

## Finding a New Headquarters

As most are aware, DKG has been involved for the past 2 years in the process of selling the building that currently houses the headquarters. That process has been completed, and the sale was finalized on September 3, 2021. Conversations surrounding next steps will now transition into action as Society leaders and administrators finalize plans to move to a new site.

A meeting of the International Administrative Board was called in August to determine a plan for the transition to a new office space. The Board determined it would be in the Society's best interests to lease office space for the immediate future. If future ownership is considered, a constitutional amendment would be required in order to purchase an existing building in lieu of land development or construction. Due to the dynamic nature of the Austin area real estate market, an ad hoc committee was appointed to approve potential lease options.

The Board's primary concern leading to the sale was a consideration of the continued and potential cost to members regarding maintenance, taxes, structural



constraints, and a variety of increasing expenses relating to the building. Because the building is considered a permanent asset, the proceeds from its sale were appropriately deposited into the Permanent Fund of the Society. The *Constitution* defines in Article IV how the monies in the Permanent Fund may be used and will be the guide for any future use of the sale proceeds.

As the managing authority of both the building and its contents, the Board also authorized the consideration of appraisal firms to value and possibly sell redundant items in the building. A previously appointed ad hoc committee

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*Convention 2022 in the "Big Easy"*



*Plan for Centennial Celebration*



*C&M Modules Inform and Educate*



*Present at 2022 Convention*

# Membership Musings

By **Becky Sadowski**

2020-2022 International President



**W**ith Society membership numbers continuing to drop, one would not be surprised that addressing this issue was a priority among many members during the two international conferences in

July. Conference participants posed several questions that resulted in meaningful discussion.

## **How does increasing our membership impact our organization?**

We are all aware that DKG is a member-driven organization. In addition to supporting our financial health through their dues, members accomplish the work of DKG through their participation in carrying out our mission throughout the world. The diverse abilities and experiences of our members help to strengthen us. We need their voices in discussions at all three levels of the Society.

## **Where should we look for potential members?**

We often don't realize that "possibilities" are all around us. One of the conference breakout session discussions focused on the use of the word "teacher" when we are considering potential members. Does "teacher" limit our thinking about the pool of candidates for membership? Some participants believed that the use of this term may result in our considering only a traditional classroom teacher for membership. Those same members suggested that "educator" is a more inclusive term that might encourage us to look for membership candidates serving in educator roles in other settings, such as university staff, IT trainers, museum instructors, or corporate trainers. Some chapters shared that women in non-traditional educator roles had been invited to present a chapter program and eventually were invited to become DKG members.

Conference participants also considered that another important factor in meeting potential members is increasing the chapter's visibility in their schools and communities. Sponsoring a table or booth at an educational meeting to provide informational materials about our organization and talk to potential members is often a useful marketing strategy. Be prepared to answer the question "What is DKG?" Because the time for your answer may be limited, think about your response carefully. One of the conference presenters suggested including in your response not just **what** DKG does but also **why** we do it! Sharing the "why" often provides an opportunity for that person to make a personal connection to our mission.

## **How do we retain members?**

This question led to a discussion about what a strong membership experience might include. I often ask newer members who participate in our New Member Zooms, "What are you looking for in your DKG membership?" Listening to their responses confirms that members join for a variety of reasons. The important step is to be sure we take time to ask! Networking, support and encouragement, and opportunities for professional growth are frequently mentioned.

Conference participants strongly encouraged chapters to provide opportunities for building relationships among their members and to develop a plan for mentoring newer members. Chapters also stressed the importance of planning relevant programs and projects that take into account the passions and interests of members. Many participants expressed appreciation that they had been asked to offer input on programming decisions.

In conclusion, participants agreed that every chapter is different. For that reason, there is no "one size fits all" membership plan for recruiting and retaining members. However, using ideas and suggestions presented in the conference sessions could lead a chapter to create a plan that is uniquely designed for its members.

## 2020-2022 ADMINISTRATIVE BOARD

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

**Assistant Editor and Graphic Designer** | *Taylor Osborn*

## DKG New Store Site

**T**he new store site is open and taking orders! As Headquarters staff assist members with the new process, the following reminders will help ensure a smooth and successful login process:

- Upon the **first visit** to the new store site, members will need to self-register. This login information DOES NOT need to be the same as used for the DKG website. During the process, a temporary password will be sent to the email address used to register. *This temporary password is only valid for 24 hours and must be changed.* Be sure to check junk/spam folders if the email is not in your inbox. If this email still does not arrive, email [support@capspec.com](mailto:support@capspec.com) for assistance with this issue or any other.
- Members will **not** need to register before every order – only the first time accessing the new site. If you'd like to bookmark or favorite the page for ease of access, make sure to bookmark the login page (<https://www.csiweblink.com/DKG/login.asp>) and NOT the self-registration page.

When browsing items, remember:

- Clicking on thumbnails will enlarge the photo.
- Main Store items listed as "Out of Stock" can still be purchased; they will be printed on demand.
- Payment by check is no longer accepted. The new system accepts only Visa and MasterCard.
- Be sure to clear any items in your current store shopping cart in order to be directed to the correct store page.

### **AmazonSmile**

The DKG International Educators Foundation (DKGIEF) received \$407.06 for sales on AmazonSmile from April 1 to June 30, 2021. Keep shopping! Friends and family may also sign up and choose the DKGIEF as their cause.



*Nita R. Scott, CAE  
Executive Director*

## From the Desk of the Director

If you have been following the updates from International President Becky Sadowski, you know that the International Headquarters staff will soon be moving to a new office space. While we look forward to a more efficient workspace and are excited about the possibilities such a space might provide, we are also sad to leave this gracious building that houses so many memories. Of course, we were all delighted to hear that the new structure, a residential tower, will be called the “Annie B.” Visit the DKG Website to learn more via the president’s most recent update.

So, what does the plan for moving the headquarters involve? The following are just a few of the steps that will lead us to a new space:

- The DKG Store has been outsourced to allow for a smaller office space. Although a few items (such as the DKG Girl Scout patch, *Our Heritage* volumes, and headstone markers) are still available via appropriate staff members, most items are now produced, warehoused, and sold by the company that prints and mails DKG publications. Visit [www.dkg.org](http://www.dkg.org) to see the new store’s new look. Unfortunately, check orders can no longer be accepted, so future orders must be paid by credit card.
- To provide for a smooth transition, DKG has secured a **temporary** mailing address to allow for continued mail delivery throughout the coming months. This address is **not** the physical address of the new office – that location has not yet been determined! It is rather a mailbox that will allow us to receive mail on a continued basis as we vacate the building on 12th Street, navigate the months of moving, and settle into a new location. Please begin to use the following address until we have settled into a new office:
  - The Delta Kappa Gamma Society International  
1801 E. 51st Street, Ste 365 – 163  
Austin, TX 78723
  - The Headquarters’ phone number will remain the same.
  - An ad hoc committee is exploring options and making recommendations to the Administrative Board regarding the contents of the building, and an ad hoc committee of the Administrative Board is exploring sites with the intent of recommending a new site to the Board in the coming weeks.

More details will be provided along the way, so keep your eye on the DKG Website, DKG social media accounts, and this publication to stay up to date on the latest news.

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consisting of Board members, members, and staff is working on a recommendation regarding archiving, preserving, and keeping, moving, selling, and/or disposing of the furnishings and other items in the building. The recommendation from that committee will be considered by the Board during its next meeting.

As always, members’ feedback is welcomed. Under a lease agreement, the building will be occupied by DKG for 6 months after the sale. While the 6 months provide some time to consider all viable options, time will not allow moving too slowly; the journey to a new site continues forward with increasing momentum.

A copy of the public announcement by the company that has purchased the headquarters building is available on the website: [dkg.org](http://dkg.org) > About Us > Administrative Board > Major Action Documents > Stratus Company Press Release.

# Designing DKG

from your  
Members-at-Large

## DKG Members, Are You Out There?

The idea of *Designing DKG* came about as Society leaders noticed that chapters and state organizations were working creatively to meet the needs of DKG members. The pandemic persists, and the possibility of in-person meetings continues to be uncertain. What are some of the ways (big and little) you have found to keep your chapter or state organization moving forward? By sharing our stories of perseverance and success, we inspire each other.

The International Members-at-Large truly want to hear and write about YOUR DKG story. Please contact them at [memberatlargedkg@gmail.com](mailto:memberatlargedkg@gmail.com)

## DKG Celebrates First 100 Years in 2029!

Q: HOW does one celebrate 100 years of creating pathways for women educators?

A: By the HUNDREDS!

The DKG International Centennial Celebration Committee is already planning a celebration of this Society milestone in 2029. Every state organization, chapter, and member will want to join the excitement and design her own **100 Ways to Celebrate DKG**.

To get the party started, you might choose one of these suggestions or create your own **100 Ways to Celebrate DKG**:

1. Make a chapter list of 100 ways to encourage beginning and early-career educators – and then do those 100 things!
2. Set a chapter goal to recognize and honor educators by performing 100 acts of kindness for teachers and children in your community.
3. Write 100 cards of encouragement to members and former members, sharing news of the Society and current international, state organization, and chapter projects.
4. Contribute 100 books to a school or public library.
5. Volunteer 100 hours of service to a school near you.
6. Contribute \$100 to DKG International Educators Foundation.
7. Invite 100 outstanding women teachers to experience membership in DKG.



## DEADLINES

- **November 1**  
DKGIEF Cornetet CIPD applications
- **November 1**  
DKGIEF Cornetet CSPD applications
- @ **November 1**  
SOPs to request international speaker from International Speakers Fund
- **November 15**  
All treasurers to file IRS 990 (US Only)
- **December 15**  
Bulletin: Collegial Exchange submissions
- **January 7**  
Submit proposals for breakout sessions at convention.

## HQ CLOSED

**November 22-26**  
**December 20-31**

8. Walk, run, or jog 100 miles in an event or initiative to publicize the Society.
9. List 100 ways DKG has benefited your life – a great chapter program idea!
10. Create 100 “we support you” bags of appropriate items to encourage current teachers.
11. Share with the Centennial Celebration Committee 100 ways DKG can celebrate her 100th birthday.

Share your chapter’s list or individual list of **100 Ways to Celebrate DKG** via an email to [CelebrateDKG@protonmail.com](mailto:CelebrateDKG@protonmail.com). In the subject line, put **100 WAYS to CELEBRATE**. The Committee would **love** to have **your 100 Ways to Celebrate DKG!**

# Major Actions of the Administrative Board

## August 2021

The following are the major actions taken by the International Administrative Board during the August 21, 2021, meeting, which was called to determine a plan for the transition to a new headquarters site.

1. **Motion:** to authorize an ad hoc real estate committee composed of the international president, executive director, immediate past president, and member-at-large 2020–2024 to approve a lease of building space that meets the requirements of space, safety, parking, and other needs of the Society.

*Context: After the sale of the building is final, DKG will have 6 months remaining to occupy the building under a complementary lease agreement. Within those 6 months, a new site will need to be chosen from the options available in the current Austin area real estate market. The dynamic nature of that market may require quick movement on potential options. Leasing will also provide an opportunity to test the appropriateness of a smaller space before ownership is explored in the future. It is implied by Constitution parameters that the executive director and international president will sign the lease contract.*

2. **Motion:** Move to authorize the president and executive director to seek quotes from an appraiser with the intention to consider a sale of redundant items in Headquarters.

*Context: After the sale of the building is final, DKG will have 6 months remaining to occupy the building under a complementary lease agreement. Within those 6 months, the furnishings, artifacts, equipment, and records will need to be moved or disposed of. The authority to manage the building and its contents is assigned to the International Administrative Board by the Constitution.*

## Extend Your Support of DKG: Create Your Will Now

A will is a legal document that extends your love, care, generosity, and gratitude to those you want to be remembered – and is a perfect place to commemorate your membership in DKG. Think about adding the DKG International Educators Foundation (DKGIEF) to your will so that your assets after passing will be directed to the Society and the funds you cherish. Your contribution could be memorialized on the Wall of Roses at Society Headquarters.

Leaving \$10,000 or more will reserve a leaf for you on the Wall of Roses. Your name and the fund you have chosen to support will be engraved on the leaf. Think about which opportunity you would like to support. Will it be the Cornet Award, the Educational Projects, the Educators Award Fund, the Emergency Fund, the Eunah Temple Holden Leadership Fund, the Golden Gift Fund, the International Speakers Fund, the Scholarship Fund, or the World Fellowship Fund? If you cannot make up your mind, you can leave your bequest to *Area of Greatest Need* and the board of directors for the Foundation will decide its direction.

If you die without a will, your estate will be divided according to laws in the state in which you live, and the resulting transfer of assets may be very different from what you wished. So, take the time now – while you still have all your capabilities – to think about where you want to leave your assets. Write them down. And then, if you wish to reserve a leaf on the Wall of Roses, contact Phyllis Hickey at [phyllish@dkg.org](mailto:phyllish@dkg.org). Remember your donation will continue your support of DKG and have a ripple effect around the world.



# Convention 2022: Coming to the “Big Easy”

Coming to a DKG international convention involves both a destination and an experience – and attending the 2022 International Convention (July 12-16) in the “Big Easy” definitely should not be missed! A myriad of things to see and do are available in New Orleans, also known as NOLA. After checking out the amenities at the Sheraton Hotel on Canal Street, walk down the street to view the mighty Mississippi River and take a ride on the Steamboat Natchez. Get a few steps in and walk to Jackson Square, home of the historic and beautiful St. Louis Cathedral. Jackson Square has street artisans and performers for entertainment and amusement. Take in some NOLA jazz at the world famous Preservation Hall or House of Blues. Many music venues can be found in the French Quarter to enjoy after learning and connecting at the convention.

City tours are available by bus, streetcar, or horse-drawn carriage. But New Orleans is more than the French Quarter. Neighborhoods with their own unique flavor include Marigny, Uptown, Mid-City, New Orleans East, and the Garden District. The streetcar runs from Canal Street out into the Garden District, where Lafayette Cemetery #1, Tulane, Loyola, and beautiful mansions are part of the charm. Interested in Mardi Gras, its history, and the floats and parades? Check out Mardi Gras World, where exhibits and demonstrations

of everything Mardi Gras take place.

Among the major draws of any DKG convention are the keynote speakers – in this case, including a bright star from Austin who is well known in speaking circles and an absolute delight to hear and meet. In fact, Courtney Clark is the luckiest unlucky person in the world. After a series of major struggles beginning in her mid-20s, she has built two successful businesses and is the author of two books, including the most recent, *The Successful Struggle: Powerful Techniques to Achieve Accelerated Resilience* (Incline Ink, 2016). She works with people who want to adapt faster and achieve more and has spoken worldwide to organizations such as Procter & Gamble, Dell, S&P, Humana, Cisco, and Cardinal Health. Courtney’s resilience work has been called “practical,” “powerful,” and “empowering” by industry leaders, and she has been featured in *Forbes*, *Psychology Today*, *USA Today*, and *The Chicago Tribune*. If she weren’t writing and speaking about resilience, Courtney would have wanted to be a tap dancer. Thankfully for her audiences, she wasn’t very good at tap but is a speaker who will inspire, motivate, and make you laugh and be thankful.

Stay tuned for more information about speakers, presenters, shopping, food, music, and family fun in NOLA as we look forward to letting the good times roll.

## Proposed Amendments

The International Constitution Committee has received proposed amendments for the *Constitution* and *International Standing Rules*. New proposals for 2022 were submitted during the 2020–2022 submission period, and proposals submitted during the 2018–2020 submission period have been reviewed by each proposer, who then took action to “resubmit as written,” “revise and resubmit,” or “withdraw” the proposal.

These proposals will be available for members’ review via multiple options:

- the March/April issue of the *DKG NEWS*, both print and online versions;
- the DKG website under “Governing Docs,” and
- presentation and consideration at the 2022 International Convention in New Orleans, July 12–16, 2022.

In preparation for the voting by members present at the convention, please review the proposals when they become available and consider their impact on moving the Society forward. Your voice matters!

## DKG INTERNATIONAL EDUCATORS FOUNDATION COLUMN

### Foundation Funding at Work: Educational Projects

Through its Educational Projects funding, the DKG International Educators Foundation (DKGIEF) provides monies to members and non-members. These awards support first-time and renewal projects designed to address intercultural understanding, encourage standards of excellence in education, or assist and cooperate with various funding sources in support of the improvement of education. For 2020–2021, \$36,365 was awarded to first-time recipients of 11 projects. In addition, three renewal projects received a total of \$13,635.

The 2020–2021 year brought a new project grant: the Bettye Mischen Dunbar International Project Grant, named for a longtime supporter of the Foundation whose legacy made this grant possible and specific to a project promoting literacy. Judy Erickson, Literacy Committee member from New Hampshire State Organization's Delta Chapter, which received the first Mischen Dunbar Grant, writes, "Delta Chapter of NH is honored to receive this award. It provides us the opportunity to continue funding our 'Forget-Me-Not' Early Literacy Project created in honor of our Delta colleague, Marna Ingerson, whose wish was to put books into the hands of young readers. To date, this grant has provided more than 550 children in grades K–2 with a handmade book-

bag, picture book, and matching stuffed character."

Educational Project grant recipient Heidi Ragsdale of Alpha Mu Chapter, Colorado State Organization, says, "Our 'No Zipcode Left Behind' project supports rural regional educators with new technology tools and training! We are so excited to share game-changing technology tools with the community! With the support from DKGIEF, our educators have opportunities often limited to big cities. We hope to ensure that no zipcode is left behind!"

Similarly, Gayle Seymour of Arkansas State Organization shared her thoughts when submitting the final report for "I Count; Therefore I Vote: Celebrating 100 Years of Women's Right to Vote." She commented, "I am so grateful to DKG, and I hope you will see that this project, which really showcased the determination and resilience of women, was amazing in so many ways."

YOU, too, can impact the world and make a difference for educators who are undertaking projects such as the three cited above through your donations to the DKGIEF. Visit the Society website and click on DKGIEF to donate to any of the nine opportunities managed by the Foundation.



## Go Ahead and Take the Trip

If the global pandemic of 2020–2021 has taught us anything, it should be that gathering with family, friends, and colleagues is not an activity to be taken for granted. The 2022 DKG Society International Convention will be held in New Orleans, Louisiana, July 12–16, giving members the first opportunity since 2018 to meet in person as a large group. The joy of reconnecting with DKG colleagues personally will surely leave members buzzing with excitement.

Imagine yourself enjoying all the renewed acquaintances and then, if you are not quite ready to say goodbye and leave for home, extend your stay by participating in the Go Ahead Tour scheduled immediately following the convention. The DKG-sponsored trip will take you through the American South: New Orleans to Memphis from Sunday, July 17, through Friday, July 22. Dr. Beverly Hall is the DKG Ambassador working as a liaison with Education First Tour Company, which is used by teachers and students all over the United States.

You and traveling companions will be picked up at the convention hotel and transported

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# Upcoming: Communications & Marketing Modules and Regional Roundtables

The International Communications and Marketing Committee (C&M) is pleased to announce a series of “training” events: Communications and Marketing Modules and Regional Roundtables.

Acknowledging that communications and marketing within and beyond the Society are the responsibilities of each DKG member, the purpose of these events is to provide members with tools that enable them to “market” the Society through personalization, DKG media (publications, websites, social media, etc.), and the use of effective strategies.

International C&M modules, open to all DKG members, will be offered by members of the International C&M Committee over the next 6 months through Zoom. Links will be posted on the DKG international website and within timely publications.

## C&M Modules open to all members – Mark your calendars!

1. November 20 @11:00 CST: *Enhancing Communication Tools...Newsletters, Websites, Brochures*

<https://us06web.zoom.us/j/83431416233?pwd=Yi8xMUVPpSDdVT1FFb2lsU05WeVI4dz09>

Passcode: C&M2021

2. January 29 @11:00 CST: *Maximizing Social Media...Digital Newsletters, Facebook, Instagram, Twitter*

3. March 5 @11:00 CST: *Copyright, Fair Use, and Public Domain – Information for All*

A recording of the October 16, 2021, module—*Capitalizing on the DKG Brand*—is available on the DKG website: Resources > Videos > Webinars.

Regional Roundtables for webmasters, editors, and C&M committee chairs will be hosted by regional representatives on the International C&M Committee, and links to Zoom meetings will be provided by the hosts. Persons interested in attending a regional roundtable should contact their C&M regional representative for further information.



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to your new lodging, where you will spend the next 2 nights. On Tuesday, July 19, you will travel by motor coach through Baton Rouge, Louisiana, to Natchez, Mississippi, enjoying sites along the way and meals in historic locations. Transferring to Memphis on Wednesday, July 20, your scheduled events will include a visit to the Vicksburg National Military Park and settling in at the Peabody hotel for a 2-night stay. Thursday’s 90-minute steamboat excursion will surely be the highlight of your trip. On Friday, July 22, all travelers will leave for home as they relish the memories made on their amazing visit to the American South.

For more information, pricing, and other details for this trip, go to [www.dkg.org](http://www.dkg.org) > Events. Select Go Ahead Tours to find a wealth of information about the 2022 Tour of the American South.

As our world returns to a new normal, search for ways to enjoy life and spend time with those you love. Eat the dessert, buy the shoes, and take the trip. Every moment is precious!

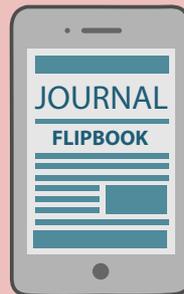
# DKG AROUND THE WEB



## DKG PUBLICATIONS

Read the *Bulletin: Collegial Exchange* in print, right from your mailbox—or online in Flipbook format.

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



## UPDATE: LATIN AMERICA

### *The Pandemic Didn't Stop Us!*

The DKG – Latin American Forum 2021 was held virtually on July 17, 2021. The theme for this Forum was **Collaboration, Communication, and Coordination: Keys to Move Forward** – which fostered considerable dialogue and discussion.

As a space for communication, synchronous or asynchronous this year, the Latin American Forum was carried out in a context that was independent from an international conference, where it generally takes place. The Forum brought together nine of the Spanish-speaking state organizations from the Society's Southwest Region: Baja California, Mexico City, Costa Rica, El Salvador, Guatemala, Jalisco, Nuevo León, Panama, and Puebla; and one from the Northeast Region: Puerto Rico.

Like any Forum, its axis was a previously established topic of interest and current affairs that led to dialogue and discussion. For its development, a working committee was organized, made up of Claudia Estrada from Guatemala as moderator; Penelope González as secretary; Thais Castillo, in charge of the evaluation; and the coordinator, Grace C. de Rodríguez-Mesa, Area Representative – Latin America, 2020–2022.

We proceeded to develop a program where we could hear success stories that exemplified the vision and mission of DKG, especially in a year of a world pandemic. In this way, all the state organization presidents of Latin America were involved. The program was valued as an opportunity to exchange knowledge and, at the same time, offered closeness between and among the participants.

Attendance to the Forum totaled 80 to 86 members during the 2 hours and 12 minutes of the event. The activities included the selection of the next venues: for 2023, Puebla, Mexico; 2025, Nuevo León, Mexico; 2027, Tijuana, Baja California; and 2029, Puerto Rico.

The next activity on the agenda for the Latin American members and others was the Latin American Conference, which was offered virtually and took place in Costa Rica, October 21–22, 2021.

These virtual events allowed connections between and among the Latin American countries in DKG. The possibility of asynchronous communication, the call with current topics, and the diversity of activities permitted us to make the forum and conference enriching experiences for all who attended.