totals:			50		
AREA K-4		CLUB #	NAME	PAID MBRS	TIME/DAY	City
6/30-Area K-4	7/1-Area B-4	9324	Lambda Linguists	8	6:30 pm/1st & 3rd Mon.	LV
6/30-Area K-4	7/1-Area B-4	795528	H & B Speak Easy	11	6:00 pm/1st & 3rd Wed.	LV
6/30-Area K-4	7/1-Area B-4	1281610	Henderson Toastmasters	26	6:15-7:15 pm/Monday	HEN
6/30-Area K-4	7/1-Area B-4	4188313	Z'Toasters	8	5:30-6:30 pm/1st & 3rd Thurs.	LV
6/30-Area K-4	7/1-Area B-4	5844215	Ahead of the Curve Toastmaster	21	12:00 pm/Tuesday	LV
Area Member	Totals:			74		
CLUB COUNT:	17	less <1> for 9/30 Suspended club		249	Division B (effective 7/1/2019)	

NO CHANGES for Division C

CLUB COUNT:	17		299	Division C (effective 7/1/2019)		
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NO CHANGES for Division D

CLUB COUNT:	18		327	Division D (effective 7/1/2019)		
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NEW DIVISION E (PREVIOUS Division L)

AREA L-1		CLUB #	NAME	PAID MBRS	TIME/DAY	City
6/30-Area L-1	7/1-Area E-1	1681	Summerlin Sounders	17	6:30 pm/2nd & 4th Thursday	LV
6/30-Area L-1	7/1-Area E-1	4905	Lions Roar	16	6:00 pm/2nd & 4th Wednesday	LV
6/30-Area L-1	7/1-Area E-1	7938	Sourcer-ers Toastmasters	20	7:15-8:45 pm/2nd & 4th Mon.	LV
6/30-Area L-1	7/1-Area E-1	4537106	Lunchtime Talkers	23	12:00 pm/Thursday	LV
Area Member	Totals:			33		
AREA L-2		CLUB #	NAME	PAID MBRS	TIME/DAY	City
6/30-Area L-2	7/1-Area E-2	2470	Saturday Morning Live	20	10:00 am/2nd & 4th Saturday	LV
6/30-Area L-2	7/1-Area E-2	5186332	Morelli House Toastmasters	12	6:30 pm/1st & 3rd Thursday	LV
6/30-Area L-2	7/1-Area E-2	6488926	B2B Toastmasters	8	3:30-5pm/2nd & 4th Wed.	LV
6/30-Area L-2	7/1-Area E-2	6943618	Toasty Cats	26	11:30 am/Thursday	LV
Area Member	Totals:			66		
AREA L-3		CLUB #	NAME	PAID MBRS	TIME/DAY	City
6/30-Area L-3	7/1-Area E-3	2180	Jackpot Speakers	33	1:00-3:00 pm/Sunday	LV
6/30-Area L-3	7/1-Area E-3	3374	Bachelors & Bachelorettes	12	6:30 pm/Wednesday	LV
6/30-Area L-3	7/1-Area E-3	1158956	Veritas Speaks	SUS 9/30		
6/30-Area L-3	7/1-Area E-3	1297007	Las Vegas Toastmasters	10	5:30-6:30 pm/1st & 3rd Wed.	LV
6/30-Area L-3	7/1-Area E-3	4413717	Aces of Inspiration Green	15	12:00 pm/Thursday	LV
Area Member	Totals:			70		
AREA L-4		CLUB #	NAME	PAID MBRS	TIME/DAY	City
6/30-Area L-4	7/1-Area E-4	1490996	Cheers	12	5:15 pm/Alternate Tuesdays	LV
6/30-Area L-4	7/1-Area E-4	2852298	Boulder Voices	14	12:05-12:55 pm/Wednesday	Boulder City
6/30-Area L-4	7/1-Area E-4	3698762	Renaissance Speakers	16	7:00 pm/2nd & 4th Tuesday	Hen
6/30-Area L-4	7/1-Area E-4	4225109	Action Toastmasters	14	6:00 pm/2nd & 4th Wednesday	Her Hen
Area Member	Totals:			56		
CLUB COUNT:	17	less <1> for 9/30 Suspended club		225	Division E (effective 7/1/2019)	

District Totals

(totals as of 1/7/2019)

Club count: 86 < 2 susp.clubs 9/30 cycle > 1,331 -- Membership count

Pathways Progress

District 33 embraced the launch of Pathways. In fact, District 33 has the highest adoption rate in Region 2. As of November 2018, District 33 adoption rate is 61.3 %. District 33 members shared their experiences in videos posted on the TI website and/or Facebook page. The initial training provided by Pathways guides to their clubs created interest and curiosity for most members. Dual members were very pleased to learn they would receive two paths at no cost. The six month support by Pathways guides to their assigned clubs was a blessing and a curse. As is typical in volunteer situations, some guides excelled, some guides performed the basics, and a few guides had their clubs reassigned to other guides. Several members and guides choose to do the 'and then some' by completing four to eight paths as quickly as possible. These leaders quickly became Pathways experts. These Pathways experts began holding Pathways parties in addition to or in lieu of, club meetings for all members to learn together. Pathways parties, whether for individual clubs or joint club meetings, have been a major success factor in increasing member enrollment. Additionally the district is offering several incentives for clubs and their enrolled members.

Feedback from these Pathways parties showed the expected cheers for the three page evaluation document, excitement for new projects, and solace from long term members as they recognized many familiar projects from the competent communication manual and the advanced communication manuals, as well as the successful club, speaker, and leadership series. A few of the bigger challenges are the lack of intuitiveness from video to print to advancing through the self-assessment questionnaires before and after each project; the elusive right arrow which can disappear and reappear depending on screen size and operating system; and the basic design of Pathways requiring pop-ups to be allowed. One of the initial suggestions from the Pathways guides was to be more transparent with all five levels in each path and the required / elective project description is very much appreciated. Members want to see a complete path to ensure they have chosen the best path for them at this stage in their self-development.

While progressing through Pathways, a member can have the "designation letters" after their name change almost on a weekly basis and most definitely on a monthly basis. Our current district leaders quickly realized that incorrect or outdated designations were a huge expense to the district. The district trio/quintet agreed that only the DTM designation would be added to district officer name badge. This decision encourages district leaders to earn their DTM. This one decision has saved District 33 hundreds of dollars in name badge expense.

New and Existing clubs progress

The Southern Nevada Club Growth Director oversees the club retention committee, new club prospecting and extension committee, and training for club coaches, new club mentors, new club sponsors. The current Insightly listing of contacts is a combination of viable new clubs and individuals looking for an existing club. In January, the Las Vegas Metro Chamber of Commerce published the top 25 companies in all industries in Southern Nevada. The new club extension committee is working with over 150 companies listed in this book of lists. The committee expects to have at least one kick off meeting scheduled each week beginning mid-March. The district has several new club incentives that will assist in completing the chartering paperwork in the next couple of months.

The reformation committee is excited to learn that the new clubs department is providing online support to the chartering forms and streamlining the chartering process. Division L Director, DaWane Wanek, has already worked with another district to charter a new club using the zip file provided by the new club department. With the positive changes of online support from the new clubs department and a Southern Nevada listing of over 150 companies to contact for possible new corporate clubs or for sending employees as guests to our existing community clubs, Southern Nevada is excited about the growth opportunity of Toastmasters.

Kick off meetings were held at Freeman & Company, and Nevada Highway Patrol. Upcoming kick off meeting with Cox Communications, Alcoholic Anonymous, and a reactivation meeting with SG Gaming is scheduled within the next two weeks.

Another approach in supporting our existing clubs is to research more effective and lower cost marketing efforts to drive guests to our clubs. Meet Up is highly expensive at the club level and unfortunately, it is the weaker clubs that are unable to afford this expense. The reformation committee is researching options to use Meet Up at the district level instead of making individual clubs pay semi-annual fees.

The retention committee is reviewing other options to strengthen the lower membership clubs. The new benefit of having the coach term also serve as the year of district service is a great enhancement. We expect more members to step up to the club coach position and help build stronger clubs from the current low member clubs. We have a few DTMs willing to become involved again since this benefit was added to the club coach position.

District Reformation Launch Plan (final 6 months)			STATUS
Review Current District Calendar (July to December)		<ol style="list-style-type: none"> 1. Set date and location for annual (Spring) conference 2. Discuss club, area, division alignments 3. Set District elections and appoint dual DLC committees 4. Gather information for final reformation report due March 1st 5. Coordinate record keeping duties/responsibilities for reformed and new district records <p>Reformed District is 33. New District is 115.</p>	
J A N U A R Y	<p>District Structure</p> <p>Leadership Roles</p> <p>Public Relations and Marketing</p> <p>Financial</p> <p>District Recognition</p>	<p>Club/area/division realignment approved by club officers</p> <p>Attend mid-year district leader training Toastmaster Leadership Institute (TLI) continues District election procedures publicized/posted on district website Recruit new district appointed chairpersons</p> <p>Design new district website Reserve domain name and social media account names Create a PR committee Develop a media plan for new district launch</p> <p>Review fixed assets Create a district order plan to ensure district supplies for remaining DDP/DCP year arrive on time. Confirm there are sufficient supplies for the first month of the new DDP/DCP year for both districts</p> <p>Review/monitor DCP status at all levels Follow up on unpaid clubs from October dues renewal report Appoint club coaches</p>	
F E B R U A R Y	<p>District Structure</p> <p>Leadership Roles</p> <p>Public Relations and Marketing</p> <p>Financial</p> <p>District Recognition</p>	<p>District DEC approve alignments/realignments (club, area, and division) Begin scheduling 2nd round of area director visits</p> <p>Toastmaster Leadership Institute training ends 2/28 Provide District leader candidates' table at all contests Continue recruiting appointed chair people</p> <p>Develop district website committee to review/compile website content, photos, historical/legacy information Post reformation updates to current district website</p> <p>Submit mid-year audit and required financials by 2/15 Submit Inventory/accrual template by 2/15</p> <p>Contest season begins at area level Publicize upcoming district changes Promote Talk Up Toastmasters campaign and district incentives</p>	

District Reformation Launch Plan (final 6 months)			STATUS
M A R C H	District Structure	Promote Spring/annual district conference Announce online registration opening date Begin area director visitations (2 nd round)	
	Leadership Roles	Provide District leader candidates' table at all contests DLC report to DD (minimum 6 weeks before annual conference) Second round of club officers trained report due by 3/31	
	Public Relations and Marketing	Update current website with International Convention dates and location Add proxy and election process guidelines for reformed and new district to district website	
	Financial	Order district speech contest awards, C&L plaque Continue ordering/monitoring district supply orders. Ensure all needs are met	
	District Recognition	Clubs begin submitting semi-annual renewals Continue Talk Up Toastmasters campaign and district incentives Clubs submit renewals by March 31/ April 1 for DCP credit	
A P R I L	District Structure	Confirm area directors' visitations are continuing (2 nd round) Hold division contests	
	Leadership Roles	Form/create transition team and associated tasks DLC report published for upcoming district officer elections Distribute proxy and/or credentials forms to club Presidents and VPE at least two weeks before district conference	
	Public Relations and Marketing	Research procedures for setting up new district online services (ie: Zoom, Constant Contact, new district hosting, payment options, etc.) Review district media kits	
	Financial	Submit 3 rd quarter P&L report with narratives by 4/30 Submit district order for year-end supplies Continue ordering/monitoring district supply orders	
	District Recognition	Monitor April dues renewal report daily/weekly Follow up on unpaid clubs and members Launch retention action plan for members and clubs Monitor area director visitations and submitted reports	

District Reformation Launch Plan (final 6 months)			STATUS
<div style="text-align: center; font-size: 2em; font-weight: bold; color: black; background-color: yellow; padding: 5px;">M A Y</div> <p>* note: Tasks associated with DCP year beginning on 7/1 relate to BOTH districts</p>	District Structure	District annual conference Conduct district elections according to TI election process for reforming Districts Approve realignments * Approve governing documents/bylaws * Announce and post district election results * Submit TI election results * (please copy top 3 in both districts) Announce Toastmasters International speech contest semifinalist for reformed district and submit video Follow up with District services that forms are submitted correctly and in a timely manner Clubs begin submitting club officer lists * Develop transition plan * (See TI recommendations for transition meetings)	2 days after submitting report
	Leadership Roles	Newly elected district trio secures time off for International Convention and District leader training (consider including district treasurer and public relations officer) Recruit area directors * Confirm appointed district chair people * Schedule district officer installation date and installing dignitary * Schedule/confirm/announce TLI for club officers* Submit club officer election report online *	
	Public Relations and Marketing	Promote Beat the Clock membership building program Define testing and approval process for 7/1 launch of new district website AND associated edits to reformed district website Review and finalize both district websites for 7/1 launch Compile media list to announce new district, including social media outlets, print, radio, TV, and internet Create standardized club press release to support new district	
	Financial	Continue ordering/monitoring district supply order needs are met Request start-up / seed check for new district and send to TI Open new district bank account with approved documents from annual conference <i>(NOTE: TI handles the District Reserve account split of monies as of 6/30/20xx year-end processing. Please refer to the TI schedule for year-end processing. Confirm with the finance department regarding the anticipated funding for both reformed and new district reserve accounts)</i>	
	District Recognition	Promote Beat the Clock membership campaign Verify club officer training reports accuracy for DCP credit Follow up on club kick off meetings and progress of chartering paperwork Review April dues renewal report and follow up as needed Finalize and submit 2 nd round of area club visits online	

District Reformation Launch Plan (final 6 months)			STATUS
<p>J U N E</p> <p>* note: Tasks associated with DCP year beginning on 7/1 relate to BOTH districts</p>	District Structure	Finalize area director appointments* Finalize district chair people appointments* Create and finalize district calendar* Submit/verify realignment report for clubs, areas, and divisions to district services.	
	Leadership Roles	Start first round of club officer training Confirm district leader attendance at district officer training Continue holding transition meetings at club, area, division, and district levels Submit final club officer election reports	
	Public Relations and Marketing	Schedule/verify media contacts for media launch campaign Publish radio, TV, media interview dates and times Conduct beta testing for new district website functionality and accuracy	
	Financial	Submit final supply order BEFORE deadline to ensure both districts have their required materials to begin the DDP year Pay for International Convention attendance* Finalize and approve all bills for payment, no later than 6/30 Begin year-end audit	
	District Recognition	Confirm April dues renewal report to ensure all clubs are renewed Confirm educational completions are submitted Confirm clubs are achieving in the DCP program	

The Reformation committee created the above generic six month launch plan that could be shared anytime with anyone. As the committee began researching and reviewing numerous “what if” scenarios unique to our district, it became crystal clear that a customized launch plan would provide better results and ensure that on July 1, both districts would be fully functional and capable of serving the needs of their respective members. Our two year reformation process has been highly effective in preventing numerous and unforeseen mistakes. On behalf of District 33 leaders and the reformation committee, since the beginning of our reformation, we are deeply appreciative and grateful for the opportunity to have a two year reformation process. As previously mentioned by the district trios, this additional time to develop individual skills and implement detailed action plans demonstrates our tag line of “Where Leaders are Made”. Thank you very much for overseeing and assisting in our district reformation.

Reformation Committee Members

Updated for Toastmasters 2018-2019 term

Reformation (Southern Nevada Champions) TRIO / Board:

Kay Collis, DTM PRA PDG	Achieved Distinguished District status 2008-2009
D. George Lund, DTM PDG	Achieved Distinguished District status 1998-1999
Sherrie Parker, DTM PDG	Achieved Distinguished District status 2009-2010

Reformation Committee (Southern Nevada Champions)

Permanent members (listed in alphabetical order)

Robert Avila, ACB, ALB	Lydia Boyd, DTM PID	Carol Campbell, DTM
Lorrie Linnert, DTM	Steve Goldstein, DTM	Leon Lato, DTM
Rosemary Lato, DTM	Jesse Oakley, III DTM PDG PRA	Ken Richardson, DTM
Michele Shafe, DTM		

The Reformation Committee expanded for the final 6 months to include an incoming District leader Laura Fucci, Incoming PRO

Ex-Official District Leaders (listed in Protocol order)

NOTE: This group of committee members are invited to participate during their term as current Division Directors and/or higher District officers (DD, PQD, CGD, Administration Manager, Finance Manager, and/or Public Relations Manager). Their participation is limited to the year of their District Service in their respective roles. From March through June, all announced District Officers and Division Directors (C, D, H, K, and L) are invited to listen and learn. .

Steve Goldstein, DTM	Program Quality Director – Southern Nevada 2018-2019
Kristin Baker, ACG ALB	Club Growth Director – Southern Nevada 2018-2019
Guy Dawson, DTM	Immediate Past District Director
Michael Campbell, DTM	Division C Director 2018-2019
Kelvin Bell,	Division D Director 2018-2019
Kathleen Kingston,	Division H Director 2018-2019
Greg Bjorgo, DTM	Division K Director 2018-2019
DaWane Wanek, ACG ALB	Division L Director 2018-2019

Supporting members are Michael Morrow DTM, and Mark Hunter DTM.

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