

# *District Three* Service Bulletin

Florida•Georgia•North Carolina•South Carolina  
Summer 2017

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## *Governor's Message*

The 2017 Altrusa International Convention in Nashville, TN and the long awaited celebration of Altrusa's 100<sup>th</sup> Anniversary was everything it was hyped-up to be and more. It was a wonderful time to connect with Altrusans from across the world. A record number of nearly 700 attendees, including seventy-four from District Three, made the journey to join in the celebration and to witness the installation of our new International Board and President, Leanne Milligan of District Fifteen. International President Leanne and her Committee chairs have hit the ground running with the launching of the program for the next biennium, "Reaching Out". They will be working on a number of initiatives that will help Altrusa Reach Out and lead to a better community. The website has been updated with presentations from the workshops and photos covering the convention.

District Three continues its rich legacy of leadership. Please join me in congratulating those who will serve at the International level this biennium:

- Past Governor and Past International Treasurer, Beverly Hardy (Starke, FL) elected International President-Elect
- Past Governor and District Three Parliamentarian Colleen Duris (Ocala, FL) will continue to serve as International Parliamentarian
- Past Governor and Past International President, Donna Johnson (Gainesville, FL) elected to the International Nominating Committee
- Past Governor, Linda Robison (Spartanburg, SC) elected to the International Foundation Board
- International Membership Committee members: Immediate Past Governor, Norma Teuton (North Georgia, GA); District Three Club Revitalization Chair Clara Marts (Salisbury, NC), and District Three Foundation

Treasurer Scott Tice  
(Ocala, FL)

- District Three Finance Chair Susy Meier (Atlanta, GA) will serve as International Communications Committee Chair
- International BRR- Committee member: District Three New Club Building Chair, Jane Gray (Raleigh, NC)
- Governor Christy (Charlotte, NC) appointed to serve as chair of the Governor's Council.



So, *LET's GET STARTED!!* Please join me on the next leg of this amazing journey with a renewed enthusiasm to keep the momentum going. The District Three Board and Committee Chairs are on the move and 'Making Connections'. Service, Leadership, Membership and YOU! Our focus remains the same as in previous biennia. There is no need to re-invent the wheel, what we need to do is to continue to re-invent ourselves. This means getting out of our comfort zones and rolling up our sleeves to use our individual skills, talents and treasure to ensure the future of Altrusa. Bring in one new member; make a commitment to work on a Service project and/or agree to take on a piece of work that is yours (Altrusa Principles – Mamie L. Bass). It also means not waiting to be asked, but willingly volunteering to do something that you are already skilled at to benefit someone else. This can be done at the club, district or international levels. Thank you in advance for all that you are doing and will do in the future! You are Altrusans and that means something special.

With much love and in Altrusa Service,

*Christy*



## *Disaster Relief Message from the International President*

Dear Altrusans,

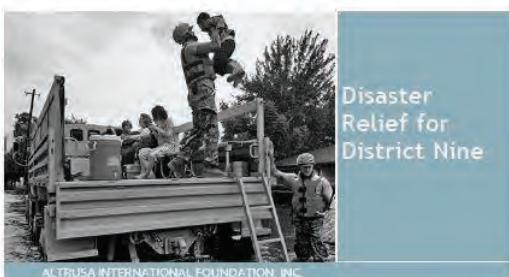
You will all be aware of the disaster that has struck Texas in recent weeks and we have received many inquiries from Altrusans around the world on how we can help. We have been working with our Altrusa International Foundation on a special appeal. Funds raised will be used to support the victims of Hurricane Harvey. The link below provides details on how you can donate to the appeal. We thank you for your support.

Disaster Relief for District Nine

copy and paste the link below to view the information.

<http://files.constantcontact.com/67c-b6814501/0f47ec86-1173-4691-b38c-d9fc9db48473.pdf>

*Leanne Milligan*  
International President 2017-2019



### *Donate to Support Victims of Harvey in Texas*

The Altrusa International Foundation, Inc. is committed to supporting local organizations providing aid to residents left devastated after Hurricane Harvey. We are working with District Nine Governor, Linda Moore, on specific needs and recommended organizations to support. Updates will be posted on Facebook and the Altrusa website.

According to the Houston Patch, over 3,000 lives have been saved, but emergency calls continue to come in. About 32,000 people are housed in shelters after the storm unleashed record-breaking rainfall leaving homes destroyed in its wake.

To support the victims of Hurricane Harvey through the Disaster Relief Program, [please visit our donation page](#).

Contributions may also be mailed to:

Altrusa International Foundation, Inc.  
c/o Shavna Kaiser  
1 N LaSalle Street, Suite 1950  
Chicago, IL 60602

Please include "Harvey" in the memo of your gift.



Thank you for your support.

## *International President's Message*



Our theme for the 2017-2019 biennium is "Reaching Out". Over the next two years I will be challenging [you] to reach out into your community through service, inviting potential members to become Altrusans and to reach out and build new leaders. I would encourage you all to take advantage of our Talk Topic sessions on Free Conference Call. It is a chance to interact with Altrusans not only from within your own District but also with Altrusans from around the world. Lets all reach out and together build a stronger Altrusa.

*Leanne Milligan*  
International President



## **Governor's Contact Info:**

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**Charlotte, NC 28270**  
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**(H) 704-321-2902**

*Leading to a Better Community*



# North Georgia Emeritus Member Receives 50-Year Pin

by Norma Teuton, Immediate Past Governor, Dist Three



Betty Starr Brooks

**B**etty Starr Brooks, Emeritus member of the North Georgia, GA Club, received her 50 year pin at the 55th Convention in Nashville, TN. On August 16th, several members of the North Georgia Club drove to Jasper, GA to treat Betty to lunch and present her with flowers and her pin.

Betty became an Altrusan in 1967 in the Atlanta Club. According to Betty, Atlanta had "wonderful members who were all so welcoming and friendly. Some of you may remember Cassie Dollar – a member at that time. Sweet lady!" And she said that they put her right to work as Newsletter Editor. After many different jobs, she became their President from 1973-74.

Betty moved to Washington DC in 1975 when her husband Doug received a promotion with the U.S. Housing and Urban Development Agency (HUD). She asked for and received a transfer with her employer, Sperry Univac. The Atlanta Club sent her name and telephone number to the Washington Club

who called and invited her to a meeting. Wasting no time, she became a member and after many jobs in that club, she became their President from 1977-78. She was asked to serve on the District Two Board as First Vice Governor and served as District Two Governor from 1984-86.

Betty says that Altrusa is a jewel to be treasured and for us to count it as a blessing in our lives. The North Georgia Club is truly blessed to have had Betty Starr Brooks, who will turn 90 years young in January, as a member and now Emeritus member.



After 14 years in the Maryland area, she and Doug moved back to Georgia. Betty asked the Atlanta Club if she could come back as a member and they, of course, said yes. Traveling at night from Jasper to Atlanta was not a good idea so when the North Georgia Club was formed in 2005, she transferred to North Georgia where she remained active until her husband, who has dementia, began to need her full time. She tells us that Doug often quotes Shakespeare and Hamlet in restaurants.



Betty Starr Brooks and members of the North Georgia Club.

## *Service Development Committee District Three*

By Mary Powell/Pam Woodruff, Co-Chairs

I found our conversation fascinating when I received a call from my son this week; although not unusual—the call or the conversation. The conversation was about my youngest granddaughter who is a senior in high school this year. In the meeting with parents that morning, they were told that she was required to serve community service hours; something, in their mind, (by this time his dad had entered the conversation) was assigned only to students that had behavioral issues, and his daughter was an honor student. It got worse when she was not allowed to use hours for service she was already doing at her church; they apparently wanted to direct her community service. I couldn't help but laugh at these men getting all upset about something I do every day and truly love! I reminded them of what I do, how much they have helped me and enjoyed it, how many high school students I have used over the years to assist with my service, and how many letters I have written so the students will get credit for their community service hours. Now they are seeing it in a different light. But it made me stop and think; how do you see community service? Do you see it as a form of punishment; or a labor of love? How you approach community service, also makes a difference on how it is received.

One of the many things I enjoy about District Three Conference and International Convention is the many conversations with others that let me know I don't stand alone. You can share resolutions to issues, and gather new ideas. That is exactly what we did in "World Café: Collecting Collaborative Thoughts on Clubs Service Projects" with Diane Winger, Jyll Smith, and Tina Szarenski. Let me share a few of the things that stood out to me:

- Every club has failures; learn from them

- Research the need for the project to assure your perceived need for them, and their need are the same (one club found that, even though the need might have been there, the people had a lot of pride that did not allow them to use what the club provided.



- Do not overlook the pride of those you try to help; their dignity is just as important as yours.

Changes have come to the International website! This team has been working to make finding the Service Development Manual easy to locate—you can now go to the International website/member login/publications/manuals and find Service Manual listed; and Search is easy to use so you can find items in the manual. They are continuing to work on upgrades to help us; so, club presidents—look for more great news to come!



### **DSB Articles**

**Send DSB articles to Yolander Hunter, DSB Editor, email address: [dsbYolander@gmail.com](mailto:dsbYolander@gmail.com)**

- Please add 'DSB' as the first information in the subject line
- Send the article in a WORD document
- Identify any people in pictures
- Have a picture, please attach as a jpg
- Provide the full contact information of the writer or article submitter

## *Lake City Altrusan Wins Leadership Award*

By Sandy Furches

**Greetings from Nashville TN and our Altrusa International Convention. A highlight of the International Foundation Luncheon today was the Anna H. Settle Community Leadership Award presented to our Jill Adams!!!**

Jill was nominated by our club for her effective leadership and collaboration with other entities in our community bringing Andy Andrews to us as a major service to our community.

There were 33 “strong applications” from around the world. The three judges were from California, Texas, and New Zealand. All were extremely impressed with Jill’s leadership as demonstrated by this service project according to Sandra A. Miller of the Altrusa International Foundation.

The award includes a \$2,000 check to the charity of Jill’s choice. She announced the check is going to the Florida Gateway College Foundation.

Jill’s employer, LCMC, provided Andy Andrews books for today. Three books were on each table of 10 and went to the newest Altrusan, Altrusan with the most longevity in Altrusa service, and the Altrusan who traveled the furthest to Convention. A record 654 Altrusans from around the world are in attendance.



Tammy Hall, Kitty McElhaney, Robin Hall and Sandy Furches

Jill was presented the award by Foundation Incoming President Sandra A. Miller.

Jill was given time to share the project and gave a compelling presentation beginning with thanks to her Father God. She recognized her high school sweetheart and husband of 25 years, Mike Adams. She highlighted the butterfly effect and Andy Andrews life and message.



Jill Adams & Incoming Foundation President Sandra A. Miller

Accolades came from all in attendance. Special congrats were received from her Lake City Altrusa Sisters in attendance (Tammy Hall, Kitty McElhaney, Robin Hall, Sandy Furches.) District Three Governor Christy Bryant also expressed her personal congratulations on behalf of District Three.

**CONGRATULATIONS JILL!!!!**



Mike & Jill Adams



District Three Governor Christy Bryant & Jill Adams



# *Diversity and Changing Club Culture*

By Roberta Klusmeier

Altrusa District Three Membership Chair

In any club, you can find stagnation when you don't work to be well rounded. A disease you don't want to contract. An easy way to make sure your club stays immune to stagnation is to diversify. This article shares with you some valuable ideas from the Diversity and Changing Club Culture: A Look at How Diversity Impacts Club Culture Workshop (presented by Beverly Luedke and Norma Teuton)

## **What is Diversity?**

Diversity can mean many things but the simple definition is Variety:

D ifferent  
I ndividuals  
V aluing  
E ach other  
R egardless of  
S kin (color),  
I ntellect,  
T alents, or  
Y ears (age)

## **What is the outcome we hope to achieve with diversity?**

- Raise member awareness to diversity in the community
- Build member support for increasing diversity
- Diversify the club to better represent the demographics of the community

Use the Altrusa Club Diversity Assessment Tool to assist your clubs in assessing your current levels of diversity and to provide tips on

how to improve. Diversity can be reflected in many ways including Gender, Race, Age, Career, Leadership experience, Diversity in projects, Project beneficiaries and methods of communication as just some examples.

## **Tips for Improving Diversity**

- Invite potential members who are different from you – Gender, Age, Race, Career, etc.
- Ensure you provide a flexible offering regarding ways to contribute to club events, i.e., consider timing of projects (year, time of day) and club/committee meetings.
- Ensure you have a diverse range of projects that you conduct that will be of interest to a more diverse membership.
- Remember to listen to new members and provide an opportunity for their ideas to be implemented. Ignore the voice that says "but that is not the way we do things around here."
- Embrace Change – Change your outlook

"When you view change as a positive challenge, rather than a threat, it's easier to cope."

## **Changing the Club Culture: Is Altrusa Ready for Change?**

### **What is Culture?**

- Culture is the sum of attitudes, customs and beliefs that distin-

**Diversity**  
**Different**  
**Individuals**  
**Valuing**  
**Each other**  
**Regardless of**  
**Skin (color),**  
**Intellect,**  
**Talents, or**  
**Years (age)**

guish one group of people from another

### **What is Club Culture?**

- Club Culture is the "personality" of an organization that guides how its members think and act

### **Why does Club Culture Matter?**

**Club culture is important because it shapes:**

- How club members, and the organization as a whole deal with tasks assigned to them
- The organization's capacity for and receptiveness to change
- What the organization considers to be the "right decisions"
- What the members consider to be appropriate behavior and how they interact with each

- other within the organization
- The attitudes of those outside the organization

### Why might Cultural Change Be Necessary?

- Circumstances change
- Club Member expectations change
- The demographics of the organization change
- New technologies are implemented
- Ingrained attitudes are producing negative outcomes

### What is Needed to Succeed?

- Have a good plan to work from
- Have compelling reasons for the specified change
- Demonstrate strong “change” leadership and commitment
- Insist on individual club member ownership of the process
- Implement a program of ongoing communication
- Measure and continually adjust

### How do we become culturally diverse and where do we start?

- Select a Committee Chair to Lead
- Identify your current club culture
- Clarify your initial vision and goals
- Define expected behaviors and responses to change
- Collect data on demographics Info on community's cultural composition
  - Get Socioeconomic statistics
  - Get most recent census results
- Develop a report from findings
- Report results to the membership
- Develop a member diversity

- action plan
- Celebrate a culturally diverse club

### Why do Culture Change Initiative Sometime Fail?

- Competing change initiatives
- Lack of Leadership ownership
- Difference of opinion and approach
- Unrealistic time lines
- Failure to consult, engage and communicate with membership
- Failure to measure progress
- Lack of recognition and rewards for progress

Cultural Diversity makes the world a much more interesting place to live. It also makes us stronger; people from diverse cultures bring language skills, new ways of thinking, and creative solutions to difficult problems. Just think how boring life would be without Chinese, Mexican, Japanese, Italian, German, French, or Indian Food?

Cultural Diversity makes our clubs much more interesting. If we all thought alike, just think how boring it would be.



*'Like a missing piece in a puzzle, your skills, expertise and natural talents are needed to complete the picture which will ensure Altrusa and District Three are here 100 years from now'.*

*Governor Christy's July Monthly Newsletter*



Altrusa International District Three, Inc.  
NEW MEMBERS June-August 15, 2017

**New Member**

**CITRUS COUNTY**

**Sunshine Arnold**

**Veronica Davis**

**Phyllis Peters**

**Sponsor**

Lindsay Blair

Debbie Reilly

Susie Metcalfe

**Joined**

June

June

June

**LAKE CITY**

**Sandy Thompson**

**Rachel Cheek**

**Jody Moore Goble**

**Leigh Ann Mills**

**Christine Brewer**

**Lauri Adams**

Lynn Sullivan, Debbie French

Roberta Getzan, Donna MacRae

Karen Green, Cheryl Morgan

Durelle Bailey, Lonnie Haltiwanger

Pam Hitt, Gigi Register

Mantha Young, Jill Adams

June

June

July

July

August

August

**LAKE COUNTY**

**Donna Marzek**

**Deanna Price**

Sharon Wooten

August

Meghan Black

August

**LIVE OAK, FL**

**Kelly Carter**

**Michelle Fina**

**Carol Hingson**

Susan Strang, Glenda Williams

June

Millie Schneider, Glenda Williams

June

Lisa Long, Felicia Manning

June

**MONTICELLO**

**Juanice Hughes**

**Glenda Manucy**

**Adie Price**

**Julianne Shoup**

Joyee Hrynciw

June

Anita Ashworth

June

Andy Jerger

June

Mary Frances Gramling

June

**NORTH GEORGIA**

**Carolyn Price**

Katheryn McDonald, Norma Teuton

June

**RALEIGH**

**John W Clouser**

**Frank Gray**

Dolores Hall

June

Jane Gray

June

**STATESBORO**

**Carol Case**

**Charlene Doyle**

Karen Lavender, Nancy Shumaker

June

Marilyn Hale, Donna Bradley

June

**ST AUGUSTINE**

**Diane W. Brann**

Crystal Timmons

June

**WAYNESVILLE, NC**

**Pam Hardin**

Linda Arnold

June





Shannon Schell  
District Three Treasurer

## Altrusa International District Three, Inc.

### MEMBERSHIP REPORT as of August 15, 2017

CLUB	Total Paid Members	Emeritus
<b>Florida</b>		
<b>1 Citrus County</b>		
2 Gainesville	66	7
3 Lake City	102	
4 Lake County	26	
5 Live Oak	23	1
6 Marianna	22	2
7 Monticello	20	
8 Ocala	33	
9 Orlando-Winter Park	23	2
10 St Augustine	20	1
11 Starke	47	1
12 Tampa Bay	19	2
<b>TOTAL FL</b>	<b>424</b>	<b>16</b>
<b>Georgia</b>		
<b>1 Atlanta</b>		
2 North Georgia	27	3
3 Statesboro	30	1
<b>TOTAL GA</b>	<b>65</b>	<b>4</b>
<b>North Carolina</b>		
<b>1 Caldwell County</b>		
2 Charlotte	26	2
3 Durham	7	1
4 Gastonia	17	1
5 Raleigh	19	1
6 Salisbury	18	1
7 Waynesville	23	
<b>TOTAL NC</b>	<b>115</b>	<b>7</b>
<b>South Carolina</b>		
<b>1 Anderson</b>		
2 Gaffney	7	
3 Spartanburg	41	2
<b>TOTAL SC</b>	<b>60</b>	<b>3</b>
<b>Affiliate Members</b>	<b>3</b>	<b>2</b>
<b>REPORT SUMMARY:</b>		
<b>Active Members</b>	<b>632</b>	
<b>Emeritus Members</b>	<b>32</b>	
<b>Lifetime Members</b>	<b>2</b>	
<b>Affiliate Members</b>	<b>1</b>	
<b>TOTAL MEMBERSHIP</b>	<b>667</b>	



## ***This Ain't My First Rodeo***

By Jeraldyn Rivest, Charlotte Club Co-President

**I**t was truly historic to be back in Nashville, Tennessee where Altrusa International was founded 100 years ago. This was my second International Convention as a delegate for our club, however, it was my first anniversary experience which has proven to be an entirely bigger and better experience than I could ever have imagined. At this year's 55th International Convention, over 650 Altrusans from 193 clubs across the world convened representing all 14 Districts and Clubs at Large. As each day at convention unfolded, my experiences can be best described by my state of mind and heart.

On Friday, I felt moved by the poignant Flag Ceremony during the Opening Banquet. Members from the 9 different countries proudly sang their national anthems while their flags were being presented. At that moment the world didn't feel so big, the communities across the world were not so far and the members from different countries were not so different from our neighbors at home.

On Saturday, I felt proud when I learned about Altrusa's rich service history and about all the Altrusans before me who tirelessly gave their time, talents and resources to their communities locally and abroad. I met Altrusans I had not seen since the last District conference and made new Altrusa friends I had never met before.

On Sunday, I felt festive at the Centennial Birthday Party which was the delegates chance to let loose after long days of discussions during the business meetings. It was a chance for us to celebrate the many decades that this organization has served its communities. We dressed in decade attire, we sang old Altrusa songs, we indulged in the auctions and we danced until our feet could take no more.

On Monday, I felt unified at the Installation Banquet, finally understanding the convention theme, "Out of Many, One, Striking the Right Chords". It was an amazing display of pride, strength and unity when Leanne Milligan, incoming International President's fellow Kiwis, honored her with the Maori "Haka" war dance. This unity is what brings members of Altrusa together into



Nearly 700 at the Nashville TN Convention Foundation Luncheon  
one worldwide service organization  
to improve our communities  
through our dedication, leadership  
and service.

Upon my return home from convention, my youngest son asked me, "Mommy what do you with all those Altrusa people at convention?" I replied, "We make the world a better place one day at a time." I look forward to attending Altrusa's 125th anniversary and all the good work we can do until that time.



Charlotte Club members CindyLu, Jeraldyn, Rey, Yolander, Patsy & Christy at the District Three Winston Salem 2017, Conference.



# 100<sup>th</sup> Year Celebration

By Margaret H. Cannon, Member, Centennial Committee

On July 21-25, 2017, more than 650 Altrusans from across the world gathered in Nashville, TN, to celebrate Altrusa's 100<sup>th</sup> Birthday.

On Sunday, July 23<sup>rd</sup>, the Centennial Committee hosted the celebration, with Leanne Milligan, President-Elect of Te Awamutu, New Zealand, serving as mistress of ceremonies.

The following three clubs were recognized as our founding clubs:

Nashville, TN - 100 Years  
Dayton, OH - 100 Years  
Indianapolis, IN - 100 Years

Our Past International Presidents were recognized by Silvia D. Silverman, International President.

A live auction that was held at the convention included a guitar donated by Capitol Records and signed by Eric Church. Eric is a resident of Caldwell County North Carolina. This item alone raised several thousand dollars.

Clubs that completed the 100 for 100 Service Project were recognized. For this project clubs that donated 100 books for literacy were recognized. In District Three, 22 clubs met the goal of donating more than 100 books to their community and 194 members performed more than 100 hours of service to their community.



100 hours of service pin

Members with more than 50 years of Altrusa service were honored with a pin. Freddie Dobson, Past District Three Governor, was present to accept her pin for 54 years of service.

The birthday cake was cut by Barbara-Ann Hughes, Past International President, and Freddie Dobson, Past District Three Governor and a 54 year Altrusan.

The winners of the Cocktail Competition were announced.

Maria McKay, Governor-Elect District Fifteen, then lead the members in singing songs from the Altrusa Songbook.

Margaret Goodhue, Montrose, Colorado, dedicated our Time Capsule that will be dug up in 25 years.

The celebration ended with Dancing through the Decades and a favorite the Tennessee Waltz.



Autographed Eric Church guitar raised thousands of dollars at the auction.



Margaret Cannon & Maria McKay



Altrusa International Centennial Committee Members



# Nashville International Convention Bylaws Changes

By Linda Robison, BRR District Three Chair

The following Bylaw changes were approved at the recent Altrusa International Convention. These changes should be published in the fall from International.

**Item 17.01 Article XI: Officers and Directors, Section 1. Elected Officers and Directors(l)**

(1) Changed to read: No more than two members of the Board of Directors shall be from the same District during any term. (Implementation was the close of convention 2017, for all bylaw changes.)

**Item 17.02 Article XI: Officers and Directors, Section 2. Election of Officers and Directors**

(a) Insert after subsection (b) "and (c)"

(b) No changes

(c) New—In the event there is only one candidate for a position, the Presiding Officer may declare that candidate elected, if there is no objection by the delegates, by unanimous consent.

Please note: District and Club Bylaws were changed accordingly to comply with (c) above.

**Item 17.03 Article IV: Members, Section 3(a) Emeritus Members**

Added: They have been members in good standing within the current or the previous Club year.

**Item 17.04 Article IV: Members, Section 9, Charter Strength**

Charter strength is changed from 20 to 15 Active members. In Article V, Section 1, Number of Delegates Authorized, change 20 to 15 members.

**Item 17.05 Article X, Committees, Section 1(d) Standing Committees**

Change chairmen to chairs.

**Article X, Committees, Section 3, Composition**

Delete (a). (b) and (c) reset as (a) and

(b).

**Item 17.06 Article X, Section 3, Composition, Subsection (c)(iv)**  
The requirement under bylaws to prepare a double slate has been removed. Any guidance on the preparation of the slate is now in the International policies.

**Item 17.07 Article XVIII Dues and Fees, Section 1. Dues**

As part of a membership incentive program, the International Board of Directors may approve the lowering of dues.

**Item 17.08 (District Bylaws) Article I Name and Territorial Limits, Section 1. Name**

Delete part of sentence beginning District \_\_\_\_\_ Altrusa International, Inc. and insert following: Altrusa International District \_\_\_\_\_, with the accurate indicia of corporate status, if any, and shall (continue with rest of sentence).

**Item 17.09 (District Bylaws) Article V Delegates to Conference Section 2, Basis for Determination**

Change to read: The District Treasurer shall confirm its record of paid memberships of each Club in its District with International's record of paid memberships for each Club. The District Treasurer or its designee shall then notify each Club of the number of delegates and alternates to which it is entitled at least sixty (60) days prior to the scheduled date of the District Conference.

**Item 17.10 (Club Bylaws), Article 1 Name, Section 2, Virtual Cubs**

Add new Section 2: (a) A Virtual Club refers to a group of individuals who work together from different locations and interact using technology or other methods of electronic communication and are committed to the principles and

purposes of Altrusa. By its very nature members of a Virtual Club communicate electronically through regularly scheduled meetings and may never have a face to face communication.

(b) For purposes of these bylaws for Virtual Clubs, the words "written or writing," "notice," "mail or mailed," "meet or meetings," "hearing" "minutes," "record or file," "report or book," shall include actions taken by electronic means.

**Item 17.11 (Club Bylaws) Article X Three Election of Officers and Directors, Section 1 Election**

Add new section as follows: (b) The Board of Directors of a Virtual Club shall develop a process whereby the election of Officers and Directors can be completed anonymously by its members.

**Item 17.12 (Club Bylaws) Article V Invitation of Members; Section 1, Invitation; Section 2, Procedures**

Change to read: Membership shall be extended by invitation from the Club.



## An Effective Leader

By Renée Eaton, Gov Elect District Ten

### IMPORTANT DATES

- Sept. 8th International Literacy Day
- Sept. 21st International Day of Peace
- Oct. 1st International Day of Friendship
- Oct. 16th World Food Day
- Oct. 24th UN Day
- Oct. 28th Make-A-Difference Day
- Nov. 16th International Day of Older Persons
- Nov. 25th International Day for the Elimination of Violence against Women

**K**nows his/her authority comes from relationships with others not from the job title.

- Connects and Communicates
- Knows their team
- Encourages Creativity
- Focuses on the positives
- Motivates and ask for feedback
- Creates ideas, excitement and new concepts
- Gives members the freedom to brainstorm
- Is open to ideas and suggestions
- Gives the team new challenges to prevent boredom

- Shows confidence in their potential
- Focuses on the positives.
- Focuses on the good in any circumstance
- Identifies what makes it dissatisfying
- Thinks clearly and solves problems
- Shift from “critic” to “cheerleader”
- Is a coach who helps to recognize others’ choices,
- Lets them take ownership of ideas and guides the team in the right direction.
- A good leader strives to be a team member.



## International Long Range Strategic Plan

By Christy Bryant

**A** new International Long Range Strategic Plan (LRSP) was launched at the Nashville Convention.

With the kickoff of the biennium, incoming International President Leanne Milligan conducted a review of the new International LRSP with District Governors and Governor-Elects during the Governor's Council meeting at the International Convention in Nashville. The LRSP supports the 2017-2019 biennium theme of 'Reaching Out'. The District Three Leadership Development Committee Co-Chairs, Governor Christy and Governor-Elect Kitty, will conduct 1-2 conference calls to provide guidance and address any questions from clubs as they develop their plans.

A new club-level LRSP template will be provided for clubs to use. As part of the District biennium goals, clubs are requested to submit a copy of their Club Strategic Plans by November 30, 2017.

Leadership Development Committee, Co-Chairs Governor Christy Bryant and Governor-Elect Kitty McElhaney



**OCTOBER 28th**  
*In honor of Altrusa's Centennial we are encouraging clubs to focus on Vocational Service Projects for Make-A-Difference Day.*



## Altrusa International Inc. Strategic Plan – 2017 - 2021

<p><b>Vision:</b> Altrusa is a leader among international organizations improving communities worldwide through a network of member clubs.</p>	<p><b>Mission:</b> To improve communities worldwide by providing service, developing leadership, fostering international understanding and encouraging fellowship through an international network of dedicated volunteers.</p>	<p><b>Brand:</b> Leading to a Better Community</p>		<p><b>Measures:</b></p> <ol style="list-style-type: none"> <li>1.Member Numbers</li> <li>2.Member Satisfaction Rating</li> <li>3.Service Hours and Fundraising \$</li> <li>4.Website hits</li> <li>5.Social Media Connections</li> </ol>
		<p><b>Brand Anchors:</b></p> <ul style="list-style-type: none"> <li>Flexibility, Inclusion, Clarity</li> </ul>		
<p><b>Service</b></p> <p>Inspire profile enhancing Service Projects</p>	<p>Develop a Signature International Service project</p> <p>Facilitate the sharing of service project ideas</p>	<ul style="list-style-type: none"> <li>► Identify common community problem for creation of an International project</li> <li>► Seek out new opportunities for addressing Literacy needs in our communities</li> <li>► Inspire service projects/fundraisers through a data base/tool kit</li> <li>► Encourage new more flexible &amp; inclusive service projects</li> </ul>	<p><b>Marketing</b></p> <p>Enhance the flow of Altrusa information internally and with external parties</p>	<ul style="list-style-type: none"> <li>► Share information through the Compass and Website ( International to members )</li> <li>► Collect feedback via the Website and Survey Monkey ( Members to International )</li> <li>► Develop a comprehensive marketing plan including best practice guides/tool kits</li> <li>► Build a social media strategy/policy to communicate with prospects &amp; members.</li> <li>► Design an attractive website for potential members &amp; intuitive one for members.</li> </ul>
<p><b>Members</b></p> <p>Increase membership Numbers to 20,000 members by 2027</p>	<p>Recruit &amp; Retain a diverse membership</p>	<ul style="list-style-type: none"> <li>► Embrace change and diversity</li> <li>► Expansion of ASTRA clubs with focus on transition to Altrusa</li> <li>► Improve resources for the effective recruiting of new members</li> <li>► Promote activities that are attractive to potential and younger members</li> <li>► Engage members in their Altrusa journey via service &amp; personal interactions</li> </ul>	<p><b>Leaders</b></p> <p>Create a pipeline of strong Altrusa Leaders</p>	<ul style="list-style-type: none"> <li>► Cultivate a training track for new leaders (train the trainers)</li> <li>► Create tools/best practice guidelines to build new leaders</li> <li>► Establish a mentoring programme</li> <li>► Remove barriers to growing new leaders</li> </ul>
<p><b>Member Service</b></p> <p>Inform, Update and Educate members</p>		<ul style="list-style-type: none"> <li>► Enhance collection and reporting of membership data through Group Tally</li> <li>► Produce tools/resources to support International/District/Clubs and members</li> <li>► Provide International Compass, Website Direct email and other services</li> </ul>		



# International Convention 2017 Report

By Martin Houston, Atlanta Georgia District Three

Hello, Fellow Altrusans,

I hope everyone is well. I am writing this letter about the 100th birthday of Altrusa and the 55th Convention in Nashville, Tennessee, July 21-24 2017. I had the privilege of taking one of my New Zealand friends around Georgia and East Tennessee before getting to Convention.

We had a great time. There was a great turnout of Altrusans and I was glad to see a few more male members, including some who joined their wives in the organization. I had the opportunity of meeting some very nice people, the hotel staff was very nice and the whole experience was amazing. I want to thank Judy Atkinson and Lisa Boyd for their endless commitment and hard work. I hope Judy is feeling better.

I want to congratulate Leanne Milligan of Te Awamutu, New Zealand for becoming our 2017-2019 International President, and all the Board and Committee members. A

shout out to Beverly Hardy, Donna Johnson, and Linda Robison. Congratulations! We missed you, Colleen. I attended the Versatility and Flexibility Workshop presented by Ingrid Christianson and Sylvia Clark. Robin Hall spoke as well. The work shop discussed the ways to communicate, work on projects and communicate with people outside of your area or District. I feel this is a good way of possibly getting new members and taking Altrusa into the future. It is all about flexibility to those who want to share their ideas.

I hope everyone who went to Convention had a great time and experience – I know I did!

Yours Truly,  
Martin



## Annual Club Report Summary

By Kitty McElhaney, Governor-Elect  
altrusankitty@comcast.net

Thanks to all the clubs who completed and submitted their Club Annual Report this year. It is great to report twenty-two (22) of twenty-six (26) District Three clubs submitted reports for an 84.6% submission rate.

Here are some interesting facts:

- These twenty-one (21) clubs spent or donated \$229824.15 to service projects in our communities and totaled more than 42,357 service hours
- Twenty (20) had a Make A Difference Day service project
- Nineteen (19) initiated a new service project
- Fifteen (15) participated with other civic clubs on project(s)
- Eighteen (18) clubs have at least a 60%

of active membership attendance at meetings

- Seventeen (1) clubs had a retention rate of 85% or higher with nine (9) clubs having a 100% retention rate
- Eighteen (18) clubs had at least one member to attend the last District Three conference
- Twenty-one (21) clubs have Strategic Plans
- Fourteen (14) clubs have one or more members of Club 21
- Fifteen (15) clubs published articles in print on the radio/tv, with seven (7) clubs publishing six (6) or more articles
- Nine (9) clubs reported submitting an entry for the Mamie L.

Bass award

- Five (5) clubs were announced as recipients of the Distinguished Club Award based on International's point system; Charlotte, NC; Lake City, FL; Raleigh, NC; Spartanburg, SC; and Starke, FL.

The reports provide valuable information and it is always our goal to reach 100%. Again, a heartfelt 'Thank you' to every club that submitted a report!



## *It's Not Too Early...District Awards*

By Cheryl Myers

Have you started thinking about District Awards for the next Conference! January 31st is the deadline for

### ***Dr. Nina Fay Calhoun International Relations Award***

Objectives:

- To encourage and to stimulate international relations
- To create an awareness of other cultures and people of the world
- To recognize outstanding club achievement in international relations

Eligibility Criteria:

Every Altrusa Club is eligible to enter their International activities each year of the biennium. This award is based on a yearlong focus on International Relations, not just one specific project. The winner is judged on the overall emphasis for the entire program year. The activities should meet the following criteria:

1. Number of meetings dedicated to International Relations (minimum of two (2) per club year).
2. Most outstanding program - did it contribute to the initiation of a new club project? (50 words or less)  
(Program and project initiation to have occurred during current Club year.)
3. Does your Club currently have an existing project to promote International Relations? If yes, describe the project in 200 words or less.
1. Clubs can enter any service project that was:
  - A. Conducted in its entirety during the twelve (12) month period ending prior to the date of submission of entries for judging; or
  - B. Completed on or before the date of submission of entries for judging; or
  - C. Clubs with projects of an ongoing nature may submit for judging those major activities conducted during the twelve (12) month period ending prior to the date of submission of entries for judging.
2. Projects which are primarily fundraising projects or which generate funds for Clubs' use are not eligible for nomination.
3. An Altrusa Club may not submit the same project for Nina Fay Calhoun, Letha H. Brown Literacy Award and the Mamie L. Bass Service Award in the same biennium.
4. Did your Club have or participate in any programs to recognize or celebrate these events. The recognition or celebration does not need to occur on the precise United Nations date. (Minimum of 5 - please state the manner of observance)
  - A. World Day of Social Justice – February 20th
  - B. International Woman's Day – March 8th
  - C. World Health Day – April 7th
  - D. International Day of Families – May 15th
  - E. International Youth Day – August 12th
  - F. International Literacy Day – September 8th
  - G. International Day of Peace – September 21st
  - H. World Food Day – October 16th
  - I. United Nations Day – October 24th
  - J. International Day for the Elimination of Violence against Women – November 25th
  - K. Human Rights Day – December 10th



Days of Observance will be those dates officially recognized by the United Nations.

\*\*First-place winners from each District are entered in the competition at the International level. Established judging criteria are used by Districts and by International.

### ***Mamie L. Bass Service Award***

Objectives:

1. To stimulate interest in developing action programs in the community falling within the scope of Altrusa's program of service.
2. To encourage members of local Clubs to participate actively in service projects designed to meet specific local needs.
3. To recognize outstanding Club achievement in service to the community.

\*\*First-place winners from each District are entered in the competition at the International level. Established judging criteria are used by Districts and by International.

### ***Newsletter Award***

Purpose: To promote effective communication within and beyond the club. Club newsletters are intended to be timely, concise and reader-friendly ways of communicating with current and potential members of Altrusa International, Inc. Electronic distribution makes that cost effective, timely, and possible for all. Note\* All club newsletter editors would do well to use the judging criteria as a planning guide from the beginning of the club year.

Criteria: Criteria of the award: Four areas - Content (60 points), Format (13 points), Readability (10 points) and Distribution (18 points) for a total of 101 points per judge or 303 overall.

### ***Outstanding Community Service Award***

Criteria:

1. At least 75% of the total membership must have volunteered a minimum average of three hours each during the course of the year on the club's community service or fund-raising initiatives.
2. The club, as a whole, must have provided at least 300 hours of volunteer time during the course of the year. This could be by providing direct service through a project in the community or in raising funds to underwrite the cost of the community service initiatives.
3. The club must have given at least \$1,000 during the course of the year to underwrite to costs of the community service initiatives or to make direct charitable donations to community non-profit organizations or other worthy causes.

### ***Todd Jordan Yearbook Recognition***

Purpose: A yearbook serves as a reference tool in which members can find pertinent information. This award is presented to clubs who publish a yearbook and submitted a completed award submission form by January 31, 2014. The District Three Board encourages each club to produce a yearbook as a much needed communication tool. The club yearbook should contain local, district and international information.

Criteria: Six areas - Format/Usability (10 points), Club Information (60 points), District Information (12 points), International Information (13 points), Altrusa Information (8 points) and Distribution (10 points) for a total of 113 points per judge or 339 overall.



## *International Foundation Grants*

By Nancy Mott, Salisbury, NC International Foundation District Liaison



### *Don't miss out on the INTERNATIONAL FOUNDATION GRANT FALL CYCLE*

Applications are due to International by September 15

Funding decisions made by October 31

Grants awarded on November 30

Follow up reports due May 31

#### **PROJECT GRANT**

We know all of our District Three clubs are doing amazing projects so be sure to apply to International to help make your literacy or community service projects even better with additional funding.

- \$250 to \$2,000 – amounts awarded are dependent upon available funds and number of quality applications.
- Clubs are limited to one grant per fiscal year, but you may reapply in the next cycle if you are not awarded in the current cycle.

#### **INDIVIDUAL GRANT**

Does your club know of someone who can benefit with an individual grant? This grant is awarded for vocational assistance or graduate school assistance.

#### **DON'T HESITATE – APPLY TODAY**

Read the guidelines carefully, and be sure to follow all the instructions. We don't want you to miss out on receiving a grant just because you didn't follow the guidelines. And be sure to mark your calendar for your follow-up report if you are awarded a grant.

If you have any questions, contact your District International Liaison Nancy Mott [njmott@att.net](mailto:njmott@att.net) 704-637-9561 or Foundation Administrator Shawna Kaiser, [shawna@altrusa.org](mailto:shawna@altrusa.org) 312-427-4410.

*For International Grant application: Go to [www.altrusa.org](http://www.altrusa.org), member Log In, click on Foundation in the top tabs, click on Grants Program and choose either Project Grant or Individual Grant.*

You can't be awarded an International Foundation grant if you don't apply – so send in your grant application today.



# *Board of Directors and Committee Chairs*

2017 - 2019 District Three Board of Directors

Governor	Christy R. Bryant	Charlotte, NC	<a href="mailto:christybryant@windsteam.net">christybryant@windsteam.net</a>
Governor-Elect	Kitty McElhaney	Lake City, FL	<a href="mailto:altrusankitty@comcast.net">altrusankitty@comcast.net</a>
Vice Governor	Cheryl Meyers	Waynesville, NC	<a href="mailto:greatsmoky70@gmail.com">greatsmoky70@gmail.com</a>
Treasurer	Shannon Schell	Lake County, FL	<a href="mailto:districtthreetreasurer@gmail.com">districtthreetreasurer@gmail.com</a>
Director	Frances Ferguson	Ocala, FL	<a href="mailto:gatordavid1@hotmail.com">gatordavid1@hotmail.com</a>
Director	Dimple Overstreet	Starke, FL	<a href="mailto:dimplej@embarqmail.com">dimplej@embarqmail.com</a>
Director	Carol Thomas	Orlando-Winter Park, FL	<a href="mailto:carol.thomas1211@gmail.com">carol.thomas1211@gmail.com</a>
Secretary	Cathie Schanz	Tampa, FL	<a href="mailto:AltrusaDistrictThreeSecretary@gmail.com">AltrusaDistrictThreeSecretary@gmail.com</a>
Parliamentarian	Colleen Duris	Ocala, FL	<a href="mailto:cmdaltrusa@gmail.com">cmdaltrusa@gmail.com</a>

2017-2019 District Three Committee Chairs

ASTRA	vacant	
Bylaws, Resolution & Recommendations (BRR)	Linda Robison	<a href="mailto:lrobison@windstream.net">lrobison@windstream.net</a>
Club Revitalization	Clara Marts	<a href="mailto:cimarts@fibrant.com">cimarts@fibrant.com</a>
Communications	Scott Tice / vacant	<a href="mailto:scottaltrusa@gmail.com">scottaltrusa@gmail.com</a>
District Service Bulletin	Yolander Hunter	<a href="mailto:dsbyolander@gmail.com">dsbyolander@gmail.com</a>
Finance	Susy Meier	<a href="mailto:susymeier@gmail.com">susymeier@gmail.com</a>
International Foundation Liaison	Nancy Mott	<a href="mailto:njmott@att.net">njmott@att.net</a>
Leadership	Christy Bryant / Kitty McElhaney	<a href="mailto:christybryant@windsteam.net">christybryant@windsteam.net</a> <a href="mailto:altrusankitty@comcast.net">altrusankitty@comcast.net</a>
Membership	Roberta Klusmeier	<a href="mailto:gators1307@aol.com">gators1307@aol.com</a>
New Club Building	Jane Gray	<a href="mailto:judgejanie49@gmail.com">judgejanie49@gmail.com</a>
Program Coordinator	Tammy Hall	<a href="mailto:thall@odommoses.com">thall@odommoses.com</a>
Service Program Development	Mary Powell / Pam Woodruff	<a href="mailto:altrusamary@gmail.com">altrusamary@gmail.com</a> <a href="mailto:pam@eaglemom99.com">pam@eaglemom99.com</a>
Webmaster	Kim Pace	<a href="mailto:kimmiepace@yahoo.com">kimmiepace@yahoo.com</a>



## Convention Snapshots



District Three members attending the Nashville Convention

