

**ANNUAL REPORTS 2020-2021
DELTA KAPPA GAMMA, ILLINOIS STATE ORGANIZATION**



INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS

DELTA KAPPA GAMMA



**Illinois State Organization
(ILSO)**

Beverley H. Johns, President

#1 PRESIDENT

I. Goals Established

- A. Perform the duties of the office
- B. Attend events and functions prescribed for the office
- C. Monitor state organization funds for fiscal responsibility
- D. Focus on three key areas in this biennium: Supporting, Serving, Sharing
- E. Continue to promote Professional Development hours for appropriate state events and seminars in a virtual platform
- F. Approve appropriate chapter programs that provide Professional Development as subcontractors of the state organization
- G. Expand and enhance the leadership skills of chapter members
- H. Encourage a partnership with Illinois Teach to Lead Network and Department of Education to provide a Teach to Lead Summit for members and non-members
- I. Continue updating the DKG ILSO Website for reference and ease of use
- J. Expand the use of DKG Facebook page by posting at least 1-2 informational items per day
- K. Encourage use of technology (Zoom) for state committee meetings/shared documents/jump drives to store pertinent information
- L. Assist state and chapter leaders/members with questions and concerns
- M. Facilitate changes in state event schedules to meet the needs of the majority of members
- N. Complete appraisals of state personnel as required
- O. Support and rebuild chapters that are struggling
- P. Expand the use of Zoom for personal and professional growth for members and prospective members
- Q. Support chapters when possible in hosting their Zoom meetings
- R. Establish monthly challenges to keep members connected during the pandemic
- S. Send weekly "What's Happening Emails" to board members and others interested in ILSO Zoom sessions
- T. Send monthly mailings to members of the Executive Board
- U. Send Chapter Check-Ups prior to the 15th of the month to the Executive Board

II. Implementation of Goals

- A. Encouraged members to participate in the work of the state organization and attended state committee meetings via Zoom
- B. Assisted with planning and presented at Training for Chapter Leaders - Leadership Academy sessions August 8 and September 25, 2020 via Zoom
- C. Represented Illinois at the 2020 Delta Kappa Gamma International Convention that was held electronically
- D. Planned, attended, and presided at the Executive Board Meeting September 26, 2020 via Zoom
- E. Participated in the Creative Arts Retreat virtually via Zoom
- F. Expanded the use of Facebook as a way to communicate on a daily basis the activities of Delta Kappa Gamma, Illinois State Organization; over 1071 individuals like the page at the time of this writing
- G. Attended the Legislative Seminar via Zoom during the month of October, 2020 with five different sessions being held
- H. Attended and facilitated chapter meetings via Zoom, attending approximately 30 different chapters

- I. Welcomed collegiate members and facilitated training for chapters on promoting collegiate members
- J. Wrote and mailed personal letters to Illinois school superintendents requesting them to recognize the individual DKG Illinois chapter members working in their respective school districts and informing them of the Purposes of the Society and of DKG Illinois
- K. Communicated monthly with the Executive Board via President's mailings and mid-month Chapter Check-Ups
- L. Wrote "What's Happening" each week that featured all of the Zooms that were hosted by Delta Kappa Gamma Illinois and also those hosted by chapters
- M. Wrote articles for and assisted with editing the quarterly issues of the *Newscaster*
- N. Worked with the ILSO Webmaster to revise and reorganize the DKG ILSO Website for ease of use for members
- O. Communicated with chapter leaders and members to answer questions, address concerns, and respond to requests
- P. Collaborated with state leaders and Rules Committee members to draft amendments to the DKG ILSO *Bylaws* and *Standing Rules*
- Q. Presided at the General Business and Executive Board Meetings at the first ever Virtual Convention 2021
- R. Supported and collaborated with the Communications and Marketing Committee to plan the Technology Seminars
- S. Together with others on the Executive Board, planned and executed over 100 Zoom sessions that reached 2800 individuals during 2020 and over 1300 individuals thus far in 2021
- T. Collaborated with the ILSO Executive Assistant to create the 2020-2021 DKG ILSO Directory and the convention booklet for 2021
- U. Set up chapter meetings on Zoom when requested
- V. Participated in meetings of 30 different chapters
- W. Served as ambassador for four chapters
- X. Set up and participated in conference calls with six chapters reluctant to engage in Zoom
- Y. Assisted in rebuilding three chapters which involved establishing meetings and planning programs

III. Recommendations

- A. Review and update yearly the Strategic Action Plan for Renewal and emphasize its use in chapters
- B. Support initiatives that focus on Leadership Development, Programs, Membership, and Marketing
- C. Encourage chapters to use the *Constitution, International Standing Rules, and Go To Guide for Chapter Members* to effectively plan and conduct work
- D. Conduct as many state committee meetings with via Zoom as a cost-saving measure
- E. Facilitate Zoom sessions for chapters
- F. Represent Illinois at International conferences and conventions
- G. Encourage chapters to provide programs that meet the criteria of Professional Development hours
- H. Promote Professional Development programs and seminars for members and non-members at state events which meet criteria for hours
- I. Continue to offer Training for Chapter Leaders - Leadership Academy

- J. Encourage chapters to mentor and induct collegiate, early career, and active educators
- K. Assist and encourage chapters to identify and mentor potential leaders to assume chapter, state, and International leadership positions
- L. Support the reduction of paper copies and encourage the use of registration forms that can be sent electronically for ILSO events
- M. Continue to work with the ILSO Webmaster to update and revise the DKG ILSO Website
- N. Urge members to post chapter information on the DKG Facebook page and like the Facebook page to receive daily information
- O. Continue to post daily updates on the activities of DKG-Illinois
- P. Continue to have monthly challenges to keep members connected
- Q. Continue to attend as many chapter meetings as possible via Zoom and in person when that becomes possible
- R. Urge chapters to have Facebook pages and websites (if possible)
- S. Continue accessibility to chapters to answer questions and attend meetings when available
- T. Continue efforts to rebuild struggling chapters

Beverley H. Johns, Alpha Phi, Jacksonville

#2 RECORDING SECRETARY

I. Goals Established

- A. Perform duties of the ILSO Recording Secretary
- B. Attend functions assigned to this position
- C. Work to improve the efficiency and accuracy of meeting attendance data

II. Implementation of Goals

- A. Prepared written minutes for State Planning and Rules Committee meetings and General Business and Executive Board Meetings (2020-21)
- B. Reviewed Executive Board attendance sheets compiled at electronic meetings to determine a quorum

III. Recommendations

- A. Request that members presenting oral reports at Executive Board and General Business Meetings send the report electronically to the ILSO Recording Secretary
- B. Stress that Executive Board members sign Executive Board attendance sheets for in person meetings or electronically for virtual meetings
- C. Request that the Committee to Review the Minutes of Executive Board and General Business Meetings explain corrections to help with future minutes
- D. Maintain an electronic file of minutes for the state organization archives
- E. Request accurate registration names of Executive Board members and/or official designees in advance of Executive Board and-General Business Meetings
- F. Work to organize and accommodate electronic meetings

Dr. Margaret Trybus, Iota, Oak Park

#3 Treasurer

I. Goals Established

- A. Perform the duties of ILSO Treasurer as described in job description with significant attention to detail
- B. Attend functions prescribed for this position via Zoom or in person

II. Implementation of Goals

- A. Communicated with chapter treasurers, relaying annual instructions for dues processing using Chapter Connect on International website, directions for filing Form 990-N, and the updated Fee Form; communicated via e-mail and telephone with various treasurers to answer questions and provide/request information; provided forms and instructions on the DKG ILSO Website
- B. Analyzed Annual Reports of Chapter Treasurers (Form 15) due July 15 and rectified errors and submitted Form 16 to International by Sept. 1
- C. Processed reservation monies collected for Creative Arts Retreat, Training for Chapter Leaders Workshops, and ILSO Convention; processed refunds due to Covid virus and cancellations
- D. Served on the Lambda State Foundation for Educational Studies Board, Leadership Development Committee, State Planning Committee, and Finance Committee; attended all called meetings via Zoom
- E. Compiled necrology list from Forms 6 and 18A data and shared data with ILSO Editor and Membership Chair
- F. Recorded all transactions in ILSO accounts and Foundation accounts using QuickBooks 2019 software
- G. Monitored all ILSO accounts and funds and invested funds; shared this data monthly with ILSO President, Finance Chair, and Foundation Chair
- H. Worked closely with ILSO President, processing all vouchers promptly
- I. Maintained accurate membership records for all chapters; recorded all changes and submitted information to the International office electronically
- J. Filed the Unemployment Tax (U/I 3/40) quarterly; filed FUTA (940) annually, W-3, W-2, Attorney General's Charitable Supplement (AG990-IL) for ILSO and Lambda State Foundation for Educational Studies, Inc., and Form 990 for both as well
- K. Submitted all books and records for 2019-2020 to Hoffman & Tranel, CPAs, to complete annual audit; presented audit to Executive Board as prepared by Hoffman and Tranel
- L. Will submit all books and records for 2020-2021 to Hoffman & Tranel, CPAs, in Rock Island for annual audit in late July
- M. Attended General Business and Executive Board Meetings in September and April
- N. Worked with International Headquarters to ready instructions for the new dues process that involves collecting dues in the spring instead of September and October each year
- O. Provided training for chapter treasurers on the new Chapter Connect dues program via Zoom
- P. Reviewed investment policies for responsible investment of ILSO and Foundation funds

- Q. Continued working relationship with RBC Wealth Management to remove some of the investment decisions from the job of the state treasurer

III. Recommendations

- A. Encourage chapters treasurers to submit paperwork to state treasurer and International immediately following induction in order for new members to be added promptly to International records and mailing lists
- B. Urge ILSO officers and committee chairs to submit all bills and vouchers to ILSO President no later than June 15 in order to close the financial books by June 30
- C. Encourage chapter treasurers to send Form 15, Annual Report of Chapter Treasurer, no later than July 15 to the ILSO Treasurer and file Form 990N electronically to IRS between July 1 and November 15 annually
- D. Encourage chapter treasurers to submit address changes, membership status changes, new members, and deaths to the ILSO Treasurer promptly in order to keep address files up to date and save on returned mail costs
- E. Continue consolidating ILSO banking as much as possible as recommended by the auditor and continue placing investment decisions in the hands of investment consultants as CDs mature

Sharon Vinson, Zeta, Roscoe

#4 EXECUTIVE ASSISTANT

I. Goals Established

- A. Perform duties of ILSO Executive Assistant as prescribed by written contract, DKG ILSO *Bylaws* and *Standing Rules*, and Personnel Handbook
- B. Respond in a timely manner with all members of the state organization
- C. Attend state committee meetings – Visitation, Event Planning and Management, Finance, Leadership Development, and State Planning
- D. Reduce monthly mailing costs by using electronic communication
- E. Inform Executive Board of changes in member contact information
- F. Develop and maintain professional and working relationships with the ILSO President, Executive Board, and members of the state organization
- G. Create, order, and distribute printed material for state events
- H. Respond to member emails and/or forward to the appropriate chairs or Executive Board members
- I. Reduce storage of hard copies of DKG items that are already saved digitally or in archives
- J. Increase marketing of ILSO through assisting with Zoom sessions and Facebook postings

II. Implementation of Goals

- A. Printed, collated, packaged, mailed, and emailed materials as needed for: President's monthly mailings, State Officer/Committee Chair mailings, Virtual Convention 2021, Fall Executive Board, State Directory/Calendar, State committees, and Transition Meeting
- B. Worked with the ILSO President and others as needed to create and distribute monthly information in the President's mailing and the Chapter Check-Up via email

- C. Attended and assisted at required state committee meetings
- D. Reduced costs for monthly mailings by having items available electronically (except for personal information)
- E. Updated chapter officer/committee chair contact information on email for monthly mailings and additional correspondence
- F. Assisted with mailings, meetings, and scheduling for the 2020-2021 Executive Board Meetings; participated in some online activities and Zoom meetings
- G. Created, ordered, and delivered commercially printed materials to chapter presidents, Executive Board members, state committee chairs, and past state presidents
- H. Responded to emails and/or forwarded to the appropriate chairs or Executive Board members
- I. Reduced storage by organizing hard copies of mailings and chapter yearbooks, destroyed those over two years old, and urged members to do the same with chapter directories
- J. Increased marketing through assisting with Zoom sessions and Facebook posts

III. Recommendations

- A. Find cost-efficient ways to continually reduce or eliminate hard copies by distributing required materials via the DKG ILSO Website, personal flash drives/hard drives, and educating members about Google Docs and iMovie to assist in their DKG publications or presentations
- B. Encourage member participation in professional and personal development opportunities offered by DKG and other associations
- C. Encourage the simplification of forms and procedures while reducing the amount of printed material at all levels
- D. Educate members regarding phishing, using one email address consistently, and promptly sending email and address changes to execassistlambdast@gmail.com

Dr. Kammie Richter, Xi

#5 PARLIAMENTARIAN

I. Goals Established

- A. Perform the duties of the ILSO Parliamentarian
- B. Attend functions prescribed for this position
- C. Update parliamentarian materials
- D. Present a workshop on parliamentary procedure at the ILSO Convention

II. Implementation

- A. Assisted state president with parliamentary procedures at General Business and Executive Board Meetings
- B. Attended State Planning Committee meeting via Zoom, summer 2020
- C. Attended three Rules Committee meetings
- D. Planned and co-presented three workshops on Chairing Effective Meetings via Zoom.
- E. Helped members with individual Parliamentary questions

III. Recommendations

- A. Update the website tips on parliamentary procedure
- B. Encourage members to follow proper parliamentary procedures during chapter meetings

Carolyn Godby, Alpha Lambda, Pekin

#6 EDITOR

I. Goals Established

- A. Edit articles for the *Newscaster* in a timely manner for a total of four issues in a 12 month period from July 1 to June 30 to be printed and mailed or electronically sent in September (fall), December (winter), March (spring) and June (summer)
- B. Design and produce the *Newscaster* in a timely manner in cooperation with Faulstich Printing Company, Danville, IL
- C. Participate in activities at the state and International levels with the purpose of highlighting the involvement of state members, projects, and activities in the *Newscaster*
- D. Work alongside the ILSO President to encourage members to be involved in the *Newscaster* by sending news electronically and responding to requests for participation in order to keep members informed and celebrate member accomplishments
- E. Work with state officers and committee chairs to plan, edit, and publish state activities in the *Newscaster*
- F. Finalize the steps needed to publish and electronically send the *Newscaster*
- G. Attend state and International meetings to encourage and highlight member participation and accomplishments

II. Implementation of Goals

- A. Edited articles and photographed and/or secured pictures and logos for the *Newscaster* and state files for the first three issues (Volume 76, Issues 1-3) of the *Newscaster*
- B. Designed and produced the fall edition of the *Newscaster* using Adobe InDesign Creative Suite after taking an Adobe InDesign class through the University of Illinois and in conjunction with Faulstich Printing Company, Danville, IL
- C. Participated in activities at the chapter, state and International levels to highlight members, projects, and activities in the *Newscaster*
- D. Worked alongside the ILSO President to encourage members to be involved in the *Newscaster* by sending news electronically and responding to requests for participation while creating a new colorful look, increasing the number of pages with the goal of informing members and celebrating member accomplishments, all while staying under budget and publishing on time
- E. Worked with state officers and committee chairs to plan, edit, and publish state activities in the *Newscaster*
- F. Finalized the steps needed to publish and electronically send the *Newscaster* including:
 - 1. Contacted DKG Society Headquarters for an electronic file of members' names and addresses for labeling the *Newscaster*

2. Updated International's list of members' addresses with updates on new members and deaths from chapter presidents and those with recently paid dues from the state treasurer
 3. Updated the Excel file for electronic mailings to be sent
 4. Worked with Faulstich Printing Company, Danville, IL to refine the details of the *Newscaster* regarding appearance, cost, publishing, labeling and mailing in a timely manner
 5. Sent complimentary *Newscasters* to International officers, state presidents and communications chairs
 6. Sent *Newscasters* electronically to state members who requested electronic over hard-copy and to all members when winter issue was delayed due to USPS issues; communicated with USPS personnel regarding delay
- G. Attended the Communications and Marketing and State Planning Committee meetings, Executive Board and General Business Meetings, the Creative Arts Retreat, and the virtual DKG Society International meeting; partnered with ILSO President for a Zoom session regarding tips for chapter presidents and presented an introductory session via Zoom for the Leadership Academies

III. Recommendations

- A. Continue to encourage chapters to send chapter news and photos for publication including an email verifying the chapter has the Permission to Post on file for photo publication in the *Newscaster*, all due by the 15th of January, April, July and October
- B. Encourage members to send email and address changes to ILSO Editor dkgilso.editor@gmail.com, ILSO Treasurer svins4@gmail.com, and DKG Society International mem@dkg.org
- C. Continue working with the state organization officers, committee chairs, and Faulstich Printing Company, Danville, IL, to publish a professional and timely *Newscaster* for ILSO members
- D. Participate in activities at the state and International levels to encourage and highlight the involvement of state members, projects, and activities in the *Newscaster*

Kammie Richter, Xi

#7 HISTORIAN

I. Goals Established

- A. Maintain the historical records of the DKG Illinois State Organization
- B. Work with the Illinois State University Archives staff in the maintenance of the Illinois State Organization Archives
- C. Work with chapters to maintain their histories and submit chapter histories after the completion of the 2018-2020 biennium
- D. Prepare guidelines for chairs to submit committee records to the organization's archives

II. Implementation of Goals

- A. Visited the ISU Archives as needed to update records and add materials from various state organization sources
- B. Accessed archived materials for member questions and mailed copies as needed
- C. Collected chapter biennium histories electronically and delivered printed copies to the Archives
- D. Prepared *Newscaster* article on the archives
- E. Updated the Historian webpage on the DKG ILSO Website
- F. Wrote guidelines to help state committee chairs prepare records for the state organization archives

III. Recommendations

- A. Continue updating the Illinois State Organization Archives
- B. Continue to work with the ISU Archives team in the preservation of the organization's archives
- C. Assist the 2018-2020 chapter presidents in completing and sending biennium histories to be added to the organization's archives
- D. Revise the Historian webpage on the DKG ILSO Website as needed
- E. Work with state committees to submit records to the archives

Lou Ann Jacobs, Alpha Beta, Normal

#8 WEBMASTER

I. Goals Established

- A. Update/create pages and forms as state officers/committees designate with approval of ILSO President
- B. Post all forms in Word and pdf format
- C. Post all forms on appropriate committee page
- D. Earn biennial Certified Website logo from DKG International
- E. Collect permission form from any person with information/picture on the website
- F. Continue to make website more user friendly
- G. Encourage use of social media to share the positive work of Illinois State Organization
- H. Continue use of online registration and payments for all events
- I. Enforce procedure for use of any copyrighted material by requiring permission to post from owner
- J. Password-protect specific documents

II. Implementation of Goals

- A. Posted forms in the format provided on appropriate committee page
- B. Posted all pages submitted by state officers/committees with prior approval of ILSO President
- C. Support ILSO President in use of social media
- D. Collected permission form from persons with information/pictures on website
- E. Asked for use of non-copyright materials or owner permission to post, if copyrighted

- F. Continued use of online registration and payments for Virtual Convention 2021
- G. Required password to view the *Newscaster* on the DKG ILSO Website
- H. Incorporated photographs on the DKG ILSO Website
- I. Allowed members to find forms specifically under the corresponding committee webpage

III. Recommendations

- A. Continue to update the DKG ILSO Website to include more photos and graphics to make the site more current, inviting, and relevant to members
- B. Continue to work with committee chairs to annually review and update their committee webpage
- C. Consult with ILSO President for changes to the DKG ILSO Website
- D. Encourage members who are sending materials to be approved and posted on the DKG ILSO Website to allow two weeks in turnaround time
- E. Update DKG ILSO Website twice a month around the 15th and 30th of each month
- F. Work with committee chairs and organization leaders with the use of Google and the capabilities it has to offer to make sharing of documents easier

Rene DeGuzman, Beta Phi, Plainfield

Reports of Standing Committees

Society Business

#9 CHAPTER VISITATION

I. Goals Established

- A. Implement the visitation process
- B. Communicate with the ambassadors as visiting progresses
- C. Compile the report results to share with the Executive Board
- D. Give the 2020-2021 reports to the historian
- E. Transition with the incoming Visitation Chair

II. Implementation of Goals

- A. Communicated with the ambassadors and ILSO President
- B. Received Rules Checklists and Presidents' and Ambassadors' Reports of Chapter Visit or Communication
- C. Presented a report to the Executive Board evaluating the biennium
- D. Gave the 2020-2021 reports to the historian
- E. Met with the incoming Visitation Chair

III. Recommendations

- A. Evaluate the "New Look" in visitation
- B. Remind ambassadors that they are to continue for another year

Pam Painter, Chi, White Hall

#10 COMMUNICATIONS AND MARKETING

I. Goals Established

- A. Encourage chapters to make a difference by supporting, sharing with, and serving members
- B. Maintain the DKG ILSO Website and renew the Website certification when required via ILSO Webmaster; recommend ILSO Webmaster stipend
- C. Publicize the available resources such as: VITA (Volunteers In Technical Assistance), sample newsletters and brochures, YouTube, iMovies, and various international resources
- D. Train the new communications and marketing teams at Training for Chapter Leaders
- E. Coordinate technology seminars in the biennium; continue to investigate methods for facilitating remote communication
- F. Explore and promote multiple social options to meaningfully impact communication and help members understand responsible use of communication systems (phone, text, Facebook, email, etc.)
- G. Recognize chapters' and members' efforts and achievements in publishing and communication

II. Implementation of Goals

- A. Communicated with chapter Communications and Marketing Chairs via DKG ILSO Website and through email
- B. Posted *Get Connected* on the DKG ILSO Website
- C. Submitted motion for the stipend for ILSO Webmaster
- D. Created a questionnaire/survey on possible Zoom sessions and published it in the *Newscaster*; continued to look for resource ideas that foster communication and marketing throughout chapters
- E. Provided Zoom sessions based on responses submitted by members and leadership; providing sessions to be held during the Virtual Convention 2021
- F. Attempted to correct members' emails as currently listed by International

III. Recommendations

- A. Look for ways to support chapter use of technology for communications, publicity, and marketing
- B. Continue to communicate with chapter Communications and Marketing Chairs via email and articles
- C. Propose the stipend for ILSO Webmaster.
- D. Continue to hold seminars/sessions based on technology and marketing; investigate alternate funding possibilities
- E. Post *Get Connected* on the website and continue to plan communications and marketing sessions for the convention

Mary Jane Sterling, Nu, Peoria

Committee Members:

Eileen Darin, Gamma Theta, Crest Hill
Amy Gerdes, Alpha Tau, Gillespie
Suzy Perkins, Beta, Bloomington
Melissa Smay, Chi, Kane
Patty Walsh, Beta Alpha, Chicago (advisor)
Rene DeGuzman, Beta Phi, Plainfield (Webmaster/ex officio)
Kammie Richter, Xi (Editor/ex officio)
Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

Recognition of Illinois State Organization Members Who Have Published in 2019-2021

Zeta, Amanda Becker (2019). "Rockford's Forgotten Driving Park: Racing, Politics and Circuses", Arcadia Books, History Press Publishers

Iota, Kim Sekulich (2019). "Engaging adult learners: Teaching by example". *The Delta Kappa Gamma Bulletin, Collegial Exchange*, 86(2), 34-36

Iota, Kim Sekulich (2020). "Developing An Online Community of Learners". *The Delta Kappa Gamma Bulletin International Journal for Professional Educators*, 86(5), 17-22

Iota, Kim Sekulich, (2020). "Learning Through Formative Feedback: A review of the literature". *The Delta Kappa Gamma Bulletin International Journal for Professional Educators*, 86(3), 51-59

Phi, Sue Stewart Ade, (2019). Book: *Friends Together* (Hickory Hills Book 2). Available on Amazon (paperback or Kindle)

Psi, Marie Samuel, (2020). Poem: "Connections", The First Six Month's Poems During a Pandemic. *Southern Chapter Illinois State Poetry Society*

Psi, Marie Samuel, (2020). Poem: "Defense Production Acts: We Can Do It", The First Six Month's Poems During a Pandemic. *Southern Chapter Illinois State Poetry Society*

Alpha Nu, Laura Beltchenko, (2020). "Talent, Ability and Potential, TAPPING into the Needs of Advanced Literary Learners". *Illinois Reading Council Journal*

Alpha Nu, Teta Minuzzo, (2020). Book: *Life Is a Puzzle - Genealogy and Life Story*

Alpha Phi, Beverley Johns, (2020). "Connections in Contagion". *The Delta Kappa Gamma Bulletin, Collegial Exchange*, 87(2), 16-19

Beta Beta, Dawnielle Smith, (2019). Book: *Taking Breaks with Jesus*, Kindle Publishing

Beta Epsilon, Irene Apanovitch-Leites, (2021). Co-authored with Scott Rieker. "COVID and the Choral Educator: Preparedness, Perceptions, Attitudes and a Way Forward". *Choral Journal*

Beta Phi, LeBlanc, Dr. Debra (2019). "Madam chairman, I move to continue the 'Leading effective meetings seminar'." With McChesney, V. *The Delta Kappa Gamma Bulletin, Collegial Exchange*, 86(2), 45-46

#11 EVENT PLANNING AND MANAGEMENT

I. Goals Established

- A. Update DKG ILSO Calendar periodically
- B. Update committee duties and responsibilities
- C. Record state convention statistics annually
- D. Investigate virtual vs. on-site conventions
- E. Investigate DKG ILSO event sites recommended by members
- F. Negotiate contracts for DKG ILSO events
- G. Publicize the necessity for staying at the convention hotel, registering for three convention meals, and attending the entire convention to comply with the venue room usage fee for on-site convention

II. Implementation of Goals

- A. Updated DKG ILSO Calendar canceling and rescheduling events due to COVID-19 pandemic and attempting to avoid conflicts with religious holidays
- B. Assigned convention responsibilities to Event Planning and Management Committee members including registrar and coordinators
- C. Negotiated the cancellation of the on-site 2021 DKG ILSO Convention in Oak Brook and the addendum to move the on-site convention date to April 20-23, 2023
- D. Negotiated contract with Crowne Plaza in Springfield as the site of the 2022 DKG ILSO Convention
- E. Facilitated the contract cancellation of Executive Board and Leadership Academies at the Holiday Inn and Suites, Bloomington
- F. Gave reports and publicized convention in a variety of media
- G. Wrote article for the *Newscaster* regarding virtual vs. on-site convention
- H. Participated on the Steering Committee for the Virtual Convention 2021
- I. Will facilitate any changes/cancellation of the contract for the Creative Arts Retreat, 2021 as needed

III. Recommendations

- A. Encourage chapters to include in yearbooks a two-year listing of upcoming DKG ILSO dates/events when possible to avoid meeting conflicts
- B. Continue to assign convention duties to Event Planning and Management Committee members
- C. Maintain detailed convention statistics, including participants for the virtual 2021 convention
- D. Award prizes for "Meet the Minimum" at on-site convention locations
- E. Study event evaluations and make recommendations
- F. Investigate physical sites/virtual opportunities for upcoming DKG ILSO events
- G. Encourage members to attend virtual and on-site DKG ILSO events

Sylvia Olson, Alpha Nu, Cape Coral, FL

Committee Members:

Kathy Betke, Alpha Theta, McHenry
Melinda Davis, Alpha Theta, Crystal Lake
Beatrice Hall, Beta Sigma, Decatur

Judith Larson, Delta, Fairview Heights
Jean Tulin, Alpha Rho, Knoxville
Dr. Debbie LeBlanc, Beta Phi, Downers Grove (Immediate Past President)
Dr. Kammie Richter, Xi, (Executive Assistant/ex officio)
Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

**DKG Illinois State Organization
Calendar**

2021

April 20-28 Virtual **Illinois State Organization Convention**
Via Zoom Meetings

June 5 Virtual **Transition for State Leaders**
Via Zoom Meetings

June 22-24 Virtual **Creative Arts Retreat**
Via Zoom Meetings

July 7-10 **International Conference**
Portland, OR

July 21-24 **International Conference**
San Antonio, TX

September 17-18 **Executive Board Meeting**
Holiday Inn & Suites, Bloomington-Airport, Bloomington, IL

2022

April 29-May 1 **Illinois State Organization Convention**
Crowne Plaza, Springfield, IL

June 21-23 **Creative Arts Retreat**
Allerton Park, Monticello, IL

July 12-16 **International Convention**
Sheraton, New Orleans, LA

September 16-17 **Executive Board Meeting**
Holiday Inn & Suites, Bloomington-Airport, Bloomington, IL

2023

April 23-25 **Illinois State Organization Convention**
DoubleTree by Hilton, Oakbrook, IL

June 20-22 **Creative Arts Retreat**
Allerton Park, Monticello, IL

September 15-16 **Executive Board Meeting**
Holiday Inn & Suites, Bloomington-Airport, Bloomington, IL

2024

International Convention
Gaylord National, D.C. Area, National Harbor, MD

2026

International Convention Gaylord Rockies, Aurora, CO

#12 FINANCE

I. Goals Established

- A. Review current DKG Illinois State Organization Adopted Budget as needed
- B. Prepare/propose one fiscally responsible budget for the upcoming fiscal year
- C. Review the chapter budget form and those submitted by chapters
- D. Review the *Guidelines for Chapter Budget Preparation*
- E. Review the *Guide for Chapter Review/Audit*
- F. Review chapter voucher form and other forms as needed
- G. Post current chapter budget forms guidelines, review/audit guide and funds descriptions on DKG ILSO Website
- H. Provide information and support to chapter finance chairs
- I. Review the investment policy of DKG ILSO and update policy if warranted
- J. Review DKG ILSO *Bylaws* and *Standing Rules* as they pertain to finance
- K. Prepare materials for transition/leadership training of chapter finance chairs

I. Implementation of Goals

- A. Prepared fiscally responsible budget
- B. Reviewed chapter budget form and the submitted chapter budgets
- C. Reviewed the *Guidelines for Chapter Budget Preparation*
- D. Reviewed the *Guide for Chapter Review/Audit*
- E. Prepared materials for chapter finance chairs
- F. Distributed chapter budget forms, guidelines, review/audit guide and funds description to the ILSO President for approval prior to posting on the DKG ILSO Website
- G. Communicated with investment advisor regarding investments in order to secure increased returns
- H. Reviewed DKG ILSO *Bylaws* and *Standing Rules* as they pertain to finance

III. Recommendations

- A. Provide the ILSO Chapter Budget form, *Guidelines for Chapter Budget Preparation*, *Guide for Review/Audit*, Description of ILSO Funds, and Description of International Funds to each chapter finance chair/chapter president; post documents on the DKG ILSO Website
- B. Request that chapter finance committees prepare a detailed budget for the upcoming fiscal year, for approval at their last business meeting before June 30, using the state-supplied materials
- C. Request chapter finance chairs send to the ILSO Finance Chair a copy of the chapter's approved budget using an official 2021-2022 State Chapter Budget form by August 1
- D. Encourage the submission of all ILSO bills for the fiscal year by June 15 to the ILSO President to allow payment before the end of the fiscal year (*Standing Rule, General Procedures, 1.14 C.*)
- E. Work with the ILSO Treasurer regarding investment decisions and communications with chapter treasurers
- F. Continue investment relationship with RBC Wealth Management, Austin, Texas, with virtual quarterly meetings with the Finance Committee
- G. Recommend the state convention fees for each chapter be \$1.00 per member
Membership is based on the June 30 Annual Report of Chapter Treasurer.

- H. Continue the annual Training for Chapter Leaders Workshop/Transition State Leaders fee at \$30.00 for each chapter (*Standing Rule, Dues and Fees, 1.11C.1.*)
- I. Recommend the DKG ILSO Executive Board adopt the current *Proposed Illinois State Organization Budget*
- J. Review chapter voucher form and other forms as needed
- K. Post by March 1 chapter budget forms, guidelines, review/audit guide, fund descriptions, etc., on DKG ILSO Website
- L. Encourage use and submission of all electronic financial documents
- M. Train state and chapter officers/chairs in the use and submission of electronic documents
- N. Adjust State Budget to reflect changes in DKG ILSO *Bylaws* and *Standing Rules*
- O. Review DKG ILSO *Bylaws* and *Standing Rules* pertaining to the Finance Committee and/or budget

Loryann Eis, Beta Epsilon, Moline (2024)

Committee Members:

Dr. Patricia Kubistal, Kappa, Chicago (2023)
 Linda Tobin, Mu, Milan (2023)
 Dr. Debra Reid, Gamma, Dearborn, MI (2022)
 Vicki L. Smith, Gamma Phi, Princeton (2022)
 Carol Beste, Alpha Eta, Bethalto (2021)
 Karen Phillips, Gamma Xi, Bartlett (2021)
 Kathy Richardson, Gamma Upsilon, Geff (2024)
 Sharon Vinson, Zeta, Roscoe (Treasurer/ex officio)
 Dr. Kammie Richter, Xi, (Executive Assistant/ex officio)
 Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#13 LEADERSHIP DEVELOPMENT

I. Goals Established

- A. Plan Training for Chapter Leaders - Leadership Academy to include collaborative training sessions
- B. Review the evaluations of the Leadership Academies held electronically via Zoom on August 8, 2020 and September 25, 2020
- C. Design Leadership Academy collaborative training sessions
- D. Provide Training for Chapter Leaders – Leadership Academy registration form online
- E. Follow up immediately after each Leadership Academy session with a written evaluation form
- F. Provide certificates for attendance at each Leadership Academy
- G. Provide leadership opportunities for members and non-members to engage in new adventures in technology
- H. Plan a combined Communications and Marketing and Leadership/Management Seminar for 2021
- I. Provide leadership opportunities for members and non-members through participation in the Teach to Lead Summit
- J. Plan the Transition Meeting for State Leaders

II. Implementation of Goals

- A. Attended the State Planning Committee meeting and subsequent meetings for the Virtual Convention 2021
- B. Planned the Leadership Academy sessions that were held via Zoom on August 8, 2020 and September 25, 2020
- C. Marketed the Leadership Academy sessions by publishing "Save the Date" and posting registration materials on DKG ILSO Website, DKG Facebook, and through email
- D. Collaborated with Communications and Marketing Chair to plan joint seminars for leadership and technology
- E. Planned the Transition Meeting for State Leaders

III. Recommendations

- A. Conduct Zoom meetings for committee business when necessary
- B. Hold Training for Chapter Leaders - Leadership Academy in even-numbered years
- C. Coordinate a Transition Meeting for State Leaders in odd-numbered years
- D. Organize a combined meeting of the Communications and Marketing Committee and Leadership Development Committee to discuss continued collaboration
- E. Communicate via the DKG ILSO Website, *Newscaster*, DKG Facebook, and emails
- F. Continue to support ILSO involvement with the Teach to Lead Summit

Deborah Lambeth, Sigma, Griggsville

Committee Members:

Pamela Ave Maria, Eta, Morton Grove
Julie Ann Bauer, Beta Pi, Decatur
Christina Edmonds-Behrend, Gamma, Charleston
Patti Kozlowski, Beta Gamma, Batavia
Shelia Mikeworth, Alpha Upsilon, Hutsonville
Dr. Joan Róg, Beta Alpha, Chicago (Educational Excellence Chair)
Sharon Vinson, Zeta, Roscoe (Treasurer/ex officio)
Dr. Kammie Richter, Xi (Executive Assistant/ex officio)
Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#14 MEMBERSHIP

I. Goals Established

- A. Communicate with the chapters through the *Newscaster* by providing suggestions for retaining, reclaiming, and recruiting membership and by offering membership tips
- B. Assist chapters with membership and necrology questions
- C. Encourage participation in the "One on One" program by asking each chapter to recruit one member and by providing direct communication and assistance between a state Membership Committee member and chapters in her area
- D. Plan and present the Membership Gathering at the Virtual Convention 2021 recognizing all members, particularly those who have 40, 45, 50, 55, 60, and 65

years of membership in DKG, as of April 2020 and April 2021; encourage chapters to order pins for their respective members with these special anniversaries

- E. Recognize the accomplishments of members being honored by other state committees
- F. Encourage each chapter to submit Form 6 Death of Member electronically or via USPS
- G. Plan and present the Celebration of Life Ceremony for the 2020 and 2021 at the Virtual Convention 2021 and send notes of sympathy if Form 6 is received in a timely manner
- H. Organize a workshop, Ten-Minute Takeaway, and Poster Session for members at the Virtual Convention 2021
- I. Receive and evaluate recommendations of women proposed for State Honorary Membership and submit names of qualified candidates to the DKG ILSO Executive Board for consideration
- J. Assist in the rebuilding of chapters that have considered dissolution and in supporting struggling chapters

II. Implementation of Goals

- A. Submitted articles and membership tips to the *Newscaster*
- B. Answered membership and necrology questions from chapters and members
- C. Encouraged participation in every chapter recruiting at least one member by having state Membership Committee members assigned to each area to act as a resource
- D. Planned the Membership Gathering for the Virtual Convention 2021 where all members were celebrated, especially those who have served DKG 40, 45, 60, 55, 60, and 65 years in 2020 and 2021
- E. Accepted and recorded Form 6 from chapters
- F. Planned the Celebration of Life Ceremony for the Virtual Convention 2021
- G. Organized and presented workshops, a Ten-Minute Takeaway, and Poster Session for the Virtual Convention 2021
- H. Planned and presented a workshop at the virtual Training for Chapter Leaders - Leadership Academy August 8 and September 25
- I. Recommended a worthy candidate for State Honorary Membership
- J. Assisted in the rebuilding of chapters that considered dissolution or other challenges in maintaining their group

III. Recommendations

- A. Continue to submit membership-related articles and tips to the *Newscaster*
- B. Provide assistance to chapters with membership or necrology questions
- C. Stress that chapters send Form 6 to the ILSO Membership Chair
- D. Encourage member recruitment and retention
- E. Evaluate and revise as needed the Celebration of Life Ceremony and Membership Gathering
- F. Advocate and recommend women for State Honorary Membership
- G. Continue to assist struggling chapters and those that have considered dissolving

Linda Adcock, Beta Phi, Naperville

Committee Members:

Barbara Blanco, Nu, Peoria
Sandy Cook, Gamma Gamma, Elgin
Louann Harms, Alpha Beta, Fairbury
Jackie Hernandez, Upsilon, Bourbonnais
Diane Kovach, Psi, Harrisburg
Dr. Felisha Parsons, Eta, Chicago
Denise Pawelczyk, Gamma Gamma, Elgin
Dorothy Stanfield, Gamma Theta, Plainfield
Dr. Jennifer Stringfellow, Gamma, Charleston
Kathy Zeller, Beta Rho, Naperville
Beverly H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#15 NOMINATIONS

I. Goals Established

- A. Maintain contact with chapter Nominations Chairs and presidents in all six areas; consider committee members visiting chapters to meet members
- B. Encourage chapter leaders to urge members to serve at the local, state and International level
- C. Urge early selection/election of chapter president, officers, and committee chairs for the 2020-2022 biennium
- D. Write and send monthly training tips to incoming chapter presidents
- E. Encourage submission of recommendations for state elected officers and committee members for 2021-2023 biennium
- F. Review and update the *Official Form for Recommendation for Elected Positions, Recommendation Form for Illinois State Organization Committee Appointments, and the Suggested Selection Criteria for Illinois State Organization Nominees.*

II. Implementation of Goals

- A. Committee members contacted presidents regarding the process of nominating members to consider serving in elected state positions and encouraged presidents to submit member names for committee appointments; in person visits to chapters not scheduled due to Covid-19 pandemic
- B. Encouraged chapter leaders to urge members to serve at the local, state and International level
- C. Prepared official Notification of Chapter President and slate of officers' documents for 2020-2022 biennium for posting on DKG ILSO Website.
- D. Wrote and sent monthly training tips to incoming chapter presidents and posted tips on DKG ILSO Website
- E. Encouraged attendees at 2020 Fall Executive Board meeting to submit recommendations for state elected officers and committee members for 2021-2023 biennium
- F. Reviewed and updated the *Official Form for Recommendation for Elected Positions, Recommendation Form for Illinois State Organization Committee Appointments, and the Suggested Selection Criteria for Illinois State Organization Nominees* for posting on the Illinois State Organization website

III. Recommendations

- A. Consider a brief meeting at the state convention for outgoing and incoming members of the Nominations Committee to connect with one another
- B. Consider having Nominations Area representatives meet chapter presidents and members from their area at a state meeting to learn more about the individuals they are representing
- C. Consider Nominations Area representatives writing a letter of introduction about themselves, their role, and encouraging service at the state level
- D. Recommend Nominations Area representatives receive a copy of the Illinois State Organization Directory to facilitate communication with chapters in their area
- E. Write and send leadership tips to incoming chapter presidents
- F. Update DKG ILSO Website with annual Nominations letters and forms
- G. Mentor and encourage current chapter/state officers and committee chairs to continue serving as DKG leaders
- H. Encourage members to consider serving at the International level

Dr. Debbie LeBlanc, Beta Phi (Area 2) Downers Grove

Committee Members:

Susan Cottrell (Beta Psi), (Area 1), Chicago
Karen Sirgany (Pi), (Area 2), Stockton
Barbara Ragheb (Xi), (Area 3), Champaign
Judy Hooper (Omicron), (Area 4), Ottawa
Cynthia Schwab (Beta Zeta), (Area 5), Metamora
Janis Roberts (Psi), (Area 6), Mount Carmel

#16 PERSONNEL

I. Goals Established

- A. Assess the equipment needs of Illinois State Organization
- B. Review and update the Personnel Handbook, especially the Duties and Responsibilities of the ILSO Treasurer and Editor
- C. Communicate with the three ILSO employees
- D. Advertise, interview and select candidates for the ILSO Treasurer and Editor positions
- E. Discuss the salary schedule for employees as it relates to respective positions
- F. Work with Finance Committee on stipends for new hires
- G. Maintain a current equipment inventory for auditing and assess for future purchases
- H. Submit articles to the *Newscaster*
- I. Prepare a brief job description/application for a ILSO Treasurer mentee position
- J. Prepare and present appropriate Executive Board motions for the mentee position and equipment needs
- K. Advertise, interview, and select a candidate for the ILSO Treasurer mentee position

II. Implementation of Goals

- A. Contacted each officer, committee chair, and personnel to determine equipment needs
- B. Prepared revisions of the Personnel Handbook to be presented at April 2021 Executive Board Meeting
- C. Prepared amendments to DKG ILSO *Bylaws* and *Standing Rules* concerning the need of all employees, ILSO Webmaster, and Professional Development Coordinator to verify Sexual Harassment Training
- D. Communicated with three employees through cards and email to encourage them and to thank them for their hard work
- E. Discussed the success of combining ILSO Editor/Executive Assistant positions
- F. Conducted a performance appraisal attended by the ILSO President, Immediate Past State President, Personnel Chair, and Editor Dr. Kammie Richter and recommended that the Editor be offered a one-year contract at a salary of \$3000
- G. Recommended the hiring of Vicki L. Smith as ILSO Treasurer beginning July 1, 2021 for one year at a salary of \$10,000
- H. Recommended \$500 stipend for Vicki L. Smith to be mentored by ILSO Treasurer Sharon Vinson
- I. Worked with Finance Committee to make sure salaries and equipment needs are budgeted
- J. Updated current equipment inventory
- K. Submitted articles to the *Newscaster* concerning new ILSO Editor and Treasurer

III. Recommendations

- A. Communicate with officers, committee chairs, and personnel concerning equipment needs and budget appropriately for those
- B. Review Personnel Handbook and DKG ILSO *Bylaws* and *Standing Rules* as they apply to employees and Personnel Committee
- C. Communicate with employees
- D. Work with the Finance Committee concerning salaries and stipends for employees
- E. Maintain a current equipment inventory
- F. Prepare articles for the *Newscaster*
- G. Review salary of employees

LaVonne Chaney, Beta Pi, Shelbyville

Committee Members

Barbara Bergdolt, Gamma, Paris
Patricia Gaines, Alpha Delta, Chicago
Carol Hughes, Alpha Beta, Roanoke
Carlene Lutz, Kappa, Indian Head Park
Pam Rightsel, Beta, Bloomington
Beverly H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#17 RULES

I. Goals Established

- A. Bring DKG Illinois State Organization (ILSO) *Bylaws* and *Standing Rules* into compliance with the *International Constitution* and *Standing Rules* and current ILSO procedures and practices
- B. Request that ILSO officers, committee chairs, and related personnel review DKG ILSO *Bylaws* and *Standing Rules* and use current governing document terminology and referencing
- C. Review and maintain the Rules Committee webpage on the DKG ILSO Website
- D. Update the *Bylaws*, *Standing Rules*, and *Standing Rules* Index following approval of amendments at Executive Board and General Business Meetings and forward to ILSO President for inclusion on the DKG ILSO Website and in monthly mailings
- E. Provide a current electronic file of the DKG ILSO *Bylaws*, *Standing Rules*, and *Standing Rules* Index to the ILSO President and Executive Assistant for distribution
- F. Review the Chapter Rules Model and Chapter Rules Checklist in accordance with the DKG ILSO *Bylaws* and *Standing Rules*
- G. Assist ambassadors and chapters in updating Chapter Rules to be in compliance with the DKG ILSO *Bylaws* and *Standing Rules*
- H. Request individual chapters send updated Chapter Rules in electronic form to ILSO Rules Committee Chair
- I. Establish procedures for bringing proposed amendments to the DKG ILSO *Bylaws* and *Standing Rules* to the Rules Committee for review

II. Implementation of Goals

- A. Brought DKG ILSO *Bylaws* and *Standing Rules* into compliance with the *International Constitution* and *Standing Rules* and with current DKG ILSO procedures and practices
- B. Requested at Fall Executive Board Meeting and in September mailing that DKG ILSO *Bylaws* and *Standing Rules* terminology be used correctly by members
- C. Updated Rules Committee webpage on the DKG ILSO Website
- D. Updated the *Bylaws*, *Standing Rules*, and *Standing Rules* Index following approval of amendments at Executive Board and General Business Meetings and forwarded to the ILSO President and Executive Assistant for inclusion on the DKG ILSO Website and in monthly mailings
- E. Reviewed the minutes of the Executive Board and General Business Meetings and updated DKG ILSO *Bylaws* and *Standing Rules* actions into the appropriate documents
- F. Reviewed and updated Chapter Rules Checklist
- G. Presented training on rules for chapters via Zoom

III. Recommendations

- A. Advise and support chapters to bring Chapter Rules into compliance with governing documents and current chapter procedures and practices and to store Chapter Rules electronically
- B. Maintain ongoing review of the DKG ILSO *Bylaws* and *Standing Rules*

- C. Continue to encourage ILSO officers, committee chairs, and related personnel to review DKG ILSO *Bylaws* and *Standing Rules* related to their positions
- D. Request documentation of updated Chapter Rules from individual chapters be sent electronically to Rules Committee Chair
- E. Maintain an electronic file of current Chapter Rules to be made available to ILSO officers upon request
- F. Update Chapter Rules Checklist
- G. Update the Rules Page on the DKG ILSO Website on a regular basis
- H. Update the *Standing Rules* Index after each rule change at Executive Board and General Business Meetings
- I. Provide a current electronic file of the DKG ILSO *Bylaws*, *Standing Rules*, and *Standing Rules* Index to the ILSO-President and Executive Assistant and incoming Rules Chair

Britta Peterson, Zeta, Rockford

Committee Members:

Mary Kay Gatchel, Alpha Zeta, Decatur
 Christine Berto, Nu, Peoria
 Linda Lucke, Alpha Nu, Ingleside
 Teena Zindel-McWilliams, Beta Sigma, Decatur
 Margaret Trybus, Iota, (Recording Secretary)
 Carolyn Godby, Alpha Lambda, Pekin (Parliamentarian)
 Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#18 STATE PLANNING

I. Goals Established

- A. Review the *Strategic Action Plan for Renewal*; distribute a revised copy at the virtual DKG ILSO Executive Board and post on the DKG ILSO Website
- B. Continue expansion of professional development and leadership skills for state members as an aid to increase membership and chapter leaders
- C. Plan activities for the virtual 2020 Executive Board Meeting with emphasis on leadership training
- D. Plan activities for the first ever Virtual Convention 2021
- E. Plan activities for the 2020 Training for Chapter Leaders - Leadership Academy
- F. Continue to encourage the use of Zoom for committee meetings
- G. Coordinate with the Communications and Marketing Committee to plan technology seminars for 2020 and 2021
- H. Create a marketing plan for membership and state events
- I. Expand our social media presence through Facebook and YouTube
- J. Facilitate chapter meetings via Zoom during this pandemic
- K. Expand an array of Zoom programs during this pandemic
- L. Planned a challenge each month

II. Implementation of Goals

- A. Reviewed, revised and recommended that the *Strategic Action Plan for Renewal* be adopted by Executive Board

- B. Provided information to Executive Board members regarding the three focus areas of Supporting, Sharing, Serving
- C. Supported a partnership with ECET2 (Elevating and Celebrating Effective Teachers and Teaching), Illinois Teach to Lead Network, Department of Education and state organization
- D. Planned first ever Virtual Convention 2021 using the theme “Making a Difference”
- E. Coordinated with Leadership Development Committee to plan Training for Chapter Leaders – on August 8 and September 25, 2020
- F. Coordinated with Leadership Development Committee to plan a Transition Meeting for new state leaders
- G. Encouraged chapters to offer Professional Development as subcontractors of the state organization
- H. Expanded the use of social media to connect with members and to promote events
- I. Expanded the use of Zoom workshops in the arts, technology, and other topics of interest with 2800 (duplicated count) individuals participating in Zoom workshops during 2020 and over 1200 people participating during January and February 2021

III. Recommendations

- A. Continue to review and revise the *Strategic Action Plan for Renewal*
- B. Address concerns regarding the state organization and chapters, especially those in need of increasing membership and accepting leadership roles
- C. Continue to offer Professional Development for state and chapter programs and offer to members and non-members
- D. Monitor and address issues related to virtual vs. in person conventions
- E. Continue to support the use of technology to conduct state organization business
- F. Use surveys to monitor the needs of members attending state events
- G. Continue to expand the use of DKG Facebook page as a way to get information to chapter members quickly
- H. Continue the use of Zoom workshops to reach chapter members
- I. Continue to facilitate the use of Zoom for chapter meetings
- J. Continue the use of monthly challenges for members
- K. Continue to connect with members through multiple means

Beverley H. Johns, Alpha Phi, Jacksonville

Committee Members:

Dr. Joan Róg, Beta Alpha, Chicago (First Vice-President/Educational Excellence Chair)

Linda Adcock, Beta Phi, Naperville, (Second Vice-President/Membership Chair)

Dr..Margaret Trybus, Iota, Oak Park (Recording Secretary)

Pamela Painter, Chi, White Hall (Corresponding Secretary/Chapter Visitation Chair)

Dr. Debbie LeBlanc, Beta Phi, Downers Grove (Immediate Past President)

Sylvia Olson, Alpha Nu, Cape Coral, FL (Event Planning and Management Chair)

Debbie Lambeth, Sigma, Griggsville, (Leadership Development Chair)

Debra Vorce, Gamma Epsilon, Granite City (Music Chair)

Mary Jane Sterling, Nu, Peoria (Communications and Marketing Chair)

Lavonne Chaney, Beta Pi, Shelbyville (Personnel Chair)

Loryann Eis, Beta Epsilon, Moline (Finance Chair)

Lou Ann Jacobs, Alpha Beta, Normal (Historian)

Cheryl Cox, Gamma Upsilon, Cisne (Professional Development Coordinator)
Carolyn Godby, Alpha Lambda, Pekin (Parliamentarian)
Sharon Vinson, Zeta, Roscoe (Treasurer)
Dr. Kammie Richter, Xi (Executive Assistant/Editor)
Rene DeGuzman, Beta Phi, Plainfield (Webmaster)

Reports of Standing Committees

Society Mission and Purposes

#19 ACHIEVEMENT AWARD

I. Goals Established

- A. Encourage chapters and members to nominate a member who has demonstrated outstanding dedication and participation in the Society at the state, regional, and International levels
- B. Prepare an article for the *Newscaster* encouraging members to nominate qualified members for the Achievement Award
- C. Continue to educate Executive Board members on voting electronically, via email
- D. Urge Executive Board members to vote electronically, via email
- E. Recognize past Achievement Award recipients at the state convention
- F. Present the Achievement Award to the 2020 recipient and the 2021 recipient at the Virtual Convention 2021
- G. Suggest updates to the Achievement Award webpage on DKI ILSO Website
- H. Encourage chapters to select a member for a Chapter Achievement Award

II. Implementation of Goals

- A. Prepared *Newscaster* article encouraging nominations for the Achievement Award
- B. Prepared Chapter Check-Up reminder about Achievement Award nominations
- C. Received no nominations for 2021 Achievement Award
- D. Presented the Achievement Award for 2020 at the Virtual Convention 2021
- E. Recognized past recipients at the Virtual Convention 2021
- F. Updated Achievement Award Committee webpage on DKG ILSO Website

III. Recommendations

- A. Continue to use the recently revised nomination form
- B. Continue to use the recently revised ballot
- C. Present the Achievement Award at the state convention each year
- D. Encourage chapters and members to nominate qualified members including those previously nominated but not selected
- E. Update past recipient information and recognize past recipients at the state convention
- F. Work with the ILSO President and Webmaster to update the DKG ILSO Website
- G. Discuss continuation of ideas for a Chapter Achievement Award
- H. Continue to prepare articles for the *Newscaster* and Chapter Check-Up

- I. Recommend that at the beginning of the chapter president's biennium, the ambassador explain the Achievement Award in detail to the chapter members and stress the importance of the president's vote

Joan Funk, Delta, Mascoutah

Committee Members:

Mary Jane Bauer, Delta Gamma, Quincy

Judi Heckel, Gamma, Charleston

Barb Purdy, Rho, Elwood

Donna Soukup, Alpha Delta, Darian

Jane Yoder, Pi, Galena

Beverly H. Johns, Alpha Phi, Jacksonville, (President/ex officio)

20 EDUCATIONAL EXCELLENCE

I. Goals Established

- A. Provide a variety of professional and personal growth programs, leadership seminars and Professional Development Hour sessions for approved workshops at the chapter and state level that integrate the Purposes of the Society and current trends relevant to local and global educational topics and cultural projects
- B. Offer a 'Program of the Month' suggestion and post on the DKG ILSO Website
- C. Award the Grant-in-Aid to an eligible college student
- D. Support the work of the ILSO President, the Leadership Development Committee, and the Communications & Marketing Committee to offer an Illinois Teacher Leadership Summit Powered by Teach to Lead in FY 2022
- E. Empower, support, and mentor members to enhance shared leadership skills in their professions and at all levels of Society
- F. Prepare materials and provide training for chapter Educational Excellence Chairs at Training for Chapter Leaders – Leadership Academy collaborative sessions
- G. Recommend continued evaluation of ILSO events
- H. Plan a pre-convention tour for the ILSO Convention
- I. Recognize members achieving status of National Board Certification and Doctoral Degrees during this biennium

II. Implementation of Goals

- A. Organized various One-Hour Workshops, Ten Minute Takeaways and Poster Sessions which featured both personal growth and professional development opportunities for the Virtual Convention 2021
- B. Offered a 'Program of the Month' suggestion and posted it on the DKG ILSO Website
- C. Awarded a Grant-in-Aid at the Virtual Convention 2021 Awards Gathering
- D. Empowered, supported and mentored members to enhance shared leadership skills in their profession and at all levels of society by engaging members to be subcontractors to provide Professional Development hours for One-Hour workshops at chapter, Coordinating Councils, and the Virtual Convention 2021

- E. Prepared materials and provided training virtually for chapter Educational Excellence Chairs at Training for Chapter Leaders - Leadership Academy collaborative sessions
- F. Recommended continued evaluation of ILSO events
- G. Did not schedule pre-convention tour due to COVID 19 and virtual convention
- H. Recognized member(s) attaining Doctoral Degrees and National Board Certification Teacher Certification at the Virtual Convention 2021 Membership Gathering

III. Recommendations

- A. Continue to encourage chapters, Coordinating Councils and ILSO sponsored events to present workshops that offer Professional Development hours, either virtually or in person
- B. Continue to work with the Leadership Development Committee and the Communications and Marketing Committee to develop a variety of strong programs for DKG members
- C. Continue to collaborate with ILSO committees to offer the Illinois Teacher Leadership Summit Powered by Teach to Lead, in cooperation with supporting organizations
- D. Continue to award the Grant-in-Aid
- E. Continue to submit 'Program of the Month' suggestions to the DKG ILSO Website
- F. Continue to conduct Zoom meetings for committee business until it is safe to meet in person
- G. Continue evaluation of ILSO events

Dr. Joan L Róg, Beta Alpha, Chicago

Committee Members:

Jen Burisek, Beta Phi, Bolingbrook
Cheryl Cox, Gamma Upsilon, Cisne (Professional Development Coordinator)
Cara Gatchel, Beta Zeta, Decatur
Mary Hayes, Xi, Champaign
Bonnie Lawhorn, Beta Epsilon, Coal Valley
Ashley Lofland, Beta Pi, Decatur
Jessica Mikeworth, Alpha Upsilon, Lawrenceville
Penny Mulconrey, Delta, Belleville
Cindy Roder, Alpha Delta, Chicago
Anita Schuller-Wilson, Upsilon, Kankakee
Dr. Kammie Richter, Xi (Executive Assistant/ex officio)
Beverly H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#21 INTERNATIONAL PROJECTS

I. Goals Established

- A. Communicate information and encourage support of International Projects: Educational Foundation, Speakers Fund, World Fellowship Fund, Emergency US Fund, and Schools for Africa
- B. Inform and encourage chapters to contact and support World Fellowship recipients studying within the state of Illinois
- C. Inform and encourage support of the ILSO Project: Marion Medical Mission's work in the African countries of Malawi, Tanzania and Zambia
- D. Update International Projects Committee webpage on the DKG ILSO Website
- E. Present a poster *International Travel: Where We Have Been and Where We Are Going* at the Virtual Convention 2021 to make attendees more knowledgeable of previous travel experiences
- F. Present a poster about the varied International Projects at the Virtual Convention 2021

II. Implementation of Goals

- A. Communicated (via President's mailing, DKG ILSO Website, *Newscaster*) with chapter chairs to support International Projects including Schools for Africa and Marion Medical Mission
- B. Recognized chapter contributions for 2020 and 2021 to Schools for Africa and Marion Medical Mission at the Virtual Convention 2021
- C. Updated International Projects webpage on DKG ILSO Website
- D. Collected Emergency Fund contributions as one of the choices of a donations for the virtual convention
- E. Encouraged chapter support of the Malawi Project through presentations by Kimberley Richey, Marion Medical Mission Marketing Chair
- F. Prepared two poster sessions for the Virtual Convention 2021

III. Recommendations

- A. Encourage chapters to support Schools for Africa and Marion Medical Mission projects
- B. Recognize chapters that contribute to Schools for Africa and Marion Medical Mission projects

Teresa Maguire, Gamma Upsilon, Fairfield

Committee Members:

Antoinette Minuzzo, Alpha Nu, Lake Bluff (Vice-Chair)
Brenda Azinger, Beta Iota, Bloomington
Mary Ebert, Alpha Phi, Quincy
Beverly Madsen, Omicron, Ottawa
Dr. Wendy McCarty, Alpha Phi, Jacksonville
Patricia Rinkenberger, Beta Beta, Homewood
Judith Vaughn, Gamma, Charleston
Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

Donations to Schools for Africa totaled \$1,620

The three highlighted chapters donated \$250 or more.

Delta, **Upsilon**, Alpha Nu, Alpha Tau, **Beta Beta**, Beta Epsilon, Beta Theta, **Beta Rho**,
Beta Psi, Gamma Eta, Gamma Iota, Gamma Rho. Delta Gamma

Donations to Marian Medical Mission totaled \$6,335

The ten highlighted chapters donated \$450 or more and purchased a well.

Delta, Rho, Upsilon, Alpha Beta, **Alpha Kappa**, Alpha Nu, Alpha Tau, **Alpha Upsilon**,
Beta Beta, Beta Delta, Beta Epsilon, Beta Theta, **Beta Iota**, Beta Pi, **Beta Rho**, **Beta**
Sigma, Beta Tau, **Beta Psi**, **Gamma Gamma**, Gamma Eta, Gamma Theta, **Gamma Iota**,
Gamma Rho, **Gamma Upsilon**, Gamma Phi, Delta Gamma.

From July 1, 2020-March 1, 2021

#22 LEGISLATION

I. Goals Established

- A. Plan and conduct a Legislative Seminar
- B. Inform leaders and members of state legislative issues
- C. Inform leaders and members of International issues through the US Forum
- D. Honor chapter nominated legislators at the Virtual Convention 2021
- E. Plan and conduct, if possible, a legislative-related session at the Virtual Convention 2021

II. Implementation of Goals

- A. Prepared a Chapter Legislation Contacts data base
- B. Disseminated approved legislative information through the *Newscaster*, Executive Board Meeting, chapter Legislation Committee Chairs and/or presidents
- C. Submitted International and state organization information and documents for the DKG ILSO Website
- D. Planned and presented the virtual five session Legislative Seminar over an eight day period
- E. Reviewed nomination of legislators for ILSO Legislative Certificate of Appreciation

III. Recommendations

- A. Utilize email to disseminate legislative updates and information to chapter Legislation Committee Chairs and/or presidents
- B. Encourage members to utilize legislative information on the state organization website
- C. Encourage chapters to nominate legislators for the Legislative Certificate of Appreciation
- D. Encourage chapters and their members to participate in the legislative seminar, whether virtual or in person
- E. Consider the virtual format in the future at least every other year for the legislative seminar

- F. Present a legislative-related workshop, when possible, at convention and encourage, through chapter contacts, members to attend

Janet Kilgus, Alpha Beta, Fairbury

Committee Members:

Joyce Cryer, Xi, Saint Joseph
Maria Millen, Beta Iota, Normal
Mary Ann Pollitt, Alpha Tau, Carlinville
Linda Stolt, Gamma Gamma, Streamwood
Rosie Wolf, Beta Phi, Downers Grove
Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#23 LITERACY

I. Goals Established

- A. Conduct four book discussion groups (two fiction, two non-fiction) at the Virtual Convention 2021 focusing on the theme of the biennium – “women who make a difference”
- B. Encourage chapters to plan and participate in a variety of literacy activities such as book clubs and chapter programs and recognize chapters that share a literacy report
- C. Encourage chapters to recognize school/community literacy activities/projects
- D. Communicate with chapters through the DKG ILSO Website, *Newscaster*, emails, and monthly mailings
- E. Encourage chapters to submit essays or art work from students on how the pandemic has impacted them

II. Implementation of Goals

- A. Facilitated the fiction books (*Lilac Girls* by Martha Hall Kelly and *Where the Crawdads Sing* by Delia Owens) and non-fiction books (*Educated: A Memoir* by Tara Westover and *The Day the World Came to Town* by Jim Defede) on Friday evening at the Virtual Convention 2021
- B. Communicated with chapters through the DKG ILSO Website, *Newscaster*, email, and monthly mailings
- C. Solicited essays and art work from students; recognized the students who submitted with certificates, and prepared a YouTube with the work of the recipients

III. Recommendations

- A. Continue to plan book discussions at state convention for chapters to use during the year
- B. Track participation of members at book talks and use this information in discussions for book selections and ways to present at future conventions
- C. Continue to keep members informed using the website, *Newscaster*, and monthly mailings

Carolyn Broadhead, Alpha Tau, Virden

Committee Members:

Bobbie Finn, Alpha Theta, Crystal Lake

Kay Gaines, Delta, Highland

Pat Long, Alpha Tau, Gillespie

Marilyn Myers, Beta, Bloomington

Jean Rogers, Alpha Sigma, Harvey

Sandy Davis, Upsilon, Bourbonnais

Amy Huftalin, Zeta, Rockford

Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#24 MUSIC

I. Goals Established

- A. Encourage programs involving ILSO Music Committee members and encourage the inclusion of music at every Delta Kappa Gamma gathering
- B. Coordinate music with other state committees (primarily the Membership Committee)
- C. Continue to provide quality musical experiences for members at state functions and encourage members to participate in music at the state level as well as at the chapter level
- D. Emphasize the value and importance of music in the development of the child through support and promotion of legislative action to retain music taught by music specialists as an integral part of the curriculum in Illinois
- E. Maintain a current inventory of the ILSO Music Lending Library and post it on the DKG ILSO Website
- F. Create a permanent place to store the Music Lending Library materials
- G. Incorporate ZOOM meetings as needed
- H. Purchase a lamp for the keyboard

II. Implementation of Goals

- A. Coordinated assignments and responsibilities for the 2020-2021 year
- B. Attended Zoom meetings of the following state committees: Women in the Arts, State Planning, and Membership
- C. Selected, planned, and performed music for the Fall Executive Board Meeting via Zoom; provided YouTube performances of "The Delta Kappa Gamma Song" and "The Symbols of Delta Kappa Gamma" for members to use at meetings; shared a ukulele lesson via Zoom; provided music by committee members and chapter members for Virtual Convention 2021
- D. Encouraged administrators and board members to retain music in their schools and to continue to have music taught by music specialists in Illinois
- E. Maintained, updated, and housed the ILSO Music Lending Library and the portable Roland keyboard and cart
- F. Stored music in a permanent location
- G. Created lessons to be used on ZOOM
- H. Purchased a lamp for the keyboard

III. Recommendations

- A. Continue to encourage programs that involve state and chapter Music Committee members and make music an integral part of all Delta Kappa Gamma gatherings
- B. Continue to remain an integral part of Educational Excellence, Membership, State Planning, and Women in the Arts Committees
- C. Continue to provide music offerings at the state level and encourage members to take advantage of presentations via Youtube and Zoom
- D. Continue to promote music in the schools taught by qualified music teachers
- E. Continue to update, maintain and encourage use of our ILSO Music Lending Library and continue to permanently house the library and keyboard in one location
- F. Look into purchasing or renting a second keyboard, if needed
- G. Provide Professional Development hours for state chorus activities

Debra Vorce, Gamma Epsilon, Granite City

Committee Members:

Elaine Cunningham, Alpha Beta, Minonk
Judith Voorhees, Alpha Iota, Hoopeston
Edith Dwinnells, Pi, Stockton
Mary Wrobel, Gamma Gamma, Bartlett
Linda McDonnell, Alpha Eta, Granite City
Julie McMillen, Alpha Upsilon, Olney
Beverly H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#25 Scholarship

I. Goals Established

- A. Encourage members to apply for scholarships and/or stipends
- B. Update and publicize scholarship and stipend availability via the September mailing, DKG ILSO Website and *Newscaster*
- C. Encourage scholarship recipients to apply for an International scholarship
- D. Update Scholarship webpage on DKG ILSO Website to include current Scholarship/Stipend applications and rubric graph

II. Implementation of Goals

- A. Publicized updated information on DKG ILSO Website
- B. Distributed updated brochures and application information to chapter presidents and Scholarship Committee chairs
- C. Reviewed rubric criteria for special study stipends and scholarships
- D. Conducted a Zoom meeting and selected the scholarship recipients; notified recipients and their chapters
- E. Awarded three scholarships totaling \$7,100 at Virtual Convention 2021; recipients to receive awards in mail; recipients' bios to be published in Summer 2021 *Newscaster* and on DKG Facebook page
- F. Submitted biographical information for Convention Program Booklet
- G. Determined amounts to be awarded for the 2022 Scholarships and Stipends

III. Recommendations

- A. Award 2022 Scholarships and Special Studies Stipends as follows:
 - 1. \$2,700 for 6 hours of undergraduate or graduate study
 - 2. \$2,000 for Special Study Stipends for calendar year (1/1/21-12/31/21)
Total \$4,700 Scholarship Fund
- B. Special Scholarships:
 - 1. \$1,000 for Emilie U. Lepthien Scholarship for an applicant studying school administration
 - 2. \$ 500 for Emma Reinhardt Scholarship
 - 3. \$2,500 for William Charles Iwert and Elizabeth J. Iwert Scholarship for undergraduate and graduate studies
Total: \$4,000 Special Scholarship Funds
- C. Continue to update information pertaining to scholarships and stipends via DKG ILSO Website and mailings
- D. Review and revise rubrics as necessary

Delores Jones, Beta Psi, Chicago (2023)

Committee Members

Jacqueline Bainter, Delta, Belleville (2021)
Barbara Gossett, Alpha Rho, Roseville (2024)
Gerie Kay, Gamma Gamma, Schaumburg (2021)
Louann Moth, Zeta, Winnebago (2022)
Margaret Zaller, Alpha Nu, Lake Villa (2022)
Julie Vickrey, Xi, Aledo (2023)
Patty Walsh, Beta Alpha, Chicago, (2024)
Beverly H. Johns, Alpha Phi, Jacksonville (President/ex officio)

#26 WOMEN IN THE ARTS

I. Goals Established

- A. Acknowledge the merits of the Arts in education and in The Delta Kappa Gamma Society International
- B. Identify, encourage, and recognize member activities/contributions in the visual and performing arts
- C. Plan and implement the Creative Arts Retreat (CAR)
- D. Follow the careers of the M. Josephine O'Neil Arts Award recipients
- E. Prepare and promote the M. Josephine O'Neil Arts Award for the 2021 ILSO Convention
- F. Investigate alternative fundraising activities for the M. Josephine O'Neil Arts Award
- G. Gather Women in the Arts historical materials to submit to Archives
- H. Provide opportunities for professional development
- I. Present a workshop at the 2021 ILSO Convention
- J. Update scrapbook/album for WIA
- K. Update WIA Handbook
- L. Promote the Arts by creating special school project(s)
- M. Promote and maintain Facebook page for WIA (DKG-ILSOWIACAR)

II. Implementation of Goals

- A. Provided Zoom sessions in the Arts for area schools and DKG membership
- B. Highlighted art activities and accomplishments of DKG members via DKG ILSOWIACAR Facebook page
- C. Planned and presented Zoom sessions and special activities to promote the Creative Arts Retreat, June 22 – 24, 2021
- D. Continued tracing careers of recipients of the M. Josephine O'Neil Arts Award
- E. Granted M. Josephine O'Neil Arts Awards totaling \$14,000 at the Virtual Convention 2021 (\$10,000.00 from the WIA M. Josephine O'Neil Arts Award Fund and \$4,000.00 from Special Projects)
- F. Conducted Online Auction (via Facebook) for M. J. O'Neil Arts Award Fundraiser
- G. Retained and submitted materials for the Archives
- H. Offered PD credit to participants for qualifying online workshops
- I. Presented a workshop at the Virtual Convention 2021
- J. Maintained and updated the WIA scrapbook/album
- K. Updated WIA Handbook
- L. Presented a variety of art related lessons via Zoom
- M. Featured art projects and Zoom sessions on the DKG-ILSOWIACAR Facebook page

III. Recommendations

- A. Continue to encourage member participation in the CAR
- B. Hold the 42nd CAR at Allerton Park, Monticello, IL June 22 - 24, 2021 or virtually if necessary due to Covid-19 restrictions
- C. Continue to encourage chapter support of the M. Josephine O'Neil Arts Award through contributions, participation in the Art Mart and support of award applicants
- D. Continue seeking information concerning the M. Josephine O'Neil Arts Award recipients
- E. Continue to collect, organize and submit materials to the Archives
- F. Maintain the WIA scrapbook/album and handbook to include new materials
- G. Continue to provide opportunities for professional development
- H. Continue to maintain and update the DKG-ILSOWIACAR Facebook page
- I. Continue to promote the Arts in the schools

Sue Dion, Alpha Lambda, East Peoria

Committee Members:

Barb Baumann, Alpha Beta, Minonk
Betty Carbol, Alpha Nu, Lake Forest
Carol Francis, Gamma Xi, Elgin
Ann Gargiulo, Beta Zeta, Peoria
Carol Hoffman, Alpha Beta, Fairbury
Susan Kaye, Beta Tau, Northbrook
Carol Link, Alpha Phi, Arenzville
Marie Samuel, Psi, Carterville
Christine Scheffel, Gamma Epsilon, East Alton
Mary Stayner, Pi, Stockton
Rebecca Stewart, Alpha, Sycamore

Debra Vorce, Gamma Epsilon, Granite City (Music Chair)
Beverley Johns, Alpha Phi, Jacksonville (President/ex officio)

#27 LAMBDA STATE FOUNDATION FOR EDUCATIONAL STUDIES, INC.

I. Goals Established

- A. Award stipends twice annually in May and November
- B. Encourage members, chapters and coordinating councils of the state organization to apply for stipends electronically
- C. Maintain Foundation records and documents
- D. Encourage members and chapters to contribute to the Foundation in order to award stipends
- E. Monitor the Foundation investments and determine the availability of funds during each award period
- F. Establish an Investment Policy to give guidance to the treasurer, Board, and investment consultant
- G. Provide a news release for chapters to use in local newspapers

II. Implementation of Goals

- A. Met via Zoom May 18, 2020 and November 14, 2020 to review stipend applications, prepare the budget, update forms, and review goals
- B. Encouraged members, chapters, and coordinating councils of the state organization to apply for stipends electronically
- C. Reviewed and updated all documents on the DKG ILSO Website for applicants to download, complete and submit
- D. Encouraged members and chapters to contribute to the Foundation funds
- E. Monitored the Foundation investments and prepared an Investment Policy for use by the treasurer and the Investment Consultant
- F. Provided a news release to chapter presidents of stipend awardees and asked for a copy of the article
- G. Awarded stipends to members and chapters as follows:
May 1, 2020 deadline
 - Beta Beta (Arleta Bazile) **Future Scientists and Doctors** \$1340
 - Alpha Lambda (Sue Dion/Marj Oesch) **Starke Smart Art** \$3350
 - Teresa Cameron (Omicron) **Our Character Counts** \$1050
 - Pi (Mary Stayner) **It's All About Books** \$900
 - Beta Beta (Mary Usher) **Gifts from the Heart** \$600
 - Beta Phi (Kay Burton) **Book Angels** \$1000

Note: Due to the pandemic, some of the above funds were returned to the Foundation and some projects were rescheduled. Regardless, these members and chapters were awarded funds for their proposed projects, and are, therefore, listed as awarded.

November 1, 2020 deadline

- Alpha Phi (Deborah Bicknell) **Raise a Reader** \$1000
- Teresa Cameron (Omicron) **Books to Support Emotional Development in Students** \$430
- Teresa Cameron (Omicron) **One School, One Book** \$2500

- Judy Hahn (Gamma Eta) **Spectacular Science: Family Night** \$1450
- Kathleen Meyer/Susan Zahrobski (Gamma Eta) **Using Art to Cope with Covid** \$475
- Lambda (Asima Rahman) **Supplies for Success III** \$1230
- Kathryn Dombek (Alpha) **I Want to Be a Teacher Summer Day Camp** \$1200
- Gamma Zeta (Carol Lunan) **Books and Bibs for Babies** \$2000

III. Recommendations

- Continue to encourage contributions to the Foundation for stipend disbursement
- Encourage members, chapters, and coordinating councils to submit applications by May 1 or November 1 of each year
- Encourage the members to check the DKG ILSO Website for date and form changes
- Encourage the members to thoroughly read the *Guidelines for Stipends*, the *Information for Applicants* and the *Application* itself on the DKG ILSO Website before submitting an application
- Continue to meet in May and November to conduct Foundation business and select stipend applicants
- Continue to work with the treasurer to monitor investments for maximum return
- Review the Investment Policy annually and modify as needed

Jan Ellen Shawgo, Alpha Nu, Libertyville (2021)

Committee Members:

Karen Parks, Alpha Theta, Wonder Lake (2023)

Kay Mason, Beta Pi, Latham (2023)

Martha Vache, Alpha Phi, Jacksonville (2021)

Sharon Vinson, Zeta, Roscoe (Treasurer)

Dr. Debbie LeBlanc, Beta Phi, Downers Grove (Immediate Past President/ex officio)

Beverley H. Johns, Alpha Phi, Jacksonville (President/ex officio)