



Ho Chiu Lin, DTM

Alignment Chair, District 80, 2024-2025

District 80 Alignment 2024-2025

What is Alignment?

Every year, our District goes through an alignment process required by Toastmasters International (TI). We will form a committee to review and amend, if necessary, the alignment of our clubs, for the Areas and Divisions. This is to ensure that the various Areas and Divisions are in the best position for operation in the coming term.

Differing from previous years, TI has announced that a District may have maximum of nine (9) Divisions. This means that our District needs to streamline the number of Divisions from the current eleven (11), to nine (9).

District 80 Appointed Alignment Committee 2024-2025

Alignment Chair: Ho Chiu Lin, DTM

Division A Director: Rajesh Babu	Division S Director: Lim Lay Beng
Division B Director: Joseph Yap	Division T Director: Michael Joseph
Division D Director: Sabrina Cham	Division U Director: Srinivasan Sohien
Division E Director: Siti Zuhriyyah Ariffin	Division V Director: Lu Jun Hao
Division G Director: Terry Lee	Division Z Director: George Chew
Division L Director: Woo Yew Kah, DTM	

Advisors: DD Muhd Nurhakim, DTM, PQD Sharon Kam, DTM & CGD Aaron Ting, DTM

Alignment Proposal

The Alignment Committee is tasked to create an Alignment Proposal for the 2025-2026 program year based on the requirements under Policy and Protocol 7.0 District Structure, 1. Club Assignments in the Governing Document of TI.

The Alignment Proposal must be submitted to District Executive Committee (DEC) for review and presented at District Council meeting (DCM) in May 2025 for approval. It must then be submitted to TI World Headquarters no later than 15 July 2025.

TI Protocol 7.0 Alignment:

- A District may have a maximum of nine (9) Divisions.
- Each Division must have a minimum of four (4) Areas assigned.
- Each Area must have a minimum of four (4) clubs and no more than six (6) clubs assigned. Only clubs that are in good standing count toward the minimum club assignment.
 - Suspended clubs cannot be aligned to a Division or Area
 - Low/ineligible clubs cannot be assigned to an Area to be counted toward the four (4) clubs minimum
 - Prospective clubs cannot be assigned until the club is active
- District assigns clubs to Areas based on
 - Geographic proximity to other clubs
 - The ability of an Area Director to effectively provide service
 - Club size and strength

- Prospective clubs and expected growth
- The likelihood of eligibility for Distinguished Program

Background Data:

- District 80 has a base of 211 paid clubs with eleven (11) Divisions.
- The eleven (11) Divisions are
 - Eight (8) English Divisions (A, B, D, E, G, S, U & Z) with 34 Areas/129 clubs
 - Two (2) Mandarin Divisions (L & V) with 12 Areas/55 Clubs
 - One (1) Tamil Division (T) with 4 Areas/17 clubs
- Glow International TMC was chartered in L6 on 9 Sep 2024 and Siglap TMC was chartered in B4 on 5 Nov 2024.
- SingHealth TMC under Z4 was suspended on 1 Oct 2024.
- Total number of Clubs in Good Standing is 200 as of 21 December 2024.

What the Alignment Committee is working on

The Alignment Committee is working on a proposal to align clubs within the 8 English Divisions to 6 English Divisions based on geographic areas grouped by postal codes.

We are doing this in the hope to achieve the following for the District:

1. Strategic alignment of clubs within same geographic areas, to tap on local networks.
2. Optimal allocation of resources where serving District Officers can better support one another.
3. More manageable voluntary workload by Area Directors/Division Directors with equitable distribution of clubs.
4. Targeted marketing and promotion efforts, focusing on the demographics of the area where clubs are located.
5. Greater opportunities for members to visit other clubs with ease of travelling.

Challenges

1. Emotional attachment
The Alignment Committee acknowledges the deep-rooted relationship built and emotional attachment to current Divisions. We have spoken and connected with past District Leaders, Division Councils, and club Leaders. We will continue to engage and encourage our members voices within the right protocol.
2. Leadership Development and support with the change
The District Leaders are committed to equip new leaders with skills and knowledge to navigate organizational changes. Change is not easy, but we are committed to making it as easy as we can for everyone.
3. Transparent Communication
The Alignment Committee is committed to clear, consistent messaging and open dialogue with members of DEC, DCM, and all members of District 80.

We welcome your feedback as the District belongs to ALL OF US. We want to do our best for all of us in the District, and we need your input and help to do so.
Please feel free to reach out to me. Thank you.

Sincerely,



Ho Chiu Lin, DTM
Alignment Chair 2024-2025
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