

## Dr. Judith R. Merz Receives International Achievement Award



**E**ditor of the *Delta Kappa Gamma Bulletin* Dr. Judith R. Merz is the 2019 International Achievement Award recipient. She received her award at the International Leadership Conference in Iowa from Cathy Daugherty, 2018-2020 International President.

Merz, a longtime leader and involved member, has been editor of the *Delta Kappa Gamma Bulletin* since 2010. Her vision and grasp of members' needs spearheaded the addition of the two *Collegial Exchange* editions per year. In 2015, she began serving as communications and marketing consultant to

DKG. Merz's involvement in all aspects of the Society made her the perfect candidate to lead a team in charge of sharing the benefits of DKG with the world. A 2008 Leadership Management Seminar graduate, she has chaired or been a member of several international committees and boards. As interim executive director at Headquarters in 2017, she was involved in several change initiatives, including the new dues process for treasurers.

Merz was superintendent of Cedar Grove (NJ) Public Schools, having previously been a classroom teacher, principal, and supervisor of curriculum, testing, and state and federal programs. While living in NJ, she was active in the state organization as president, committee chair, and recipient of awards for her contributions to all levels of the Society. Merz now calls Nevada her home and continues to be an active member at all levels of the Society, including currently serving as chapter treasurer of NV Epsilon.

The following excerpts from the International Achievement Award nomination form for Merz best describe her passion for the Society: "Dr. Judy Merz is a visionary with a strong understanding of what needs to be done to help DKG grow and evolve. She challenges those around her and serves in innumerable ways for the betterment of the

See **AWARD** p.6



*President's Survey results*



*Planning and funding international events*



*International conference highlights*



*DKG Ignite!—A new LMS*

# Hearing What YOU Say

By Cathy P. Daugherty, RP

2018-2020 International President



**S**ome members operate under the misconception that their voice is not heard by the leaders of this Society. Over the last decade your leaders have actively solicited members' opinions in a variety of ways and in a variety of venues. Most effective have been surveys provided during luncheon sessions of conferences. By using a cell phone and a QR code, attendees accessed, took, and saw the results of a survey within minutes. Receiving timely survey results offers immediate gratification, needed insight, and clarity moving forward for the group sponsoring the survey. Preliminary results of the 2019 International President's

Survey offered to attendees at each of the international conferences held this summer, have been tabulated and appear on the next page. Here are the results.

*Note: Questions 1 and 2 allowed for choices to be ranked. A score approaching 4 indicated the top choice from survey respondents. Responses from attendees at the Arts & Humanities conference were invalidated due to confusion with the ranking process.*

**Question 1:** Based on responses from four of the five international conference attendees, the optimal time of year to attend an international event (conference or convention) occurs in Quarter 3 during the months of July, August, and September (3.433 out of 4). This reply supports comments shared by members who noted in Question 5 (additional comments) that July was the best month for international meetings based on the schedules of members who are actively employed.

**Question 2:** The data collected for this item confirmed that members definitely prefer the length of conventions/conferences to remain the same (2.862). The next favorable response was for "a long weekend in the summer" (2.551) with "a week in the summer" following closely (2.48).

**Question 3:** This item required a simple YES or NO response but allowed those answering YES to provide ideas for a new name for the Society. Replies to this item overwhelmingly did not support a name change for our

organization. Those who did want to see a name change suggested DKG Key Women Educators, International Women Educators, International Society of Women Educators, Leading Women Educators, and variations of these names.

**Question 4:** The question "Would you support an international president-elect with one vice president versus the two (first and second) vice president positions we currently have?" garnered 73% affirmative responses compared to 27% negative responses.

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*Receiving timely survey results offers immediate gratification, needed insight, and clarity moving forward...*

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Members not in attendance at one or more of the 2019 International Conferences have the opportunity to add to these preliminary findings by taking the survey posted on the DKG website by September 30. (*Gain access to the [2019 IP Survey](#) on the [dkg.org](#) home page, upper right corner.*) HEARING WHAT YOU SAY through this survey will guide the Administrative Board at its November 2019 meeting as it plans future international events and considers endorsing proposed amendments for presentation at the 2020 DKG Convention in Philadelphia.



### What time of year is optimal for you to attend an international event (such as a conference or convention)?

Ranking of responses: 4=most favored, 1=least favored  
Arts & Humanities invalidated

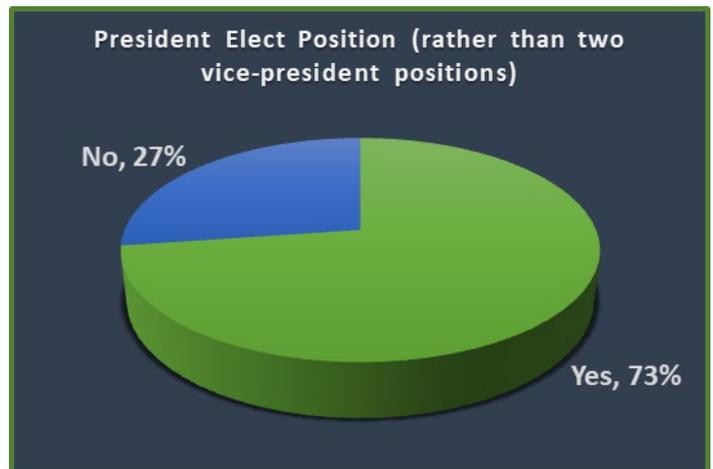
### What length of time would you prefer for an international event (such as a conference or convention)?

Ranking of responses: 4=most favored, 1=least favored  
Arts & Humanities invalidated



### Are you in favor of a name change for the Society?

### Would you support an international president-elect position with one vice president versus the two (first and second) vice president positions we currently have?



## 2018-2020 ADMINISTRATIVE BOARD

### International President

Cathy P. Daugherty, RP, Virginia  
[cathyd@dkg.org](mailto:cathyd@dkg.org)

### First Vice President

Becky Sadowski, Tennessee  
[beckysadowski@hotmail.com](mailto:beckysadowski@hotmail.com)

### Second Vice President

Dr. Lace Marie Brogden, Saskatchewan  
[lbrogden@laurentian.ca](mailto:lbrogden@laurentian.ca)

### Executive Director

Nita R. Scott, CAE, Texas  
[nitas@dkg.org](mailto:nitas@dkg.org)

### Parliamentarian

Dr. Helen Popovich, PRP, Florida  
[hpopovich@mac.com](mailto:hpopovich@mac.com)

### Immediate Past President

Carolyn H. Pittman, Arkansas  
[carolyn.pittman@yahoo.com](mailto:carolyn.pittman@yahoo.com)

### Regional Directors

#### Europe

Ingibjörg Jónasdóttir, Iceland  
[ij@host.is](mailto:ij@host.is)

#### Northeast

Jane D. Tanner, New York  
[tannerj@sunyocc.edu](mailto:tannerj@sunyocc.edu)

#### Northwest

Dr. Donna Niday, Iowa  
[dniday@iastate.edu](mailto:dniday@iastate.edu)

#### Southeast

Elaine D. Warwick, Tennessee  
[elainewarwick@att.net](mailto:elainewarwick@att.net)

#### Southwest

Marilyn Gregory, Texas  
[marilyngregory8@aol.com](mailto:marilyngregory8@aol.com)

### Members-at-large

#### 2016-2020

June M. Bowers, Nebraska  
[bowersjunem@yahoo.com](mailto:bowersjunem@yahoo.com)

#### 2018-2022

Connie Rensink, Texas  
[connie.rensink@yahoo.com](mailto:connie.rensink@yahoo.com)

### Area Representatives

#### Canada

Betty Rose, Alberta  
[bettyrose@shaw.ca](mailto:bettyrose@shaw.ca)

#### Latin America

Aurora Vignau, Nuevo León  
[aurora.vignau.dkg@gmail.com](mailto:aurora.vignau.dkg@gmail.com)

#### DKG NEWS EDITOR

Trish Woodley, Texas  
[trishw@dkg.org](mailto:trishw@dkg.org)

## Forward Thinkers can Make Change

**D**o the governing documents of DKG need to be changed or updated? Perhaps unintended barriers keep your chapter from addressing one of the seven Purposes? Simplify wording, make a change, or create a new Proposed Amendment (PA) by following these steps:

1. Fill out the form found on the DKG website ([www.dkg.org](http://www.dkg.org)). Sign in and click on the **Apply/Submit** tab; then select **Submissions**. Click on **Submit a Proposal for the Constitution and ISR** and scroll to the bottom of the page. Select the link for the document for which you wish to submit a proposal.
2. The form **MUST** be received by the Constitution Committee by October 1, 2019.

Proposed Amendments then take the following path on the way to becoming part of DKG governing documents:

1. Following October 1, completed Proposed Amendment forms will be compiled and reviewed by the Constitution Committee. The Finance Committee will also consider the fiscal impact on the Society.
2. With or without changes, the PAs will go to the International Administrative Board for their review.
3. Approved PAs will then be published for all members to see. Members can let their leaders know how they feel about each PA and discuss each one.
4. PAs will be voted on by members at the international convention in Philadelphia in 2020. Approved proposals will go into effect as soon as they are approved.

Forward thinkers: Let's be prepared to make important changes as we look to the future of DKG!





*Nita R. Scott, CAE  
Executive Director*

## From the Desk of the Director

Members frequently ask about the process of planning and funding international events. While DKG conferences and conventions may be less costly than the national meetings of other organizations, we certainly realize the travel costs, registration fees, and meal expenses add up quickly. Here are a few things that transpire behind the scenes that affect the overall costs of conferences and conventions:

- Unlike other organizations, DKG does not price conferences/conventions to generate non-dues revenue. In other words, we do not seek to make a profit from these events but simply hope to break even.
- The registration fee covers expenses such as meeting space rental fees, audiovisual costs, staging expenses, speaker fees and expenses, program printing, and other costs related to the event.
- Rental fees for meeting spaces are often waived by the hotel/site if Food & Beverage (F&B) minimums are met. Because meeting the F&B minimum is primarily dependent on members buying meal tickets, failing to meet the contracted F&B minimum can result not only in paying the difference as a penalty but also in paying space rental fees.
- In order to contract the appropriate spaces for the event (for example, an appropriate number of breakout rooms and a ballroom that seats all attendees), a block of lodging rooms and standard F&B must be reserved. The block of rooms is guaranteed by contract and must be sold in order to receive many of the agreed-upon concessions in the contract, such as free internet in the meeting spaces or a discount on audiovisual costs. When members choose to stay at a different hotel or an Airbnb, we may not “meet the block.” Not meeting the block results not only in giving up those concessions and discounts but also in paying the difference for the guaranteed rooms – in other words, paying for rooms members did not occupy.

- Meal tickets are priced simply to cover the total cost for the meal provided. That cost includes not only the price of the actual food but also the “plus-plus” items that are always charged. Service fees, gratuities, and taxes usually add about 30% or more to the cost of the meal. A setup fee may also be added.

So when the event does not meet the block or the F&B minimum (or both), what do we do? In the best scenario, we might agree to schedule a future event at the same venue and apply the penalty as a down-payment. Sometimes we may negotiate to apply the penalties in a creative way, such as releasing block rooms early in hopes that they are sold outside of the event or adding complimentary meals or snack times in order at least to gain benefit from the penalty payment. At other times, the penalty simply has to be paid. Members should know that when costs exceed the revenues brought in by the convention or conference, the end result is an impact on the Available Fund, which is supported by member dues.

Wondering why we simply do not agree to block rooms and F&B in convention/conference contracts? Remember, DKG events can be complicated, and without a contract most hotels in the U.S. will not agree to host the event. Without a large enough block of rooms or F&B, the hotel will not allocate the space needed for the event, even with the expectation of a large number of attendees. This would result in running out of space to accommodate members who register in the last months before the event.

By considering past trends in attendance and future trends in membership growth, we try to anticipate the scope of each event because signing in advance is essential for developing good contracts with benefits to the organization. Even with all best efforts, however, planning a future event is still a complex game of chance.

Keep your eye out for more information in future columns when we explore the possibilities for upcoming international events!

## DEADLINES

### September 15

Arts & Humanities Gallery  
Submissions for Fall Gallery

### September 15

Application to be a speaker  
for International Speakers  
Fund

### September 15

Nomination Recommen-  
dations and Endorsement  
Forms for International  
Officers/Elected Committees

### September 27

Registration date for  
GoAhead tour to NYC  
following 2020 convention in  
Philadelphia

### September 30

Website Rental Space –  
Form 74

### September 30

Registration date for  
GoAhead tour to San  
Francisco and Napa Valley

### October 1

Proposed Amendments to  
*C/ISR*

### October 1

*Bulletin: Journal*  
submissions

### October 15

Request for Society  
representatives to state  
organization conventions

### November 1

DKGEF Cornetet CSPD  
applications

### November 10

SOPs to request an  
international speaker from  
International Speakers Fund

## Ask Annie

Dear Annie,

I'm a retired teacher and not connected with active teachers any longer. How can I recruit new members? I'm not sure where to find them.

—Retired Recruiters

Dear Recruiters,

I'm so pleased you are seeking new members, and I have great news! The constitutional amendments that were approved last summer have increased the possibilities for potential membership. Now, any woman who is or who has been an educator or any college student in the last 2 years of her education degree is eligible to be invited to membership. You could invite a friend who used to be a teacher or reach out to schools of education. Please check the *Constitution* for specific eligibility requirements.



Another option you might want to consider is volunteering in the classroom. You would be helping other educators and gaining access to a network of potential members. Maybe another organization you belong to has active or former teachers who would be interested in DKG. I look forward to hearing what strategies you use and how your efforts help your chapter grow!

Annie Webb Blanton

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From *AWARD* p.1 Society. Her guidance and contributions as editor have transformed Society publications into the forefront of educational journals." "Servant leadership is a fundamental part of Judy's being. Those of us who have worked with her know that behind the public persona is someone who works tirelessly to support the Society. Judy works even more tirelessly behind the scenes to support the efforts of others with no thought of personal recognition."

The *Constitution*, Article VIII.B, provides that the gold medallion and chain known as the International Achievement Award is given annually to a member in recognition of her distinguished service to the Society at the international level. Names of eligible candidates are submitted to the International Executive Board for vote using a preferential ballot. A member may receive the Achievement Award only once, and the award is presented at an international convention or conference.

# Arts & Humanities Conference Highlights

From opening night with artisan demonstrations on the lawn to the grand finale featuring internationally known storyteller Sheila Kay Adams, 480 members and guests from as far away as Japan and Hawaii attending the first DKG international conference in Asheville, North Carolina, were immersed in the theme of arts and humanities.

Attendees enjoyed watching artisans demonstrate their crafts of weaving, watercolor painting, blacksmithing, butter making, and basket weaving before the opening session. The Whitewater Bluegrass Co. made the mountain culture come alive with music and song, while The J. Creek Cloggers entertained all with their clogging and dance routines. Members were invited to join in the fun!

Attendees participated in a variety of workshops including printmaking, dancing, literature, storytelling,

writing, art history, reading, making Zentangles, creating their own journals, and many DKG-related topics.

Dr. Kevan Frazier spoke at the Humanities Luncheon, sharing a brief history of the Asheville area and how it became a haven for artisans of all kinds. Attendees also learned about author Thomas Wolfe, an Asheville native.

Elaine Warwick presented a regional media award to WLOS-TV in Asheville for excellence in promoting education in its viewership area.

Throughout the conference, members were invited to participate in a collaborative weaving project using objects gathered from nature; the final product was displayed at the closing session of the conference.

At the Showcasing the Arts Banquet, conference attendees were entertained by an Appalachian dulcimer player and a rousing performance by

the conference chorus. Storyteller Sheila Kay Adams entertained all with her humorous stories, Appalachian songs sung a capella, and clawhammer banjo playing. As one member said, "It will be hard to top her performance at any other conference."



*Featured storyteller and banjo player Sheila Kay Adams entertains with humorous stories and songs at the Showcasing the Arts Banquet.*



*The Whitewater Bluegrass Co. entertains members at the opening session in Asheville.*

## Thank you!

Thanks to all members who donated to the Emergency Fund at international conferences! The total from all 5 events is

# \$21,341.20

# Leadership Conference Highlights

“Right here, right now” became the theme of the DKG Leadership Conference in Des Moines, Iowa, on July 10-12, 2019, as keynote speakers encouraged conference participants to analyze their leadership strengths and weaknesses and be present in the moment. Susan Leahy’s energetic presentation in a two-part Leadership Bootcamp elicited interactive participation and set the tone for a conference packed with opportunities for training and thinking about leadership. The Eunah Temple Holden speaker, Leahy added to her “right here, right now” theme by asking participants to write down their negative leadership traits—and then discard them in a bucket that she carried through the excited crowd.

Leahy’s opening keynote created a bridge from preconference leadership training for state organization presidents, membership chairs, and treasurers from Canada and the United States to inspiration for 294 registrants from 38 state organizations, including 4 from Canada. Other keynote speakers built on the leadership theme. At the We Are Leaders Luncheon, Nita Scott, DKG Executive Director, urged members to “Sit Up Tall and Take the Reins—The Leadership Ride.” Speaking at the third general session, Dr. Judith Merz, editor of the *Bulletin* and former interim executive director, recommended “Finding the ‘I’ in Leader,” exhorting each participant to maintain integrity and assess her identity as a leader. International President Cathy Daugherty sparked the Growing Future Leaders Banquet with thoughts on “Cultivating Leaders.”



*Holden Fund speaker Susan Leahy’s energetic attitude opens the international conference.*



*Attendees at the preconference leadership training practice collaboration to solve a puzzle.*

Other highlights of the conference included a series of inspirational Leadership Vision statements as kick-offs to each session. These were provided by Jane Evans, Iowa: “Becoming a Leader”; Mary Zirkelbach, Iowa: “I Am a Leader”; and Dr. Lace Brogden, Saskatchewan: “You, Too, Can Become a Leader.” During the luncheon, Mary Eiler, Nebraska, described photos from the devastation of the flooding of the Missouri River and expressed her appreciation for receiving support from the Emergency Fund. On Thursday afternoon, the Canadian Forum, led by Betty Rose, provided networking opportunities. The U.S. Forum, led by Sally Nyhus, featured Mary Mascher, Iowa House Representative, speaking about “Child Welfare from a Provider’s and a Legislative Perspective.” On the closing day, Dr. Judith Merz received the 2019 International Achievement Award.

The popular marketplace, 34 workshops, 10 takeaway sessions, and a performance by the convention chorus under the direction of June Bowers, Nebraska, rounded out a full menu of experiences at the conference. Little wonder that the closing banquet concluded with participants singing and dancing in the aisles to “Celebrate!”

## Top 10 potential conference/convention sites

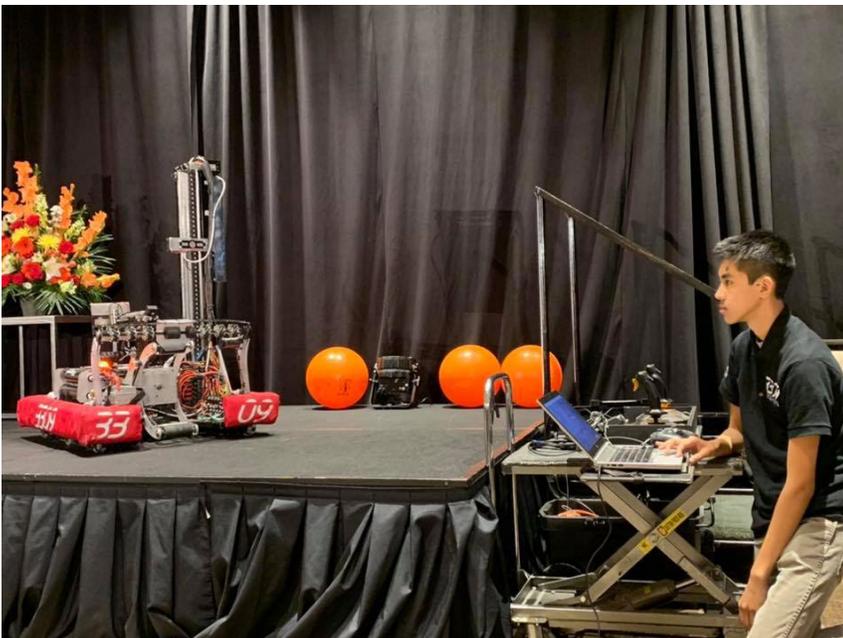
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|---|----|---|----|---|----|---|----|---|----|
| 1 | CA | 2 | HI | 3 | FL | 4 | TX | 5 | LA |
|---|----|---|----|---|----|---|----|---|----|

# Technology Conference Highlights

“Great speakers...wonderful workshops...serious marketplace shopping...talented tech poet...beautiful chorus music...skilled robot demonstration...many delicious meals...” are what attendees said about the International Conference on Technology, July 17-20, 2019, in Costa Mesa, California.

More than 55 workshop sessions offered attendees a chance to learn about both instructional and entertaining technologies. Topics included social media, technology programs, toys and games, personal enrichment, leadership training, DKG committees, global learning, Dropbox and GoToMeeting, chapter chartering, and technology and the brain.

Jodi Young, 2019 California Teacher of the Year finalist, spoke about her experiences as a teacher and then showed her skills and versatility by offering to teach a workshop when the presenter could not attend. Young was enthusiastically welcomed by members when she expressed an interest in joining DKG. Birthday Luncheon and Eunah Temple Holden speaker Crystal Washington used humor as she shared how various age groups approach a situation utilizing different technologies. A futurist, she had attendees eager to try different types of social media to communicate and interact with each other.



*A California robotics student club demonstrates the abilities of the robot high school students built.*



*Holden Fund speaker Crystal Washington engages attendees at the birthday luncheon.*

A group of high school robotics students demonstrated their winning competition robot and explained their involvement in First Robotics, a mentor-based program that builds student skills in STEM: science, technology, engineering, and mathematics.

Society speakers included International President Cathy Daugherty, Executive Director Nita Scott, Membership Director Trish Woodley, and Technology Director Victor Trisnadi. Daugherty and Scott discussed the future of DKG, and Woodley and Trisnadi shared information about the use of technology within the Society.

*proposed by attendees at international conferences*

6 NY

7 GA

8 TN/VA/SC

9 NV

10 WA STATE

# Professional Research & Practices Conference Highlights

The DKG International Conference on Professional Research and Practices was held in Reykjavík, Iceland, July 25-27, 2019. Contents focused on enhancing the learning community and the 6Cs: character education, citizenship, collaboration, communication, creativity, and critical thinking.

After a short opening ceremony, the first session started by bridging a gap in experience with María Einarisdóttir's voice from the young Icelandic generation and the voice of Dr. Jón Torfi Jónasson, an experienced academic professor. Keynote speaker Dr. Kolbrún Pálsdóttir rounded out the first session by educating attendees about building bridges between research and practice. After the first session, participants were taken out of Reykjavík to experience the bright Icelandic summer night.

In the following day and a half, attendees enjoyed 8 other keynote speakers spread across 4 more general sessions, 28 workshops, and 16 takeaways presented by international committee members, Society Headquarters staff, and members from across the globe. The speakers dwelled on the theme of the conference, but the workshops and takeaways had diverse themes, including communication, leadership, collaboration, Society topics, and various areas of education.

International President Cathy Daugherty, Executive Director Nita Scott, and Business Director Phyllis Hickey from Society Headquarters provided leadership training for incoming state presidents, executive secretaries, treasurers, membership chairs, and EEC chairs.



*Bjorg Nakling (L) receives the 2019 European Achievement Award.*

About 240 participants attended the conference and events; Iceland by Night, the Grand Dinner, and the Birthday Lunch were all fully booked.

Between sessions, young people performed, playing instruments and reading poems. Session presiders came from countries across Europe.

Bjorg Nakling of Norway received the 2019 European Achievement Award.

The Icelandic steering committee, sub-committees, and chapters worked hard to make the conference and all the encompassing events memorable and to give the attendees a glimpse of research and practices in education in Iceland and Europe.



*Margrét Jónsdóttir leads participants in exercises between sessions.*

# Global Awareness Conference Highlights

It's a unique experience to put on a name tag and immediately be greeted by smiles everywhere you go, being recognized as a key woman educator of DKG. As a new member in my second year, I didn't know what to expect from the 2019 Global Awareness Conference. As a refreshing change from negative conversations and pessimistic news, we learned about the amazing efforts of others to build a better world and how every individual can help.

Each general session infused global awareness using the Sustainable Development Goals (SDGs) of the United Nations. The 17 SDGs to fight inequality and injustice and protect the world can be accessed at [sustainabledevelopment.un.org](https://sustainabledevelopment.un.org).

Workshops and speakers provided suggestions for specific actions or encouraged awareness for positive action to build a better future. Two workshops that touched me most were presented by Marion Blumenthal Lazan and Carol Trembath.

Holocaust survivor Lazan described her life and what had happened to her family, urging "Never, ever give up." "It's not what happens to you, it's how you handle it." "Be kind and good to others. Live in a world of love and peace." Her book *Four Perfect Pebbles* details her story of courage and hope. Lazan was inducted into DKG as an international honorary member before her presentation.

Trembath used true events of the Water Walkers in the Ojibway tribe to raise awareness and protect water. Her three books—*WATER Walkers*, *Ripples & Waves*, and *Stepping Stones*, are told as children's stories with exquisite art by Native American artist David W. Craig. Trembath is working on a fourth book that will be about Lake Ontario and Niagara Falls.

Members of the Mashantucket Pequot Nation also shared their culture with Native American inter-tribal song and dance. Their costumes, especially the beading, were colorful and intricate. Their dancing and songs were upbeat and representative of several tribes and regions across Turtle Island (North America).

Megan Clark Torrey, CEO of the World Affairs Council of Connecticut, was the featured speaker at the U.S. Forum, while an update on ArtsCan Circle, the 2018-2020 Canadian project, was the main topic of the Canada Forum.

A Learn and Lunch Panel featured three participants from business, civil society/education, and a non-governmental organization, each speaking about implementing SDGs 16 (Peace, Justice, and Strong Institutions) and 17 (Partnerships for the Goals).

Monica Oliveira spoke passionately about her work as a Community Engagement Fellow under UNICEF USA's Global Citizenship Fellowship Program. She praised DKG for its Schools for Africa project, which transforms lives through education. The conference concluded with videos depicting two lives—in Sierra Leone and Niger—affected by this project.

The coming together of so many positive, affirming women made this conference memorable. "What affects one of us, affects all of us. We are all connected." Trembath was talking about water, but this is also how DKG exists.

*-Written by First Timer Donna Zehr, Chi Chapter (NY), with supplement by Northeast Regional Director Jane Tanner.*



*Holocaust survivor and author Marion Blumenthal Lazan is inducted as an International Honorary Member.*



*Native American members of the Mashantucket Pequot Nation share their culture with members.*

## INTERNATIONAL UPDATE: EUROPE

*This column is submitted on a rotating basis by the Europe Regional Director, the area representatives for Canada and Latin America, and Japan.*

The European region is facing change, including revitalization in some countries and growth in others. The spirit of a new era is emerging, with a younger generation of members coming along who are honing their professional skills and reputations; more experienced members in full swing in their professional lives; and others finishing their working lives and giving the Society their energy and passion for education. All ages are needed to work together in our Society; we may not take one as more important than another.

In Europe, we also want to strengthen our DKG network and work together among ourselves and other regions between conferences. One suggestion is to use the material presented at the conference this summer by keynote speakers and presenters of workshops and take-aways to find a way to connect. Some new developments

are in the works, and the European Forum is full of ideas. We are very excited to learn what becomes of these ideas.

We looked forward to the future of education at the conference in Reykjavik on July 25-27, 2019. A member nearing her retirement was heard commenting, "I wish I was starting to teach now; this is all so exciting!" We received great enthusiasm from our presenters and have received many positive comments from participants. We want to be a strong society of women in education, networking about what matters in our field and strengthening each other both personally and professionally.

Europe is a very diverse region with many countries that must find ways to work together to find their importance and excitement for being educators in an ever-changing world.

## DKG Ignite! — A New LMS is Here!

The 2018-2020 Golden Gift Fund Committee is celebrating the 40th Anniversary of the Leadership Management Seminar (LMS) with a new look to meet the ever-changing needs of DKG members. The original vision behind the LMS and the Golden Gift Fund will continue, as will DKG's partnership with the McCombs School of Business at The University of Texas. This updated leadership training comprises enhancements in several areas: a new length, a new name, a new design, a new application, and a new experience!

In studying the overall nature and the cost of the existing LMS, the committee found the program was not sustainable without a rebirth. The proposed reincarnation maintains the quality of the program and provides for sustainability. Key components include focusing strongly on members who are active in leadership roles or pursuing leadership roles, shortening the program to one week, removing extraneous activities (sightseeing, etc.), reducing the number of participants, inserting evening sessions on topics supporting the well-being of participants, and most importantly, providing a 21st-century leadership

curriculum. This updated curriculum offers insight into new ways of exercising leadership, utilizing effective strategies to address the extraordinary demands placed on leaders today, and supporting ethics, values, and high principles. These changes will enhance and enrich the training for future leaders in our Society and profession.

DKG Ignite! is for members already involved in leadership roles and those who are emerging leaders seeking opportunities to grow and develop. The new application focuses less on listing positions held or noting previous activities. It includes five questions that relate to leadership roles (to be answered in bulleted format); a specific leadership question (to be answered in a narrative format); and a video question for which the applicant will have 2 minutes to develop thoughts and 2 minutes to respond.

DKG Ignite! will empower, motivate, and "ignite" participants to realize their potential. The 1979 Golden Anniversary theme that led to the development of the original LMS lives on through DKG Ignite!: "We have defined our purposes; let us continue to shape our destiny." [Apply](#) by December 1, 2020, on the DKG website.