

Nominees for 2024-2026

Met the candidates for international leadership positions in 2024-2026! They include those presented as a slate by the International Nominating Committee as well as two who will be nominated from the floor at the [2024 International Convention in National Harbor, MD, USA!](#)



President: Dr. Beverly Hall-Maughan

Dr. Beverly Hall-Maughan, currently the 2022-2024 International Second Vice President, served Tennessee State Organization as president, vice president, and recording secretary and received the 2022 Tennessee State Achievement Award. A 21-year member, DKGIEF Founding Luminary, and member of the National Association of Parliamentarians, she has chaired the International Finance Committee; received a DKGIEF Cornet Award to attend the Tennessee Prospective Superintendents' Academy; and attended the International Leadership Management Seminar. Dr. Beverly Hall-Maughan is willing, capable, and eager to provide the necessary time and energy to pursue Avenue M recommendations and safeguard the needs and interests of DKG's members.

President: Connie Rensink *(to be nominated from the floor)*

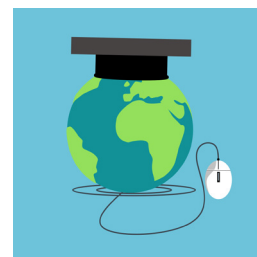
Connie Rensink currently serves as the 2022-2024 International First Vice President. She has previously served as DKGIEF Director and International Member-at-Large. She has also been a member of several international committees and presented training and workshops at all levels. Recipient of the Texas State Achievement Award in 2020, she currently chairs the Texas Leadership Seminar Committee. Rensink spent 12 years teaching K-2 and recently retired as Director of Global Education for iEARN-USA. She cherishes the exceptional DKG women who challenge, support, and encourage her and is dedicated to providing that opportunity to other women educators.



DKGIEF: International Women's Day



Go Ahead Tour of Washington, D.C.



World Fellowship Recipients



Administrative Board Actions

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New Year, New Resolutions

By Dr. Debbie LeBlanc

2022-2024 International President



Happy New Year! Many of us welcome the new year by making resolutions, which we hope will cause positive change and the opportunity to do something better and different. My resolution is just

that – to embrace the findings of Avenue M and put their recommendations and implementation plan into action. The operative words here are *plan* and *action*. There is a sense of urgency in our work, but this is not a race to the finish line. Our work will be thoughtful and intentional and have tangible goals that we can achieve. This work will most certainly require input from members. The new year brings the promise of a fresh start, so let's take this opportunity to honor different perspectives and make important resolutions that move our Society forward.

Our members elected officers whom they expect to have the leadership ability to determine a strong vision that continually moves our Society into the future and toward greater relevance. Each member will have a voice in the outcomes of our strategic plan and action statements that will occur over the next 12 to 18 months. Last month, we had the first of a series of Town Hall meetings where members had the opportunity to share their big takeaways/surprises regarding the Avenue M report and listen to ideas that chapters and state organizations have already put in place or plan to implement soon. We ended the conversation with ideas and strategies that can be considered by chapters, state organizations, and the Administrative Board. A list of barriers was also created for future discussion. The thoughtful dialogue provided much material for reflection. We will act with a sense of urgency but with

a clear focus on reaching our goals.

To this end, the Board has authorized the appointment of a Task Force to focus on DKG DEIA (Diversity, Equity, Inclusivity, and Accessibility). A short list of interested members has been compiled by the Society representatives who visited many of our state organizations last year. In addition, others interested in serving had the opportunity to go to the DKG website and complete a Google Form expressing their interest. The DEIA Task Force will begin work in the very near future.

You may have heard this story before; however, it is even more relevant now as we embark on a revitalization of our Society. Several years prior to Annie Webb Blanton's development of her plan for Kappa Gamma Delta, later to be renamed The Delta Kappa Gamma Society, she had a conversation with a gentleman. He said to her, rather sarcastically, that women teachers could impact the improvement of several aspects of education, but it would never happen. And do you know why? His response to Annie was "it's because women just don't stand together." Please, let's not allow that comment to come to fruition in our work to revitalize this organization that we love so dearly.

Annie Webb Blanton and our Founders formed this organization because they knew women needed to effect change in educational practices. Let's not disappoint them. Impacting educators and practices was a charge from our Founders in the words of our Seven Purposes. When you were inducted as a new member, you may have responded to this charge by your chapter members:

By your being here, you have signified your willingness to assume responsibilities in The Delta Kappa Gamma Society International. You

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2022-2024 ADMINISTRATIVE BOARD

International President

Dr. Debbie LeBlanc, Illinois

First Vice President

Connie Rensink, Texas

Second Vice President

Dr. Beverly Hall, Tennessee

Executive Director

Nita R. Scott, CAE, Texas

Parliamentarian

Dr. Helen Popovich, PRP, Florida

Immediate Past President

Becky Sadowski, Tennessee

Regional Directors

Europe

Marie-Antonette Huber de Wolf,
The Netherlands

Northeast

Carol Herzog, Indiana

Northwest

Beverly Mantey-VanCronkhite,
Wisconsin

Southeast

Dr. Teresa Cowan, North Carolina

Southwest

Susan Perkins, Kansas

Members-at-large

2020-2024

Cindy Moore, British Colombia

2022-2026

Dr. Barbara Baethe, Texas

Area Representatives

Canada

Lorna Berlinguette, Alberta

Latin America

Dr. Alejandrina Mata-Segrada,
Costa Rica

NEWS Editor | Judith R. Merz, Ed.D.

Assistant Editor and Publications Specialist | Bailey Bauer

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NEW YEAR

will contribute to the Society by participating; sharing your interests, talents, and professional expertise; and seeking opportunities to grow personally and professionally. If this is your desire, please signify by saying, "I will support this organization." ([Chapter Induction Ceremony](#), p. 2).

This is not the time to be divisive in our actions. We are entirely too vulnerable as an organization to allow practices that may fracture us. Now, more than ever, it is critical that, collectively, we stand *together and united* to make changes in our organization so that we are vital, relevant, and sustainable through 2029 and beyond.

I have said many times that members matter. That's because you do.

Membership influences change, advances skillsets, improves lives, and creates solutions. Membership helps, serves, and cares for many people. Without membership, skills aren't advanced, policies aren't developed, and industries aren't protected. Membership gives people a voice. Membership brings people together to collectively innovate, create, and mobilize. Membership gives people a place to belong and an opportunity to make a difference. There is no other segment of society that improves lives like membership organizations do. ([Member Shift: Why members leave and the strategies proven to bring them back](#); Sarah L. Sladek, 2023)

Decisions will be made that offer opportunities for the Society to be even more vital and relevant to educators, which leads to sustainability of our organization. Members matter. You matter. Now let's get working!

Debra B. LeBlanc

DEADLINES

February 1

Scholarship Application

February 1

Educators Book Award
Submissions

February 15

Arts & Humanities
Submissions for Spring Gallery

March 1

International Achievement
Award Recommendations

March 1

DKGIEF Project Application

March 1

Bulletin: Journal Submissions

HQ CLOSED

December 20 - January 4

Winter Holiday

January 15

Martin Luther King Jr. Day
(US)

February 19

President's Day (US)

**HAPPY
NEW
YEAR**



*Nita R. Scott, CAE
Executive Director*

From the Desk of the Director

Communication is often defined as an exchange of information between individuals. When plural, the definition broadens to include a system or network for such an exchange. And it has been

the focus of many conversations at recent *Inside International* sessions and Town Halls, as well as a concern identified in the research conducted during the recent Avenue M membership project.

As I have listened to the discussions, I have recognized a pattern emerging throughout the dialogues: Members are not aware of the many resources and benefits available to them, yet committees and boards feel they have shared all the right information via a variety of channels. Because many members believe that the breakdown in our communications is a key “barrier” to a rich membership experience, it is critical that we find ways to bridge any perceived communication gap if we wish to strengthen DKG for future growth and build a better member culture.

Here is a little background from the international perspective that may help frame your strategic thinking: Members all have direct access to their contact information and member accounts via the MyDKG area of the DKG website. This allows members to provide us with and regularly update their email addresses. However, most members do not regularly visit the DKG website because dues are submitted at the chapter level rather than directly to international. You see, we are a “bottom up” organization. Most other organizations are “top down,” and members must visit the organization website to pay dues. Thus, it is easy for those organizations to contact members and send notifications or information to them via email. For DKG, the large number of missing or inaccurate emails restricts the organization’s ability to send emails to our members. In fact, trying to do so in the past has placed our organization’s cyber reputation at risk and threatened our ability to conduct business by email at all!



So, this brings us back to communications – a network or system that allows for that exchange of information. Most information sent directly from International is sent to state organizations, most often the presidents. *See DIR p. 5*

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State organizations are requested to pass the information to chapter presidents, who are asked to share it with members. The strength of this network or chain of communication is critical because for many members it is the only way they receive information about the resources, benefits, and opportunities their DKG membership offers them.

If you as a member are not receiving information regularly, please explore your chain of communication to find the break. Ask your chapter president if she is receiving information from her state organization president or if she is watching the Presidents' Page videos. If you as a chapter president are not receiving information from International through your state organization, reach out to your state organization president to be sure she is receiving emails and Basecamp messages and that she has your correct contact information. And, of course, if you as a state organization president are not receiving information from us, please let me know directly so I can bridge that gap.

A world of information is at your fingertips, and I hope you are accessing it. Your International Administrative Board has been open and honest with you and provided you with many opportunities to be open and honest with them. Seek out the information on the website, read our blogs, find us on social media, and join us for the Town Halls taking place over the next few months and for *Inside International*, which is held on the first Tuesday of each month. Let's all commit to taking responsibility for our "link" in the communication chain. Our membership experiences will be richer and DKG as an organization will be stronger.

<div style="border: 1px solid black; padding: 5px; text-align: center; margin-bottom: 10px;">Town Halls</div> <p>Jan 13, 2024 9:30AM* Jan 16, 2024 7:30PM* FEB DATES TBD</p> 	<p>MAKE YOUR VOICE HEARD</p> <p>JOIN US FOR ZOOM CALLS TO DISCUSS: AVENUE M CONSTITUTIONAL AMENDMENTS AND MORE...</p> <div style="border: 1px solid black; padding: 5px; display: inline-block;">dkg.org</div>	<div style="border: 1px solid black; padding: 5px; text-align: center; margin-bottom: 10px;">Inside International</div> <p>Jan 9, 2024 5:30PM* Feb 6, 2024 12:30PM* Mar 5, 2024 5:30PM*</p>  <p><small>*All dates listed are in Central Standard Time</small></p>
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First Vice President: Candace (Candi) Martin

Candace (Candi) Martin, currently chair of the International Leadership Development Committee, previously served as the 2020-2022 Southeast Regional Director, co-chairing the 2021 International Conference in San Antonio. She has also been Southeast representative to the US Forum and a member of the International Membership Committee. She was Arkansas State Organization president for two successive biennia, earning the Arkansas State Organization's Carolyn Pittman Achievement Award and her chapter's Adair/Pledger Achievement Award. Martin is a member of Golden Gift LMS class of 2012. Candace Martin views the well-being of DKG and its service to members as her top priority.

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Second Vice President: Carol Herzog

Carol Herzog currently serves as executive secretary in Indiana State Organization and as Northeast Regional Director, helping to plan the 2023 International Conference in Phoenix. She has previously served as chair of the International Constitution Committee and been a member of the International Scholarship Committee. A 40-year member of the Society, Herzog was a two-term president of Indiana State Organization. Carol Herzog is willing, dedicated, and passionate about service to DKG, having served at all levels of the organization, and believes in putting the best interests of the Society and its members first when making decisions.

Second Vice President: Cynthia (Cyndy) Moore *(to be nominated from the floor)*



Cynthia (Cyndy) Moore currently serves as the 2020-2024 International Member-at-Large. She has previously served as Saskatchewan State Organization president and chair of the International Speakers Fund

Committee. She is currently on the Society Strategic Plan Committee and was previously on the Educational Excellence Committee. She co-chaired a Canadian art educators convention and served on the 2015 Northwest Regional Conference Steering Committee. Moore was honored by the Canadian Teachers' Federation with the Roy C. Hill Award for Excellence in Education for her work in arts and health education. Cyndy Moore promotes wellness, education, and leadership.



EU Regional Director: Marie-Antoinette Hubers de Wolf

Marie-Antoinette Hubers de

Wolf is currently the 2022-2024 EU Regional Director and was part of the steering committee of the 2023 International Conference in Tampere, Finland. She is also a member of the 2025-2035 Strategic Plan Committee. Additionally, as a member of the European Forum, she has traveled across Europe to inspire member participation. She hopes to help DKG expand to new countries in Europe and beyond and has connected with educators in the Netherlands, Norway, Sweden, and Poland to generate interest in DKG.

NE Regional Director: Eileen Little



Eileen Little currently serves on the 2022-2024 International Scholarship Committee. She has served on the International World Fellowship Committee and was previously the 2019-2023 Pennsylvania State Organization president. She has also been first vice president/EEC chair and second vice president/membership chair of Pennsylvania State Organization. Little actively served in leadership and chapter committee roles and has published an article in the Collegial Exchange. Eileen Little values her DKG membership and its benefits and hopes to collaborate with members and international leaders to continue to move DKG forward.

NW Regional Director: Lisa Olson



Lisa Olson currently chairs the International Membership and Expansion Committee. She is the immediate past president of North Dakota State Organization. She has also served her state organization as first vice president/EEC chair, rules committee chair, and nominations committee chair. Olson was awarded the Advocate of the Year plaque, recognizing her work with special education students. Alongside her dedication to DKG, Olson has served on the Minot, North Dakota, City Council for 13 years. Lisa Olson is honored to be nominated for NW Regional Director.

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SE Regional Director: Nancy Davis

Nancy Davis currently serves as chair of the International Finance Committee and previously served on the International Educational Excellence Committee. She has served as Tennessee State Organization president, treasurer, second vice president, and chair of the Vision Foundation, providing grants to members for classroom supplies. Davis is a music educator who has created a touring vocal group that provides leadership opportunities for her students. Nancy Davis has attended and shared her talent at numerous international conferences and conventions.

SW Regional Director: Belinda Clift



Belinda Clift currently serves as chair of the International Communications and Marketing Committee. She has previously served on the International Scholarship and Membership and Expansion Committees. She has served as Oklahoma State Organization president and is the current state organization webmaster. A graduate of the 2016 International Leadership Management Seminar, Belinda Clift is a retired literacy specialist and continues to do work for her district—all while developing chapter leaders through workshops and electronic communication.

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Member-at-Large 2024-2028: Dr. Donna Niday



Dr. Donna Niday served as NewBEES chair on the steering committee for the 2023 International Conference in Detroit. She is a previous Northwest Regional Director, International Administrative Board member, and chair/member of three international committees. She has served as Iowa

State Organization president. Niday recently retired from Iowa State University and has co-authored three books on mentoring beginning teachers. Dr. Donna Niday brings passion and enthusiasm to her leadership in DKG.

Canada Representative: Dr. Sharlene (Shar) McGowan



Dr. Shar McGowan currently serves on the International Editorial Board and is a former Saskatchewan State Organization president, in addition to holding numerous other positions on the state organization and chapter levels. A K-12 and university level educator with 38 years of experience, Dr. Shar McGowan brings a strong focus to mental health in all personal and professional endeavors.

Latin America Representative: Vianney Campos



Vianney Campos is a biochemical engineer by profession. With a master's degree in math, she has dedicated more than 25 years to education, where she has taught mathematics, physics, and chemistry. Campos currently teaches at Colegio Americano de Durango. She also works with 15-18-year-olds through the Association of Scouts of Mexico, focusing on developing their leadership skills.

2024-2028 Finance Committee: Janis Barr



Janis Barr, a 36-year member, served California State Organization as president, second vice president, recording secretary, and trainer for CA Area State directors. She has served at the International level as Southwest Regional Director, co-chair of the

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Portland and Costa Mesa Conferences, member of the Leadership Development Committee, and Chair of the Elections Committee. A former school administrator, Barr has experience in leadership, technology, and mentoring.



2024-2028 Finance Committee: Liz VanWestenburg

Elizabeth (Liz) VanWestenburg has served as Michigan State Organization president and has been both chapter and state organization treasurer. She was the Steering Committee Chair for the 2023 International Conference in Detroit and has served on the International Non-dues Revenue Committee. VanWestenburg, a former mathematics teacher, hopes to work with other members of the finance committee to help DKG remain fiscally sound.

2024-2028 Finance Committee: No Nominee for Third Open Position

EU Nominating Committee 2024-2028: No Nominee



NE Nominating Committee 2024-2028: Lois Vogel

Lois Vogel currently serves on the DKG International Leadership Development Committee, as Indiana State Organization parliamentarian, and as IN Mu Chapter president. She has previously served as Indiana State Organization president, International Scholarship Committee chair, and International Membership Committee member. Vogel has presented DKG workshops and was a 2022 DKG Ignite participant.

NW Nominating Committee 2024-2028: No Nominee

SE Nominating Committee 2024-2028: Virginia McChesney



Virginia M. McChesney has served DKG at chapter, state, and international levels. She was a recipient of the Golden Gift Leadership Management Seminar training and has received Georgia's highest member recognition, the Psi State Achievement Award. An educator for more than 35 years, McChesney has received recognition for her work in both education and fine arts.

SW Nominating Committee 2024-2028: Susan Perkins



Susan Perkins currently serves as 2022-2024 Southwest Regional Director and co-chaired the 2023 International Conference in Detroit. She has served as Kansas State Organization president and been a member of numerous international committees. Perkins, who greatly values the opportunities provided by DKG, received the Annie Webb Blanton Scholarship to complete her doctoral studies.



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2024-2030 DKGIEF Board of Directors: Nelle Gentry

Nelle Gentry's experience includes serving on the Alpha State Texas Educational Foundation Board of Directors, serving on the Advancement Committee, and serving as Vice-President of Finance and Administration. She has held numerous positions at the chapter level, including president, treasurer, and finance chair. Additionally, she currently serves on the advisory board of a local non-profit, Cleburne Education Foundation. She hopes to return to others the many opportunities she has had in DKG and is motivated to be part of the goal to "educate the world."



2024-2030 DKGIEF Board of Directors: Pat O'Connell Buckley

Patricia O'Connell Buckley's experience on the International Finance Committee (2012-2020; chair, 2016-2018) and the Connecticut State Organization Finance Committee (1995-2011; chair, 2003-2011) will be an asset on the DKGIEF. Pat has served on the International Educational Excellence and Communications and Marketing Committees, as chair of the Educators Book Award Committee, and in numerous state organization and chapter positions. She is a founding member of the Curriculum of Hope for a Peaceful World Committee, a past Connecticut State Organization president, a Connecticut State Achievement Award recipient, and a Golden Gift Leadership Management graduate.

2024-2028 DKGIEF Board of Directors: Meier Bauer



Meier Bauer has served as president of Ohio State Organization and is currently a member of the International Non-Dues Revenue Committee, serving as its recording secretary. Bauer has an extensive history of leadership positions in professional and non-profit organizations. She champions Delta Kappa Gamma being recognized as an organization committed to educational advancement and feels strongly that growth and recognition must occur at the chapter and state organization level with support from the international level.

2024-2028 DKGIEF Board of Directors: Elaine Vaughan



Elaine Vaughan is the past president of Tennessee State Organization and has chaired and served on the Xi State Vision Board (Tennessee DKG Educational Foundation) for 5 years. She is a DKGIEF Founding Luminary and currently serves as the state organization's chapter strengthening chair, working with area directors on membership and leadership. Vaughan was instrumental in establishing the Educational Excellence Corner Spotlight on the Tennessee State website, which highlights chapter programs and projects, and a connections survey / reinstatement project for promoting and maintaining membership.

DKG INTERNATIONAL EDUCATORS FOUNDATION COLUMN

Women Honoring Women



International Women's Day is March 8, 2024. In conjunction with this event, DKGIEF is launching a fundraising initiative to support its mission of educating the world. Will you consider making a \$25 donation to honor a woman who has had a significant impact on your life or career?

For each \$25 donation received between March 1, 2024, and April 15, 2024, DKGIEF will send the donor a specially designed card and pin to present personally to the woman being honored.

The UN established [International Women's Day](#) in 1977 to recognize women for their achievements without regard to divisions, whether national, ethnic, linguistic, cultural, economic, or political. The day is celebrated yearly in many countries worldwide and focuses on a theme. The 2024 theme—"#inspire inclusion"—is focused on closing the digital divide and increasing the representation of women and girls in science and technology.

DKG programs support the aspirations and achievements of women from around the world. DKGIEF, through its philanthropy, supports future generations of women across the globe in their professional journeys to becoming leaders in their communities. By donating to recognize someone who made a difference in your life, you will be making a difference in the lives of many.

Donations may be made to any of the nine DKGIEF funds.

Online Donation

- Go to the [DKGIEF Donate webpage](#) (go to **DKG.org** > **DKGIEF** > **Donate**).
- Click on the fund you select for your donation.
- Follow directions on the page to make a credit card donation.
- Be sure to select "Yes" under the question "Is this donation a tribute?"

Mailed Donation

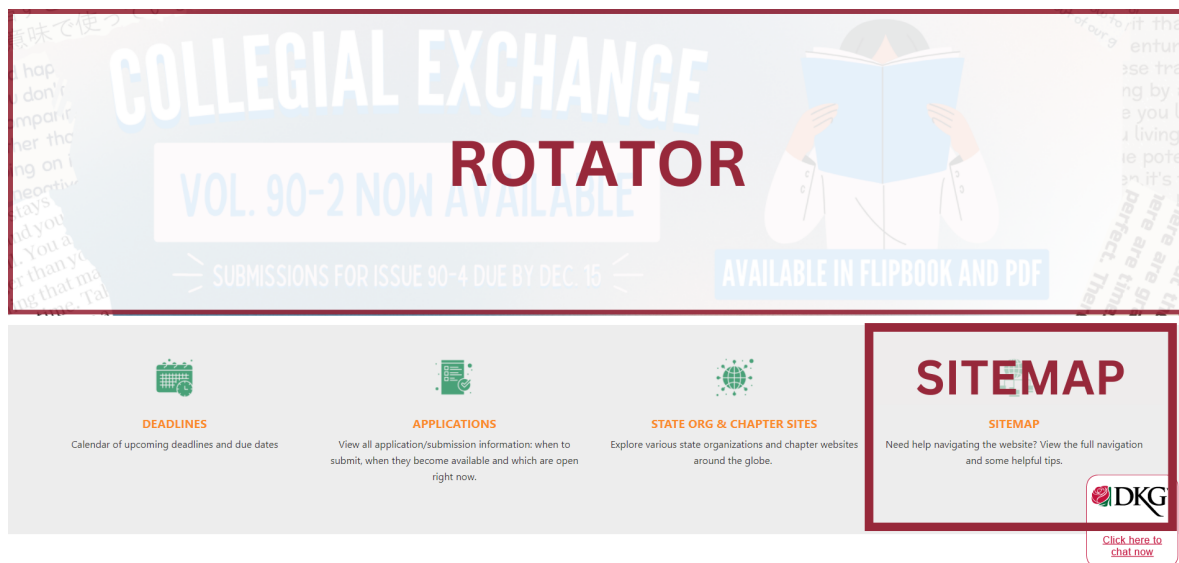
- Complete and print [Form 43](#) (go to **DKG.org** > **MyDKG** > **Forms** > **Contribution** > **Form 43**).
- Mail Form 43 and a check made to DKGIEF, with the designated fund listed on the memo line.

Donations for this initiative must be submitted or postmarked no later than April 15, 2024.

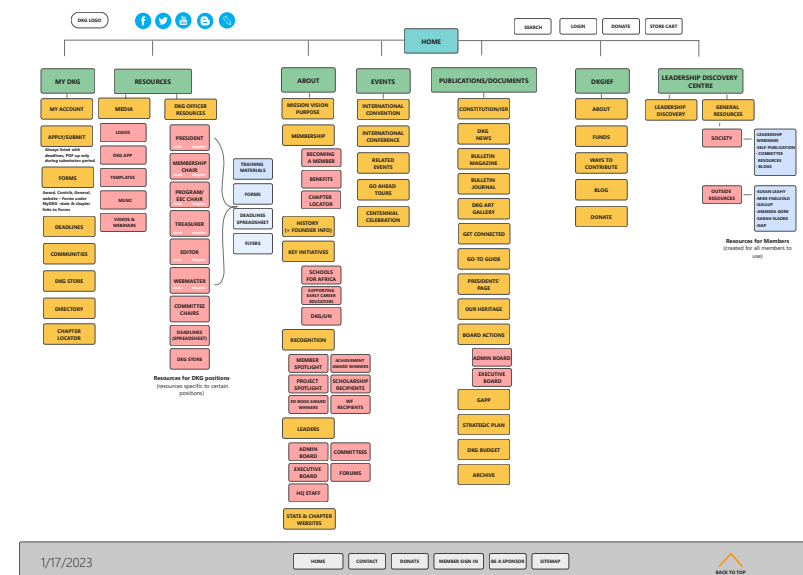
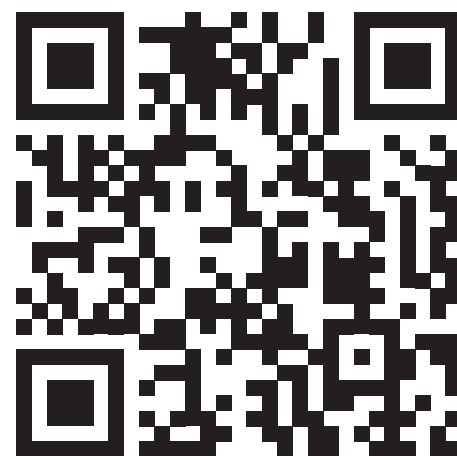


TECH CORNER: USING THE DKG.ORG SITEMAP AND SEARCH BAR

Having trouble navigating dkg.org? Check out the sitemap, a useful guide to the content featured on the website and where to find it. You can find the sitemap by scanning the QR code below or by clicking the "Sitemap" tile on the website (pictured here; located below the rotator after signing in on the dkg.org homepage).

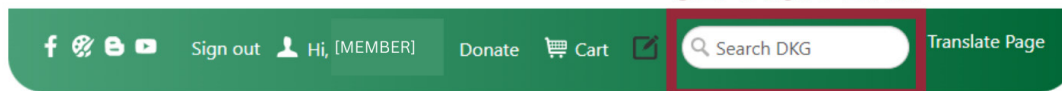


The DKG.org sitemap (left; click the image or scan the QR code below to zoom in online).



You can also navigate the website by using the Search bar, located in the green header box at the top of the website (pictured below). The Search Bar navigates all of the website pages automatically to help you easily find what you're seeking!

SEARCH BAR



Chapter Culture and Structure Aid in Member Recruitment and Retention

In the [Sept/Oct 2023 edition](#) of the *DKG NEWS*, International President Dr. Debbie LeBlanc told members that “Chapters are the heart and soul of this organization. Interactions at this level of the Society are powerful and clearly can make or break our Society.” Her thoughts are confirmed by dropped member survey data. In this survey, dropped members have revealed they left the organization for reasons such as people being unfriendly or cliquish, inappropriate political and religious discussions taking place, meetings being unmeaningful, programs being more fun and sorority-like than those of a professional education organization, and meeting days and/or times being too rigid.

These reasons given by dropped members are all linked to the culture and structure of the chapter: to what chapters do, how members behave (especially toward one another), and how the chapter is organized. The good news is that members have control over both the chapter culture and chapter structure. These are parts of chapter life about which members have the power to do something.

The culture of the chapter refers to the overall atmosphere and is created by what members think, say, and do. Culture begins at the top, but it comes to life from the bottom up. Chapter leaders build and drive a great culture; they set the stage. They must create an environment that encourages diversity (everyone has a seat at the table), inclusion (everyone has a voice), and belonging (everyone’s voice is heard). Members bring the culture to life through their behavior, which should be kind, helpful, communicative, respectful, and open-minded. All of this will lead to an atmosphere that is positive, considerate, kind, helpful, inclusive, and welcoming—and one that will make members feel valued. Members who feel valued are more likely to remain members.

When a leader expects positive and great things to happen and members value and reinforce those same expectations, a great culture is the result. A great culture results in a strong chapter community—one that will retain current members and attract new members who want to be a part of that great culture. A great chapter culture is established by

- meaningful meetings,
- communication,
- member engagement, and
- relationships that are nurtured, mentored, and supported.

The structure of the chapter refers to how the chapter is organized. This includes such things as when, how often, and how long the chapter meets. Structure also includes things such as the number of standing committees, number of social events, types of programs, and types of service projects. A chapter structure is enhanced by

- flexibility in meeting days and times,
- the number of committees relative to chapter size,
- a leadership succession plan, and
- input from members on programming and projects.

A chapter that creates an inclusive, kind, respectful, and open-minded chapter culture and a chapter structure that keeps the needs and preferences of members at its heart is a chapter that will be better able to retain current members and recruit new members. If both chapter culture and structure are strong, we

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will bring to life President LeBlanc's belief that "Members matter at each level of the Society, and we need them for this organization to flourish and thrive into the next decade and beyond. Society vitality, relevance, and sustainability are key to the survival and ultimate growth of our organization. And these begin with the chapter."

International website resources that will help improve chapter culture and structure include:

- **Resources > DKG Officer Resources > Membership > Guidelines for Chapter Leaders > p. 10**
- **Resources > DKG Officer Resources > Chapter Strengthening > Tools for Chapters > Strategies for a Positive Chapter Environment**

[Members of the International Membership and Expansion Committee](#) are also available to help. Contact them on dkg.org by going to **About > Committees > Membership & Expansion**.

Holden Fund Committee: Supporting DKG's 10th LATAM Conference

DKG's 10th Latin America (LATAM) Conference in Puebla, Mexico—**Rebuilding Ourselves as Education Leaders: Personal Strengths**—was partially sponsored by the Eunah Temple Holden Leadership Fund. Held in a place renowned for its rich history and vibrant culture, the conference proved to be a momentous event for educators and professionals across Latin America.

As the region's leading platform for knowledge exchange and collaboration, this conference was very well organized by Puebla DKG members and served as a great opportunity to learn from others, learn with others, and learn about DKG Latin America, as the Latin American Representative, Dr. Alejandrina Mata Segreda, expressed during the event. The conference served as an instrument to share educational strengths and learn about cultural similarities and diversities. The Eunah Temple Holden Leadership Fund's support played a vital role in ensuring the conference's success by facilitating virtual access. This virtual access enabled a global audience to participate, learn, and contribute to the conference's sense of unity.

The ultimate goal of the DKG Latin America Conference was to create a network of professionals committed to driving educational excellence in Latin America. The conference did just that by uniting members from Mexico, Guatemala, Costa Rica, Panama, and Puerto Rico, as well as guests from the United States.

One of the key purposes of the Eunah Temple Holden Leadership Fund is to support speakers at DKG's conferences and events around the world. Their sponsorship of the DKG Latin American Conference in Puebla not only impacted those present, but it also laid the foundation to exercise educational leadership in Latin America by enabling a global connection of ideas.



The historical city center of Puebla, Mexico

Go Ahead Tours: Finland/Estonia 2023, Washington, D.C. 2024

After the interesting 2023 International Conference in Tampere that emphasized the newest in the Finnish educational system, a group of DKG members and a few significant others visited Finland and Estonia with a guide from Go Ahead Tours. The trip offered much to learn about the area's history and had the pleasant atmosphere that forms when women travel together. Go Ahead's 2024 trip to Washington, D.C., offers the same!

In the first part of the Finland/Estonia trip, the group stayed in Helsinki, where they visited the city and gorgeous nearby medieval towns Porvoo and Turku, the latter of which is the oldest town in Finland. During their excursions, local guides led the group and combined information about the environment and the history of Finland in a fun and engaging way.

Finland is famous for innovation and architecture, and many buildings the group visited clearly showed this, such as the famous Temppeliaukio church, which is built into a rock in the middle of the city. The magnificent library in Helsinki is also a work of art composed of design and architecture emphasizing innovation and technology. In addition, the group visited many medieval towns where the Finns' history and struggle for independence were woven into works of art and descriptions of the environment.

On the fifth day of the trip, the group traveled by ferry to Tallinn, Estonia, where they stayed for 2 days. According to attendees, the ferry ride was like sailing on a luxury ship, even though the trip only took 2 hours. In Tallinn, the group stayed at a lovely hotel within walking distance of the beautiful medieval old town.

The group went sightseeing with a guide who was very familiar with the area. Tallinn, with its narrow streets, is a unique city where the past and the present intertwine in many ways. Modern shops and restaurants are in buildings from the 12th and 13th centuries. Craftsmanship and glasswork are also held in high esteem, and works of art are visual on every street around the city center.

While in town, the group also visited the Russian Orthodox Church, stopped at the market square by the old cathedral, and walked through streets so narrow that a person could almost touch the walls on both sides just by stretching out her hands. Many of the group also walked along the medieval wall that surrounded the old city in the days of the Vikings. While in Tallinn, the group also enjoyed a dinner at a restaurant awarded a green Michelin star for sustainability in serving good local food.

After the trip to Tallinn, some of the group took advantage of optional days to travel through the Water Regions of Finland.

A large part of the experience on this trip was, as always, the connection between DKG women as they got to know each other in a fun, exciting setting. Being together on a journey through exotic places provides the perfect opportunity to connect with old friends and make new ones. During bus



Temppeliaukio Church, Helsinki, Finland

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rides and evenings, women from around the world sat together, chatted, and got insight into each other's lives and surroundings. By doing so, these women began to understand better the different lives of people in different areas, creating a global comradery among members.

If you'd like to experience an eye-opening trip of your own, registration for the [2024 Go Ahead Tour in Washington, D.C.](#), is now open on DKG.org under **Events > Go Ahead Tours > Upcoming Tours > Washington**. The tour will take place from July 14-19, following the 2024 International Convention in National Harbor, Maryland.

National Legislative Seminar: Stand Up, Speak Up for Education

Registration is now open for the [2024 US Forum National Legislative Seminar](#). This special event, held in the Washington, D.C., area from **March 10-13, 2024**, will provide an opportunity for members to learn effective strategies in advocating for women, children, and education.

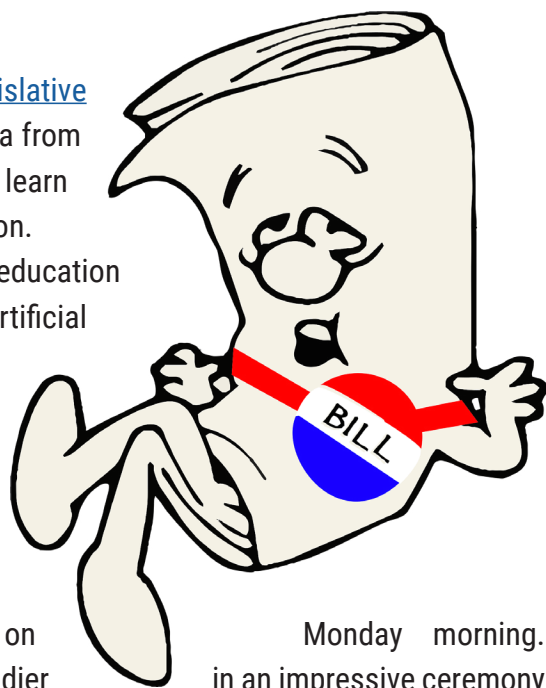
During this year's seminar, participants will learn about current education bills in Congress and hear from experts on critical issues such as artificial intelligence, mental health, substance abuse, and advocacy. These topics were among those identified by DKG members as their priorities for action in 2024. A member panel will discuss the tough issues surrounding educators' working conditions, and experienced member advocates will present strategies and techniques for engaging with elected officials.

A highlight of the seminar will be a trip to Arlington Cemetery on Monday morning. Here, DKG members will lay a wreath at the Tomb of the Unknown Soldier in an impressive ceremony alongside ceremonial units from the uniformed services. An alternate option for that morning will be sessions on "Navigating the Health Care System," "Little Known Facts About African American Educators and Suffragettes in Washington, D.C.," and "An Overview of Famous Women Sites in the District of Columbia."

On Tuesday, a day on Capitol Hill will give members an opportunity to meet with their congressional representatives and staff as well as visit historical sites such as the Capitol Building, Library of Congress, and Supreme Court. Later that evening, a presentation on the arts will emphasize the amazing impact that art can have on the academic and personal lives of both students and educators.

Meet DKG members from across the country to learn about and discuss critical issues facing educators. Gain skills to strengthen your chapter and/or DKG legislative committee. Become better prepared to inform your state organization members about the legislative process and pending legislation related to women, children, and education.

Register today to attend the National Legislative Seminar, March 10-13, 2024, at the Holiday Inn National Airport in Arlington, Virginia. Information on registering for the seminar and reserving a room can be found on the US Forum website: dkgusforum.org.



Washington, D.C. Go Ahead Tour: Best Price Deadline Approaches

Make the most of your yearly travel dollars by adding the Go Ahead D.C. Tour (July 14-19) to your trip to the 2024 DKG International Convention in National Harbor, Maryland! Adding the tour gives you an additional 5 nights and 6 days following the convention to visit D.C. landmarks, monuments, and museums in the company of your DKG colleagues. Hotel accommodations, breakfast each day, transportation to a variety of sites in the D.C. and northern Virginia areas, as well as a transfer to your airport for departure home on Day 6 (Friday the 19th), are provided in the tour package.

The best time to book the tour package at its lowest price is from **NOW through January 15, 2024**. Don't delay! Space is limited. Give yourself the gift of seeing more of the Washington, D.C., area up close. Book today and join your DKG friends who have already made plans to take advantage of the opportunity to extend their stay after the convention ends. Tour information and online booking are available at www.grouptoursite.com/tours/dkg-washingtondc | **1-800-438-7672**.



The DKG
Washington, D.C.
City Experience

Book before
Jan 15
for the best price

Scan Here

July 14-19, 2024

Reserve your spot today

with Ambassador
Cathy Daugherty

What's beyond National Harbor?

Learn more about the historical towns nearby in this short clip from the Official DKG Facebook page.

Locations Featured:

- Washington, D.C.
- Alexandria, VA
- Mount Vernon

Keep an eye on **dkg.org > Events > International Convention** for more information.



International Convention: Vendor Application Opens and Other Updates

The 2024 International Convention in National Harbor, Maryland, USA, will take place from July 9 -13, 2024. Located in the beautiful Gaylord National Resort & Convention Center, this year's convention will include a look into the *Constitution* as members gather to ratify new amendments that will propel DKG into the future. Members can learn more about these amendments at the upcoming Constitution Town Halls to be held in April. Keep an eye on dkg.org for more information on these meetings.

Additionally, Vendor/Exhibitor forms are now available for those interested in having a booth at the 2024 Convention Expo. You can [find the form](https://dkg.org) at **dkg.org > Events > International Convention > National Harbor, MD > Forms and Sign Ups**. This form must be postmarked for return to Headquarters in Austin by April 15, 2024.

Registration for the convention begins soon! Keep an eye on dkg.org and [DKG's official Facebook page](#) to receive all the latest updates.

Support Our Future: Give to World Fellowship

World Fellowship is a fund under the DKG International Educators Foundation (DKGIEF) that supports the educational goals of women from around the world. Donations allow International World Fellowship recipients to study in various fields at different universities in the United States and Canada. These women can then take what they have learned back to their respective countries to further enrich society. DKG is improving the world one woman at a time through World Fellowship.

It is important for members to realize that World Fellowship awards are not supported by dues. Instead, all funds for World Fellowship recipients come from individual, chapter, and state organization donations. If enough members donate even \$1, it adds up.

[Members can donate](#) by signing in to **dkg.org > DKGIEF > Donate > World Fellowship Fund**.

Chapters can also donate in honor of their members. For example, if a member has a birthday, donate in her honor. If a chapter hosts a special speaker, donate in her honor. If a chapter is celebrating a special event, donate. Individual members should be aware, too, that donations are a personal federal tax deduction in the United States and a taxable deduction in many member countries.

Another way chapters can raise money is by hosting special fundraising events. For example, bringing (or Zooming) in a World Fellowship recipient is a great way to highlight the very real impact of this fund while collecting donations. Or chapters can consider having a raffle for a gift basket to raise money for World Fellowship. Keeping a donation bucket at all chapter events is another easy way to gather donations. The options are endless for creative opportunities to raise money for this important initiative.

The World Fellowship Committee would be happy to hear from members about ways their state organization or chapter raises money for World Fellowship. [Contact members of the committee](#) by signing into **dkg.org > About > Committees > World Fellowship**. Click the envelope icon under any committee member's name to email her. The World Fellowship Committee looks forward to hearing new ideas to raise money for the amazing DKG World Fellowship recipients.

2023-2024 World Fellowship Recipients

Fellowship Recipient	Country	Field of Study	University
Tanita Abraham	India	Education Leadership, Organizations, and Entrepreneurship	Harvard University
Faiqoh Agustin	Indonesia	International Education Policy	University of Maryland College Park
Indra Amarjargal	Mongolia	International & Transcultural Studies	Columbia University
Justina Bruera	Argentina	Law	Columbia University
Nabila Chowdhury	Bangladesh	Information Science	University of Toronto
Valeria E. Acevedo Diaz	Chile	Global Leadership	Columbia University
Renea Douglas	Guyana	Forensic Science	Syracuse University
Angie Gonzalez	Colombia	Africana Studies	Georgia State University
Amber Hussain	Pakistan	Nursing	University of Alberta
Lattanee Inthilath	Lao PDR	Women's Gender and Sexuality	University of Albany, NY
Teresita Maria Irarrazaval	Chile	Education	Harvard University
Manisha Kabi	India	HIV Biology	University of Toronto
Naila Latifova	Azerbaijan	Teaching, Learning and Teacher Education	University of Nebraska-Lincoln
Yaejin Lee	South Korea	Infectious Diseases	University of Toronto
Zafiro Andrade Romo	Mexico	Social and Behavioral Health	University of Toronto
Fellowship Extension	Country	Field of Study	University
Chrisanne Dzouza	India	Experimental Surgery	McGill University
Omnia Elebyary	Egypt	Dentistry	University of Toronto
Vidarshani Ellepola	Sri Lanka	Food Science	Ohio State University
Sobia Idrees	Pakistan	Nursing	University of Alberta
Daniela Isaacs-Bernal	Colombia	Chemical Engineering & Applied Chemistry	University of Toronto
Alejandra Guardia Muguruza	Peru	International Development	Harvard University
Bulgan Tsolmonbaatar	Mongolia	Education	University of Washington
Nayantara Govindrajan	India	Biological Sciences	University of Calgary

Society Representatives to State Organization Conventions

Please note: SO's that did not request a society representative are not included in this list.

State Organization	Society Representative	Event Dates	Location
Alabama	Dr. Teresa Cowan	February 24, 2024	Birmingham
Alaska	Dr. Beverly Hall-Maughan	May 3 - 5, 2024	Fairbanks
Arizona	Dr. Beverly Hall-Maughan	June 1 - 2, 2024	Phoenix
California	Dr. Debbie LeBlanc	May 3 - 4, 2024	Santa Clara
District of Columbia	Carol Herzog	May 4, 2024	
Estonia	Marie-Antoinette Hubers de Wolf	March 23, 2024	Pärnu
Idaho	Dr. Debbie LeBlanc	June 11 - 13, 2024	Fort Hall
Illinois	Marie-Antoinette Hubers de Wolf	April 19 - 21, 2024	Virtual
Iowa	Cyndy Moore	April 1 - 5 or April 8 - 12, 2024	Virtual
Jalisco	Cyndy Moore	February 24, 2024	Guadalajara
Kansas	Dr. Beverly Hall-Maughan	April 12 - 14, 2024	Shawnee/Mission
Kentucky	Becky Sadowski	April 19 - 21, 2024	Lexington
Louisiana	Dr. Debbie LeBlanc	March 15 - 17, 2024	Alexandra
Maine	Nita R. Scott	April 27, 2024	Virtual
Maryland	Cyndy Moore	May 3 - 4, 2024	Bowie
Michigan	Dr. Beverly Hall-Maughan	April 26 - 28, 2024	Bay City
Minnesota	Nita R. Scott	June 18 - 19, 2024	St. Joseph
Mississippi	TBD	April	Central Area TBD
Montana	Bev Mantey VanCronkhite	2nd/3rd week of June	Helena
Nebraska	Dr. Teresa Cowan	April 19 - 21, 2024	Kearney
New Jersey	Becky Sadowski	April 12 - 14, 2024	Somerset
New Mexico	Becky Sadowski	April 26 - 28, 2024	Alamogordo
North Carolina	Peggy Jonas	April 26 - 28, 2024	Durham
North Dakota	Dr. Debbie LeBlanc	June 5 - 6, 2024	Grand Forks
Oklahoma	Dr. Teresa Cowan	May 31 - June 1, 2024	Oklahoma City
Ontario	Connie Rensink	May 3 - 5, 2024	London

State Organization	Society Representative	Event Dates	Location
Oregon	Dr. Lyn Babb Schmid	May 17 - 19, 2024	Klamath Falls
Pennsylvania	Cyndy Moore	June 19 - 21, 2024	Pittsburgh Area
Puerto Rico	Dr. Alejandrina Mata-Segreda	April 6 or 13, 2024	San Juan
South Dakota	Dr. Beverly Hall-Maughan	June 14, 2024	Huron
Tennessee	Connie Rensink	May 29 - June 1, 2024	Sewanee
Texas	Connie Rensink	June 22, 2024	Houston
Vermont	Dr. Debbie LeBlanc	April 26, 2024	TBD
Washington	Bev Mantey VanCronkhite	April 26 - 28, 2024	Pasco
Wisconsin	Lorna Berlinguette	May 4, 2024	Wausau

International Issues Task Force: Chapter-to-Chapter Exchange

The International Issues Task Force Committee is initiating the Chapter-to-Chapter Exchange program. This exciting opportunity allows DKG members to reach out to fellow members in other countries and regions, reminiscent to what happens at conferences and conventions. Members and chapters may log onto the new [Chapter-to-Chapter Exchange Community](#) on dkg.org at **MyDKG > Communities > Chapter-to-Chapter Exchange** to get started.

With the Chapter-to-Chapter Exchange, members can share chapter and state organization initiatives, educational information from their region, stories about how their local members are involved in DKG, and other personal tidbits. Formats for exchanges can include email, video conferences, recorded videos, Padlet, or any other platform that works for both partners. It's up to each chapter.

At the end of each school year, the committee will invite chapters to share their exchange stories. This initiative will help shrink the 17-country DKG world!



NOW HIRING:
MEMBERSHIP DIRECTOR

DEADLINE TO APPLY:
Jan 19, 2024



Major Actions of the Administrative Board: November 2023

November 8 - 10, 2023 – Marriott Courtyard (Plugerville Conference Center), Austin, TX, USA

The following major actions were taken by the 2022-2024 International Administrative Board during its November 2023 meeting:

1. Approved the Consent Agenda items by consensus, without objection.

Consent Agenda Items:

- Action Item #1: Move to approve Vendor/Exhibitor List for the 2024 International Convention
- Action Item #2: Potential Sponsors List for the 2024 International Convention
- Action Item #3: Move to approve the collection for the Emergency Fund at the 2024 International Convention

Context of this action: The use of a Consent Agenda provides for a more efficient use of meeting time while maintaining appropriate oversight. Consent Agenda items are available for review prior to the meeting and often include the ratification of actions approved via email or other electronic means. Consent Agenda Items may be pulled for discussion by request of any board member.

2. Ratified the electronic ballots approved by the Administrative Board since the May 2023 meeting:

- Approved a last-minute vendor for the Detroit International Conference – Baby and Toddler Readers.
- Approved the revised DKG Ignite Procedures.
- Approved to hold the state organization leadership training (SOLT) prior to the 2025 International Conference in New Orleans, July 29 - August 2, 2025.
- Approved the 2024 International Convention vendor/exhibitor fees.

Context of this action: The business of the board must often take place between meetings and thus includes electronic ballots with discussion occurring via electronic means. The minutes of the next meeting must then include the ratification of those actions approved via email or other electronic means.

3. Recommended a resolution be presented to the 2024 International Convention that the UNICEF GIRLS program be selected as a replacement for the Schools for Africa project (our current international project), which has been discontinued by UNICEF.

Context of this action: UNICEF USA has discontinued the Schools for Africa project. The Educational Excellence Committee has explored several projects UNICEF recommended to replace the international project, Schools for Africa, and selected the GIRLS project due to its similarity in goals: <https://www.unicef.org/education/girls-education>.

4. Approved 2024 International Convention Registration Fees (to be adjusted for 30 days prior to the convention opening, per *Constitution*):

- **Member Registration Fees**

- \$175 per day for one, two, or three days (fee includes meal, speakers, and all convention-specific events that calendar day).

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- \$575 for the entire convention Tuesday evening - Saturday evening (fee includes meal, speakers, and all convention-specific events each day).
- **Collegiate Member Registration Fees**
 - \$125 per day for one, two, or three days (fee includes meal, speakers, and all convention-specific events that calendar day).
 - \$400 for the entire convention Tuesday evening - Saturday evening (fee includes meal, speakers, and all convention-specific events each day).
- **Non-Member Registration Fees**
 - \$200 per day for one, two, or three days (fee includes meal, speakers, and all convention-specific events that calendar day).
 - \$650 for the entire convention Tuesday evening - Saturday evening (fee includes meal, speakers, and all convention-specific events each day).

Context of these actions: The registration fees for international events are approved by the Administrative Board and set with careful consideration given to estimated costs, as well as the ability of members to afford participation. Analysis of past registration fees including meal events, estimated fees for speakers, AV, and other expenses, and contractual obligations led to the conclusion that a new fee structure was needed in order to maintain affordability, meet contractual obligations, and provide the most enjoyable and productive experience for members. All fees include all events occurring and convention-specific meal events during the time period purchased. Per Constitution, all fees increase by 50% prior to the opening day of the convention.

5. Approved motions related to Society Headquarters personnel following executive session of the board:
 - Approved the Headquarters Organization Chart.
 - Approved a 4% Cost-of-Living Adjustment for Headquarters employees effective the first full pay period in 2024.
 - Accepted the recommendations of the Performance Appraisal Team.
 - Accepted with deepest regret the retirement of Executive Director Nita Scott, effective end of August 2024.

Context of these actions: The Administrative Board is charged with oversight of the Headquarters office facilities and staff. Although the Executive Director manages staff, operations, and office facilities directly, the Board is responsible to approve the Headquarters organization chart and salary guide and has a more direct role in the management of the director-level positions via the Performance Appraisal Team, a committee of the Administrative Board.

6. Recommended that the Executive Board approve the nomination of Tsipi Ben Haim for International Honorary Membership.

Context of this action: The Administrative Board reviews nominations for international honorary membership at the recommendation of the International Membership Committee. The Executive Board is authorized to approve the invitation to membership.

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7. Adopted a policy to require all committees/boards/juries charged with the responsibility of selecting nominees or reward recipients to maintain scoring guidelines and rubrics with publication of appropriate documents in GAPP and submit all applications and scoring summaries to appropriate Headquarters personnel for storage in a secured digital vault for at least four years post-selection. Access to the virtual vault is restricted to the Executive Director, Technology Director, and Executive Assistant.

Context of this action: To provide transparency regarding selection processes and ensure convenient member access to documents outlining selection processes and defining criteria for selection, all criteria and guidelines will be consolidated into single documents and published in GAPP. These guidelines and scoring rubrics are approved by both the Administrative Board and the Executive Board. Securely storing appropriate documents used in the scoring process will protect the Society and related committee members in the event a grievance or complaint related to a selection is filed.

8. Reviewed all proposed amendments to the *Constitution & International Standing Rules* submitted for consideration at the 2024 International Convention. For each proposed amendment, the Administrative Board recommended whether to adopt or not adopt the proposal.

Context of this action: The Administrative Board reviews proposed amendments to the International Standing Rules per the Constitution. For consistency and educational purposes, the Administrative Board reviews all proposed amendments and votes to recommend for each to "adopt" or "not adopt."

9. Move this board request the 2024 International Convention authorize a revision of the *Constitution and International Standing Rules* to be presented at the 2026 International Convention.

Context of this action: With the increasing number of proposed amendments to the governing documents each biennium and the feedback from members regarding the time spent at convention focusing solely on the amendments, the Administrative Board feels it is time to consider a revision of the governing documents. This revision would involve a committee of members and legal counsel to develop bylaws based on best association practices and the needs of DKG in the future. With appropriate governing documents that do not need constant amendment, convention activities can focus on business of a different nature. The revised document would be presented to the 2026 International Convention for approval.



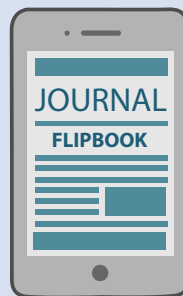
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Read the *Bulletin: Journal* online in Flipbook format.



DKG™ Collegial Exchange

UPDATE: JAPAN

Our Japan State *Peace Education* and *Diversity Education* projects have kept us busy promoting international friendship. DKG members visited elementary schools to present “The Blue-eyed Doll” picture-story show (*kamishibai*), which you can read more about in issue 90-2 of the *DKG Collegial Exchange*, and Hiroe Sato, an 85-year-old Hiroshima atomic bomb survivor (*hibakusha*) spoke at Tosa Juku Junior High and Kochi University. The students listened in both Japanese and English. In August, Taeko Ogawa gave a dramatic calligraphy performance calling for peace at the Hiroshima Peace Memorial Park. As a follow up, a Hiroshima spring event is planned for donating the origami peace cranes created by the Area XIV chapters in California.

Japan State is working to diversify with our first non-native Japanese president, creating new challenges as we work to do things in two languages. Hitomi Nomura and other DKG members taught flower arrangement (*ikebana*) to Japanese and international Kochi University students using both Japanese and English in July. Our Fall Workshop guest speaker, Rumiko Hirose from the Kochi Consultation Center for Foreign Residents, talked about the diversity and lifestyle concerns of foreigners in Kochi.

Several members traveled to Hawai’i in September to show support for the Maui wildfires and to learn more about helping those most in need. They visited schools, elderly daycare facilities, Kahauiki Village, and Hawaiian Plantation Village, singing and interacting as well as introducing “The Blue-eyed Doll” on KZOO Radio. In November, Ellen Tanoura from Hawai’i came to Japan and gave an update on Kahauiki Village activities.

In October, a few DKG members and college students took part in the 24-hour walk “*Relay for Life*” to support cancer survivors and research. I have been working with Kochi University students showing them how to volunteer in English to help businesses with international tourists in the Kochi Harimaya shopping arcade. These students will go on to be our future educators and leaders here in Japan.

Japan State has the *DKG College and Career Education* projects simmering on the back burner. Working with the Kochi City Institute of Education, Makiko Mukai and DKG want to support and mentor college students who want to become future educators. Yasuko Kita and DKG want to make our students aware of all the local career opportunities available. This is our most energetic upcoming project that keeps our motto in mind, “*Reach out, stay flexible, and have fun.*”

Paula D. Fabian, Japan State Organization President (2023-2025)