



Crescendo

District 122 TC News And Events – Issue 1 – Nov 2019



TO INFINITY AND BEYOND!

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Welcome to the inaugural issue of the newsletter of world's newest Territorial Council, District 122TC.

We represent Pakistan, world's sixth largest country by population, at 220 million; we span more than 700,000 square kilometer. Nestled between Middle East and bordering the Indian Subcontinent, we call India, China, Afghanistan and Iran our neighbors are a stone's throw away from the UAE, KSA, Sri Lanka, Central Asia and the Far East.

We are thrilled to be a part of this fraternity and can't wait to contribute our voice to the divine crescendo of creativity, tolerance and eloquence that is Toastmasters International. We commit to harness our energy to touch the souls of every citizen of this planet, regardless of cast, creed or color, and carry out the Toastmasters mission.

We might be in our infancy, but any parent knows that the tiniest lungs are often the loudest!

Public Relations Manager, D122 TC
TM Qamar Sheraz
Past President, Islamabad Toastmasters

Newsletter Editor
TM Uroosa Kanwal
VPE, Karachi Toastmasters Club



Message from the District Director

Putting Pakistan on the World Map!

Did Toastmasters help develop your personality and speaking skills?

If the impact was positive then are you sharing your wonderful experiences with your colleagues and family?

All Toastmasters need to be active ambassadors. We can all take small steps. If you are at work, keep a Toastmasters magazine on your desk. Your friends and colleagues will probably be curious and ask you about the magazine and you can then talk about the history of Toastmasters and most of all the personal benefits that you have received from being in the program.

You can also occasionally email an interesting article from the Toastmasters Magazine to your friends, colleagues and the management of your organization / company.

Currently Pakistan is a Territorial Council and we need membership and club growth to become a District. We can only compete internationally once Pakistan is a full District. I firmly believe that Pakistan has some of the most talented speakers in the world and I look forward to the day when a Pakistani is the World Champion of public speaking.

I look forward to your help in making this growth possible and putting Pakistan on the world map of Toastmasters!

**Sameer Hamid Dodhy, DTM
District Director**



Message from Program Quality Director

I have a Dream

"I have a dream. I want Pakistan to become a District of Toastmasters." The pleasant voice of a legend Late DTM Salim Ahmed – founder of Karachi Toastmasters Club, echoes in my ears whenever I attend Karachi Toastmasters Club's meeting. His dream was to see Toastmasters in Pakistan thriving and show casing their talents on World stage. This was not only the vision of Late Dr. Salim Ahmed but also of many toastmasters across the country.

With the dawn of July 2019, history has been created as Toastmasters in Pakistan got the status of Territorial Council from Toastmasters International. It is the first milestone we have achieved in our journey which deserves to be celebrated. We have achieved this milestone by working together. However, this is the single first step of thousand-mile journey. Our next target is much bigger i.e. achieving the District status within a short span of time.

As Program Quality Director, my strategy is to provide a strong foundation to clubs. I will be organising various training programs for our leaders as well as members including but not limited to Club Officers Trainings, Judges Training, Pathway trainings etc. Similarly, we will be witnessing the thrill of Speech contests at Club, Area, Division and District level. These contests will attract a large number of potential members. The most exciting event of the year will be the Annual Convention of Toastmasters in Pakistan.

My personal advice to members is to pursue the educational projects as per your selected Path. Members' personal growth is linked with the project he or she undertakes. I would request all members to challenge themselves by setting a goal; complete atleast one level per quarter.

Here I would like to share my dream. I want to see a toastmaster from Pakistan reaching the final of World Championship of Public Speaking and becoming the Champion of WCPS. As it is said: The way to get things done is to stop writing and start doing. Lets work together to convert our dreams into reality.

**Zaid Kaliya, DTM
2nd Place Winner Video Speech Contest 2019
Program Quality Director**





In the Presence of Greatness

I walked into my home club in June 2016 and it took me eight months to deliver my ice breaker. Once I delivered my first speech, I couldn't stop: it was the first time I had experienced sincerity and positivity to such a degree.

Completing the CC and CL manual, I discovered the stratospherically exotic world of the Advanced Manuals. Meanwhile, having the privilege to serve my club as VPPR, VPE and then the President, I discovered new vistas of creativity and management skills inside myself and my colleagues. Picking up the challenge of forming a corporate club as my HPL project, I was awestruck at the cooperation and selfless dedication I received from my seniors and peers.

Earlier this year, while collaborating on the proposal for Territorial Council with my esteemed co-conspirators (the DD and the PQD) and senior Toastmasters across Pakistan, I didn't have the faintest clue that I would be selected for the challenging role of Club Growth Director. Intimidating, yes – but I see it as the best way to repay some of what I have received from Toastmasters fraternity, from seniors, peers and new entrants alike.

No one can become a world-class Toastmaster in isolation; one does so by being in the presence of greatness, by learning at the feet of giants.

My mission is simple: open new clubs and sustain and grow existing ones. Easier said! Luckily, I don't have to rely on my limited abilities. I have 500-odd far more talented, diligent, and eloquent Toastmasters in Pakistan amongst my team, and together, we are destined to achieve greatness and a full District status in 3 years, insha Allah!

It is time to dream big, and then get to work!

Talha bin Hamid, DTM
Club Growth Director

DISTRICT 122TC LEADERSHIP 2019-20



DISTRICT EXECUTIVE COMMITTEE			
District Director Program Quality Director Club Growth Director Administration Manager Finance Manager Public Relation Manager		Sameer Hamid Dodhy Zaid Kalyia Talha Bin Hamid Shahid Jamal Kazi Rashid Dastagir Qamar Sheraz	
DIVISION COUNCIL B		DIVISION COUNCIL A	
Division Director Assistant DD Program Quality Assistant DD Club Growth	Mohammed Uneeb Hasan Thebo Ahsan Jamal	Division Director Assistant DD Program Quality Assistant DD Club Growth	Zunair Zafar Usman Tahir Muhammad Tahir
AREA COUNCIL B1		AREA COUNCIL A3	
Area Director Assistant Area Director Quality Assistant Area Director Club Growth Area Secretary	Najam Rizvi Hinna Ausaf Ali Majid Akther Faisal Zaheer	Area Director Assistant Area Director Quality Assistant Area Director Club Growth Area Secretary	Atif Irfan Shaikh Muhammad Nadeem Zeeshan Azhar Chaudhry Azam Waseem
AREA COUNCIL B2		AREA COUNCIL A4	
Area Director Assistant Area Director Quality Assistant Area Director Club Growth Area Secretary	Arsalan sattar Faryaah Iqbal Mirza Saad Baig Fahad Hashmi	Area Director Assistant Area Director Quality Assistant Area Director Club Growth Area Secretary	Muhammad Shehzad Khan Sherwani Shoaib Waseem Zeeshan Abid Hamid Zahoor
		AREA COUNCIL A5	
		Area Director Assistant Area Director Quality Assistant Area Director Club Growth Area Secretary	Malik Muhammad Omair Rabia Khan Anas Mansoor Zeeshan Saif



Contact the Leadership Team
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SKY ISN'T THE LIMIT. IT'S JUST THE START!



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DISTRICT 122 TC NEWS AND EVENTS

SUCCESS STORY

Toastmasters: A Path to Distinctive Leadership!

- DTM Farzana Chohan

DTM Dr. Farzana Chohan's distinctive leadership journey in Toastmasters International is a source of inspiration.

DTM Farzana is a Region Advisor for two terms in USA for (Region 5). She is the first Pakistani origin Toastmaster (male or female) nominated to serve in this role by Toastmasters International Board and International President.

DTM Farzana was bestowed the honor of Presidential Citation Award in 2017 In Vancouver, Canada.

Another distinction is being first Pakistani origin Toastmaster (men or women) to receive this distinctive award for service to fellow members in USA.

Additionally, DTM Farzana has been appointed as a joint region advisor support to first ever District in Pakistan 122 TC



SPOTLIGHT

PRESIDENTIAL CITATION AWARD

DTM Saif Ali Shaikh received the President's Citation Award in 2019 for his unrelenting work in District 79. A President's Citation Award is announced by the International President at the Toastmasters International Convention for members who have shown continual support and dedication to the cause of Toastmasters.

DISTRICT EDUCATION PROGRESS HIGHLIGHTS

Pathways	145
Traditional Program	35
Total	180

TRAINING

3 Training Sessions were conducted in Round 1:

- Club Officers Trained :89
- Division Directors Trained :2
- Area Directors Trained :4

4 PROVINCES WITH TOASTMASTERS CLUBS

The latest addition to the Territorial Council, CA Toastmasters Club Peshawar has brought all four provinces on the map of District 122TC. Earlier only three provinces showed unprecedented interest and growth in public speaking and leadership. Now with KPK stepping in, the challenges have not only become interesting they have become more competitive.

AREA 5 JOINT MEETING

Clubs from Islamabad & Rawalpindi met at ICAP Islamabad to initiate what will become a series of joint club meetings in the future. Members from Islamabad Toastmasters Club, ICAP Toastmasters Club, ICAP Toastmasters Club Islamabad, Rawalpindi Toastmasters Club and Teradata Islamabad Toastmasters Club attended the joint session.



DTM Saif Ali Shaikh



The One Thing In Effective Leadership

By Kamran Rizvi

Irresponsible leadership can be deadly for any business particularly when it results in talented people leaving your organization just when they are most needed.

Your organization hemorrhages internally particularly when the people who make positive contributions decide to leave, and those you would rather lose, hang around. Irresponsible leadership is toxic.

It is surprising to see senior managers in some organizations seeking approval from head office for minor expenses. These are the same managers who are able to hire people, without knowing how to leverage their talent. Instead of getting the best out of people, they demotivate them. As a result, attrition goes up, leading to huge losses in financial and intangible terms.

The main cause of high turnover in organizations is poor leadership. It is often the assumptions such leaders have about people that are at the heart of the problem. They think that people:

- i) Are only motivated by money;
- ii) Seek instant gratification;
- iii) Look for short-term gains;
- iv) Are calculating in their relationship with the employer;
- v) Cannot be trusted, and therefore need to be monitored closely;

Such beliefs sap the very spirit of teamwork and engagement.

It is a leader's primary responsibility to get the best out of people by making them feel understood and valued. But this needs to be done in a firm and in a fair way. Balancing courage and compassion is the real challenge.

How can you ensure that leadership at all levels in your organization is maximizing human potential? You can start by observing whether your leaders in all functions and departments are:



The One Thing In Effective Leadership

By Kamran Rizvi

1. creating a fair working environment where people respect each other and cooperate across functions to achieve common goals
2. treating people in a transparent and impartial way
3. giving their teams legitimate challenges
4. recognizing and rewarding genuine contributions to the corporate mission
5. encouraging dissenting voices and listening to ideas, no matter how crazy they may sound at first
6. coaching and mentoring by adapting their style to meet the development needs of the different people in their team

Failure to do any or all of the above signals trouble ahead.

Imagine the astronomical financial burden to companies that employ say 5,000+ people and suffer from a staff turnover of over 30%! Who is held accountable for such internal hemorrhage?

Responsible leadership is the one thing that can make a huge positive difference. Those who lack the commitment and capability needed to lead, drive good people away. You cannot afford an unnecessarily high turnover over time. It is ridiculously expensive to keep hiring new people repeatedly.

Of course, people leave companies for a variety of reasons. It could be retirement, dramatically better career prospects elsewhere, or change in family circumstances. Such attrition is only natural. However, people leaving on account of unfair treatment or for not getting opportunities for learning and growth, or for not being recognized and rewarded for their contributions, is a matter that cannot be ignored.

Insecure managers fail to provide desired leadership and have a knack of finding a way to keep their jobs. They spend most of their time preserving their position instead of focusing on achieving business goals and attending to the development needs of their direct reports. A reason for this could be that they lack the necessary coaching skills and/or the desire to groom successors. Your organization cannot grow and compete if you and your leaders fail to engage, delegate and empower people.

Managers must be held to account. This is tough, but necessary. Such managers are great at playing on your fears and habitually offer false assurances of future outcomes. You will often find them speaking the language you want to hear. They are skilled in 'personal survival' and brilliantly create smokescreens of efficiency around them.

Here are some red flags to look out for:

- a. The blame game. This allows attention to be diverted from them to others in their team in case of failure. It may seem to you that they are managing their people but in actuality they are creating work imbalances within their team. This causes unnecessary overtime for some and underutilization of others.
- b. The 'telling' style. Such managers find it a waste of their time listening and explaining the reasoning behind their decisions to their subordinates. They prefer to dictate rather than adopt a consultative style when appropriate.
- c. Emotional instability. Personal and professional matters are mixed up. They usually bring their personal problems to work. Their inability to manage their emotions while trying to deal with people causes immense frustrations and resentments in the team.



- d. Urgency syndrome. Poor leaders are found jumping from one crisis to another. They fail to prioritize and plan and give clear directions to their team. They are mostly reactive and leave important things pending till matters come to a head.
- e. Fear of mistakes. A climate is created where making a mistake is unacceptable. Threats are commonplace. This slows down decision making severely and 'upward delegation' becomes a pattern. They fear being held accountable for wrong decisions, and this fear paralyzes their environment.
- f. Public humiliation of employees/s. Such leaders fail to reprimand in private and praise in public, which dampens morale severely.
- g. Exposing subordinates when they fail. They leave their people to fend for themselves when things go wrong. Espirit de corpse is eroded.
- h. Cultivating favorites. Such leaders reward 'yes' people. They encourage sycophancy and reward people who play to their tune. Dissent is shunned.
- i. Chameleon like behavior. This is an indication of low self-confidence. They have doubts about their own ability to lead and they will act subserviently in the presence of an authority figure. A confident and self-assured person acts consistently with everyone.

Responsible leadership is tough, but necessary. It helps create conditions in your organization that attract and utilize the best people.

A SPECTACULAR FIRST QUARTER*

New Members Inducted	119
Distinguished Clubs (5 or more Goals)	8
Smedley Award Eligible Clubs	10
Strength Vs Base	75%
New Clubs Added	1
Prospective Clubs	3
Pathways Adoption Rate	70%

THE DISTRICT TRIO THANKS EACH AND EVERY ONE OF YOU FOR YOUR EFFORTS. WE WOULD ALSO TAKE THIS OPPORUNITY TO REMIND EVERYONE THAT

THIS IS JUST THE BEGINNING!

*Based on TI Dashboard dated October 16, 2019



Contact the Leadership Team
District122Pakistan@gmail.com

DISTRICT 122TC (Pakistan)



NEW CORPORATE CLUB ON THE BLOCK



By Zainab Ali Khadim
Senior Communication Consultant, Teradata
Teradata Islamabad Toastmasters Club

In a short span of 6 months, Teradata Islamabad Toastmasters Club has helped 20 members gain the confidence to face audience and deliver talks not just in club meetings but also at company events.

Along with public speaking, club members have learnt effective evaluation skills, listening skills and enhanced vocabulary. Whenever we have guests attend club meetings, they have commended the supportive nature of the sessions and have particularly appreciated how invested everyone is in helping others progress without judging them harshly.

One of the club members gave the following feedback: **"The club has provided me with assistance and advice to integrate the lessons learnt and execute them in my career as a consultant. Toastmasters is a must for everyone's self-growth and self-confidence."**

Working in a hi-tech low-touch environment, these meetings are a welcome break for all of us to come together and learn as a single team. The Toastmasters platform has been immensely popular at Teradata and after receiving numerous applications, we added 5 members to the club. The mantra we go by is: **We rise by lifting others!**

No organization is big or small for a Toastmasters Program. All you need is the motivation to create a group of 20 members who are committed to the cause of self-improvement and convince your boss and the Human Resource Department of the benefits. If you are the Human Resource Department and feel that your organization needs the program get in touch with the Club Growth Director +92 345 2231423 or talhamid@gmail.com



TIPS FOR CREATING AN IMPACT

By Usman Gulzari
Trainer & Coach at The Missing P
Past President at Islamabad Toastmasters Club

I have given numerous trainings and speeches. Not to boast about how good I got with practice; I found a few techniques that became significantly useful while delivering a speech with time. I call them the “Sins of Public Speaking”; if you’re breaking these rules, your speech is going to pay.

1. Remember WIIFM: There is only one FM station that everyone wants to listen to: What’s In It For Me. You can achieve this by keeping your message receiver focused. For example, don’t ask for promotion, ask for more responsibility.
2. Action Speak Louder than Words: Speak with conviction & enthusiasm. If you are not excited about your speech, your audience will not care.
3. Develop a Central Idea: If you can’t encapsulate your entire speech in one sentence chances are you’ll be lost. A central idea is a statement of your main points (mostly in informative speeches) or this could be one statement repeated often enough (in persuasive/entertaining speeches). For example, ‘I have a dream’ speech by Martin Luther-King.
4. Law of Character: Be genuine, don’t copy anyone or plagiarize anyone’s content. Do share the credit if you are using someone’s work.
5. Loose-Tight approach. Be flexible with your content but hold tight the interest and objectives of audience. If you have 30 slides and on 5th slide the audience has started yawning you must stop your slides and try to get the interest of the audience back.
6. Establish why. Give good reasons (indirectly) why your audience should listen to you. Do not try to sell while doing this.
7. Don’t be the hero of your own story: People don’t like braggers. If you have to talk about your success, make someone else the hero of your story.
8. People love stories. Talk about your experiences and stories. Your audience will connect instantly.
9. Multimedia is to aid you, you are not to aid multimedia. If you have too much information to display, print it and hand it over to your audience. Use each slide to convey one big idea. Slides are free but attention spans are limited.
10. Make statistics meaningful. For example, Steve Jobs didn’t say “you will have 5GB memory in IPOD” instead he said “1000 songs in your pocket”.
11. Ask questions instead of just giving information. If you want to share what is the difference between invention and innovation, first ask the audience and then tell them. They will value it more.



Sounds Right!

By Farhad Karamally
CEO Funverks Global

OD Consultant, Leadership Development Facilitator and Author

In leadership sound plays an important role. Note that I am speaking about the sound and not the quality of the voice. Have you ever heard anyone say or maybe even heard yourself go, “this does not sound right”? This is because people listen to more than what is being said. They live through the experience of listening through the ears, thinking about it from the mind and feeling it with their intuition.

Leaders understand that people don't only want to listen to data and facts. If there is zero emotional value then what you said has no value. Data and facts are just binary digits coded in language that no one even cares about – thus it becomes merely dumping of information. Does this mean facts and data have no value? They do! And hence, they need the power of the **three S**.

It all begins by first clarifying the **substance** of your talk. This is the big idea that you want to share. It can be a fact, concept or merely data, but there has to be some core value that you really want your audience to connect with. You feel this is worth sharing and around all the garnishing of other things, if the audience does not take this back with them, then they are really not taking anything back with them.

What you believe in and want to communicate from your heart is the substance - merely being a proxy for Google database is not. Think of an upcoming talk you are about to have. What is the substance of the talk? If there is no substance for you then please don't waste time of the audience and risk tarnishing your impression.

Once you have the substance identified, think of how to add the **sizzle** to the substance. People don't just eat steak, they cherish the experience of a noise. Take two plates of steak, exactly the same, one is sizzling and the other isn't and chances are most people would opt for the sizzling one. It gives a sense of freshness, of being hot and it feels real and living. Same rules apply to talks; two speakers, same subjects, one dumps information and the other adds life to it by sharing analogies, stories, human examples and needless to say humor. I don't need to ask who wins the race of impact. Often times even a slightly better substance may lose only because people could not live through the journey of the talk and reach a destination. Sizzle makes it memorable.

Through practice you will be able to master substance and sizzle, the message will fail to impact if it does not connect with the **soul**. People seek authenticity of the message. When you reach out from your soul, your intent shows. This is where it will either sound 'right' or sound 'wrong'. If you believe in something, your entire physiology will change. You will sound just right without worrying about the techniques.

So for a message to sound right what is the most important element of the three? Substance, sizzle or the soul? The reality is it needs to have *all* three. You need to be clear of the substance, otherwise it could be seen as an emotional whining. It needs to sizzle, otherwise people will not cherish the experience and you will be forgotten even before the message is finished. Finally, it is the soul that carries the intent and ensures it 'Sounds Right'.



History in the Making

Across the room sat a man. Smiling and boasting loudly of his hunting trip. Around him were teenagers and adults all spell-bound. Some were even thinking of the day they would get a chance to kill a tiger in the thick of a jungle. The man kept at his story and kept his audience engaged till someone announced a tea break. The spell was broken. But the message and dream was conveyed.

This used to be the story of every household. A storyteller who could narrate with exacting details and build a picture. In the early days, in Pakistan this was where most of our people learnt how to speak and gain an audience, or simply to dream. They picked up whatever public speaking skills they could find in schools and colleges during debates and competitions and put them to good use. Hence, only a few could take the stage and enthrall masses.

Fast forward to 1990s and a man struck gold. He found an international organization called Toastmasters. He decided to bring it home. Starting the Toastmasters tradition in Pakistan, in Faisalabad he became a trailblazer of sorts. Mr. Mian Altaf Salim of the Shakarganj fame not only lead the way to organizational success but by the same token founded the first ever club of Toastmasters in Pakistan.

On the Southern shore, another man decided to get another club chartered in the year 2000. A man with a dream to teach public speaking to masses one day surely. Much like the man who started the very first Toastmaster club back in 1924, Late Dr. Salim Ahmed (DTM) was a visionary. He wanted people to be free of stage fright. As daunting as he might come off sometimes, he nurtured the club and guided the members in a caring manner. Today Karachi Toastmasters Club has completed 19 years and Pakistan has become a Territorial Council which allows Pakistan to be represented by a Pakistani in the International Convention of Toastmasters, the biggest affair there is of public speakers.

By Uroosa Kanwal
VP Education, Karachi Toastmasters Club
Editor of Crescendo



MIAN ALTAF SALIM



DR SALIM AHMED



History in the Making

However, the journey was not easy, not without pitfalls, obstacles, jealousies and certainly not without bitterness. Every great empire is built on these emotions. It is built because its people support it and at Toastmasters, the positive outweighs all the human flaws.

Over the 20 or so years, different clubs came into existence. Hundreds of members reached their potential. Organizations entered and left the Toastmasters fold. Among the most notable that still stand are Institute of Chartered Accountants of Pakistan (in all 4 provinces), Institute of Cost and Management Accountants of Pakistan, Hub Power, Bayer, Crescent, Teradata, University of Education, The Crescent School and Banu Mukhtar.

The growth of education awards has been unprecedented with 3 members qualifying as DTMs over the last 4 months compared to an overall of 16 in the years before. With a member base of 500+ in the Territorial Council the potential is huge. However, not everyone, is without accolades. In just 4 months 180 certifications have been awarded.

There is a saying, "A true leader is not a searcher for consensus, but a molder of consensus," by Martin Luther King. Over the past years leadership has come in many forms and shapes. From members leading from within the organizations on projects to excelling at self-driven initiatives. From leading in club leadership roles to leading arts, science and social networks. Nothing so far has been untouched by the members of the District 122 TC. The more people get involved within the club's or district's leadership roles, the more they increase their outreach within their own communities, societies, cities and eventually the country.

How can we make it more effective? Like a club member said once; up your game. Up it every meeting. Up it every year. It will make it all worthwhile.



EVENTS

GET TO GRIPS WITH PATHWAYS!



DTM ATIF IRFAN



DTM ZAID KALIYA



DTM TALHA BIN HAMID

TRAINING SESSION

Venue: Zoom
Date: Sunday 24 November 2019 3:00 PM – 4:00 PM

DISTRICT 122TC (Pakistan)

Contact the Leadership Team
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TABLE TOPICS CONTEST

November 27, 2019

ELIGIBILITY: PAID MEMBERSHIP

INTERNATIONAL SPEECH CONTEST

January 22, 2020

ELIGIBILITY: PAID MEMBERSHIP, PATHWAYS LEVEL 2 OR 6 PROJECTS OF CC MANUAL



KARACHI TOASTMASTERS CLUB
Karachi Beach Luxury Hotel | Venue Charges: Rs550
Club No. 00001417 Division B, Area 1, District 122TC | khitomastersclub@gmail.com



President of Islamabad Toastmasters Club with
colleagues on Kay2 TV

FOR SUBMISSIONS AND QUERIES
districtnewsletter122@gmail.com

TOASTMASTERS
INTERNATIONAL