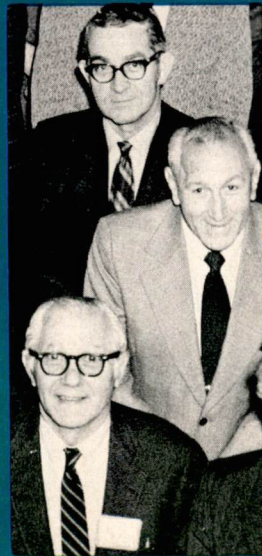
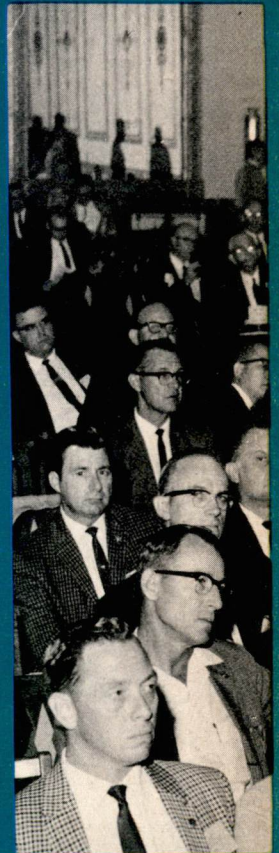
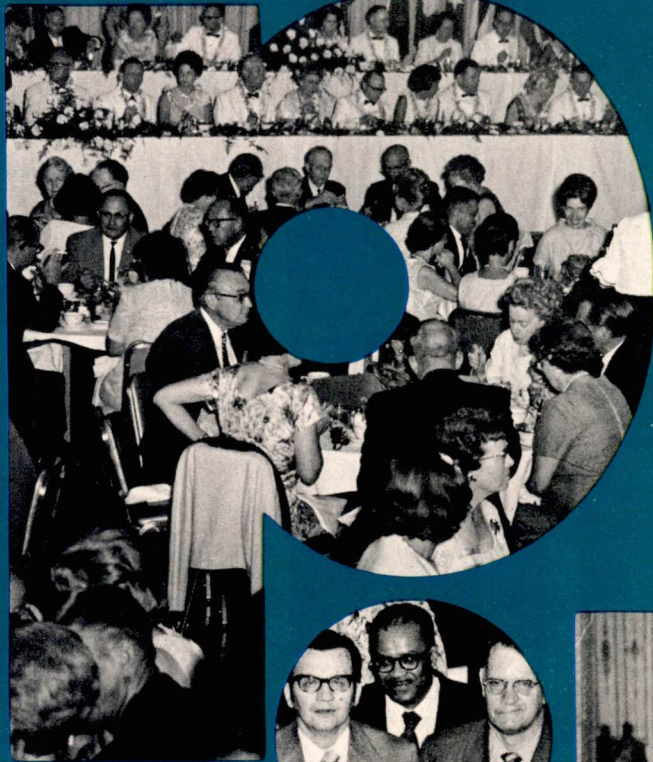




April 1974

THE toastmaster



Share your
Golden Anniversary
during
Invitation Month

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

First Toastmasters club established October 22, 1924. Toastmasters International was organized October 4, 1930 and incorporated December 19, 1932.

A Toastmasters club is an organized group, meeting regularly, which provides its members a professionally-designed program to improve their abilities in communication and to develop their leadership and executive potential. The club meetings are conducted by the members themselves in an atmosphere of friendliness and self-improvement. Members have the opportunity to deliver prepared speeches and impromptu talks, learn parliamentary procedure, conference and committee leadership and participation techniques, and then to be evaluated in detail by fellow Toastmasters.

Each club is a member of Toastmasters International. The club and its members receive services, supplies, and continuing guidance from World Headquarters, 2200 N. Grand Ave., Santa Ana, California, U.S.A. 92711.

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the toastmaster

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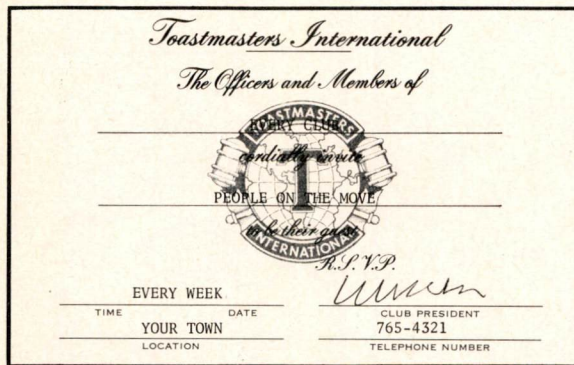
Bruce L. Anderson **EDITOR**
 Michael J. Snapp **MANAGING EDITOR**
 Phil Interlandi **ILLUSTRATIONS**



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David A. Corey, DTM

Where are the 80,000?



It could have been as formal as that; although it usually isn't. Most of the time the invitation is an oral one, often made by telephone. Whatever the case, almost all of the 20,000 new members we get each year join because of an invitation from one or more current members. Perhaps that's the way it should be, but to get those new members, our clubs had in attendance some 100,000 guests during the same period. The question, then, is: what happened to the other 80,000 who didn't join?

I'm sure the meeting day or time was not convenient for some of them, and that's a legitimate reason. For others, there just isn't time in their busy schedule for another meeting. Sometimes our type of experience is not exactly what the guest is looking for. There are, of course, other equally understandable reasons for not joining. However,

it doesn't seem logical that 80,000 guests would take the time to come to a meeting and then use so many reasons to stay away.

Is it possible that one of the most important reasons for not coming back is they simply were "turned-on" by what they saw and heard at the meeting? Could it be the club programming was somewhat less than excellent and the guest used any reason he could think of to say he would not come back? Or could it have been the hospitality... lack of it.

There is some evidence to support these impressions and there are many among us who are trying to do something about them. Let me illustrate what I mean.

If you remember, in this space last month I wrote about the dedication and enthusiasm of the leadership with whom I've been privileged to visit this year. Here's what District 39, Area 7 Governor Bruce Pyle published in his "Action 7 Area News," December:

"A college classmate (we'll call him Jim) paid a visit to the Area Governor a few weeks ago. During the conversation, I asked him if he had joined Toastmasters yet. He replied that on three occasions he had attended meetings, but decided not to join. When asked why that decision, he related the following sad experience:

Recently, Jim had accepted an invitation to attend a Toastmasters meeting as a guest. His first meeting was somewhat disorganized, the



meeting was not representative, Jim returned a second time, only to find the same conditions repeated. He did notice that one of the members called attention to the above deficiencies and urged correction of them. So, expecting to find a much improved club, Jim returned a third (and final) time. He was greeted with the same conditions as before, and was particularly disturbed that the evaluators still had only good things to say about the speakers.

So, in our get-together, Jim asked me how our speakers know what areas need improvement if the evaluators just praise their mediocrity? 'I want to join, so I can improve my ability to communicate. But, these guys just don't show me anything.' Jim still hasn't joined a Toastmasters club."

How about that? Familiar?

This is April Invitation Month, in which we AIM to do everything we can to get more guests in attendance at Toastmasters clubs everywhere. It doesn't matter how the invitation is extended; what does matter, though, is this: the guests must be made to feel they are welcome, and the program must be such that they will want to come back again.

If we can assure that, April Invitation Month will achieve its AIM . . . and we'll know what happened to the 80,000. ■

materials were not on display (banner, handouts, guest book and promotional aids) and the evaluators "whitewashed" the speakers. Assuming this

April Invitation Month

This is the month to invite your friends, relatives and business associates to see the Toastmasters program in action.

After your guests have attended your club meeting, don't forget follow up! Invite them to the next meeting and offer transportation to and from the meeting. Above all, ASK THEM TO JOIN!

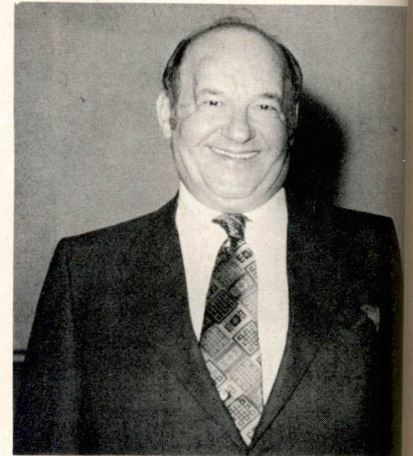
★PROJECT FUN★



TOP TEN

(Left) Eugene E. Keller, DTM, is Past District 31 Governor and a member of Haverhill Club 694-31, Haverhill, Mass., and TNT Club 2924-31, Waltham, Mass. Mr. Keller sponsored 115 members.

(Right) J. Sylvester Covell, ATM, is a member of Albuquerque Club 122-23, American Legion Club 415-23, Essayons Club 427-23 and El Paisano Club 2136-23, all in Albuquerque, N.M. He sponsored 87 members.



KEY MEN	CLUB NO.	MEMBERS SPONSORED
Ted A. Olcovich, DTM	649-33	77
Mert D. Bosiak, DTM	293-64	45
Fred Lawson, DTM	2291-42	41
Earl McCanna, DTM	1-F	35
J. C. Freeland	1191-F	34
Robert Glenn, DTM	875-19	33
Jack M. Hartman, DTM	1390-39	32
Mason J. Miller	2289-11	30

Here are the names of additional Key Men and the number of certificates awarded since the last issue of THE TOASTMASTER.

Rulon M. Wood, DTM, 2696-15 (5)
 Ron M. Cook, 1279-22 (5)
 Walt Duncan, ATM, 1393-58 (5)
 Jack Fiske, 1976-F (4)
 Joseph Salazar, 2100-F (4)
 William D. Loeble, ATM, (4)
 Steve Minko, 3100-1 (3)
 Allan H. Flagg, 1-F, (2)
 Edward R. Casper, DTM, 172-52 (2)
 Bill Hamilton, DTM, 3527-3 (2)
 A. C. Carlson, 2140-6 (2)
 Andy Norton, ATM, 1412-19 (2)
 Mary Peterson, 3686-F (1)
 P. R. "Tony" Tonelli, 2164-F (1)
 Ralph W. Hennings, 212-1 (1)
 Howard Chambers, ATM, 1398-1 (1)
 Robert E. Cote, 2548-1 (1)
 Frederick Alexander, 3100-1 (1)
 Robert Chuck, 3100-1 (1)

George Kuehne, ATM, 3100-1 (1)
 W. Murray Bradford, 3527-3 (1)
 Larry M. Wood, 1913-4 (1)
 Donald Plaskett, DTM, 2090-6 (1)
 Hashim Shawa, DTM, 775-7 (1)
 Glenn W. Meek, 3788-7 (1)
 Frederick O. Griffin, 2332-11 (1)
 John P. Lister, DTM, 339-14 (1)
 Larry Miller, 386-19 (1)
 Thomas Regnier, 386-19 (1)
 Lowell Matheson, 2114-24 (1)
 Alan R. Coburn, 2393-24 (1)
 George E. Deliduka, DTM, 1797-29 (1)
 Ray C. Lopez, 766-28 (1)
 John R. Miecznikowski, 2724-30 (1)
 William A. Fisher, 2752-33 (1)
 Kenneth Lewis, 2752-33 (1)

James W. Eggenberger, 2858-33 (1)
 W. E. Hoard, 2147-35 (1)
 Ervin L. Richardson, 1795-36 (1)
 Domenick Caratozzolo, 2643-38 (1)
 Charles Cumella, 2643-38 (1)
 Charles Lucchetti, 2643-38 (1)
 Tege Kramm, 985-39 (1)
 Anil K. Rastogi, 511-40 (1)
 Gerry K. J. Beck, 589-42 (1)
 John A. Koyko, 2291-42 (1)
 Clem L. Ware, 3165-44 (1)
 LaVern G. Lee, ATM, 3156-46 (1)
 J. W. Operskalski, 434-52 (1)
 Britton T. Edwards, 631-56 (1)
 Walter Wukasch, 966-56 (1)
 Theodore E. Tabor, 2399-62 (1)
 Tom A. Town, 3005-64 (1)
 Cyril Burch, 1131-72 (1)
 John Fauvel, ATM, 3593-72 (1)

REGIONS

- 1**

June 6-8
Spokane, Washington
International Officer Attending—David A. Corey, DTM, President
International Directors—Jack M. Hartman, DTM and R. Bernard Searle, ATM
Activator: Lew Byrd
Educational Coordinator: J. William Venable, General Manager
Host District: District 9
Host District Chairman: Henry A. Rozeboom
VIRGINIA CITY MOTEL, SPOKANE, WASHINGTON
- 2**

June 27-29
Fresno, California
International Officer Attending—George C. Scott, DTM, Second Vice-President
International Directors—Roger A. Cuadra, DTM and Ted A. Olcovich, DTM
Activator: Lew Byrd
Educational Coordinator: J. William Venable, General Manager
Host District: District 33
Host District Chairman: Peter J. Varekois
AIRPORT MARINA HOTEL, FRESNO, CALIFORNIA
- 3**

June 6-8
Kansas City, Missouri
International Officer Attending—John F. Diaz, DTM, Senior Vice-President
International Directors—Richard E. Schneider, DTM and C. Thomas Kimball, ATM
Activator: Francis (Bud) Rebedeau
Educational Coordinator: Robert T. Buck Engle, Executive Director
Host District: District 22
Host District Chairman: Dale McCurley
PLAZA INN, 45TH AND MAIN, KANSAS CITY, MISSOURI
- 4**

June 20-22
Minneapolis, Minnesota
International Officer Attending—John F. Diaz, DTM, Senior Vice-President
International Directors—Robert G. Glenn, DTM and Eric K. Stuhlmüller, ATM
Activator: Francis (Bud) Rebedeau
Educational Coordinator: J. William Venable, General Manager
Host District: District 6
Host District Chairman: Clifford L. Thompson, ATM
AMBASSADOR MOTEL, MINNEAPOLIS, MINNESOTA
- 5**

June 13-15
Louisville, Kentucky
International Officer Attending—George C. Scott, DTM, Second Vice-President
International Directors—Donald J. Costello, ATM and Donald Story, ATM
Activator: Lew Byrd
Educational Coordinator: Robert T. Buck Engle, Executive Director
Host District: District 11
Host District Chairman: Wayne L. Henderson, DTM
STOUFFER'S, LOUISVILLE, KENTUCKY
- 6**

June 27-29
Toledo, Ohio
International Officer Attending—David A. Corey, DTM, President
International Directors—Patrick A. Panfile, ATM and Hubert E. Dobson, DTM
Activator: Charles C. Mohr, ATM, Past International President
Educational Coordinator: Robert T. Buck Engle, Executive Director
Host District: District 28
Host District Chairman: William V. Smith
SHERATON-WESTGATE HOTEL, TOLEDO, OHIO
- 7**

June 20-22
Loch Sheldrake, New York
International Officer Attending—Donald W. Paape, DTM, Past International President
International Directors—Grafton H. Dickson, DTM and James G. Kalley
Activator: Charles C. Mohr, ATM, Past International President
Educational Coordinator: Robert T. Buck Engle, Executive Director
Host District: District 46
Host District Chairman: Robert Lommel
BROWN'S HOTEL, LOCH SHELDRAKE, NEW YORK
- 8**

June 13-15
Greenville, South Carolina
International Officer Attending—Robert W. Blakeley, ATM, Third Vice-President
International Directors—Thomas M. Marchant III, DTM and Robert E. Herndon, DTM
Activator: Charles C. Mohr, ATM, Past International President
Educational Coordinator: J. William Venable, General Manager
Host District: District 58
Host District Chairman: Jack H. Shetley, DTM
COLONIAL COURT, U.S. 29, GREENVILLE, SOUTH CAROLINA

The "How To" MATINEE



The success of the 50th Anniversary will largely depend on how we members "spread the word" about what Toastmasters is and what it can do for the individual.

To accomplish this, club programming should be of prime concern to every member throughout this very special year.

This month's "How to" offers three suggestions that may enable your club to achieve "Club Programming Excellence" and become an integral part of the 50th Anniversary Year.

The first suggestion comes from Raymond Floyd, ATM, a staff programmer with IBM in the Marshall Islands. Mr. Floyd, who is now in the process of forming a new Toastmasters club, offers suggestions on how your club might put visual aids to better use, thereby improving club programming.

In many presentations and for projects within the Communication and Leadership and the Advanced manuals, there are

excellent opportunities for the use of visual aids. Unfortunately, we often pass up the opportunities because our outlook is limited to the old stand-by flip charts, which we have seen fail in the past for some reason, or believe them time-worn. Don't ever pass up an opportunity to use visual aids or limit yourself to a single type. Just because the last eighty-two users of visual aids in your club have decided to use flip charts, there is no reason for you to become number eighty-three. Break out of the rut!

Some common aids that are effective additions to the item being discussed are flip charts, vu-graphs, movies, and slides. The latter is an effective visual aid, easy to prepare and use, and inexpensive to make. My experience has been that slides provide an excellent alternative to the flip chart or vu-graph.

There are some apparent disadvantages of slides: special projection equipment and viewing surfaces are needed, the room must afford a clear view for the entire

audience (as is the case for visual aids), and the room must be darkened for better viewing.

Since there is almost always a slide projector available through the presentation sponsor or a low club member, the first disadvantage rapidly disappears. When other media are normally presented from the front or stage and to afford a clear view, slides may be projected on any wall. Thus, the viewing surface can be moved to afford the best position possible for the audience.

The darkened room can also be turned to your advantage. First, your audience's attention becomes focused on your presentation, not distracted by side events or small talk. Second, if you are one of the Toastmasters who toy with a pointer, the darkened room will provide the needed cover to hide your nervousness.

Having examined the disadvantages, which are in reality less than advantages, what are the real pluses of using slides for visual aids?

Projection several times size. How many times have

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attended a presentation that used flip charts as visuals and found, if you were beyond the third row, the charts became a meaningless blur? The simplest advantage that slides enjoy is that projection can be enlarged many times over, providing a large, clear picture to the audience. A projected size of 4x6 feet, or greater, is easily obtained without loss of color or clarity.

Small size. A presentation of fifteen minutes can mean as many as 30 visual aids if you speak at a normal pace and allow some time for audience review of the picture. Can you imagine the bulk of 30 flip charts dimensioned to the 4x6 foot size? You would need more than a strong voice to carry that mass! For the same number of slides, a package weighing a few ounces would be all that you need, easily tucked away in your shirt or jacket pocket.

Durability. If you are making a series of presentations, flip charts can quickly become very dirty, dog-eared, and lose their effectiveness. In direct contrast, the only problem that can occur with slides is the possibility of a thumb print

showing up due to careless handling. You may also enjoy keeping a file of your speeches in the event you want to give the speech again at your club, or to an outside audience, and your slides will retain their effectiveness for years.

Use of color. Most flip charts and vu-graphs are basic black-on-white, with contrasting colors used very sparingly. If you use slides, background colors may be varied for eye comfort, illustration purposes, or contrast effects.

Simple to make. Almost everyone today has a camera capable of producing slides, from the small Instamatic to the more complex 35mm camera. If you don't have a camera, you surely have a friend willing to take the necessary pictures, since you will be furnishing the film (and flash bulbs if needed).

Beyond the camera, what other materials do you need? Nothing more than standard construction paper, in appropriate colors, sized 18x24 or 24x36 inches, and an assortment of colored felt-tip markers.

Since you must know what you

plan to talk about before setting needs for visual aids, the speech itself provides the clues. While reviewing your speech, the mental images of the subject matter will provide insight to possible visual aids. Having established what you want to show the audience, you are ready to make the slides. Draw the graphs, illustrations, or whatever on the construction paper with the felt-tip markers, using the play of color to best advantage.

As you draw the charts, the same standards used for the preparation of flip charts should be observed. These are to limit the number of lines of information to three to six per page, use summarization techniques instead of lengthy quotations, and maintain a fair (three inch) margin on all sides of your material.

Once the charts have been prepared, you are ready to make the slides. Since most cameras will photograph a slightly larger area than that framed in the viewfinder, the content of the chart should totally fill the viewfinder. This is the reason for leaving a margin around the material itself. Most photographs will be taken

from a distance of four to eight feet, and flash pictures are recommended to prevent possible side shadows. In producing my own slides, I found that with my 35mm camera, a shot with a telephoto lens (135mm) from seven feet, using a lens opening of f/8 at 1/60th of a second and an electronic flash produced excellent results. Depending on the camera, some experimentation with distance, shutter speed, lens opening, and lighting will be needed to find the combination desired.

I must emphasize, at this point, that slide presentations are not limited to technical or professional talks. You can use slides to illustrate your hobby, an interesting convention trip, or an unusual event that you wish to share with your club. For instance, you may be a model airplane enthusiast. An interesting speech (with visuals) could be developed, starting from the newly-purchased model, through the steps of construction,

to the final (hopefully) flying product. Don't get in a rut. Look at all the possibilities open to you.

Easy to use. Once you have the slides, take time to review them and ensure they are clear and properly show what was meant to be seen. Having accomplished this, place the slides into the proper sequence and orientation needed for projection (there is nothing quite as disastrous to a speech as a slide upside down, backwards, or both), and place a number on one corner of the slide to maintain the sequence and orientation.

As far as the presentation is concerned, there are a few simple steps that you should take before being introduced. These are:

1. Arrive early enough to review the room, noting especially the location of the lectern (if any), the projector, and the screen.

2. If you are operating the projector by remote control, be sure

you know how to use it. If you are using a projectionist, review with him how you will indicate when to change slides. A written speech copy, with appropriate marks where slides are to be changed, can be very helpful.

3. Insure that there is a spare bulb for the projector, just for that rare case when the bulb burns out during the talk.

Once you begin your talk, it should take the form of a friendly "chalk talk," not that of a concise review of a published paper or lecture. The words should merge with the slides to provide a friendly overview of the topic, leaving the impression with the audience that they have just been allowed to share a personal experience with their speaker.

When you stop to consider the many advantages of slides and the fun you can have making your own, the next time you use visual aids in a speech, why not try slides?

Club Organizing

Organizing and chartering a Toastmasters club can be an exciting and rewarding experience for the individual Toastmaster and the sponsoring Toastmasters club.

What better way can you gain experience in sales and motivating people, share the experience you

have enjoyed and benefited from in Toastmasters, and help the organization grow during the Golden Anniversary Year?

Where and who are the prospective members for a new club?

Check these possibilities: fellow employees, business and industry groups, government agencies, churches and other community organizations. There will undoubtedly be other sources in your community. Develop a "prospect list," which should include all locations where there might be a concentration of people interested in improving their communication and leadership abilities. And don't overlook the leaders of these groups who can help you reach the people—the personnel manager or training director in business and industry, for example.

Any Toastmaster can organize a new club. He can and should call upon the Club Extension Chair-

man, New Club Commissioners, the Area Governor and, by all means, his own or another club in the area to serve as the sponsoring club to assist the new club in its formative stages. Follow these simple steps to get the new club moving:

- Obtain a New Club Kit. This may be ordered direct from World Headquarters or through the Club Extension Chairman.
- On receipt of the kit, complete the permission to organize a new club form and send it to the District Governor for his signature and approval. This must then be returned to World Headquarters.
- Plan a model meeting through the assistance of the sponsoring club, the Area Governor, and other Toastmasters in the area. Compile a list of prospective members and make arrangements for them to attend the meeting.
- Send the \$50 charter fee to World Headquarters for the

Charter Kit. This contains materials for 20 members. Included are the Communication and Leadership Manual, Evaluation Manual, Mr. Chairman, welcome letters, a handsome gavel and brief evaluation forms and ballots . . . all that you need to get started.

- Distribute materials to all who have given checks. Set a meeting date and assign Ice Breakers to four charter members. The Area Governor and the sponsoring club should set up and supervise the program, handle the evaluations, etc.
- At the third meeting, elect officers and let them run the busi-

ness meeting. Select the club name and adopt a constitution and bylaws.

- Continue the format until the 20 member requirement is reached. Complete all forms in the new club kit and send it with a check for per capita dues (\$6.00 per member) and the new member service charge (\$8.00 per member).
- Explain the necessity of a good club bulletin, if this has not been done, and start the club on the Distinguished Club Plan. A kit costs only one dollar and one is sent free to each club every year thereafter.
- Explain the importance of continued growth to 40 members.

Some charter members will move or drop out, so new members are needed from the very beginning.

- Schedule interclub meetings so that the new club can learn from others by watching them in action.
- Follow through to see that growth and interest continue.

Keep in touch with World Headquarters during the organizational period. Write or call if you have questions. And be sure all forms are promptly completed and returned to TI, so the chartering process can be completed as quickly as possible and the new members able to move ahead in their Toastmasters experience.

Traveling Installation Party

Richard J. Meader, past president of the San Gabriel Valley Action Club 200-F in San Gabriel, California, offered the next unusual programming idea that may find its way into your club's activity schedule.

Excellence in club programming is sometimes achieved through the imagination and ingenuity of concerned Toastmasters. Such is the case of the San Gabriel Valley Action Club.

Recently, the club held its "First Annual Officer Installation and Progressive Dinner Party." The

social event was a first for Action Club 200 and was quite a successful event.

The club hired a bus to transport the partygoers to four homes of their fellow Toastmasters. At each of the homes a different dinner course was served, making the evening quite an experience.

The first home was used for before-dinner cocktails and for the officer installation ceremony. From there, they made their way to the second home, where they enjoyed their salad. Completing their trek, they used another home for the entree, and another for the dessert. The group moved back to the first home for after-dinner refreshments.

It was, indeed, an unusual experience for the San Gabriel Valley Action Toastmasters . . . one which they, surely, will not forget!

If your club has any "How to" ideas that have worked for you, send them to The Toastmaster. Ideas may take the form of articles and photos, or may be included in a letter. Get your ideas in now and "share the wealth" with other clubs during the 50th Anniversary of Toastmasters.



Anniversary Convention

PURE WITH WAY

Despite the current energy crisis, Toastmasters' 43rd Annual Convention promises to be one of the greatest ever . . . very appropriate for the 50th Anniversary.

On August 14-17, Toastmasters from all over the world will make their way to the Disneyland Hotel, in Anaheim, California, for the annual celebration.

The convention will open with a gala ceremony scheduled to highlight the Golden Anniversary and honor the countries with Toastmasters clubs. In addition, all past International Presidents will be honored during the four day event.

Dr. William J. Teague, David L. Schmidt and Francis C. "Bud" Rebedeau will be the featured speakers at the Anaheim Convention.

"When All Else Fails . . . Think" will be the subject of Dr. William Teague, the administrative vice president of the Purex Corporation. Dr. Teague plans to present a motivating program designed to put the "thinking" into Better Listening, Thinking and Speaking.

David L. Schmidt will return for the fourth consecutive year as a

featured speaker at the Toastmasters Convention. Mr. Schmidt, a management consultant specializing in market development and personnel training, will cover the subject, "Leadership Styles," and will lead a discussion of leadership



David L. Schmidt

and techniques with audience participation.

A discussion on how your Communication and Leadership and evaluation programs blend together to offer maximum experience in both will be led by Francis C. "Bud" Rebedeau. President of Kielty, Rebedeau and Associates. Mr. Rebedeau has designed workshops, conventions and on-the-job programs that have helped thousands of salesmen and managers develop necessary results oriented skills.

Besides educational programs presented on a variety of subjects of current interest to Toastmasters, the convention will not be without its social events.

The Thursday night "Roaring 20's Party" will feature a sumptuous buffet dinner, special entertainment and music for dancing from the "Roaring 20's" and from today's contemporary scene. Delegates are urged to bring costumes depicting those that might have been worn in the twenties and join in the nostalgic fun.

Manny Harmon and his Orchestra will provide dinner and dance music for the Friday night Presi-



DR. WILLIAM J. TEAGUE

dent's Dinner Dance. Harmon's orchestra is recognized as one of California's leading dance bands and has performed for numerous events of national and international scope, including the Academy Awards Banquet and the Republican National Convention.

Provisions have also been made for the wives and children of the delegates attending the convention.

Besides being welcome at the educational programs, wives are invited to attend the 50th Anniversary Coffee, to be held Wednesday

morning and hosted by Mrs. David Corey. For those not wishing to attend the special luncheons and social events planned, tours are available with arrangements made by the Disneyland Hotel.

Tours are also available through Gray Line Sightseeing, also located in the hotel. The tours are personally conducted and narrated by experienced drivers.

Gray Line has many different tours available. Departing from Anaheim, you may visit such famous cities as Hollywood, Beverly Hills, Santa Monica and, of course, Los Angeles. Gray Line can take you to the missions of Santa Barbara, San Diego, San Juan Capistrano, La Jolla and the Ojai Valley.

The great attractions of Southern California may also be visited through the expert guidance of Gray Line. Visit Universal Studios, Movieland Wax Museum, Japanese Village, Knott's Berry Farm, Marineland of the Pacific, and board the legendary Queen Mary, located in the port of Long Beach. Reservations are required for all tours, with special rates available for children from five to eleven.

Children can enjoy the olympic-size swimming pool and Youth Activity Center at the hotel while, at the same time, being just a short walk from Fantasyland, Adven-



FRANCIS C. REBEDEAU

tureland, Tomorrowland and Frontierland.

All delegates and their families will have an opportunity to visit World Headquarters, located a few miles from Disneyland. Bus transportation will be provided. Disneyland is across the street from the convention hotel and other attractions are easily accessible by public transportation.

Now is the time to begin planning your 50th Anniversary Convention trip . . . it will be one you surely won't want to miss! ■

IF YOU PREREGISTER...

You will receive, in your registration packet, the 50th Anniversary Double Faced Coin (No. 5001). Decorated in antique gold finish, the coin will serve as a reminder that you were part of Toastmasters Golden Anniversary. (All advance registrations must reach World Headquarters by August 2.)

Complete and mail to:

TOASTMASTERS INTERNATIONAL
P.O. Box 10400
Santa Ana, Ca. 92711

Complete and mail to:

Reservations Manager
DISNEYLAND HOTEL
1150 W. Cerritos Ave.
Anaheim, Ca. 92803

(This form is not to be used by International Officers, Directors, Past International Presidents, or District Governors elected for 1974-75.)

Registration will be required at all general sessions on Wednesday, Thursday, and Friday. Pre-register and order meal-event tickets now! ATTENDANCE AT ALL MEAL EVENTS WILL BE BY TICKET ONLY. Advance registrants will receive a claim ticket for a packet of Toastmasters materials.

Please have my advance convention registration packet and tickets to the following meal events waiting for me at the Advance Registration desk.

_____ Member Registrations @ \$8.00	\$ _____
_____ Ladies Registrations @ \$2.00	\$ _____
_____ Youth Registrations (9 years and older) @ \$1.00	\$ _____
_____ Tickets District Governors' Luncheon @ \$5.50 (Wednesday, noon, August 14)	\$ _____
_____ Tickets "Roaring Twenties" Party @ \$11.00 each (Thursday: Dinner, Dancing and Entertainment)	\$ _____
_____ Tickets President's Dinner Dance @ \$12.50 (Friday: Dinner, Dancing and Program)	\$ _____
_____ Tickets Hall of Fame Breakfast and International Speech Contest @ \$5.50	\$ _____
TOTAL \$ _____	

Check enclosed for \$ _____ (U.S.) payable to Toastmasters International.
All advance registrations must reach World Headquarters by August 2.

(Cancellation reimbursement requests not accepted after Aug. 2)

(PLEASE PRINT)

CLUB NO. _____ DISTRICT NO. _____

NAME _____

WIFE'S FIRST NAME _____

ADDRESS _____

CITY _____ STATE/PROVINCE _____ ZIP _____

NO. CHILDREN ATTENDING (Elementary School Age) _____

(Jr. High School Age) _____ (Senior High Age) _____

If you are an **incoming** district officer (**other than district governor**) please indicate office _____

(PLEASE PRINT)

To WHQ

Please reserve _____ single standard room(s)	at \$22.00
Please reserve _____ single standard room(s)	at \$26.00
Please reserve _____ single deluxe room(s)	at \$30.00
Please reserve _____ single deluxe room(s)	at \$33.00
Please reserve _____ double twin bed standard room(s)	at \$26.00
Please reserve _____ double twin bed standard room(s)	at \$32.00
Please reserve _____ double bed deluxe room(s)	at \$33.00
Please reserve _____ double bed deluxe room(s)	at \$38.00
Please reserve _____ triple or quad standard room(s)	at \$32.00
Please reserve _____ triple or quad deluxe room(s)	at \$38.00

All rates European Plan (no meals included).
One and two bedroom suites available.

For additional information, please write the hotel reservations manager.

I will arrive approximately _____ a.m. _____ p.m. on August _____, 1974. (Rooms will be held until 6:00 p.m. on the date of arrival unless deposit is forwarded.)

I will depart on August _____, 1974.

I am sharing the room with _____

NAME _____

ADDRESS _____

CITY _____ STATE/PROVINCE _____

COUNTRY _____ ZIP CODE _____

To be assured accommodations at the Disneyland Hotel this form must be received at the hotel by July 23, 1974.

Toastmasters International

43rd Annual Convention

August 14-17, 1974

Anaheim, Calif.

To Hotel

NEW STAFF MEMBER

GARY H. CRAWFORD has been appointed the new manager of the Membership and New Club Development Department at Toastmasters International's World Headquarters.

A 1971 graduate of the California State University at Fullerton, Mr. Crawford received his bachelor's degree in communications with special emphasis in public relations.

Following graduation, Mr. Crawford worked for Cochrane, Chase and Company, a Fullerton-based advertising, public relations and marketing agency, as a public relations supervisor and account executive.

Before coming to TI, he also worked as Public Relations Director for Crawford Products Company, a family-owned business and manufacturers of paint sundry items.

A professional roller skater, Mr. Crawford also enjoys water skiing and takes a great interest in income property investments.



Time again to test your grammar with Toastmaster Billy Bloop, as he presents another collection of slips of pen and lip by world leaders.

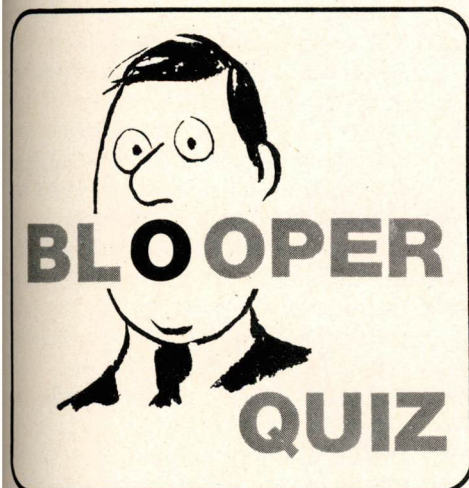
Test your BQ (Bloop,er Quotient) by circling the incorrect word or phrase.

1. "Enclosed is a Xerox copy of the bill . . ."
2. "A black and blue thing laying in the corner."
3. "There were several incidences . . ."
4. "So, in a nutshell, that's the gist of it."
5. "A man many of you are familiar with . . ."

ANSWERS:

1. Please, madame, no more advertising for **Xerox!** You would be more accurate to say **enclosed is a copy . . .**"
2. Unless your black and blue thing is a Rhode Island Red, it isn't **laying** in the corner; it's **lying**. Hens lay, things lie.
3. Poor Noah Webster, turning in his grave. You have uttered a word that isn't. Say **incidents** or **instances**.
4. The gist of your problem is your grammar! In a nutshell, use one expression, not both.
5. Quite possibly, but he had better not become familiar with **me**. Please watch your speech for unintended meanings.

SCORE: 5 correct — perfect; 4 correct — excellent; 3 correct — good; below that, try knitting!





FUTURISM...

A Look At What's Ahead— PART II

by Dr. Richard Salzmann

In 1954, the complex double-helix molecule called DNA was discovered. For the first time, the scientist began to acquire in the laboratory the ability to create life ... a power previously held only by God.

(Ed. Note: Last month, Dr. Richard Salzmann discussed the concept of change and examined its future influence on the technological world, finally saying that "technological change has been so rapid that it threatens the value-system built up as the core of our view of life." This concludes Dr. Salzmann's look at the future and the urgent need for an organization such as Toastmasters.)

The reaction to the revolution in technology threatening our values is a counter-revolution. The revolutionaries in our society are not the hippies, the grass-smokers, the militants, or the purveyors of the new pornography. All these are reactors; they are counter-revolutionaries, reacting against a technological revolution well on the way.

The reaction is characterized first by escape, by an effort to run

away from the pressure. Is it a wonder, when under the impact of the pain and confusion of the mass of new stimuli which doesn't seem to fit a pattern, many in the society concoct a kind of escape? You can drive a guinea pig crazy if you train him first to respond according to carefully calibrated signals and then suddenly jumble them up and throw them in at random, and turn up the volume. Many of the radical manifestations that we are seeing in our society today seem to me to be partly this kind of over-reaction, a kind of irrational escape.

On the one hand, there's the anarchic militancy and its associated violence which, only a few years ago, swept across the increasingly polarized society. One cannot understand this militancy, I believe, unless we view it as an escape from the anxiety produced by massive scientific and technol-

al change. For many, activism
ned to be an end in itself,
ged in for its own sake and
iving little goal or program
pt destruction. The movement
ved its identity by being
nst the established order. It
ned itself largely in terms of
t it was against, and therefore
a clear expression of reaction.
escape from the intensity of
ge by reacting violently and
rchievistically against the struc-
-within which you feel yourself
ght and with which you cannot

ere is a second form of
antic escape which is, in a
e, a psychological opposite of
escape of militant anarchy, and
ay we are in the midst of that
tion. I'm speaking about the
for a return to the old values,
he way we used to do things,
unorganized but real revolt of
"forgotten lower-middle
ses," who formed the core of
Nixon landslide. Elements of
movement are basically radi-
They suggest that force abroad
authoritarianism at home are
most direct answers to our
blems. By a sheer act of social
l, we can force things to return
he way they used to be.

A Clear Theme

The theme is clear in so many
rners of the present arena: in
romantic deification of a return
nature, in the rejection of form
the fine arts, in the ad on tele-
ion plugging "thirty old songs
om the '30s for \$5.95," in the
ape from the mental tension of
nflicting truths—what many are
lling "the revolution in values."
t me give you two examples:
Few will challenge the concept
at the computer is threatening
e nature of work. At first, we
ought the computer would cause
ormous unemployment; we com-
etely ignored the real change it
duced: its threat to the nature
work. The computer is tearing
o the roots of the notion that a
erson with an education has an
sured career for life. An engi-
eer, for example, is lucky to get

six years out of one engineering
degree and still remain relevant.
The computer was the revolution
impinging on a central element in
our system of values.

How do people defend them-
selves against such an attack on
work, which has not only been
necessary for economic reasons,
but urgent to provide purpose in
life? All of a sudden, widespread
movements arise, substantial liter-
ature is produced, a lifestyle is
invented suggesting the thesis that
work is vulgar; ambition and
things acquired through working
are demeaning hangups.

Drugs and Alcohol

If the infinite pressures of the
life we are entering increase our
uncertainties, our anxieties, our
pressures and tensions, what more
natural adaptation than to rush to
a host of drugs which have two
things in common: they are dem-
otivating and they reduce anxiety.
Incidentally, that is one of the rea-
sons alcohol was, until recently,
not in fashion with many. Recent
studies show that it's coming back
now, but only in ratio to the decline
of hard-drug use. Alcohol provides
temporary relaxation, and then
only when moderately taken. But
it exacts a price in remorse,
depression, the discomfort of a
hangover and above all, alcohol,
unlike hashish, is not a demotiva-
tor. It is remorselessly Calvinist in
the price it requires for pleasure.

Power of Life

It is not enough to take drugs
and to face the fact that they are
an escape from a reality with
which you cannot cope. What is
needed is the invention of a life-
style which corresponds to the idea
that these drugs enlarge inner
perception; that they expand
consciousness.

Take another example: In 1954,
the complex double-helix molecule
called DNA was discovered. For
the first time, the scientist began
to acquire in the laboratory the
ability to create life... a power
previously held only by God. That
was 1954. Immediately following

it, the first organ transplant... the
ability arbitrarily to sustain life...
the capricious god-like power to
take from this accidental victim
and to give to this accidental
beneficiary.

These are awesome powers
which threaten the structures of
our belief dealing with the finite-
ness of life. Death is a very painful
thing and the religious faith which
deals with that pain is precious
and powerful.

What is the defense? It is the
invention of a theology centered on
the proposition that God is dead,
and that the real concern of reli-
gion must be within history, on its
own terms. Since all these new dis-
turbng perceptions have shaken
the roots which hold solid a num-
ber of the religions, new ones are
created! A new interest in Oriental
mysticism, Zen, witchcraft, I
Ching and astrology have emerged.
For five dollars you can get your
horoscope cast at a booth in Grand
Central Station while you wait—
and by computer, yet.

Technology and Values

Here are a number of basic
inventions in technology and some
associated changes in social values
and behavior. The vast technologi-
cal revolution of our times has so
threatened a number of the basic
tenets of the society's value struc-
ture that the initial responses are
protective, through the stratagem
of escape, or an almost unconscious
adjustment of the old mores. The
often bizarre aspects of the social
responses indicate that the process
of adjustment is still in its transi-
tional counter-revolutionary
phase.

If the revolution that is occur-
ring is a technological one and the
counter-revolution a reaction to its
effects—what was the source of
the revolutionary thrust in the first
place? Who are the revolution-
aries? Who was it that produced
the technological breakthroughs in
the first place? Who hired the
scientists and directed them to
apply their efforts to the new tech-
nology that has so shattered our
view of life? Who was it that

transformed a simple, agriculture-dominated society into an incredibly complex, technically proficient, prolific organization for the production and distribution of goods and services?

I'll tell you who—the businessman working in the marketplace, often with, sometimes without, tax

that's beginning to be voiced: Can we really stand all that growth and the technology that goes with it? We're hearing it not only from the hysterical fringes, but from some of our respected academicians and politicians. You might be familiar with the study "Limits to Growth," in which systems engineers fed

the aberrations of an economic order that seemed to have oversucceeded quantitatively and undersucceeded qualitatively.

"We can put men on the moon, but we can't clean up our cities."

"We'll spend billions on a dirty and unpopular war half a world away, but we can't eliminate hunger and poverty from the richest society on earth."

"We produce more food than we can consume, but food prices continue to claim the largest part of the family budget."

"The tax system skims the cream off the earnings of the average wage and salary man, but the big money makers have loopholes to escape the tax bite."

These are typical of the social complaints of our time, but they are not less potent because they have become clichés in the vernacular of popular expectations. The point is, the economic institutions of the United States, and their managers, have been so successful at fulfilling the material needs that people have come to view the scarcity of anything that is desirable as unacceptable.

People know (or think they know) that we have the technological and resource means to eliminate hunger, poverty, and pollution if we put our minds to it.

They "know" we can build decent housing for all of our people, if we make that a national goal.

They "know" that earning a living "by the sweat of thy brow" is an anachronism—and not the most rewarding way to get ahead, in any case.

A Great Challenge

When you put together such attitudes, what they add up to is a challenge to established priorities and values, a challenge to the motive force behind the system of resource allocation, a challenge to the very business institutions that made it possible for people to believe that scarcity need not be a factor in living.

In short, it was more of a revolution than we realized. There had

Though most businessmen would probably feel uncomfortable in the role of revolutionaries, it is already the verdict of history that no group in American society has been a more effective agent for positive change than the business community.

dollars to win wars, to conquer disease, to walk on the moon. The revolutionary force in this society has been the business community.

Though most businessmen would probably feel uncomfortable in the role of revolutionaries, it is already the verdict of history that no group in American society has been a more effective agent for positive change than the business community. The quantitative increase of goods and services is only one dimension of the revolutionary contribution of business. Often forgotten in the melange of onward and upward economic and business statistics is the fact that businessmen, by doing what they can do best, have not only achieved a quantitative improvement in goods and services, but have also established the material basis necessary for qualitative change and refinement in lifestyles. The effects of these economic accomplishments have been, and continue to be, far-reaching—affecting not only the physical condition in which man lives, but man's very ideas of what makes life worth living.

As we look at the economic projections and study the impact such continued growth would have, there's a revolutionary thought

mountains of data into their MIT computers and came up with the frightening conclusion that unless we stop all population and economic growth now, disaster for the globe lies ahead. While the verdict on this study seems to be that it suffers from basic methodological errors, the problem it raises is taken seriously. Growth, yes... but growth for what?

It is hard to think of a development that is more fundamental to America's view of itself and its purpose than such a frontal assault on the concept of growth.

Can you begin to see what fundamental issues are involved? Can you imagine the social and political forces that will be arrayed against each other as these new questions move gradually to the top of the nation's agenda, as they will do?

As we look back, recognition of the true extent and nature of the technological and economic revolution that had been wrought did not surface during the 1950's; it finally blossomed as we entered the 1970's. When the reaction finally did come, it did not arrive in the guise of economic and business institutions consciously making plans to meet the new market demands of a changing society. Rather, it came as a socio-political revolt against

a shift in the demand-values of the market, and there is no way to stop that shift, turn it around, or take it back to the post-World War II era when people were fighting for goods and goods-related services and thought of themselves as putting behind them the scarcities of the Depression and the war. Do we have so much faith that no one wants to "mind store" anymore? Are we headed for a new Sodom and Gomorrah? Such fears put too much emphasis on the symptoms of the present discontent and turmoil and not enough on an analysis of how the emerging demand-values can be used to our advantage. When one surveys the panorama of comments about the existing order, what emerges is a different and ordered order of needs and demands. Yet, they are still demands that the marketplace can fulfill. Is it that people today seem so discontent?

People want to acquire economic freedom; they want freedom from government in the process of making decisions; they want security and peace; they want to derive some meaning and a sense of identity from their daily activities; they want involvement in their society and a renewed capacity to have faith in their leadership; they want fulfillment out of their contributions. There is nothing in this list of needs and wants that says people are yearning to abandon themselves to hedonistic pursuits or that they have lost their will to act.

Closing the Gap

Hold the view that the challenge to our institutions can never be ignored nor deemed impossible to meet. At the very least, there is a gap between the popular notion of what should be and the economic restraints of what can be; and at the very least, there is an impatience with waiting for new goals that will inspire action. Fortunately, there is nothing in the record of the American

people to suggest that a start toward fulfilling the new goals now deemed desirable will not go a long way toward securing a grant of time to close the gap between the desirable and the possible.

In his latest book, *Counter-revolution and Revolt*, the old philosopher of the radical left, Herbert Marcuse, suggests that having satisfied man's basic needs, our enterprise system creates needs which it cannot itself fulfill and thus will be destroyed. What a misreading of history that is! Fifty to a hundred years ago, Marcuse's precursors, Marx and Lenin, said the same thing. Yet this system of ours and the men who made it work were wise enough to see the danger and instead produced the highest standard of living man has ever seen, so much so that the leaders of the Marxist state now come to us for help to renew their faltering consumer economy. That's what the trade aspect of detente is all about. Somehow, American society always confounds its gravediggers by borrowing their shovels.

The Business Community

This, above all, is the new challenge to the real revolutionaries in our society: The business community. This is not much different from the challenge that has always confronted the enterprise system—with one important exception. How these needs are registered in the marketplace is rapidly changing, and business will have to change its traditional ways of recognizing and servicing them. The transition from Calvin Coolidge's "The business of America is business" must inevitably be "The business of business is people."

Now, I have just barely touched perhaps the most important subject of our times; you know that even better than I.

Never in the whole history of the world has the art of communication and leadership been as difficult as it is in these times—if for

no other reason than the sheer momentum of the shattering changes which are constantly taking place. We cannot alter this process or slow it down; as a matter of fact, its impact is going to increase. I can only sympathize with those who carry these responsibilities. But I can also admire them because there is no single more constructive course of action, no more complex profession, no more demanding responsibility than that of leadership, especially in the enterprise system. But there is more than admiration involved; there is a plea for help from an increasingly anxious and fragmented people.

Leadership

As we look ahead, if there is any body of private initiative that is best equipped to search for and find the most productive adjustment to the new historical dimensions before us, it is the business community.

Precisely here is where an organization like Toastmasters has a major role to play as leaders and communicators: that you serve your fellow citizens by leading them to see the future and helping to make it work; that you refuse to parrot the old answers to questions long since irrelevant in the swift sweep of history; that you seek to give new meaning and fresh purpose to those precious few on whose decisions hangs the shape of the new age into which our world shall come. That is the point of view I believe essential as we approach the future. That is your challenge—and your opportunity for your organization and for the world. ■

Dr. Richard Salzmann is Director-Editor of Research for the Research Institute of America. A former vice-president of the People to People Foundation, Dr. Salzmann has spoken to business and association conferences and conventions throughout the United States on the subject of the future.

hall of fame

DISTINGUISHED TOASTMASTER (DTM)

Toastmasters International highest member recognition, the Distinguished Toastmaster award, has been presented to the following:

Norman Lee Bell
King Boreas Club 208-6

Amilcare Biancheria
Monroeville Club 2954-13

V. Sam Carlile
Del Rey Club 2665-11

Raymond J. Madsen
Anaheim Breakfast Club 3836-F

Earl S. McCanna
Smedley No. 1 Club 1-F

N. J. Murdock
Hub Club 660-44

Paul H. Pow
Transat Club 2018-58

ABLE TOASTMASTER (ATM)

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

Vytautas A. Adomaitis
Jamestown Club 1073-20

Marvin Almon
Tinker Club 1362-16

Todd S. Amata
Burbank Club 125-52

S. K. Ballal
Cookeville Club 2744-63

Silas L. Bates
Bull Horn Club 2513-38

Arnold V. Blaylock
RAAP Club 3633-66

Bennie Edward Bough
Springfield Club 1792-36

Paul L. Butler
Greater Fairmont Club 2773-13

Thomas S. Carter
Butte Club 378-17

Max Churchill
Muscatine Club 685-19

Alan Cirlin
Gaveliers Club 1277-52

Charles B. Clark
Athens Club 1779-14

Charles Thomas Crumpton
Maryville Alcoa Club 1186-63

B. David Daly
Lake City Club 748-2

John B. Deike
Holmdel Speakers 1849-46

Joseph H. Earnest, Jr.
Aerospace Club 401-1

Clarence E. Ellis
Huntsville Club 1972-48

Harold H. Ellis
Lincoln Douglas Club 1196-54

David L. Ethridge
Downtown Club 2455-68

Philip Noel Gallagher, Jr.
Chapel Hill Club 2294-37

Richard F. Gilberg
Los Habladores Club 1952-4

John F. Goodson
Roundup Club 1839-3

Horacio J. Gutierrez
Capitol Club 194-U

Richard Ernest Henderson
Nationwide Insurance Club 753-40

Kenneth Hetzler
Muscatine Club 685-19

David Horney
Muscatine Club 685-19

Stan Howell
Aerospace Club 401-1

Donald M. Hunt
Hub Club 660-44

Russell J. Hurliman
Hubbard Trail Club 2571-54

Ralph Jackson
Muscatine Club 685-19

Glenn H. Jacobson
Courthouse Club 3878-35

Wilbur George Jenkins
First National Bank Club 584-7

Joseph Hartwell Johnson
Pacific Voices Club 3841-49

Alfred J. Kase
Arsenal Club 2264-38

George A. Keenan
Toronto No. 1 Club 1289-60

James H. Keim
Northeast Club 1161-2

Carl E. Kopisehkie
Madison Club 173-35

Mac Krents
CPA Club 3094-36

John K. Kuhn
Champaign Urbana Club 195-54

Thomas J. Lazear
Fluor Club 124-1

James E. Littlefield
Arlington Club 1728-25

James A. Long, II
Early Bird Club 3293-11

Ed Manes
San Gabriel Valley Club 200-F

Gayle A. McCoy
Desiderata Club 2667-19

Francis H. Morgan
Triple S Club 474-10

William Murdock
Diamond Club 2486-10

William Raymond Newbry
Pocatello Club 236-15

Lawrence E. Owens
Douglas Santa Monica Club 2279-1

Robert Pape
Muscatine Club 685-19

John P. Parker
Winged Word Club 1903-8

Eugene M. Pixley
DWR Club 243-1

Obadiah S. Poe
Tun Tavern Club 2325-38

Carlton J. Poulnot, Jr.
Early Bird Club 2174-58

Ken J. Richard
TNT Club 2291-42

Donald W. Riordan
Dynamic Club 457-5

Bud Rubin
Los Habladores Club 1952-4

Thomas Serdechny
Arsenal Club 2264-38

Bartholomew P. Smith
Georgia Carolina Club 2523-14

Harold E. Smith
Richardson Noon Club 2146-25

Quinn G. Smith
Bellevue Breakfast Club 3369-24

Billy G. Spain
Hub City Club 1431-43

Dick Strehike
Manteca Club 2049-39

John A. Swanson
Sunrise Club 160-9

Robert M. Udell
Uptown Club 1458-56

George Verenes
Dublin Laurens Club 2351-14

Don R. Wallick
Triple S Club 474-10

William A. Weir
Sea N Air Club 2314-38

Bruce Edwin Wiancko
Monroeville Club 2954-13

anniversaries

35 YEARS

Owatonna Club 134-6
Owatonna, Minnesota

Sierra Club 135-33
Fresno, California

25 YEARS

Pacific Beach Club 54-5
San Diego, California

Hood River Club 701-7
Hood River, Oregon

Boone Club 184-19
Boone, Iowa

Ann Arbor Club 699-28
Ann Arbor, Michigan

20 YEARS

New Horizons Club 1109-F
Monterey Park, California

Ontario-Upland Club 1506-F
Ontario, California

Oak Harbor Club 514-2
Oak Harbor, Washington

Duluth Club 1523-6
Duluth, Minnesota

Jefferson Country Club 1482-8
De Soto, Missouri

Ashtabula Club 1505-10
Ashtabula, Ohio

Johnstown Club 1231-13
Johnstown, Pennsylvania

Chadron Club 1465-26
Chadron, Nebraska

Greeley Evening Club 1490-26
Greeley, Colorado

Minute Man Club 1475-31
Lexington, Massachusetts

Oshkosh Club 1483-35
Oshkosh, Wisconsin

Milestone Club 1511-36
Washington, D.C.

Goldsboro Club 1496-37
Goldsboro, North Carolina

Capital Club 1517-37
Raleigh, North Carolina

Reveilliers Club 985-39
Sacramento, California

J.T. Club 1507-40
Columbus, Ohio

Permian Club 1509-44
Midland, Texas

Kodak Park Club 1491-65
Rochester, New York

15 YEARS

Orbiters Club 2943-4
Sunnyvale, California

Town & College Club 875-19
Ames, Iowa

Eldora Club 1387-19
Eldora, Iowa

Capital Club 1412-19
Des Moines, Iowa

University Park Club 2984-23
University Park, New Mexico

Pioneer Club 2932-26
Lakewood, Colorado

Industrial Club 2956-29
Pensacola, Florida

Capital City Club 2953-35
Madison, Wisconsin

Atomic Energy Comm. Club 2901-36
Bethesda, Maryland

VA Gaveliers Club 2920-36
Washington, D.C.

Justice Club 2937-36
Washington, D.C.

Pan Am Management Club 1652-47
Miami, Florida

Bon Raconteurs Club 2198-47
Cocoa Beach, Florida

Naples Club 2835-47
Naples, Florida

Sudbury Club 2816-60
Sudbury, Ontario, Canada

E.S.B. Club 1747-65
Buffalo, New York

Dublin Club 2601-71
Dublin, Ireland

Growing With Toastmasters

by Russell V Puzey

The following article appeared in the August, 1961, issue of The Toastmaster. Written by Past International President Russell V Puzey, it still answers a great many of today's basic questions about membership in Toastmasters.

"You've been a Toastmaster for 16 years? Why?"

Immediately my mind is flooded with a great number of reasons. Many of them are personal, yet I believe they could be called universal in application.

To me, Toastmasters and my Toastmasters club have always been vehicles of self-improvement and enlightenment which unlock the minds and hearts of men. A Toastmasters club is a place where one learns to speak and to listen. All of these constitute *adult education*.

The salvation of any man — and in fact of any country — lies in a continuing education and the exercise of the mind through new experiences. Facilities for such continuing education are abundantly available in Toastmasters. As the organization continues its steady growth, the opportunities increase, and more and more people may take advantage of them.

Because I believe this so thoroughly, it has been impossible for me ever to become tired of or bored with Toastmasters. I have never been able to feel that any particular objective has been fully accom-

plished, or completed. How can you complete an interest in developing the imagination? Or an interest in your fellow man? Or a desire to increase in understanding, in evaluating, in helping yourself or someone else? You cannot wear out a mind; the mind continues to grow and be stimulated when exposed to proper conditions and provided with proper exercises. These conditions and exercises are present in abundance in the Toastmasters club and in the organization.

Over the years, I have been greatly helped in my endeavors through the atmosphere provided by my own club, the district, and International. Our club, Wilson Avenue 169-30, meets biweekly. This provides us with ample opportunity for learning, yet leaves time available to put into practice in outside activities the things we have learned. Under these circumstances, Toastmasters can be continued indefinitely and fully; we can never claim that club meetings interfere with the work load at the office or with outside responsibilities or activities.

Our club has always been receptive to new ideas, and active in participation in district affairs and in the formation of new clubs. Our forte has always been program variety—in format and in content—coupled with good, strong evaluation. Every club meeting is a new and stimulating experience, providing one more boost upward, away from mental ruts.

When I entered district and International work, I discovered that here was an excellent chance to use my business experience and develop my ideas on organization. Above all, I learned how to sell ideas. I learned, also, that the Toastmasters International organization is more important than anyone in it, and that ideas presented are more important than the individuals who present them. The essential thing is that a good idea be adopted and become a means of growth and development.

My profession, accountancy, calls for a great deal of salesmanship, for absolute integrity, impartial firmness, and above all, imagination and initiative. Our professional salesmanship is concerned with the selling of ideas and principles. Our work is often the evaluation or criticism of the work of others. Therefore Toastmasters is a never-failing help to me in my work. I have used my club unmercifully into trying out new ideas later to be used at the office or for the benefit of a client.

Over a 16-year period, one's personal circumstances often change drastically. The individual progresses from employee to supervisor to executive. His needs and wants are continually changing. These changes present continuous additional opportunities for study, trial and solution through club, district and International activities.

Some day I would like to write an article entitled "Why a Boss Should Be a Toastmaster." So much can be learned in the club about human behavior and human needs. It is one set of circumstances to be responsible for running a club or club activity, while at the office one is a supervised employee with limited authority and responsibility. It is another and entirely different set of circumstances to be a top executive in your work and yet work under someone in a club activity. Sometimes it is difficult to remain silent and allow others to learn by doing, to remember that the hint is more helpful than a complete program of action to those who are learning to help themselves.

What are some of the things I have learned or observed through 16 years of Toastmasters activities at all levels?

First, I would say my association with Toastmasters has always been primarily of the mind. I have always placed and will continue to place the organization above any individual in it. I have never made, nor will

I ever make, a decision based solely on friendship. This is a hard road, but if everyone followed it, I think there would be fewer heartaches. In this connection, I have learned never to look back, and to remember only the good in everyone.

The club is a place to think up, to think bigger than we are. In other words, we must have goals, and these goals must be high enough so that we really have to struggle to reach them. Sometimes we fail, and we must learn to accept failure as well as success. I have learned how to recognize fear of leadership, fear of decision-making; I have come to recognize how strong are the habits of mankind, mental as well as physical. The almost universal objection to and rejection of new ideas continue to astound me, as does the hunger for detailed instructions, for routines and habits worn like a comfortable pair of shoes.

I have seen men starting from practically nowhere who, by self-discipline and high motivations and continuous effort, succeed. I have seen others with far superior qualifications fail or make no progress, through indifference or an attitude of superiority. I have learned to recognize the perfectionists, the workers, and the bluffers. Evaluation is a wonderful exercise for anyone who is in a position of authority in his work. He learns to distinguish and understand such qualities as fear of failure. He becomes able to distinguish between the one who will try and the one who will not.

I have learned to gain club attention, to listen, and to formulate ideas at the same time. The value of the surprise attack, of honesty, bluntness and freshness, has been demonstrated to me often. One of the hard things for me to learn was the "yes-but" approach. Years ago, everything was either all black or all white, but now I know that no one is ever entirely wrong, no one entirely right. Somewhere along the line, I've learned to make a somewhat passable speech; I hope some day to make a wonderful one.

Finally, there has evolved in me a greater desire to help others than to help myself. It is a grand feeling to help broaden the scope of a shy person, to help someone express himself better and find himself better understood. I have found, too, that a sympathetic phone call or visit has helped in keeping a man in the club after a failure, has encouraged him to try again.

My 16 years in Toastmasters have meant 16 years of mental stimulation and lessons in tact, brotherhood and understanding. These are not easily relinquished. I hope to continue learning and growing. There's a wonderful array of ideas yet to be tried, much yet to be learned, not to mention the fun of learning and trying. That's why I've been a Toastmaster for 16 years. That's why I'll continue to be one. ■



the action people

Navy Commander Robert B. Doremus got his introduction to Toastmasters the hard way . . . by using a pendulum of string and soap for a timing mechanism, writing with straws stolen from brooms, and using ink made of cigarette ashes, red pills and brick dust.

Commander Doremus was a prisoner of war in North Vietnam for seven and a half years.

During a recent ceremony in Washington, D.C., Doremus, now a student at the Armed Forces Industrial College, was appointed a charter member of the Hanoi Hilton Toastmasters Club 3535-U.

The Hanoi Hilton Club was co-founded by Air Force Colonel Laird Gutteresen and Commander Richard Stratton in July, 1971. Both Gutteresen and Stratton had prior experience as Toastmasters before their capture.

Colonel Gutteresen accepted the club charter and banner from President Donald Paape at the 1973 Houston Convention.

Gutteresen and Stratton could not be present when Doremus received his charter membership, although both sent messages and requests for special dishes to be presented him. Gutteresen requested Doremus be served a loaf of French bread and Stratton's request was for a giant ice cream sundae.

At the charter issue in Houston, Gutteresen said, "These men had a message of how to be better citizens of a country they had learned to appreciate. They wanted to come back and tell fellow Americans what freedom meant."

In a twenty-minute speech delivered to some 45 assembled Toastmasters from the Housing and Urban Development Office (HUD), Doremus explained the trials and tribulations of Hanoi Hilton members. None of

their makeshift timing devices, writing gear, or their assemblies were condoned by the North Vietnamese. Discovery meant punishment . . . and they were discovered.

One element missing from the speech was any sign of nervousness. Another was the clink of glasses or dishes. Not a sound was heard as he told of his experiences until he finished . . . when he received a standing ovation. ■



The Columbia Toastmasters Club 3263-36 of College Park, Maryland, is a true example of what Toastmasters is all about and what it can mean to its surrounding community.

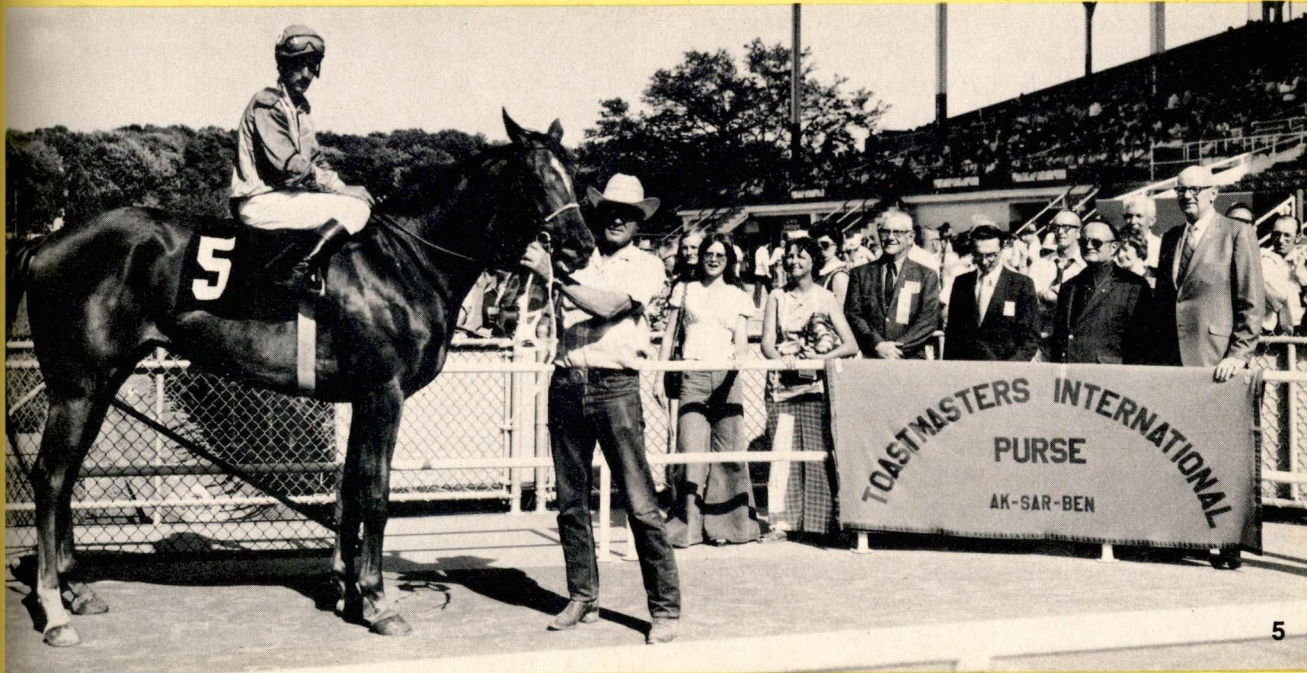
With the yearly vacation season behind them, the Columbia Toastmasters resumed their speech training program for the mentally ill patients at Clifton T. Perkins State Mental Hospital in Jessup.

Headed by Karlis Paucitis, the group helps patients develop enunciation, poise and self-confidence during a six-week program serving approximately 25 patients. Each session of the course covers a different aspect of the three major components of Speechcraft: preparation, delivery and listening.

The Volunteer Coordinator at the hospital has commented on the remarkable results the program has already achieved, as well as having the therapeutic effect of taking the patient's mind off his problems.

Everyone benefits from membership in Toastmasters, but it is doubly beneficial when the learned skills are passed on to prepare the less fortunate for a successful return to society. ■

1. **Commander Robert B. Doremus** who was recently appointed a charter member of the Hanoi Hilton Toastmasters Club 3535-U, gazes up at the giant ice cream sundae served him at the Toastmasters Dinner and Award Ceremony held in his honor at McNair in Washington, D.C. Doremus, a prisoner of war in North Vietnam for seven and a half years, was presented the sundae on a request made by Commander Richard Stratton, founder of the Hanoi Hilton Club.
2. **Second Vice-President George Scott, DTM**, receives the J. Aron Young Award for dedicated service from Paul Schulz, president of Beaverton Area Chamber of Commerce in Oregon. Mr. Scott, who accompanied by his wife Elaine, cited for his work with youth and other community projects.
3. **The Hub Toastmasters Club 666** of Lubbock, Texas, recently celebrated its 25th Anniversary in a new way. All of the charter members of the club were invited to attend a "chartering" of the club. The program for the Re-chartering Banquet was with one exception, the same as presented in 1948. Participants included (from l to r): Ed Merriman, Hal Anderson, Jimmie Edwards, Lamar Eaton, Dr. O. W. English, Walter Rogers and Kenneth Moore.
4. "Roman Holidays" was the theme for the District 40 Fall Conference hosted by Area 13 and the DCSC Toastmasters Club 1740-40 in Columbus, Ohio. Julius Caesar, District 40 Governor Lester Lucas, explained the goals realized within the district and what areas are still in need of attention.
5. **Some Kind of Trade** was the theme in the recent \$3,500 Toastmasters International Purse, held at Akers Ben in Knoxville, Tennessee. Six thousand people saw the Nebraska bred three year old run the six furlong race in 1:14. Attending officers were (from l to r): Past District 24 Governor Elmer T. Straube, District 24 Governor Donald D. Smith, DTM, Executive Director Robert T. Buck Engle, and President David A. Corey, DTM.





Don't Criticize...

Evaluate!

by Sel Palmer
District 72 Governor

Although it is one of the fundamental concepts behind Toastmasters, constructive speech evaluation is too often misunderstood.

The primary objective of speech evaluation is to improve a speaker's ability to present what he wants to say in such a way that it influences the attitudes of his audience towards the ideas and concepts he is expounding.

In the evaluation process, we give the speaker our reaction, as listeners, to his speech. This reaction must be honestly presented so that the speaker is able to improve his own presentation technique.

When a Toastmaster has been given an evaluation assignment, his first task must be to refresh his memory concerning the speech objectives set out in the speech evaluation guide. He should read the speech preparation material as set out

Communication and Leadership Program Manual. For an effective evaluation to result, the evaluator must keep the objectives of the speech assignment clearly in his mind. Only then can he determine whether or not the speaker achieved these objectives.

Immediate Evaluation

The evaluator should present his evaluation as soon as possible after the speech has been made. If this condition has been met, the effect of the evaluation upon the speaker as well as upon the audience is much greater because the speech is still clearly in the minds of the speaker and listeners. Toastmasters clubs which have adopted the techniques of evaluating a speech immediately after it has been completed will therefore receive greater benefit from the evaluation process.

When a Toastmaster presents his evaluation of a speech, he completes the circle of the communication process:

- Speech preparation and delivery
- Active listening
- Objective evaluation

His objective evaluation has closed the circle, because the speaker now knows how his audience reacted to his speech, and he now has the basis for improvement in his next speaking opportunity. Unless the speaker knows precisely how the audience, through the evaluator, reacted to his speech, he will not improve in his next assignment.

Communication and Learning

The communication process is very close to the learning process in that the speaker learns the results of his speech and so tends to alter his behavior to more effectively reach his speaking goals.

Evaluation completes the communication process. The effectiveness of this evaluation is dependent upon active listening, combined with a good knowledge of the speech assignment.

The first step in the actual technique of evaluation is to *analyze* the speech outlines in the manual, so that the various objectives of the assignment may be readily recognized by the evaluator. This will give the evaluating Toastmaster the opportunity to check the speech in accordance with its specific aims. Many evaluations are reduced to a few vague statements which could equally well apply to any speech, but to be really effective, an evaluation must apply solely to the assignment just completed by the speaker.

The second step is to *listen* to the speech. At this stage, it is important to analyze the speech as it is

presented. This process begins when the Toastmaster introduces the speaker and briefly outlines the subject matter. Listen very carefully to the opening remarks, as these should state the position taken by the speaker in relation to his subject. Note this first idea, then follow through the speech, noting the other salient points. As the evaluator, you should now be developing the speech outline as used by the speaker. This information will assist you greatly in establishing the various sections of the speech, thereby enabling you to determine the pattern being used. Analysis of the speech pattern

**Ultimately, as the evaluator, you need to
decide whether or not the speaker
convinced you of his point of view. Did he,
in fact, "make the sale"?**

will assist the evaluation, as you are able to comment on each stage of the speech. When an evaluator has developed the habit of analyzing each section of a speech, he will be able to use this knowledge in the construction and organization of his own speech material.

Ultimately, as the evaluator, you need to decide whether or not the speaker convinced you of his point of view. Did he, in fact, "make the sale"? Did he accomplish the objective of the speech as set out in the Communication and Leadership Manual?

Obviously, a Table Topic evaluation does not need as much preliminary study and research as a speech evaluation. Nevertheless, the evaluation is very important to both the speaker and the evaluator. Remember, you have only a minute or so in which to listen, so total concentration on the speaker is absolutely essential. Evaluate the Table Topic speech as a complete speech when the speaker has finished his topic. This will enable you to see the over-all position taken by the speaker.

When making notes for evaluation, ensure that you tell the speaker at least one good point as well as one point where he could improve. When you emphasize a good feature of a speech, the speaker tends to remember it, and therefore uses it again. When we only tell a speaker that something is wrong and do not offer any way of improvement,

Evaluate!

he remembers what was wrong and, as usual, what he remembers he tends to use again. It is essential in topic evaluation to emphasize what the speaker should be doing, not what he should not be doing.

One of the assignments given to the General Evaluator is that of analyzing the speech evaluator's comment. This requires very active listening because you are looking at two areas of the evaluation:

1. How well each speech evaluator analyzed the speech and, combined with this, his listening effectiveness.
2. How well he presented the evaluation speech — was he friendly, did he have his facts correctly organized, and did he assist the speaker to improve and develop his speech technique through emphasizing the good points of the speech as well as showing how the speech could have been improved.

When you evaluate the speech evaluator, you are, in effect, evaluating his opinion. Therein lies the main difficulty. The comments you make must be constructive. You must never state that a condition of the evaluation was not met without saying how the evaluator could have achieved the desired result. The extra emphasis is on what should be done rather than on what should not be done.

It is very important to remember that the speaker's speech has already been evaluated and that you should not re-evaluate it. Your task is to improve evaluation techniques as well as evaluating the entire meeting.

A major difficulty to overcome is to prevent thoughts and ideas which are not related to the speaker's comments from passing through your mind. This interference, as I call it, is detrimental to the listening process and may mean that you miss the whole point of the speech.

Listening Technique

Let us now assume that your thoughts are wholly centered upon the evaluation at hand. How can you improve your listening technique?

1. Listen to the words that are being used. Hear what the speaker is actually saying.
2. Take note of the tone of the voice—did it match the words being used?
3. Observe the facial expression of the speaker. Does he mean what he is saying?
4. Refrain from becoming emotionally involved

with the speech, as the intrusion of emotions tends to prevent analytical listening.

In other words: What did the speaker say? How did he say it? Did he mean what he said? Did he clarify his purpose? Always remember that listening is hard work and it requires our strictest attention to be effective.

The speech concludes, the Toastmaster thanks the speaker, and the audience expresses its approval, or otherwise, of the speaker's presentation. Now it is up to you to recall the ideas and concepts of the speaker and to formulate an evaluation speech from these impressions and from the notes

As evaluator, you are aware of the lessons you have learned, therefore, take care when speaking that you do not make the same faults as the speaker.

you will have made during the speech. Perhaps you could prepare your evaluation under the following basic headings, which would assist you in completing the entry in the speaker's manual:

- What did I like most of all about the speech?
- What areas of the speech needed improvement?
- Did the speaker have a purpose in making the speech besides just meeting the requirements of the assignment?
- In what specific areas could the speaker have improved his presentation?
- Did the speaker achieve the objectives of the assignment?
- Did the speech content fulfill the purpose of the speech?

In the light of these questions and the answers you have supplied, complete the evaluation portion of the speech manual. Remember, as a basis for your evaluation speech, the following three points:

1. Tell the Speaker his good points
2. Point out the areas where improvement could be made

3. Suggest how these improvements might be achieved.

When a Toastmaster is evaluating a speech, he benefits greatly through the assignment. The speech he is giving will be from two to three minutes duration and, in this short time, he must assist a fellow Toastmaster to develop and improve his speaking abilities.

Beneficial Evaluation

As a speech evaluator, you have already benefited from the evaluation process. You have examined a speech critically; you have discovered good points that will be of benefit to you in your own next speech; you have observed areas where you could improve your own speaking development; and you may have detected areas in the speech that have not pleased you, but which may also be the same speaking faults that others notice in you. As an evaluator, you are aware of the lessons you have learned; therefore, take care when speaking that you do not make the same faults as the speaker. If you make these faults, your evaluation will have little effect on the speaker. Be honest in your evaluation. Some Toastmasters who have learned from the evaluating exercise share this learning with the speaker and with the audience. This is a way of thanking the speaker, while at the same time pointing out a problem area in a friendly and sym-

thetic manner. This avoids embarrassment on the part of the speaker and audience and helps to preserve the speaker's self-respect.

Do not dwell on an obvious error, but illustrate briefly how to correct it, and proceed with emphasis on the good parts of the speech. One of the greatest difficulties a new Toastmaster has to overcome is the development of self-confidence in front of an audience; therefore, it is very important to preserve what confidence the speaker has and essential to give him the courage to try again. Make a habit, too, of addressing the chair, then the speaker by name, then the audience. Try to direct your remarks and comments at the speaker without giving him the feeling that he is the only person in the room. Finally, conclude your evaluation speech with sincere words of encouragement for the speaker. ■

District 72 Governor Sel Palmer holds a degree in Business Management and lectures for the New Zealand Institute of Management. He became president of the Auckland Club 3593-72 in 1970. From there, he went on to become Auckland Area Governor and then the National Educational Vice President before becoming District Governor.

Governor Palmer is responsible for the training of commercial staff of Air New Zealand.

..... **TOP TEN**

CLUB BULLETIN COMPETITION

All clubs who wish to enter their bulletins in this year's Top Ten competition must send at least three consecutive issues and a request for evaluation to World Headquarters, before June 30, 1974.

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new clubs

2610-F BECHTEL "FORTY-FIVERS" CLUB

Norwalk, Calif. — Tues., 11:45 a.m., Bechtel Power Corp., 12400 E. Imperial Hwy. (864-6011). Sponsored by Bechtel Unlimited Club 587-F.

2757-F ALPHA BETA CLUB

La Habra, Calif. — Tues., 5:00 p.m., 1330 S. Euclid (879-6121). Sponsored by Hillcrest Club 460-F.

3364-F EDISON LOQUACIOUS CLUB

Rosemead, Calif. — Tues., 5:15 p.m., SCE, 2244 N. Walnut Grove Ave. (572-1212). Sponsored by Edison Early Bird Club 1191-F.

3052-5 BILINGUE LATINOAMERICANO CLUB

San Diego, Calif. — Thurs., 7:00 p.m., D.P.W. 5001 — 73rd St. (461-5449). Sponsored by Club Toastmasters de Tijuana 3467-5 and Cop Club 1125-5.

428-11 TALKSTAR CLUB

Fort Wayne, Ind. — Mon., 11:15 a.m., International Harvester, 2911 Meyer Road (456-3441). Sponsored by Hi-Noon Club 1165-11.

3487-14 A. U. REPITEUR'S CLUB

Atlanta University, Georgia — Thurs., 5:30 p.m., Atlanta University, 223 Chestnut St., S.W. (523-7330). Sponsored by Decatur Communicators Club 1375-14.

3277-19 PEKIN CLUB

Packwood, Iowa — Thurs., 6:45 a.m., Dickey Prairie Home (661-2977). Sponsored by Ottumwa Club 663-19.

2218-24 HASTINGS CLUB

Hastings, Neb. — Mon., 7:30 p.m., Hastings Public Library, 517 West Fourth St. (462-6787). Sponsored by Sunrise Club 379-24.

2633-24 E.S.P. CLUB

Omaha, Neb. — Mon., 11:50 a.m., Northwestern Bell Telephone Co., 100 South, 19th Street, Room 1335 (422-3617). Sponsored by Council Bluffs Club 2114-24.

1539-29 OCEAN SPRINGS CLUB

Ocean Springs, Mississippi — Wed., 7:00 p.m., King Williams Cellar (875-8968). Sponsored by Jackson County Club 1871-19.

3224-31 COOL-RAY CLUB

Boston, Mass. — Thurs., 4:45 p.m., Cool-Ray Inc., (944-7638).

3773-31 L.O. CLUB

Lawrence, Mass. — Wed., 12:00 Noon, Executive Conference Room, Honeywell, Merrimack Street (686-9711). Sponsored by Gene Keller, DTM.

3804-37 CUMBERLAND CLUB

Fayetteville, N.C. — Tues., 7:00 p.m., Hamont Grill, 1304 Morganton Road (483-7131). Sponsored by Cape Fear Club 2879-37.

1774-42 ROOSTER ROUSERS CLUB

Edmonton, Alberta, Canada — Wed., 7:00 a.m., Army and Navy Club 10158 — 105 St. (435-5411).

2424-44 GOLDEN SPREADERS CLUB

Amarillo, Texas — Mon., 11:30 a.m., Herring Plaza, 317 E. Third (378-2430). Sponsored by Amarillo Club 211-44, Monday Morning Club 1557-44 and Natural Gassers Club 1878-44.

3285-45 STEEL CENTRE CLUB

Sydney, Nova Scotia, Canada — Wed., 7:30 p.m., Wandlyn Motor Inn Sydney (564-4633). Sponsored by Cobequid Club 1368-45 and J. Kiuru, Area Governor.

1080-53 HARTFORD NATIONAL BANK CLUB

Hartford, Conn. — Wed., 12:15 p.m., Hartford National Bank & Trust Co. 777 Main Street (547-2288). Sponsored by Travelers Club 1389-53.

3866-58 CHERAW CLUB

Cheraw, S.C. — Tues., 7:00 p.m., Chesterfield Marlboro Technical Education Center (537-3368). Sponsored by Lancaster Club 2154-58 and Worth Helms, Area Governor.

3888-58 ORANGEBURG CLUB

Orangeburg, S.C. — Tues., 7:00 a.m., Berry's Restaurant, 450 John C. Calhoun Drive, S.E. (834-8145). Sponsored by Columbia Club 1388-58.

2138-62 STEELCASE CLUB

Grand Rapids, Mich. — Thurs., 11:00 a.m., Steelcase, 1120 — 36th St. S.E. (241-2681).

2409-63 SOUTH CENTRAL/

STATE FARM INS. CLUB

Murfreesboro, Tenn., Tues., 11:00 a.m., State Farm Ins., South Central Regional Office, 760 N.W. Broadway (893-6100).

1687-U RI KONONO CLUB

Kwajalein, Marshall Islands — Sat., 10:30 a.m., Yukwe Yuk Club, Box 487, APO San Francisco.

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Name
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your 1973-74 district governors

- F. John B. Whittle, Box 862, Idyllwild, Calif. 92349
1. Howard E. Chambers, ATM, 3922 Emerald St., Apt. #83, Torrance, Calif. 90503
2. George C. Tostevin, 12555 - 37th Ave., N.E., Seattle, Wash. 98125
3. William D. Hamilton, DTM, 6416 E. Sheridan, Scottsdale, Ariz. 85257
4. Vit Eckersdorf, ATM, P.O. Box 5705, Redwood City, Calif. 94063
5. Richard A. Freedman, 8479 Scarf Place, San Diego, Calif. 92119
6. Don A. Plaskett, DTM, 428 S. Norah St., Thunder Bay, Ont., Canada P7E 1N9
7. James R. Bales, ATM, 21175 S.W. Vermont, Beaverton, Oregon 97005
8. Josef Seidel, 12674 Grandin Lane, Bridgeton, Mo. 63044
9. Harry A. Popp, Sr., ATM, 1112 South 28th Ave., Yakima, Wash. 98902
10. Edward N. Belt, ATM, 3260 E. 134th St., Cleveland, Ohio 44120
11. Floyd O. Swathwood, ATM, 2521 Abbey Drive, Apt. #2, Ft. Wayne, Ind. 46815
13. Peter P. Pierotti, ATM, RD #1, Box #1, Perryopolis, Penn. 15473
14. P. Gregory McCarthy, ATM, 807 Springdale Rd., N. Augusta, S.C.
15. Marvin E. Kline, ATM, 529 Sykes Drive, Idaho Falls, Idaho 83401
16. William G. Maxwell, ATM, 1002 Canterbury Rd., Enid, Okla. 73701
17. James D. Towey, 3445 N. Hillcrest Dr., Butte, Mont. 59701
18. Bharat J. Gajjar, ATM, 1421 Drake Rd., Wilmington, Dela. 19803
19. Andy O. Norton, ATM, Box 494, Ottumwa, Iowa 52501
20. Eddie V. Dunn, 3106 - 7th St., N., Fargo, N. D. 58102
21. Robert D. Bennett, 396 King George Terrace, Victoria, B.C., Canada
22. M. Norman Hogue, ATM, 6608 West 101 Terrace, Overland Park, Kan.
23. Milton H. Klein, 911 Alamosa, Carlsbad, N.M. 88220
24. Donald D. Smith, DTM, 7 East Ridge Dr., Council Bluffs, Iowa 51501
25. Jack Ligon, 2508 S. Jennings #2, Fort Worth, Texas 76110.
26. Dean Kleinkopf, 1022 Beech Dr., Lakewood, Colo. 80228
28. Ray C. Lopez, ATM, 1862 Henrietta, Birmingham, Mich. 48009
29. George E. Deliduka, DTM, 9 Dogwood Dr., Shalimar, Fla. 32579
30. Louis M. Kiriazis, 1329 S. 61st Ave., Cicero, Ill. 60650
31. Roger Boyington, ATM, 65 Coburn St., Lynn Mass. 01902
32. Paul B. McKinley, 5219 - 28th Ave., S.E., Lacey, Wash. 98503
33. Larry L. Lee, 1604 Cameo Way, Modesto, Calif. 95350
35. William J. Hayes, III, DTM, 1056 E. Lexington Blvd., White Fish Bay, Wisc. 53217
36. William O. Miller, DTM, 12101 Hunters Ln., Rockville, Md. 20852
37. Joe A. Ellisor, DTM, Route 3, Box 903-J, Greensboro, N.C. 27410
38. Frederick W. Romig, Jr., 1406 Bonnie Dr., Bethlehem, Penn. 18018
39. Nirmal S. Cheema, ATM, 717 Hazel Street, Livermore, Calif. 94550
40. Lester J. Lucas, ATM, 2301 Potts Lane, Zanesville, Ohio 43701
41. Dale M. Cooley, Box 3125, Rapid City, S.D. 57701
42. Frederick G. Lawson, DTM, 13709 - 64 St., Edmonton, Alta., Canada T5A 1R8
43. John E. Clements, ATM, 1564 Rabb St., Memphis, Tenn. 38117
44. Ramon E. Laird, Jr., ATM, P.O. Box 7537, Midland, Tex. 79701
45. Frank R. Gardiner, 16 Katahdin St., Bangor, Maine 04401
46. LaVern G. Lee, DTM, 878 Seneca Rd., Franklin Lakes, N.J. 07417
47. Karl E. Righter, DTM, 710 E. Michigan Ave., Apt. #40, Orlando, Fla. 32806
48. Donald N. Murray, ATM, 314 Neal Ave., West Point, Ga. 31833
49. John H. Covey, Jr., 95 - 491 Kaulia Pl., Mililani Town, Hawaii 96789
52. Van Barcus, ATM, 2135 Pass Ave., Burbank, Calif. 91505
53. James C. Anderson, ATM, 1 Fairchild Rd., Tariffville, Conn. 06081
54. Raymond W. Wakefield, ATM, 22 White Place, Bloomington, Ill. 61701
56. Edward V. Dylla, 10919 Janet Lee, San Antonio, Tex. 78230
57. Frank Medcalf, 112 Hackett Ct., Vallejo, Calif. 94590
58. William D. Loebler, 5879 Woodvine, Columbia, S.C. 29206
60. Doug A. Barclay, ATM, 5426 Winston Rd., Burlington, Ont., Canada
61. Stephen J. Evans, ATM, 100 Rothwell Dr., Ottawa, Ont., Canada K1J 8L9
62. Donald J. Hassen, ATM, 8489 N. River Rd., Freeland, Mich. 48623
63. Clinton Hobbs, Box 519, Madison, Tenn. 37115
64. John N. Tyler, 126 Guay Ave., Winnipeg, Man., Canada R2M 0C1
65. Stanley A. Stevens, 31 Rosemont Dr., Amherst, N.Y. 14226
66. Rex Tillotson, P.O. Box KJ, Williamsburg, Va.
68. George H. Peirce, 715 Camp St., New Orleans, La. 70130
69. Geoff Phillips, P.O. Box 970, Brisbane, 4001, Qld., Australia
70. David C. Murfet, 19 Freeland Cres., Launceston, Tasmania 7250
71. Geoffrey S. Barker, 12 Lynn Close, Elstow, Bedfordshire, England
72. B. S. Palmer, ATM, 28 Hallberry Rd., Mangall East, Auckland, New Zealand

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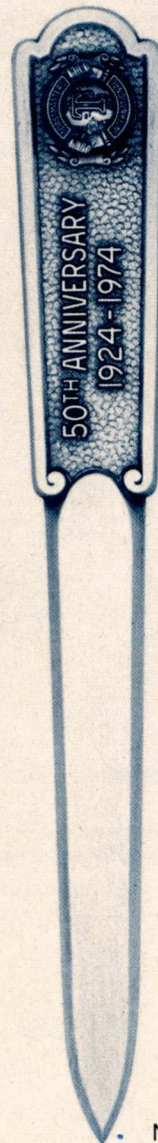
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