District Officer Training Conference

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Saturday, April 21, 2018 | Room 609, Clark Hall, Cornell University, Ithaca, NY | 9:44AM-6:25PM

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New York District of Circle K International

Attendance

Presiding Officer
District Governor Ryan Coffey

Voting Board Members in Attendance
District Secretary Kristian Mosquito
District Treasurer Sayef Iqbal
District Editor Tyler Reimold
Capital Division Lieutenant Governor Zachary Stanke*
Empire Division Lieutenant Governor Justin Bennett
Iroquois Division Lieutenant Governor Jordan Louie
Liberty Division Lieutenant Governor Odalis Gutierrez
Long Island Division Lieutenant Governor Charles Hager
Seneca Division Lieutenant Governor Rebecca Lopez
Southern Tier Division Lieutenant Governor Erin Herbstritt
Western Division Lieutenant Governor Erick Morocho

Non-Voting Board Members in Attendance
Executive Assistant Nikita Lee
Executive Chair Peony Tse
Awards Committee Chair Ayesha Alam
Conferences & Conventions Committee Co-Chair Amna Bajwa
Conferences & Conventions Committee Co-Chair Viktoriya Borisova
Marketing Committee Co-Chair Julia Antignani
Marketing Committee Co-Chair Brendon Nguyen
Service Initiatives Committee Chair Sami Sharifiy
Technology Committee Chair Omar Carrera

Voting Board Members Not in Attendance
Hudson Valley Lieutenant Governor Ryan Luibrand

Non-Voting Board Members Not in Attendance
Alumni/Kiwanis Family Relations Committee Chair Alaina Hinkley
Club Building & Strengthening Committee Chair Naile Ruiz

*Zachary and a guest left in the middle of the meeting

DOTC Board Meeting
Guests in Attendance
Immediate Past District Governor Jack Curzon
Immediate Past Capital Division Lieutenant Governor Letian Zhang
NYC Young Professionals Kiwanis Member Sara Louie

Kiwanis Committee Members in Attendance
District Administrator John Keegan
Assistant District Administrator Alison Mandel
Assistant District Administrator Greg Faulkner
Assistant District Administrator Rich Hall
Meeting Minutes

I. Call to Order
   A. Governor Ryan Coffey called to order at 9:44AM
   B. Room 609, Clark Hall, Cornell University in Ithaca, NY

II. Introductions with Favorite Quote
   A. Brendon: “Life's most persistent and urgent question is: 'What are you doing for others?'
   B. Sayef: “Love what you do.”
   C. Erin: “Accept what you can.”
   D. Kristian: “Be humble, for you are made of earth. Be noble, for you are made of stars.”
   E. Justin: “Who lives, who dies, who tells your story?”
   F. Amna: “If you don’t sacrifice for what you want, what you want will be the sacrifice.”
   G. Tyler: “Take care of all your memories… For you cannot relive them.”
   H. Odalis: “With every new day comes new strength and new thoughts.”
   I. Sara: “You know, sometimes all you need is twenty seconds of insane courage.”
   J. Becca: “Wherever you go, go with all your heart.”
   K. Johnny K: “Positive anything is better than negative nothing.”
   L. Ryan: “Everybody wants to go to heaven, but nobody wants to die.”
   M. Greg: “Success leaves clues.”
   N. Julia: “Hold fast to dreams, for if dreams die, life is a broken-winged bird that cannot fly.”
   O. Jordan: “When I meet you, in that moment, I am no longer a part of your future. I start quickly becoming part of your past. But in that instant, I get to share a part of your present. And you get to share a part of mine. And that is the greatest present of all.”
   P. Ayesha: “An entire sea of water can't sink a ship unless it gets inside the ship. Similarly, the negativity of the world can't put you down unless you allow it to get inside you.”
   Q. Erick: “Excellence, then, is not an act, but a habit.”
   R. Sami: “For you, a thousand times over.”
   S. Peony: “It costs zero dollars to be a decent human being.”
   T. Omar: “You miss 100% of the shots you don't take.”
U. Charles: “You gain strength, courage and confidence by every experience in which you really stop to look fear in the face.”

V. Viktoria: “At the end of the day it’s not about what you have or even what you’ve accomplished. It’s about what you’ve done with those accomplishments. It’s about who you’ve lifted up, who you’ve made better. It’s about what you’ve given back.”

W. Zak: “What we have done for ourselves alone dies with us; what we have done for others and the world remains and is immortal.”

III. Pledge of Allegiance
   A. Led by Seneca LTG Rebecca

IV. CKI Pledge
   A. Led by Marketing Co-Chair Julia

V. Technology Board Policy
   A. No laptops to be used at board meetings (except for the secretary)
   B. Avoid using cell phones
   C. This is to allow for concentration and meaningful discussions

VI. Meditations for Intentions
   A. Led by Sara Louie
   B. Pick a word to concentrate on
   C. Meditation for two minutes
   D. Ryan: Silence is important to allow thought and focus
      (1) It’s a good thing and it’s important to have it
      (2) Remember to give space and take space

VII. Deep Dive: Reveal the Secret to Success
   A. Ryan: Importance of Hard Work
      (1) This weekend offers tools to everyone.
      (2) These tools need to be used right: You have to work hard, too.
   B. Tyler: Emphasize putting work towards the right things
   C. Becca: You can work hard and still fail. It’s what you do after you fail.
   D. Nikita: If you work hard, lots of people will notice. It’s rewarding.
   E. Justin: Working hard is fighting for your dreams.
F. Johnny K: You’ll see how hard work pays off
G. Ayesha: Hard work makes you feel really productive
H. Peony: People often use hard work as an excuse for their self-doubt. Draw a distinction between when you cannot do something vs. when you’re afraid to do it.
I. Erin: You can’t just work harder, you must work smarter.
J. Amna: “You don’t lose the day you fail, you lose the day you quit.”
K. Ryan: Sharing your experiences with work with others allows for support
L. Greg: *Nihil boni sine labore* - Nothing is achieved without work

VIII. Executive Updates

A. District Editor Updates (Tyler)
   (1) It might be better to use the old drive rather than transfer files
   (2) Worked on business cards and name tags
   (3) Reflection on how to improve Circling the Empire
   (4) Working with Marketing, Service Initiatives, and Con-Con
   (5) Improving the website and wants the board more involved
      (a) Drawing people toward the website as a central hub

B. District Treasurer Updates (Sayef)
   (1) There’s a budget prepared
      (a) Reimbursements are available through a Google Form
   (2) It’s important for clubs to have a dues plan set early
      (a) Reminder that membership is down
      (b) Work on recruitment and retention
   (3) The FRF will track fundraising across the District
      (a) Treasurers will have to fill it out monthly
      (b) The last page of the form has fundraising resources
   (4) LTGs should follow up on club fundraising
   (5) There are grants out there that the board should apply to

C. District Secretary Updates (Kristian)
   (1) Will be checking in on secretaries for MRF access
(2) Held first Know-&-Go session to train secretaries
   (a) 5 secretaries attended. They listened but didn’t interact much
(3) Club Master Sheet Template is available for all clubs to use
   (a) LTGs should ask clubs for access to club sheets
(4) Service
   (a) Personal hours count toward service
   (b) Clubs should be recording personal hours

D. Reflections
(1) Ryan: What’s something you took from what they said?
(2) Zak: Sharing information. Making sure the District know what’s happening.
(3) Amna: Communication is really important
(4) Charles: Primary focus of the District Board is improving club boards, because they do a lot of the work
(5) Odalis: Encouraging officers to reach out to District counterparts
(6) Viktoria: We are not limited by our roles. We can help officers too
(7) Erick: Importance of being a liaison and an extra source of help

E. District Governor Updates (Ryan)
(1) The first six weeks are the most important because it sets the tone
(2) So far, this board seems really motivated and positive.
   (a) Our job is to motivate clubs
   (b) Amazed by the dedication that has been shown so far
(3) Times flies. Don’t waste it, and use the energy right now, when it’s right
(4) Planning on one-on-ones with presidents
   (a) Don’t want to overtake LTG relationships with presidents
   (b) Probably over summer

IX. Social Media 101 Workshop
   A. Ryan: Prior to college, checked out social media accounts for Circle K clubs.
One club made a better impression on social media than another club, despite the former being a struggling club and the latter being the strongest in the district.

Appearances are important

B. Led by Editor Tyler

1. Audience is not your members, it’s your potential members and supporters

2. Consistency (repetition) is effective
   - Justin: Having a schedule is useful because it gives impression of consistency
   - Tyler: We’ll have a calendar to schedule posts in advance

3. 1PM is prime time to post
   - Becca: Consider when you’re on social media. Those are the times posts should occur. Tailor your post to that platform
   - Viktoriya: There’s a data section on Instagram that allows you to see when your viewers are looking

4. Push NYCKI logos

5. Represent the organization

6. It’s useful to have a central hub for content
   - Social media should always link back to the District Website

7. We have a lot of posts about what we’ve done, but there’s a value to have posts about our vision (branding)
   - E.g. quotes

8. Don’t neglect accounts. Make sure all of them have content on it
   - Have a large backlog of content available. Share posts from other clubs.
   - Work with committees to get information to post

9. Share District posts on personal social media accounts

C. Discussion

1. Be engaged with members
New York District of Circle K International

(2) Live videos are useful
   (a) They don’t require editing

(3) Use of Snapchat
   (a) Filters are available for a low price

(4) District posts can feature the board with fun questions

[Lunch Recess 11:18AM-12:45PM]

X. International Awards
   A. Awards are due from May-June
   B. For the new board, check the applications now so you can apply for them next year

XI. SMART Goals Workshop
   A. Led by Seneca LTG Rebecca
      (1) When creating goals, make sure they are
         (a) Specific
         (b) Manageable
         (c) Attainable
         (d) Relevant
         (e) Time-bound
      (2) Have a large goal (vision) for the year, and then break it down into manageable goals for each week.
      (3) Upon reflection of goals, have a plan to reach them
      (4) Don’t overwhelm yourself with your goals. Do what is possible.
   B. Discussion
      (1) Ryan: It’s important to review your goals so you can achieve them
   C. International Goals
      (1) International has a form you have to fill out with your goals for the year
      (2) Rich: Set goals for your division that you share with them, and goals for yourself
XII. New Business

A. District Goals

(1) LTGs had conversations with presidents and set goals per club

(2) Treasurer Sayef moves to table discussion of goals until after officer training
   (a) Seneca LTG Rebecca seconded
   (b) No discussion
   (c) **Motion passes** with 11 in affirmation, 0 opposed, and 0 abstentions

B. Forms

(1) Nikita: Almost all clubs have filled out the ERF

(2) Ryan: Reach out to Tyler, Kristian, and Sayef if you have questions about the ERF, MRF, or FRF respectively

XIII. Deep Dive: The Importance of Two-Directional Discussions

A. Ryan: It’s important to have a conversation rather than a lecture.

   (1) These workshops are meant to facilitate brainstorming, personal development, and group development.

   (2) There are several levels of communications

      (a) **Level 1**: Simple information (e.g. emails)
      (b) **Level 2**: “Tell, Sell, Yell”
      (c) **Level 3**: Co-creators

   (3) For the rest of the board meeting, aim for Level 3

B. What are things that will facilitate discussions at Level 3?

   (1) Greg: Instead of expending mental effort formulating counter-arguments, work to build off contrary opinions

   (2) Amna: Consider how to make differences in personalities and work-ethic into positives

   (3) Becca: A lack of opposition causes the Board to suffer. Always be free to voice contrary opinions

   (4) Tyler: Acknowledge aloud that you take other people’s opinions seriously so that people are comfortable sharing their ideas
(5) Greg: Watch your body language when speaking to club officers
(6) Brendon: When facilitating discussions, play Devil’s Advocate to encourage ideas to improve
(7) Justin: To avoid disadvantages of hivemind thinking, never be afraid to speak ideas.
   (a) Amna: Agreed

C. What are things that will encourage those who speak less to share their ideas?
   (1) Sami: It’s important to listen and contribute, but also to compromise. It’s valuable to know your input was considered and used.
   (2) Odalis: Some of the people who speak a lot should limit how much they speak. Prevents people who normally don’t speak from falling back into a listener role.
   (3) Johnny K: Those who speak a lot should personally reach to the quieter ones to ask what their opinion is.
   (4) Rich: Support each other. Sometimes you just need to talk to a peer who has the same struggle
   (5) Ayesha: It’s nice to encourage your shy friends to speak
   (6) Viktoriya: It helps to have a reminder to speak
      (a) Greg: Agreed
   (7) Erin: It’s uncomfortable interrupting other people, whereas others immediately jump on another sentence.
      (a) It might be beneficial to have pauses between ideas.

XIV. Personal Growth in CKI
   A. Though a lot of time is spent on service, CKI develops leadership skills too
      (1) These skills often aren’t taught in school
   B. Experiences from Alumni
      (1) Rich
         (a) What makes CKI unique is learning how to deal with people from all different backgrounds, ages, and personalities.
(b) Speaking in front of people is great for you.
(c) There is not a day where skills gained from Circle K isn’t used
(d) When you get introduced to somebody, look them in the eye and
    shake their hand.

(2) Greg
(a) In first job out of college, asked to give a presentation on the
    company. Used a lot of skills and terminology from CKI. Ended up
    elected as a president because of knowledge of Robert’s Rules.

(3) Sara
(a) Major is unrelated to current job.
(b) People do not know how to run meetings as well as you learn in
    Circle K.
(c) Key Club gave her a voice, but Circle K taught her how to use it.

C. Personal Experiences from Board Members
(1) Viktoriya
(a) Knew that being in the club would her personally grow.
(b) There’s something nice about helping others grow.
(c) Learned a lot, like writing effective emails and using Trello.

(2) Justin
(a) Last year, Foot Locker sent an email asking for people to do
    management and speaking.
(b) Spoke about experiences as VP in Circle K. Interviewers really
    enjoyed it.

(3) Jordan
(a) Did not believe she could have this confidence when younger,
    and now sees that she’s proactive.

(4) Erin
(a) Prior to Circle K, never had to speak to any groups larger than 5
    people.
(b) As Fellowship Chair, realized that people are friendly and aren’t out to get you.

5) Charles
(a) Learned how to dress and conduct himself in a professional manner.
(b) From experience, now proofreads and focuses on small details.

6) Julia
(a) Was really shy when younger
(b) Joining Circle K forced her into a leadership position.

7) Amna
(a) NY Speaking was first District Event. Was used to hanging out with home club
(b) Met other people and realized she didn’t have to limit herself. She could feel comfortable with others.

8) Kristian
(a) Learned a lot about communications and how to work with other people.
(b) In high school was really self-assured and wouldn’t listen. Now can listen with others and combine ideas.

9) Becca
(a) Agrees that communication is a great form of growth
(b) Used it in job interviews.

10) Odalis
(a) Taught her how to be more creative and how to take initiative.

11) Tyler
(a) Was homeschooled in elementary school. Used to be really shy. Learned a lot about working with people.

12) Sayef
(a) Perspective is important. It’s easy to forget how Circle K was as a general member.
(b) Don’t jump to conclusions, because people’s perspectives are really useful.

(13) Erick
(a) Being in the K-Family gave new perspective on how to work in the community. Working outside a college setting.

(14) Peony
(a) Something common between Kristian and her was having leadership experience and confidence already.
(b) Circle K changed perspective and made her realize how leaders can improve and how to solve problems.

[Capital LTG Zak left the meeting]
[Board divides into Chairs, LTGs, and Exec for discussions 3:12PM-3:45PM]

XV. Time Management Workshop
   A. Led by Governor Ryan
      (1) Everyone has their own style. Be realistic and stick to it
      (2) Schedule time to relax and enjoy yourself
      (3) Multitasking is a myth. In the long-term, it makes you less productive

XVI. Growth Mindset Workshop
   A. Led by EC Peony
      (1) Completely changed her approach to working
   B. Activity: Speak to your partner about what they’re really good at
      (1) Ayesha: Erick is really good at soccer and has delegation skills.
      (2) Erick: Ayesha is really good at time management and avoiding procrastination
         (a) Peony: Naturally good at it or had to work at it?
         (b) Ayesha: Mix
      (3) Charles: Viktoriya is really good with empathy and understanding
      (4) Viktoriya: Charles is a great soccer referee. Able to improve his skills
C. Activity: Speak to your partner about what they’re bad at and how they found it out
   (1) Tyler: Odalis is bad at math, and found it out at calculus class
   (2) Odalis: Tyler isn’t too great at art.
   (3) Brendon: Amna is bad at sticking to a diet, especially saying no to sweets. Found it out when she tried it and it didn’t last.
   (4) Amna: If things doesn’t go according to plan for Brendon, it’s hard for him to adapt. Found it out through working with children.
D. Video: Fixed Mindset vs. Growth Mindset
   (1) “The Power of Belief -- Mindset and Success” by Eduardo Briceno
E. Peony: What did you learn from the video?
   (1) Sami: Often believed that her reason for not doing well at something is because she was “bad at it”.
   (2) Ryan: Everyone has some fixed mindset and some growth mindset.
F. Peony: How can you apply this to your position in Circle K?
   (1) Odalis: Not everything is doing to go well. It’s not due to inability to do at all. It’s something that can be reflected upon and improved.
   (2) Ryan: It might be easy to label someone as “good worker” or “bad worker”. It’s important to understand that everyone can grow given the right resources and mindset.
   (3) Amna: We can change ourselves.

XVII. Asking Why? Workshop
   A. Led by Governor Ryan
      (1) When initially planning DOTC, considered first what needed to be done, and then methodically considered how to do it
      (2) Realized the reason for something is the most important consideration
         (a) Wanted to see and motivate people live to their best potential
   B. Activity: Each officer should answer “What?”, “How?”, and “Why?” about their position

XVIII. International Projects/Programs Update
A. Given by Western LTG Erick
   a) International is proud of the work done by its Districts
   b) CKIx will take place from July 4th-8th
   c) Panama is now a District, Colombia District is in formation
   d) Ecuador is in the process of chartering its first club

XIX. Examining the District Board Workshop
   A. Led by Governor Ryan
      (1) We as a board ask a lot from members (dues, forms, etc.)
      (2) We have to give back. Are they getting a net gain?
   B. Activity: List benefits members again from the District Board
      (1) Leadership
         (a) Conventions
         (b) LTGs training officers
         (c) District/officer positions
      (2) Service
         (a) Conventions
         (b) Service Guides
         (c) Service events
      (3) Fellowship
         (a) Conventions
         (b) Socials/Icebreaker Guides
         (c) Interclubs
         (d) Divisionals
   C. What we offer is only useful if it is being used

XX. 21st Century Meetings Workshop
   A. Led by Sara Louie
   B. Activity: Zeeting Polls
      (1) What are pet peeves you have with meetings?
      (2) What do you enjoy at meetings?
      (3) Generally can be split into People/Engagement and Logistics
C. What can improve meetings?
   (1) Online
       (a) Giving people notes
       (b) Acknowledging names
   (2) In-Person
       (a) Separating people into groups
       (b) Splitting up established groups
       (c) Arrangement of chairs (rows, circle, U-shaped)
   (3) Both
       (a) Icebreakers
       (b) Service projects
       (c) Tone of voice
       (d) Body language
       (e) Followups
       (f) Genuine interest
       (g) Preparation
       (h) Leading by example
       (i) Peer review

D. Meetings should have purpose
   (1) Decisions
   (2) Discussions
   (3) Fellowship
   (4) Updates
   (5) Service
   (6) Leadership

E. Consider how to take these things that improve meetings and connect them to these purposes

XXI. Dues and Fundraising Plans Workshop
    A. Led by Treasurer Sayef
    B. Dues Plan
(1) Think about how members are approached about dues
(2) There needs to be an incentive
(3) Push clubs to be consistent (socials, service events, DLSSP)
(4) There should be a long term fundraising plan besides relying on sponsoring Kiwanis clubs

C. Relationship Between District Board and clubs
   (1) Make sure to be engaging members of your home clubs
   (2) Avoid cliques and isolations
   (3) Start a conversation now so clubs can figure things sooner

XXII. Burnout Workshop
   A. Led by Secretary Kristian
   B. What is Burnout?
      (1) Physical/mental stress from overwork
      (2) There’s an emotion aspect in addition to the physical
      (3) Lack of fulfillment from something one puts hard work in
      (4) Who here derives significant happiness from Circle K?
         (a) This can lead to burnout
   C. How to Identify Burnout
      (1) Increased moodiness
      (2) Lack of enthusiasm for something
      (3) Disappointment in your work
      (4) General tiredness, dragging oneself through motions
   D. How to Deal with Burnout
      (1) Take time for yourself
      (2) Do other things that make you happy
      (3) Get emotional support from others
         (a) Especially other board members
      (4) Spread out your work
      (5) Prioritize
         (a) There is scarcity of time and emotional investments
XXIII. Upcoming Events

A. CKIx: Chicago, July 4th-8th
   i. $250 Registration Fee, due May 1st
   ii. Travel and Hotel not included (Hotel at $159 per night)
   iii. For downstate, a van is driving from NYC to Chicago
       a. Courtesy of Metropolitan Division of NY Kiwanis
       b. 10 seats available

B. Summer Board Meeting: Staten Island, date TBD

C. Kiwanis District Convention: August 16-19th (Invite-only)

D. District Large Scale Service Project: September 28-30th

E. New York Speaking: November 2-4th

F. Tri-K: November 9-11th (Voting Board-only)

G. District Convention: March 22-24th, 2018

XXIV. Silent Reflection

XXV. Remarks from Kiwanis Committee Members

A. Rich
   (1) You’ve received a handout with all Kiwanis LTG-designates
   (2) Great job for today’s meeting. Very optimistic

B. Alison
   (1) All of you have done a lot of preparation for today’s meeting
   (2) If you ever need help, call

C. Johnny K
   (1) Watch your expenses
   (2) CKIx registration is soon
   (3) Fantastic meeting, well organized

XXVI. Closing Remarks from Governor Ryan

A. Went in wanting it to be conversation based
B. Thank you for making it a great meeting!
C. Advice Given by Lenny Gioia
New York District of Circle K International

(1) If you have a passion and a Kiwanian opposes it, tell them to go fly a kite. Do it anyway. Nobody can tell you or guide you every step of the way. This is about what you do to make this year great.

XXVII. Business

A. Selection of District Goals

(1) Seneca LTG Rebecca moves to set the District Goals as follows:
   i) Membership: 1000
   ii) Service Hours: 15,000
   iii) Fundraising: $20,000
   iv) DLSSP Attendance: 200
   v) NY Speaking Attendance: 130
   vi) DCON Attendance: 200
   vii) Interclubs: 200
   viii) K-Family Events: 235
   (b) Editor Tyler seconded
   (c) No discussion
   (d) **Motion passes** with 11 in affirmation, 0 opposed, and 0 abstentions

B. Selection of District Board Name

(1) Southern Tier LTG Erin moves to select “The Star Board” as the 2018-2019 NYCKI District Board nickname.
   (a) Treasurer Sayef seconded
   (b) Discussion
      i) Justin: Though understanding of how meaningful it is to many people, believes Story Board is a better name because of the importance of legacy in the K-Family, with what the past has done in Key Club, Circle K, and Kiwanis.
   (c) Seneca LTG Rebecca moves to suspend discussion.
      i) Treasurer Sayef seconded
      ii) **Motion passes** with 11 in affirmation, 0 opposed, and 0 abstentions
   (d) **Motion passes** in a blind vote

C. Selection of District Project

(1) Southern Tier LTG Erin moves to set mental health awareness, titled “Mind Your Mind”, as the District Project.
(a) Treasurer Sayef seconded
(b) No discussion
(c) Motion passes with 11 in affirmation, 0 opposed, and 0 abstentions

D. Endorsement of International Candidate
(1) Secretary Kristian moves to endorse Julia Dressler of Canisius College
   for the position of International Vice President
(a) Treasurer Sayef seconded
(b) Discussion
   i) Kristian: Julia is one of the best Circle Kers in the District, if not
      the world. She’s a fantastic leader and deserves our support
   ii) Sayef: Julia did a fantastic job as District Secretary, and she’ll
      do a great job as IVP
(c) Voting by ballot
   (d) Julia Dressler is unanimously endorsed by the New York District
      Board for the position of International Vice President.

E. Approval of Board Minutes
(1) Treasurer Sayef moves to approve the Chair Appointment Meeting
   Minutes
   (a) Southern Tier LTG Erin seconded
   (b) No discussion
   (c) Motion passes with 11 in affirmation, 0 opposed, and 0 abstentions

XXVIII. Adjournment
A. Southern Tier LTG Erin moves to adjourn the meeting
(1) Liberty LTG Odalis seconded
(2) No discussion
(3) Motion passes with 11 in affirmation, 0 opposed, and 0 abstentions
(4) Meeting is adjourned at 6:25PM
Minutes taken by

Kristian Mosquito
kristian.mosquito@nycirclek.org
New York District Secretary
Circle K International