

## Division G – Krista Kilpadi, ACB

### 1- What do you think could prevent you from reaching any of your goals as Division Director?

The current COVID-19 situation is a unique challenge for our clubs this year. While many clubs have made the transition to meeting online, many others are not meeting, and many current members are not renewing their memberships, presumably either because their personal responsibilities have changed or they don't see the benefit of paying dues to a club from which they are getting no benefits because the club is not meeting. Fear of group gatherings will also make it difficult to recruit new members, as will "Zoom fatigue"—people who are working from home and on Zoom calls all day may not want to spend one more hour online at a Toastmasters meeting. However, we may be able to take advantage of an effective lifting of physical boundaries for clubs that are still meeting online—the pool of potential members has increased, we just need to convince them to give us a little of their time.

### 2- As a District Leader what do you plan to do differently in this role as a result of new experiences learned from previous leadership roles, that will help you be more effective and successful as a District Leader?

I would like to bring my team of ADs together early in the year, to reinforce the idea that we are a team and can work together to come up with solutions to problems in our Division, with a goal of building up the clubs to support the District. I would like to ask them to communicate with each other as well as with me, so we can all work as a team to brainstorm solutions. I would also like to discuss their responsibilities and my expectations for the entire year, in hopes of encouraging planning for on-time or early completion instead of my having to chase after them on or after the due dates.

### 3- How will you stay connected with the Clubs in your division?

As a Division Director, I feel that my primary connection with the division clubs should be through the Area Directors—they should be the primary direct contacts for their areas, and my role should be one of support for the ADs. I feel that the ADs should support, guide, and encourage the club leaders to improve their clubs to the best of their ability, and the DD's responsibility is to support and provide resources to the ADs in those efforts. I feel like the reports about area club status that we submitted monthly to our DD would be helpful for keeping an eye on things, while not being too onerous a task for the ADs. However, I will also certainly be willing to visit and work with individual clubs if my physical or virtual presence would help them.

### 4- What training will you be offering in addition to the Club officer training?

I would like to train my ADs early in the year regarding the resources that have been helpful to me during my AD year this year. I would also like to make sure that they are aware of resources for the club officers, so they can recommend them as needed to the individual clubs. I would also like to pool our resources for publicity and membership building, and could potentially provide some training related to that.

#### 5- How will you ensure all your Area Directors attend the DEC meetings?

I'm not sure I can "ensure" all of my ADs attend the DEC meetings, but I will emphasize to them that their presence at the meetings is important for conducting District business, and that I expect them to attend in all but exceptional circumstances. Hopefully it will be easier for the ADs to attend all of the DEC meetings while they are still being held online, as less overall time commitment will be required, and ADs can participate from a mobile device if they need to. It will be helpful if the District can communicate the meeting schedule to us as far in advance as possible so the ADs can plan to be available.

#### 6- How will you ensure all your Area Directors attend the initial training to meet TI requirements so the District will receive recognition of its achievements?

As in the answer above, I'm not sure I can "ensure" that they will all attend the initial training, but I will communicate to them that this is one of their responsibilities as area directors, and that it is important to support the District.

#### 7- How will you ensure all your Area Directors hold Council meetings?

I plan to let them know that holding Area Council meetings, particularly early in the year, will help them make connections with their club leaders, which may subsequently make meeting their responsibilities and goals easier because it will establish trust between the club leaders and ADs, as well as making it easier to reach out to the clubs for help with planning contests and finding contestants, and later finding their own successors.

#### 8- How will you ensure all your Area Directors submit their Club visit reports timely?

I plan to emphasize the fact that the club visit reports are not just a formality, but a tool to help the clubs improve their meetings and plan their goals for the year, and for the ADs to help clubs see and work on their weaknesses and praise them on their strengths. The sooner the visits and reports are done, the sooner this process can start. The second round of reports is important to check how the plans made earlier in the year are progressing, and reassessing goals as necessary. I will also communicate to them that turning in club visit reports on time is expected of them, and that completing the reports is time consuming, and therefore better done a little bit at a time instead of waiting to do them all together at the last minute.