



INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS  
**DELTA KAPPA GAMMA™**

New Jersey Alpha Zeta State Organization  
 Saturday April 18, 2015

AZ State President, Mary Conover (Pi), called the session to order at 9:10a.m.in the Ballroom East of the Doubletree Hotel.

President Conover called Johanna McCauley (Zeta), the State Motivator, who provided the motivational thought, a reading about one of the most influential woman of our time, Suzy Orman.

Sharon Long (Iota) led the flag salute.

1

Recording Secretary Carol Schwartz (Gamma) called the roll.

President	Mary Conover (Pi)	Present
First Vice President	Barbara Smith (Omicron)	Present
Second Vice President	Sharon Long (Iota)	Present
Recording Secretary	Carol Schwartz (Gamma)	Present
Corresponding Secretary	Dr. Pam Albert Devine (Mu)	Present
Treasurer	Ellen Hahn (Beta)	Absent
Parliamentarian	Barbara Schaller(Zeta)	Present
Immediate Past President	Roxanne Adinolfi (Sigma)	Present

The following Chapter presidents or representatives were present:

Alpha	Catherine Cleenput
Beta	Joyce (Kelly) Johnson
Gamma	Saula Cutter
Delta	Terry Morris for Karen Cohen
Epsilon	Pam Raynor
Zeta	Sarah Schaefer
Eta	Victoria Warner
Theta	Joyce Brietweiser
Iota	Candace Zackowski
Kappa	Mimi Weiss
Lambda	Annabelle Boehm
Mu	Dr. Kathy Froreip
Nu	Christine Musick
Xi	Janel Schafer
Omicron	Gail Starr
Pi	Robin Atkins
Rho	Dr. Margaret Niemiec

**Recording Secretary, Carol Schwartz (Gamma)**, provided hard copies of the April 4,5,and 6,2014 minutes to anyone who had not received the electronic copy. President Conover called for additions and/or corrections to the minutes. There were no additions or corrections to the minutes. The minutes were approved and will be filed in the state archives.

**Corresponding Secretary, Dr. Pam Albert Devine (Mu)** received thank you notes from Susan Davis and Irene Maskaly. RSVP Convention regret notes were received from seven sisters, including two thoughtful notes from Dr. Blossom Nissman and Judy Jordan. Five state birthday celebration/convention cards were sent. Five sympathy cards, one get well card, one thinking of you card and two congratulations cards were sent between January 10, 2015 and April 17, 2015. Electronic convention invitations for seating at special table and traditional convention invitations for Past Presidents were sent.

**Parliamentarian, Barbara Schaller (Zeta)** reviewed the rules of order for the day:

- Each member must stand, state her name and state her chapter when addressing the body.
- The state parliamentarian is a non-voting member of the executive board.
- A quorum consists of the majority of the members who have registered at convention.
- Every registered member may make motions, add to the discussion, and vote.
- Members presenting a motion must give the president a written, signed statement of the motion prior to or at the time of being proposed. Cards (5”X8”) may be found on the front and back tables.
- A member may speak only 2 times to the same motion.
- Committee reports will be limited to three minutes.
- Time for discussion will be limited to five minutes.
- No second is needed when the motion comes from committee.
- The discussion time for any proposed amendment to the governing documents will be limited to ten minutes.

Saula Cutter moved to accept the Rules of Order for Convention, seconded by Faith Steinfeld. Motion was accepted.

### **President’s Report Mary Conover (Pi)**

Mary Conover, 2013-2015 President, reviewed the progress toward the goals of the biennium.

**Goal 1: Commit, connect and celebrate as we develop chapter rules and chapter strategic action plans.** Conover reported that with the guidance of Faith Steinfeld and Babette Wise, state rules and bylaws chairs, and the guidance of Roxanne Adinolfi, state strategic action planning chair, 100% of the chapters are expected to have completed and endorsed rules and plans by June 30, 2015.

**Goal 2: Strengthen membership by attending to members with varying levels of professional accomplishments, personal experiences, and DKG involvement.** Conover noted the following efforts to meet this goal: establishing the X and Y committee, under the leadership of Jane Flanagan and Susan Barry, to explore ways to encourage involvement of generations X and Y and to connect members of multi-generations; purchasing, sharing, and discussing Sarah Sladek’s book, *The End of Membership as We Know It*, among officers, chairs, and interested

members; creating a membership initiative encouraging initiation of generations X and Y as well as Baby Boomers ( 4 or more initiates with 2 being under 45 years of age); establishing our experienced past state presidents as Ambassadors of Encouragement to mentor and advise chairs and officers, with less experience, as called upon; celebrating accomplishments of multi-generational members on the website, at convention, and in the newsletter; conducting a survey and providing recommendations for revising our state awards structure, including establishing a Rosebud Award for members with limited years of membership, as directed by Luella Vengenock and Barbara Henderson. Conover recommended continued focus on meeting the needs of multi-generations.

**Goal 3: Implement and review carefully and completely newly revised state bylaws, standing rules, and strategic action plan.** Conover commented that the state rules and bylaws and strategic action plan chairs, along with both Dr. Judith Merz, Ambassador of Rules and Bylaws, and international representatives, have been consulted on numerous occasions to ensure the officers and chairs of 2013-2015 have followed the state documents. Furthermore, in 2014 amendments were adopted to the state bylaws, as recommended by the state rules and bylaws chairs, to clarify and simplify the process for amending the state governing documents. Therefore, after officers and chairs followed the present documents and identified areas needing revising, in 2015-2017 modifications to rules and bylaws will be easily accomplished. To support the revision process, state chairs completed a survey on the appropriateness of the chair/co-chair/tri-chair organization and stated responsibilities of various state positions. Results will be shared with the 2015-2017 officers.

**Goal 4: Strive to use technology effectively throughout AZS.** Conover reported that the yearbook is now published digitally, thanks to chairs Saula Cutter and Jan Wilson; 11 chapters have chapter websites; several chapters are experimenting with social media for members and non-members; Pam Devine, state corresponding secretary, has introduced sending state communications/greeting cards digitally; workshops concerning the use of technology have been offered at each state convention; Shelley Smith and Barbara Smith selected and supported the state purchase of a projector to facilitate the use of technology on the state level. President Conover reported she is pleased with the progress toward meeting the goals of the biennium; however, work must continue in these areas.

**Lastly, Conove congratulated members on involvement on the international/regional levels** including Nora Pollard, Judy Merz, Claire Swanson and Carmela DeMarco, serving on the international level. She also congratulated Nora Pollard, Claire Swanson, Janel Schafer, and Maskaly as presenters at the Baltimore conference and Roxanne Adinolfi as break-out session tri-chair.

Conover then thanked all members for “walking with me – often leading me – as we have tried to follow the road to being the very best state organization we can be – the road to excellence.”

**Treasurer Ellen Hahn (Beta)** provided the treasurer’s report. Hahn noted a balance of \$21,528.40 in the checking account as of April 7, 2015. The Margaret Abel Scholarship Award Fund has a balance of \$62,170.92 as of March 2, 2015. President Conover asked for questions to the treasurer’s report. Hearing none, the report will be filed for audit.

**Committee Standing Reports** (complete committee reports are attached as reference)

**Membership Sharon Long (Iota)**

AZS will initiate 36 of 66 initiates at 2015 Convention. Five chapters achieved this year’s membership challenge.

See report in Convention booklet page 35.

**Exhibits & Record Books Michele Klamerus ( Theta) and Joyce Breitweiser (Theta)**

See report in Convention booklet on page 40.

**Expansion Mimi Weiss (Kappa), Pam Miller (Kappa)**

See report in Convention Booklet page 39.

**Leadership Development Dr. Barbara Glazewski (Lambda) and Dr. Nora Pollard (Lambda)**

In 2014, new state chapter officers received leadership training. Initiates received orientation at the AZS Conventions in 2014 and 2015. Pollard (a Golden Gift alumna) encouraged participation in this leadership opportunity at the state meetings and convention.

See report in Convention booklet page 40.

**Rules/Bylaws Faith Steinfort (Eta) and Babette Wise (Pi)**

An extension of six minutes was requested. Hearing no objections, the request was granted.

**Motion #1 – Article 11.1.2**

To add the language “prior to the application deadline” after the word “years” in Article 11.1.2

**Current Language:**

Applicants must be members in good standing and have held membership for three or more years in the Delta Kappa Gamma Society.

**Proposed Language:**

Applicants must be members in good standing in the Delta Kappa Gamma Society and have held membership for three or more years prior to the application deadline.

**Rationale:**

The proposed additional language of “prior to the application deadline” provides a consistent and specific time frame for the submission of the state scholarship application and therefore clarifies the requirement of “membership for three or more years.”

Hearing no discussion on the motion, the motion was adopted.

**Motion #2 – Standing Rule 11.1.3**

To substitute the word “chapter” for the word “local” in Article 11.1.3

**Current Language:**

Applicants will be considered on the basis of their active local and state participation in the Delta Kappa Gamma Society.

**Proposed Language:**

Applicants will be considered on the basis of their active chapter and state participation in the Delta Kappa Gamma Society.

**Rationale:**

Using the proposed word “chapter” instead of local is more appropriate and clear. Chapters are no longer restricted by geographical parameters. “Chapter” is used

throughout all of the Alpha Zeta State By Laws and is the common language used by the membership.

Hearing no discussion on the motion, the motion was adopted.

Babette Weiss reported that several chapters have completed and endorsed chapter rules. Approved chapter rules are due June 1, 2015, and in addition to the electronic copy, a hard copy which can be either mailed or brought to the AZS meeting is due in June.

**Communication Dr. Margaret Niemiec (Rho)**

See report in Convention booklet on pages 43-44.

**Convention Mary Jean DeRoberto (Rho)**

See report in Convention booklet page 45.

**Yearbook Jan Wilson (Gamma) and Saula Cutter (Gamma)**

See report in Convention booklet on pages 45-46.

**Nominations Claire Swanson (Alpha)**

The Nominations Committee met on November 15th to conduct its business. The report appears in the convention booklet on page 47.

The nominating committee submits the following nominations: for president, Barbara Smith of Omicron Chapter; for first vice president, Carol Schwartz of Gamma Chapter; for second vice president, Dr. Pamela Albert-Devine of Mu Chapter; for recording secretary, Susan Davis of Epsilon Chapter; for corresponding secretary, Ingrid Williams of Nu Chapter; and for nominations chair, Roxanne Adinolfi of Sigma Chapter.

By general consensus each nominee was approved.

**Finance Ingrid Williams (Nu)**

Report of the 2015-2016 AZS budget was passed at the state meeting in January, 2015.

**Necrology Cynthia Sokoloff (Alpha)**

See report in Convention booklet pages 48-49

**History and Archives Kathleen A. Froriep (Mu)**

See report in Convention booklet pages 49-50.

**Initiation Ruth Mooney (Gamma), Carol Boehm (Lambda), and Amy Weinstein (Gamma)**

See report in Convention booklet on pages 50-51.

## **Installation Jane Murphy (Sigma) and Mary Lou LeCompte (Lambda)**

See report in Convention booklet page 51.

## **Program Planning Barbara Smith (Omicron)**

The Chapter and State Program Planning Chairs of Alpha Zeta State selected (12) programs for the 2015 Alpha Zeta State Convention. All of the programs selected met (3) or more of our Society's (7) purposes and align with the DKG Mission Statement. The times for the breakout sessions are 10:30 AM – 11:45 AM and 2:30 PM – 3:45 PM except Pilates, which is 2:45 PM – 3:45 PM.

Each workshop offers a Professional Development Certificate and evaluation form for our members.

The international guest, Immediate Past President, Dr. Beverly Helms, was recognized for presenting a breakout session, *The Leader Within Us*, this year. Eight (8) AZS sisters were presenters this year. AZS respects the professionalism of our membership and continually seeks their expertise as key women educators.

A presenter, Phil Jaeger, was recognized and thanked for his \$50 donation to the AZS Education Stipend Fund.

Smith thanked all the members of the Program Planning Committee, and other AZS sisters, who have helped choose, plan, and facilitate the programs for this convention.

## **Educational Excellence Irene Maskaly (Iota)**

The goal of the educational excellence committee was to collect, highlight and share information and projects that our Alpha Zeta State/DKG women do in the name of educational excellence, such as supporting programs of action that promote the personal well-being, intellectual growth, and global awareness of women educators; encouraging a focus on the arts; and developing strategies that will enable chapters to encourage members to become leaders.

The educational excellence committee thanked the ladies of Alpha Zeta State/NJ, as they exceeded all expectations and brilliantly accepted the challenge to collectively learn from one another to strengthen our resolve to advance excellence in education, empower women, and increase global awareness.

## **Legislation Susan Beekman (Tau)**

Beekman reviewed sources of information sent out a minimum of every two weeks to each chapter. At the beginning of each month, the U.S. Forum newsletter is sent to every chapter. Other information is sent out as it is received. Much of the information urges some kind of action in a timely manner. This information should be sent to all chapter members. Some

chapters are not receiving information from their presidents or legislative chairs. Presidents or legislative chairs not receiving information should see Beekman before the end of convention.

Please note that besides the brochure about legislative materials out on the table in the lobby, Beekman also provided copies of all legislators' names and addresses from the State Legislature so members will know who to contact when asked to contact a legislator.

### **Scholarship/Stipend Jo Anne Applegate (Zeta)**

See report in Convention booklet pages 52-53.

### **Special Awards Barbara Henderson (Epsilon) and Luella Vengenock (Beta)**

Based on the results of the survey conducted in the fall of 2014, and the input from the chapter representatives in attendance at the January State meeting, the Awards Committee makes the following recommendations for the pursuant action in updating our awards structure:

Present the Rose and Key Awards in alternating years.

Recognize Rose and Key Recipients at convention but present the awards in chapters.

Increase eligibility for the Rose and Key Award to include members who have received the award previously but not within the past 8 years.

Open eligibility to receive the Dedicated Service Award to past state presidents five or more years after the close of the biennium of their presidency.

Offer a Rosebud Award to members having ten or fewer years of membership who have exhibited outstanding service to their chapters and state organization as well as an interest in the international society. We recommend that specific criteria for this award be developed by September, 2015.

As recommendations, no action is required on these issues at this time. These are directions as suggested by the committee, based on the survey, for future action to be referred to the Executive Board and the general membership. The earliest that potential amendments can be presented to the Rules and Bylaws Committee, voted on by the Executive Board, and approved by the general membership is September, 2016.

### **World Fellowship Karen Cohen (Delta)**

See report in Convention booklet pages 53-55.

### **Music Dr. Diana Dorhmann (Eta)**

See report in Convention booklet pages 57-58

### **Social Angela Belmont (Gamma), Heide Tilghman (Gamma) and Nancy Whalen (Gamma)**

See report in Convention booklet page 59.

### **Past Presidents Report Carmela S. DeMarco (Gamma)**

See report in Convention booklet page 59.

**Strategic Action Plan Roxanne Adinolfi (Sigma)**

All goals were met. See report in the Convention booklet on page 59.

**X's and Y's Susan Berry (Pi) and Jane Flanagan (Xi)**

See report in Convention booklet page 65.

**Reports of Appointments:**

**UN Liaison Deborah Hoeflinger (Alpha)**

See report in Convention booklet page 59.

**Webmaster Jan Paxon (Alpha)**

See report in Convention booklet pages 60-61.

**State Photographer Michele Contala (Lambda)**

See report in Convention booklet page 61.

**State President's Book Connie Erikson (Pi)**

See report in Convention booklet page 61.

**State Motivator Johanna McCauley (Zeta)**

See report in Convention booklet page 62.

**Technology Research/Support Shelley Smith (Omicon)**

See report in Convention booklet page 63.

**Unfinished Business:** none

**New Business:**

Dr. Marilyn E. Gonyo moved that Alpha Zeta State recommend to the International Executive Board that a new classification of membership be considered. Specifically, that The Delta Kappa Gamma Society International considers Life Member as a fourth membership category. Judy Jordan seconded the motion.  
Motion carried.

**Announcements:**

May 11<sup>th</sup> Founders Day



June 6<sup>th</sup> State Transition Meeting

**Adjournment:**

The meeting was adjourned at 10:10am.

Submitted,  
Carol Schwartz (Gamma)  
Accepted April 9, 2016