

SPRING 2023

The LOOP

ISSUE 5, VOLUME 1

A black torch with a bright orange and yellow flame rising from it, set against a dark, textured background.

ALL ABOUT MENTORS

IN THIS ISSUE...

- ◆ AN INTERVIEW WITH D103 PDD GREGG THOMPSON
- ◆ A RECAP OF THE 2023 D103 ANNUAL CONFERENCE
- ◆ INTRODUCING D103'S VERY OWN OLYMPIC SUPERSTAR



LOOP

A periodical of District 103 Toastmasters covering Downtown Chicago along with the South and West sides of Chicago & suburbs. Providing Inspired information since 2022.

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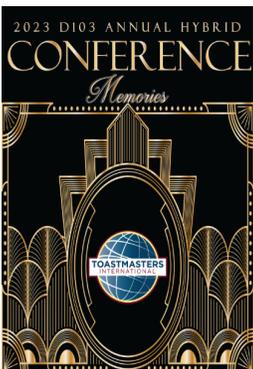
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Gregg Thompson, DTM, Rose Nathike Lakonyen, Chelsea Thomas, Elizabeth Stevenson
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Relive the 2023
D103 Annual
Conference
starting
on page 12

The Loop Spring/Summer 2023

EDITORS' NOTES

An African proverb states that "If you want to go fast, go alone. If you want to go far, go together." This adage perfectly captures the importance of having a trusted mentor by your side. The reason why we're highlighting mentorship in this issue is that we all have aspirations, and with the support of a mentor, achieving our goals can happen much quicker. Have you ever had a mentor? If not, I suggest that you seek one out. The great thing about living in this day and age is that you don't necessarily have to know your mentor personally. In this information age, there are countless books, podcasts, and YouTube videos available. All you have to do is identify your objective, find an expert who resonates with you both in terms of knowledge and personality, and follow their guidance. If you prefer a more personalized mentorship experience, don't hesitate to ask for it.



Alhaji Abubakar
2022-2023 LOOP Editor in Chief

Mentoring is the primary focus of this issue of The LOOP. As I write this article, I reflect on many of the mentors I have had over the years, whether in Graphic Design or IT. One such person is Marlen Adams. He helped me develop the newsletter on which The LOOP is based. He taught me how to create the masthead for a magazine-style newsletter. Other notable mentors in my life include: Michael Damond; Terry White, a great YouTube resource; and Rick Burress (along with the Phoenix Adobe Users Group), who helped me sharpen my abilities in various Adobe applications. When it comes to printing, my work in numerous service bureaus, an ad agency, and print shops served as an on-the-job mentorship.



Prince Leftridge, II, DTM
2022-2023 LOOP Layout Editor
©Martha Brock Photography

This issue of The LOOP is traditionally where I turn the reins over and let someone else lay out the newsletter from stem to stern while I am mentoring in the background. This issue is designed 100% by HAAJi. I hope you enjoy it!



A Note on Mentorship

Written by Dionne Leggin, DTM,
District 103 District Director, 2022-23

I believe that in a “perfect” world, being a mentee is as valuable as being a mentor. Some may ask: Is it better to be a leader, or be led?

You cannot be a good mentor/leader if you are not a good mentee/follower. Both roles take patience, courage, and perseverance. For many of us, our first mentors were called mom and dad (mother figures and father figures, if you will). They nurtured our interests and encouraged development of our talents.

I have been doubly blessed to have a mentor in Toastmasters. Before I knew I wanted or needed to be mentored, I was approached about four years ago by our Immediate Past District Director (IPDD), Gregg Thompson, DTM, who was Retention Chair at that time. Gregg invited me to be his mentee. He wanted to help propel me to the next level in leadership. As many of you already know, that was not MY plan or the assignment of choice. However, I was open to listening (well, sometimes – LOL!) and I knew I needed to come out of my comfort zone and see what he saw in me as a leader. During these last four years, not only have I come out of my comfort zone, but I am also becoming more comfortable with the unknown.

Soon I will be handing over the District Director gavel and am excited to pass along my experiences to those who will be stepping into district leadership. I’d like to pass along my experiences as DD, and I want to be an inspiration to all our members from the club level all the way up to the district level. It is a privilege to stand on the shoulders of those who came before us, and as leaders, it is our duty to bring others along. For those of

us who have achieved the ultimate level of Distinguished Toastmaster (DTM), it does not mean you stop learning or giving.

I challenge you, my fellow members, to put into action what our Toastmasters International President, Matt Kinsey so eloquently said at our District 103 Annual Conference last year. DTM does stand for Distinguished Toastmaster, and what really makes you “Distinguished” is when you embody the internal posture “Determined To Mentor.”

Pro tip for VPEs – materials for running your club’s mentor program can be found here: <https://www.toastmasters.org/resources/mentoring>. And for Pathways mentoring projects, see <https://d4tm.org/pathways-mentor-program>.

I hope I’ve inspired you to be a mentee and/or a mentor at the relevant level for you – whether that’s club, Area, Division and/or District. Just as Gregg invited me to expand my comfort zone and be more comfortable with the unknown, I invite you to connect with your fellow Toastmasters who are also “determined to mentor,” and support our Toastmasters family.

MENTors

By Shanita Baraka Akintonde, MBA,M.ED., DTM
D103 Public Relations Manager; President, Club Founder and Sponsor,
Leading Ladies club #28675351, chartered 9/28/2022

As a 30+ year working professional whose career trajectory includes creating advertising and PR campaigns for Burrell Communications Group, Porter Novelli, The Chicago Tribune, DDB, and now as President of ShanitaSpeaks, LLC, I've had a fair share of mentors. However, my MENTors (i.e., male mentors) have primarily pushed me to the next level, often seeing things I didn't see in myself. Here's my story.

I grabbed my first paid gig at 16. I worked at the now-defunct Montgomery Ward department store as a sales clerk. I sold fine jewelry. My job was to tout the benefits of a Seiko watch versus a Timex; showcase silver, gold, and rose-colored chain necklaces in the transparent display case; and occasionally replace a watch battery. I stood behind smudge-free glass countertops (courtesy of my almost obsessive regular wipe-downs) and smiled a lot.



Montgomery Ward housed diamond jewelry too, or as members of my community called the store chain, Montgomery WARDS. The additional letter to the second half of the store's moniker was more than mispronunciation; it was declarative. The "s" stood for sauce. It meant WE owned the department store; similarly, Black people laid proprietorship over Mickey D's. A visit to the latter entity was a treat in my family and one I took VERY seriously. Happy Meals gloriously upheld their dietetic duty in my eyes; French fries were apt crispy-tailored soldiers. Working at a store whose catalogs were coveted documents in my home and many other national neighborhoods was an enviable position.

But I had no idea what I was doing. It wasn't until one of my colleagues — a round, bearded gentleman with hair

the color of a salt and pepper shaker minus the pepper and a face that matched — pulled me aside and asked, "How's it going?" I felt instant relief. All the fear and frustration I had bottled inside tumbled out of my mouth. I shared my angst over not knowing the REAL difference between watch brands.

I bawled as I explained how I'd inadvertently caused a thin gold chain to slip through a little crack on the side of the display case on my first day wiping the glass window down. "There, there," Santa's twin told me in a soothing tone. "Stop worrying. You're doing a great job. Come over here." He was standing near the display case. Oh, no! I panicked. He's about to shout across the store and tell everyone about my mistake! Instead, St. Nick pulled a set of keys from his pocket, opened doors underneath the structure, and retrieved the forlorn chain. "Happens all the time," he shrugged. "I keep telling them to seal that crack." I stood in place, statute-still. "By the way," he continued, "my regular customers keep telling me what a great smile you have." I thought, "What are you talkin' bout Willis?" Then I smiled. 😊

Papa Noel and I were dill pickle juice and potato chips after that. He taught me all he knew about fine jewelry AND watches (which was a LOT). We ate lunch together at Lindy's (the BEST spot for Chicago-style hot dogs... apparently, Kris Kringle's beard thought so, too). Although I never got access to the diamond case — that area was reserved for a select group of salesclerks because that team received salary AND commission — I was delighted to have my own gem, in the form of my first mentor.

Many MENTors followed — including many within the TM community. Some are official mentors, others unofficial. Regardless, they serve as role models and envelope pushers. This has been confirmed with many female Toastmasters, too.

No matter the gender of your mentor, everyone has unique perspectives and insights for you to consider. I formed the Leading Ladies club, which chartered in September 2022, as a club with specific focus on females. We established our club with like-minded members whose interests lie in paying it forward to others, especially women and young people. That said, MENTors are always welcome!

As a tenured professor for nearly 25 years, I also have a surplus of mentoring experience in other capacities. I directed thousands of young minds from the classroom to the boardroom. I also facilitated and led over 500 faculty and student orientation sessions. I conducted several research studies about career mentoring too. One of my co-authored books, *When Leadership Fails: Individual, Group, and Organizational Lessons from the Worst Workplace Experiences*, delves into the importance of mentoring in the workplace. Both of my sons, Jimi, 26, and Anthony, 22, serve as youth MENTors. The apple doesn't fall too far from the treasure trove.

As D103's incoming Club Growth Director (CGD) for 2023-24, most of my leadership will be focused on the club and member mentoring processes. As a past Club Mentor and ongoing resource for members, I have an intimate understanding of the advantages of mentoring when adequately harnessed. ShanitaSpeaks, LLC serves as a platform to train others on mentoring best practices. Several Mentoring Matters retreats are planned in September 2023. The first 10 Toastmasters to register by May 31, 2023, will receive complimentary access. Reach out to ShanitaSpeaks@sbcglobal.net for details.

If you want to learn more about my perspective on mentoring, check out my Marketing Insights podcast, "Mentoring Matters." It can be found on Spotify, Audible, iTunes, Google Play, and wherever you listen to your other favorite podcasts. Be sure to "Like" and "Share."

Here's to our District 103 Toastmasters family and a special welcome to our newly chartered Leading Ladies members, all of whom encourage others to "Leave Your Marquee on the World!"



A Passionate Man

Written by Alhaji Abubakar

“You need Toastmasters!” Those were the words someone said to Gregg Thompson (DTM, IPDD) after his first professional presentation. According to Gregg, “I was pretty good one-on-one, but when you put me in front of a group of people, I just froze. It was really bad.”

Gregg’s dedication to self-improvement led him to eventually join his AT&T corporate Toastmasters club. There he met Thomas Pedrick (Tom), who volunteered to be Gregg’s mentor.

With the guidance of Tom, Gregg was able to develop a strong foundation for speaking. “He taught me the essentials of how to write a speech. He gave me a lot of books to read.



Thompson with his Toastmasters family

Gregg Thompson joined Toastmasters in 2007, and since then, he has more than made a name for himself in District 103. He has held the roles of Club Growth Director (CGD) (2019-2020), Program Quality Director (PQD) (2020-2021), and District Director (DD) (2021-2022). Now, in his current role of Immediate Past District Director (IPDD), he gets the opportunity to serve as a mentor and support to the district’s current “Trio” of leaders.

But Gregg was not always interested in the leadership side of Toastmasters. In fact, Tom encouraged Gregg to join the annual Toastmasters International Speech Contest for the first time. Unfortunately, Gregg lost at the club level. “And I was like, ‘I’m quitting Toastmasters,’” says Thompson. “Then Tom said, ‘When you fall down, you get back up, redefine the experience, and do it again.’”

This turned out to be one of the greatest lessons Gregg learned from Tom. In 2009, Gregg ended up in Nashville, Tennessee, for the finals of the International Speech Competition with a speech entitled Failure is Not Final. With Tom by his side, Gregg tied for fourth place in the competition.

“One of my key philosophies about commitment is to do the things you said you were going to do long after the mood in which you said it has gone.”

Eventually, Gregg transitioned from a speaking focus in Toastmasters to a leadership focus. But he initially hesitated when he was approached about it. “(After being asked) I said, ‘Let me think about it,’ because I loved to compete,” says Thompson (as a district leader in Toastmasters, you are not eligible to compete in the International Speech Contest). “At first, I thought I didn’t want to get into leadership. Then, I realized all of the leadership skills I had learned both professionally and in Toastmasters. So I sacrificed trying to be the world champion of public speaking to help my district.”



It was evident throughout my conversation with Gregg that having a supporting cast is important to him. “One thing about me is whenever I go into leadership, I always want to pick my core team,” says Thompson.



Thompson with Toastmasters 2020-2021 International President, Richard E. Peck

“When I was the president of my club, I wanted to make sure I picked who was the VPE (Vice President of Education) and who was the VPM (Vice President of Membership). In other words, team members I know who will rock with me when things go down.” This mentality is also a reflection of how Gregg flexes his own mentorship muscles. He is the first D103 leader to serve in each of the top three district leadership positions (CGD, PQD, and DD), which gives him the unique ability to support incoming leaders.

In order to serve as an effective mentor, Gregg leans on his wisdom and philosophies. “One of my key philosophies about commitment is to do the things you said you were going to do long after the mood in which you said it has gone,” says Thompson. “For example, many people claim they want to be an Area Director or a Division Director. Initially, they have all this fire in them. Then, once they start and see the responsibilities required, they suddenly forget their initial desire. They start slacking and eventually forget their commitment.” may sound like Gregg is challenging us all to become better versions of ourselves, and that is because he is. Gregg is a selfless leader with a service-oriented intention. “It’s my wish that our district doesn’t forget about our members,” says Thompson. “Because that’s what Toastmasters is all about - the members. It’s not about the leadership team, the DCP goals (Distinguished Club Program), becoming distinguished or any of that other stuff. It’s about the members.”

Despite all he has accomplished in District 103, it seems that Thompson has still more to achieve on his Toastmasters journey. We even toyed around with the idea of him serving as the President of Toastmasters International. When asked where his focus would lie if granted the position, Thompson said, “As the President of Toastmasters International, I would like to see the organization become even more international. Since we’re in 147 countries, I want to see us as a more global organization beyond just the U.S.”

A Toastmaster & an Olympian

Written by Alhaji Abubakar



Rose Nathike Lokonyen competes in the 800m at the Rio 2016 Olympic Games (AFP / Getty Images)

Rose Nathike Lokonyen is a member of District 103's DIC Toastmasters. She is a native of South Sudan. She competed for the first time in an Area level speech competition this year. And lest I forget, Rose is an Olympic athlete who held the honor of being her team's flag bearer at the 2016 Rio Olympics.

When Nathike was barely 10 years old, she and her family fled South Sudan on foot during the civil war when local militias arrived in her village. The family made their way to the Kakuma refugee camp in northwest Kenya, where she began running as a hobby. But her running career could just as easily not have happened. "They didn't allow girls to engage in sports because our work as girls was to take care of the younger ones (children), and they usually forced young girls to get married at an early age," Nathike explains.



"As long as you believe in yourself and you're breathing, you can do anything!"

"My brothers were allowed to play and go anywhere, but my sister and I didn't have a chance to play. So when my dad went back to South Sudan, that's when I finally had the chance to engage in sports."

As far as her introduction to running goes, just like many young adults, Rose's motivation was simple. "When I was in high school, we competed with other schools, running cross country. It was just for competition, to make your school come in first and have fun," says Nathike.

In 2014, the UNHCR, the UN Refugee Agency, organized a race for the Kakuma refugee camp residents. "I had to represent my country, South Sudan. So I managed to train, and we just won the race, then we were given gifts," says Rose. Little did she know her world was about to shift in a big way.

"In 2015, after another competition, we were told we would be taken to Brazil. I didn't even know where Brazil was. I thought it was just within Kenya or Nairobi," says Nathike. Rose and her team began training for and ultimately competing in the 2016 Summer Olympic Games in Rio de Janeiro. "And we were so happy because as refugees, you know, we are giving a symbol of hope to all the refugees around the world," says Nathike.

Rose was later given an athlete scholarship to travel to Canada, where she now resides. She is currently studying to become a service worker with the intention of supporting refugees just like herself.

Regarding how she came to be a flag bearer, she was actually taken by surprise. “We went to a team meeting, then I was told I would be a flag bearer,” says Nathike. “I said, what is that?” So they showed me a video from a previous Olympic Games. When I asked what everyone else would be doing, they said everyone would follow me.” She describes serving as the flag bearer as one of the most significant experiences of her life.

It was evident when speaking with Rose that she has a great deal of self-confidence. “As long as you believe in yourself, you can do anything,” says Nathike, “I believe in myself. If so-and-so can do it, why not me?”

Regarding the mentors who have supported her, Rose says, “Two heads are better than one.” She credits Bernard Rono, a UN Refugee staff member, with instilling within her the value of patience. “Sometimes I would feel like I wanted to give up, but he would encourage me to continue. He would remind me that one day all of the work I was doing would change my life. The more he would encourage me, the more hope I would have.”

Additionally, since joining Toastmasters, she has credited club member Bhanu Dabadi with playing a key role in getting her acclimated to Toastmasters, especially when it comes to the use of technology. Rose is proud to be an Olympic athlete, teammate, Toastmaster, and a refugee. “My advice to younger refugees is to believe in yourself and always try your best,” says Nathike. “As long as you believe in yourself and you're breathing, you can do anything!”



Rose Nathike Lokonyen of the Refugee Olympic Team carries the flag at the Rio 2016 Opening Ceremony (Getty Images)



This year's [Summer Toastmasters Leadership Institute \(TLI\) will be held on Saturday, June 3rd, from 9am - 1pm CST.](#) The purpose of the TLI is to provide a learning opportunity for leaders both inside and outside of Toastmasters. Attending allows you to network with others across the district, share ideas, and get inspired. Newly elected club officers will receive training and many leadership and growth topics will be shared. Any Toastmaster can expand their communication and leadership skillset!

The theme of this year's Summer TLI is "Building and Sustaining Connection." Toastmasters worldwide have experienced immense change over the last several years. This change continues as clubs consider whether to continue meeting remotely, return to meeting in-person, or try the hybrid meeting route. As we continue to navigate this space, building connections with new members and sustaining connections with our current members is key. The Summer TLI has an educational lineup to help you do just that!

You will hear from our amazing keynote speaker, Monnica Rose - International Director, with her talk, Rock Solid Connections. We will explore best practices to build and sustain connections, both today and in the future. Beyond that we will explore the value of being curious and intentional, building strong relationships, and never being afraid of failure.

You will also have the opportunity to take advantage of engaging educational sessions hosted by D103's very own. Our seasoned leaders are prepared to support you in building and sustaining connections within and beyond your club (see education sessions listed on page 11).

In addition, club officers will join training sessions for the following roles: Sergeant-at-Arms, Secretary, Treasurer, VP Public Relations, VP Membership, VP Education, and President. All are welcome at these officer training sessions, but remember... **every club needs a minimum of four officers trained in order to meet their club goals.**

Don't miss out on this exciting learning experience! [Register today here!](#)

A promotional poster for the D103 Toastmasters International Summer TLI. The poster has a blue and white background with red and yellow accents. At the top, it says "D103 Toastmasters International" in white and "SUMMER TLI" in large, bold, red letters. Below that, in a yellow speech bubble, is "BUILDING AND SUSTAINING CONNECTION". The date and time are "JUNE 3, 2023" and "9:00AM - 1:00PM CST". A large circular portrait of Monnica B. Rose, DTM, is the central focus, with a red banner below it that says "Keynote Speaker Monnica B. Rose, DTM". To the left, under "EDUCATION SESSION TRAINERS", are six small circular portraits of other speakers: Sandra Washington, DTM; Dushun Mosley, DTM; Robert McKenzie, EC4, SR6; Herbert Obah, PMS; and Prince Lettridge, DTM. A QR code is in the bottom right corner. The bottom of the poster features a large red banner that says "REGISTER NOW!" in white.



Educational Session Lineup

How to Onboard a Prospective Toastmaster in 60 Minutes or Less! - Robert McKenzie

Increase club membership by taking advantage of the exact moment when someone expresses interest in joining. Onboard new members effectively and help them navigate their Icebreaker speech.

Incredible Tips for Improving Your Impromptu Speaking - Herbert Obah

Get tips for extemporaneous speaking that help you connect as a leader at work, home, and overall in your life.

Pathways: Your Connection to Leadership - Sandra Washington

Take an in-depth look at the projects in Pathways and how you can utilize them to connect and grow as a leader.

Connecting and Retaining Members - Dushun Mosely

Learn how to retain and engage existing members, bring back past members, and use the Moments of Truth to help remind members of WHY they joined Toastmasters.

Making Hybrid Meetings Work - Prince Leftridge, II

Learn how to set up a hybrid meeting that is reasonable in terms of cost while maintaining quality sound and video.

MONTHLY CHECKPOINT

This is a meeting for the club coaches to gather and discuss the clubs they are coaching along with the successes and challenges.

Club Coach Monthly Checkpoint is scheduled for Friday, May 26, 2023 at 7:00 pm Central Time

If you are interested in attending, please scan the QR code to register.

Requirements to be a Club Coach

- Have completed, at a minimum: Level 2 in a Path, Advanced Leader Bronze, or Advanced Communicator Bronze
- Are not currently coaching any other club
- Are not a current member of the club they wish to coach
- Have not been a member of the club to be coached during the past 6 months
- Be appointed by Toastmasters International headquarters to start their club coach term
- Serve as a club coach for a minimum of 6 months, up to a maximum of 2 program years
- Help the club reach Distinguished status (or better) in the Distinguished Club Program (DCP) during their club coach term

Questions? Please email Martha Brock-Leftridge at CRChair@D103toastmasters.org



**Scan Me
to Register**

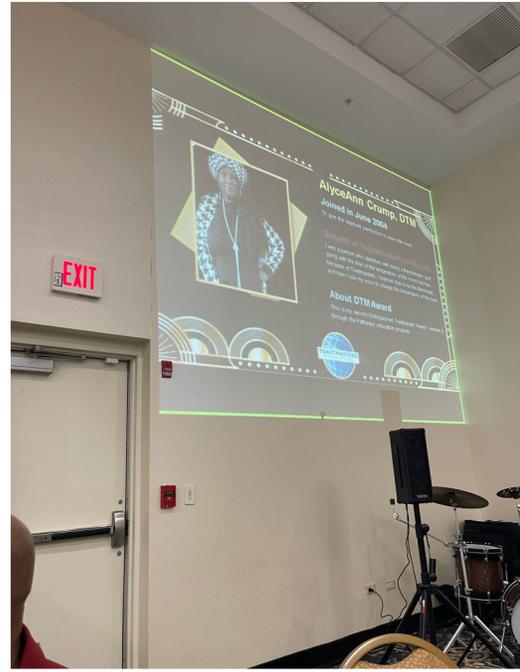
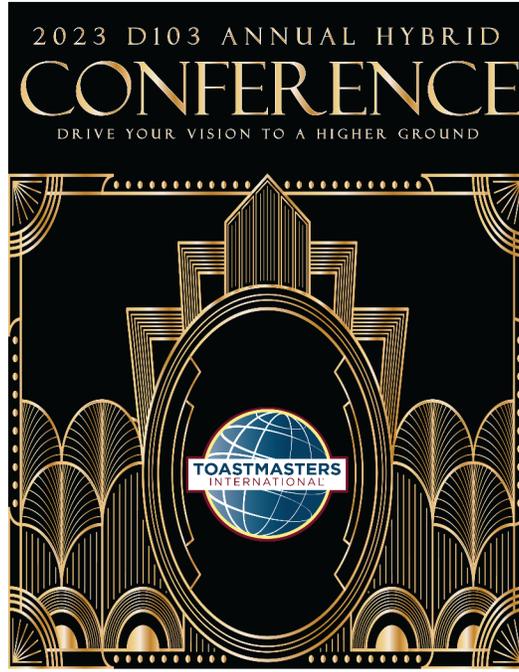


2023 D103 ANNUAL HYBRID
CONFERENCE

Memories



TOASTMASTERS
INTERNATIONAL











A Message from 2023 Conference Manager Elizabeth Stevenson



Elizabeth Stevenson, DTM, 2023 D103 Conference Manager

Fellow Toastmasters,

Have you had a chance to catch your breath?

I hope you enjoyed your time with fellow Toastmasters and friends at the 2023 D103 Toastmasters Annual Hybrid Conference this past April 21-22, 2023, at Elements by THE ODYSSEY in Orland Park!

Many enjoyed the World Champions Edward E. Hearn and Ramona J. Smith and clamored to hear from Educational Workshop Speakers Eric Versten, Haseena Shaheed Jackson, Calvin Gibbs, Jr., and Yvette Beasley.

Additionally, I hope you took advantage of the entrepreneurs displayed in Business Booths in the Vendor Hall.

The 2023 Annual Conference is in the books, and plans are already being made for next year's bigger and better event! However, we need to hear from you! What do you think worked well? What can be improved upon for your attendance and participation next April?

Please use the QR code below to take the Conference Survey by answering a few short questions. Let your voice be heard.

Attendees enjoyed catching up with fellow Toastmasters and making some new connections. The Annual Conference was designed to allow attendees to "Drive Your Vision to a Higher Ground!" - and we did!

My list of acknowledgments is quite expansive. However, many hours of creativity and sacrifice went into this Annual Conference:

I am looking forward to 2024 and hope you are too!

Yours in service,
Elizabeth L. Stevenson, DTM², MS5, EC4
2023 D103 Annual Conference Manager
"Drive Your Vision to a Higher Ground"



Thank you to all who made the 2023 D103 Toastmasters Annual Hybrid Conference a Success!!!

South Suburban Toastmasters Club donated to the Annual Conference as they were shuttering their doors

Nick Halikias - Sales Executive, elements by THE ODYSSEY

Odalis - Banquet Manager, elements by THE ODYSSEY

Darryl Thomas - Sales Manager Homewood Suites by the Hilton Hotel

Ruth Gardner Woods, Volunteer Extraordinaire - Decorations, Technical Team, Logistics

Maren Jenkins - Technical Team, Contest Zoom Master

Dan Seiler - Technical Editor

Gina Sumpter - Logistics Volunteer

Amy Duncan - Logistics Team

Paul Johnson - Logistics Team

Vickie Bowden - Logistics Team

Carl du Plessis - Hybrid Technical Team

Ankur Sharma - Hybrid Technical Team

Marc Harland - Hybrid Technical Team

Herbert Obah - Hybrid Technical Team, Conference Contest Team

Bhanu Dabadi - Hybrid Technical Team

Solomon Kelly - Conference Contest Team

Damika Hayden - Conference Contest Team

D. Marie Smith - Conference Contest Team

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Nadia Morris - Decorations Volunteer

Daphne Lecesne - Decorations Volunteer

Shumaine Douglas - Decorations

Wally's Printing Roskuszka & Son's - Program Book

Sporty King - Donated proceeds from Business Booth sales to Annual Conference

John Zapala - Table Topics Master, assisted by his two pint-sized future Toastmasters

Paul Markiewicz - Orland Park Toastmasters President - Welcome

Tonja Cook - Orland Park Toastmasters Registration Volunteer

Samhar Hoz - Orland Park Toastmasters Speech Contest Volunteer

Rnku Patel - Orland Park Toastmasters Volunteer

Amy Segami - Consultant, Volunteer

Renee Crews - Executive Director Orland Park Area Chamber of Commerce - Welcome

Prince Leftridge, II - Program Book Committee

Martha Brock-Leftridge - Program Book Committee

Valerie Smith - Advisor

Prolexdesigns - 2023 Annual Conference Banner

Sheila Edens-Brown - PR Social Media Manager/ Constant Contact

Anniece Anderson - Registration Volunteer

Shenitha Burton - Registration Volunteer

Carolyn Arthur - Registration Volunteer

Ruben Agosto - Sound Engineer

Robert McKenzie, DuShun Mosley, Samuel

Brooks & Meredith Nesbit - The One Hundred and Three Group

Sam Sukumar - D103 Program Quality Director

And I repeat my thanks and gratitude to my Conference Chairs who did an incredible job leading their teams, and the D103 Trio for their support!



Opportunities to grow



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x = independently organized TED event

