

59th International Convention

Rocking the Tartan

Quebec City, Quebec, Canada

July 23-26, 2025

2025 Altrusa International Convention President's Message

Bonjour Altrusans!

We will soon be together to celebrate our 59th Annual Biennial Convention. I look forward to seeing many of you in Quebec City, Canada, July 23-26, 2025.

We will gather to conduct the business of Altrusa International, including electing our International Board of Directors for the 2025-2027 biennium, a new International Nominating Committee and new Trustees for the Altrusa International Foundation. I encourage you to read the bios of all candidates and discuss in your clubs so that you as delegates can make informed decisions in all of these elections.

We will have informative workshops provided by the 2025-2027 Program Team as well as the Foundation. Even though you may be tempted to do some sight-seeing in Quebec City, please attend the workshops as these committees are working hard to provide great information for all attendees.

We will have several inspiring speakers as well as a night devoted to the history of Quebec with entertainment and music.

Although the Convention kicks off with the opening banquet on Wednesday evening, there will be several activities during the day on Wednesday, including a meeting of the Governors' Council, training for the new Governor Elects, a delegate briefing on both bylaws as well as the budget. Information on bylaws as well as the proposed biennial budget are included in this issue of the International Altrusan.

We look forward to celebrating club successes during the Awards Breakfast on Thursday morning. Friday we will hear about the great things accomplished by the Foundation during their annual luncheon. And we will wrap up things on Saturday evening as we install our new Board of Directors. I hope you all take in everything offered at Convention and come away more inspired than ever to make differences your communities!

As this biennium comes to an end, I want to thank all of you for your support during these two years. Our Board has been phenomenal and has accomplished much. Our clubs continue to grow in membership and amazing service, and we have chartered new Altrusa as well as new ASTRA clubs. Thank you for each individual contribution you have made to ensure the success of Altrusa! Having a stroke one month after my installation was definitely not in my plan, but the love, prayers and encouragement I received from Altrusans around the world helped me have a successful recovery and a successful biennium.

Thank you for, once again, embracing the Million Books Challenge as well as the Kindness Challenge. We know what a difference Altrusans make and these two challenges help us document what you all are doing. I look forward to sharing at the Convention, the number of books donated as well as the number of acts of kindness you all completed. If you haven't entered your numbers yet, please do so right away so we have accurate numbers to report.

I am so proud of you, my friends and Altrusa family. Thank you for making a difference!

And always remember that Altrusans R.O.C.K. and don't forget to Realize Opportunities and Create Kindness.

Linda K. Smith
Altrusa President, 2023-2025





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Bienvenue à Québec City!

Welcome Altrusans to one of the most historic and breathtaking cities in North America! District One and Altrusa International of Quebec City are proud to host the 2025 International Convention. We hope that as we gather with our fellow Altrusans everyone takes time to see this beautiful city. Whether it's your first time or as a long-time attendee, our wish is for everyone to meet new friends, spend time with old friends and attend to international business.

The convention will kickoff with our opening banquet before we get down to business and celebrate all that your clubs do. Join us Friday night as we "rock our tartans"! Don't forget to pack your tartan for the Friday night event!

Our finale is the installation of the 2025-2027 officers and board. All events are sure to engage and invigorate you.



Whether flying or driving, don't forget your passport, a sweater or shawl for the meeting rooms (we know that those rooms are always cool, if not cold), your club banner, your Altrusa pins and an item for the Foundation silent auction.



There is a lengthy list of ways to spend your free time, walk through the cobblestone streets of Old Québec, take in the European-inspired architecture, the lively atmosphere, and the deep-rooted French-Canadian culture that makes this city unique.

From the iconic Château Frontenac standing proudly above the St. Lawrence River to the cozy cafés and boutiques of Petit-Champlain, every corner of Québec City tells a story. Indulge in local delicacies like poutine or tourtière, immerse yourself in the city's vibrant arts and festivals, and enjoy the warm hospitality of its people.

Enjoy the International convention as Québec City welcomes you with open arms.

Bienvenue et bon séjour! (Welcome and have a good stay!)

Brenda Smith, Convention Chair

Susan Porazzo, Convention Co-Chair/Function Coordinator

2025 INTERNATIONAL CONVENTION INFORMATION



WHEN - July 23 - July 26, 2025

WHERE - Quebec Hilton, Quebec City, Canada

HOURS - The Convention officially begins with the Opening Banquet at 7:00 PM on Wednesday, July 23rd and continues through the Installation Banquet ending at 9:30 PM on Saturday, July 26th. Registration and Credentials will open at 10:00 am on Wednesday, July 23rd and again at 8:00 AM on Thursday, July 24th.

REGISTER NOW - <https://altrusainternational.regfox.com/altrusa-international-inc-2025-convention>
Registrations made now through June 18th will be at the regular rate of \$450. Late registrations, made after June 18th, will be charged \$500. Registration closes July 10th.

HOTEL RESERVATIONS - for the Hilton Quebec can be made online through our group booking site, <https://book.passkey.com/event/50654494/owner/22761/home>, available through June 30th.

Check in is at **4:00 PM** and check out is at **12:00 PM**. All guest rooms are non-smoking.

SPECIAL EVENTS - Friday Fun Night - Rocking the Tartan (*more information on pg 6.*)

Friday Fun Night

Rocking the Tartan

Join us at the hotel for this optional event that will be a salute to Canada. There will be a cash bar and poutine stations for your eating enjoyment along with a variety of entertainment:



“Meet the King’s Daughters” a group of entertainers who sing and tell about the time of the Filles du Roy, women who are so rarely mentioned in history.

and

Enjoy some cultural immersion with the sound of Trio Francois Couture, a trio of traditional folk musicians playing violin, accordion, and guitar.



Did you know that Quebec City has their own tartan plaid? **Wear your favorite tartan that night** – dress, shirt, skirt, scarf, etc., whatever you want as we will be Rocking the Tartan that evening.

Schedule At-A-Glance

Tuesday, July 22, 2025

9:00 AM – 9:45 AM	FINANCE MEETING
10:00 AM – 4:00 PM	BOARD OF DIRECTORS MEETING/LUNCHEON
1:00 PM – 3:00 PM	CONVENTION COMMITTEE MEETING
4:00 PM – 5:00 PM	REGISTRATION/CREDENTIALS COMMITTEE MEETING
6:00 PM – 7:00 PM	COME AND GO RECEPTION FOR BOARD OF DIRECTORS, PAST INTERNATIONAL PRESIDENTS, 2023-2025 GOVERNORS AND COMMITTEE CHAIRS & CO-CHAIRS*

Wednesday, July 23, 2025

8:30 AM – 9:45 AM	2025-2027 PROGRAM TEAM AND GOVERNORS' PRESENTATION REHEARSAL
9:00 AM – 9:45 AM	EXPEDITORS MEETING
10:00 AM – 11:30 AM	GOVERNOR'S COUNCIL MEETING**
10:00 AM – 1:30 PM	2025-2027 GOVERNOR-ELECT WORKSHOP
10:00 AM – 2:00 PM	FOUNDATION BOARD OF TRUSTEES MEETING/LUNCHEON
10:00 AM – 6:00 PM	REGISTRATION AND CREDENTIALS OPEN
11:30 AM – 1:00 PM	PAST INTERNATIONAL PRESIDENTS' LUNCHEON
1:30 PM – 2:45 PM	FIRST TIMERS MEETING
1:45 PM – 2:45 PM	FLAG CEREMONY REHEARSAL
1:45 PM – 2:45 PM	ELECTION COMMITTEE MEETING
3:00 PM – 5:00 PM	DELEGATE BRIEFING - BYLAWS AND FINANCE/BUDGET
7:00 PM – 10:00 PM	OPENING BANQUET

Thursday, July 24, 2025

8:00 AM – 8:45 AM	REGISTRATION/CREDENTIALS
9:00 AM – 11:00 AM	AWARDS PRESENTATION BREAKFAST
11:15 AM – 12:15 PM	WORKSHOPS
12:15 PM – 1:30 PM	REGISTRATION AND CREDENTIALS
1:30 PM – 2:30 PM	FIRST BUSINESS SESSION AND PARADE OF BANNERS
2:30 PM – 3:30 PM	CANDIDATES FORUM/ELECTION INSTRUCTIONS
4:00 PM – 5:00 PM	ELECTIONS
6:00 PM – 7:00 PM	INTERNATIONAL FOUNDATION DONOR RECEPTION*
8:00 PM –	OPEN EVENING

Friday, July 25, 2025

8:00 AM – 8:45 AM	REGISTRATION AND CREDENTIALS
9:00 AM – 10:45 AM	SECOND BUSINESS SESSION - KEYNOTE
10:45 AM – 12:00 PM	FREE TIME - VISIT SILENT AUCTION/DOC MORGAN
12:15 PM – 2:15 PM	FOUNDATION LUNCHEON
2:30 PM – 3:30 PM	WORKSHOPS
3:45 PM – 4:30 PM	2025-2027 PROGRAM TEAM PRESENTATION
6:00 PM – 9:00 PM	OPTIONAL EVENT

Saturday, July 26, 2025

9:00 AM – 10:00 AM	CELEBRATION OF LIFE
10:15 AM – 12:00 PM	THIRD BUSINESS SESSION - KEYNOTE
1:00 PM – 2:00 PM	WORKSHOPS
2:00 PM – 2:15 PM	BREAK
2:15 PM – 3:15 PM	WORKSHOPS
2:00 PM – 5:00 PM	FOUNDATION BOARD OF TRUSTEES MEETING
5:30 PM – 6:30 PM	DISTRICT PHOTOS
6:00 PM – 7:00 PM	INTERNATIONAL BOARD RECEPTION
7:00 PM – 9:30 PM	INSTALLATION BANQUET
9:30 PM –	RECEPTION HONORING PRESIDENT DEVLIEGER

Sunday, July 27, 2025

8:00 AM – 11:00 AM	BOARD OF DIRECTORS MEETING
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*** By Invitation Only**

**** Governors-Elect will audit second hour of Governor's Council meeting.**

This Schedule At-A-Glance is subject to revisions.

Convention Keynote Speakers

Raychel Hollingsworth – Trauma-Informed Coach **Former Fortune 100 Leader | Founder, Ray of Sunshine**

Raychel Hollingsworth is a happiness expert, trauma-informed life coach, content creator, motivational speaker, and former Fortune 100 leader with over a decade of experience building high-performing teams, designing hyper-scalable systems, and mentoring ambitious changemakers. Her career took her to leadership roles at Meta and Google, where the products she shaped reached billions.

Today, she helps high-achievers break free from burnout, self-sabotage, and people-pleasing so they can feel confident in who they truly are. Her clients learn to redefine success, reclaim self-trust, and create lives that feel just as good on the inside as they look on the outside.

Raychel's work lives at the intersection of nervous system healing, identity reinvention, and radical self-compassion. Grounded in somatic training, neuroscience, and lived experience, her approach blends soul and strategy in a way that helps people not just think differently - but feel differently in their own bodies and lives.

Through coaching, speaking, and digital content, Raychel has helped thousands of people find their true voice, rewire the narratives that keep them stuck and return to deeply authentic alignment - the kind that feels cosmically designed and internally unshakable. She's known for her ability to name the truth with both boldness and care, and for creating spaces where people feel deeply seen, safe, and celebrated.

Her upcoming keynote isn't just a talk - it's a turning point. An invitation to pause, reflect, and remember who you were before the world told you who to be.



Tim Suter - Executive Chairman The Suter Company

Tim Suter – Executive Chairman: after serving as President & CEO of The Suter Company for 25 years Tim became Executive Chairman in 2024. In his tenure with the Company, he led Suter Co through rapid growth to more than 400 employees while sustaining a unique culture focused on employee care and community service. After 95 years and three generations of family ownership, Tim led the transition to Employee-Ownership in September of 2020. The Suter Company, a food manufacturing business, offers a comprehensive package of care benefits for its employees including chaplains, life coaches, ongoing educational opportunities including Financial Peace University and monthly community service opportunities for all employees. The Suter Company has been named ‘Best Large Employer’ in DeKalb County for the past three years. For more information visit: www.suterco.com



In addition to his leadership at The Suter Company, Tim serves as the President of Make A Difference DKC – a non-profit whose mission is to alleviate world hunger, is an active member of the C12 Group, and Chairperson of Hillcrest Covenant Church in DeKalb, IL. Tim has an undergraduate degree in Marketing from Miami University, Oxford OH and his Executive M.B.A. from Northern Illinois University. Tim and his wife Julie own & operate a pickleball club called the Pickleball Connection. They live in DeKalb, IL and have two adult children: Madeline and Cullin.



Convention Workshops

Thursday, July 24

11:15 a.m. – 12:15 p.m.

Engage & Inspire: Communicating with the Community Online

This workshop will be about communicating with our local communities and beyond through social media. In today's digital age, leveraging social media platforms has become a crucial way for Altrusa clubs to engage with their local communities and inspire support for their initiatives. By actively sharing updates, stories and calls to action on social media, clubs can effectively raise awareness, attract volunteers and potential members, and showcase the meaningful impact of their projects to a wider audience beyond their immediate membership.

Presenter: Jeraldyn Rivest, International Communications Vice Chair 2025 - 2027, Charlotte, NC

What You Focus on Grows: Cultivating a Club Rooted in Love, Literacy, and Legacy

Learn to sharpen your focus and take your club from where you are to where you want to be. Did you know the International Membership Development Committee is available to help you grow your club? We are excited to learn what your club needs are and discover how we can work together.

Presenter: Nancy Norris, International Membership Chair, Muncie, IN

Building Partnerships for Service that Empower Through Literacy

Explore service project partnerships that grow traditional literacy involving reading and writing as well as financial, digital, and multilingual literacy.

Presenters: Scott Tice, International Service Chair 2025 - 2027, Ocala, FL
Lorraine Brewer, International Service Vice Chair 2025 - 2027, Fayetteville, AR

Fundamentals to Funding: Foundation Grant Success Made Simple

These interactive sessions will provide essential tips and strategies to help you craft winning project grant applications. Learn how to effectively develop project narratives, build strong timelines, and create compelling grant budgets that score high points. Whether you're new to grant writing or looking to improve your skills, this workshop is designed to empower your success. Don't forget to bring your questions for a Q&A session following the presentation.

Presenters: Karen Robinson, Foundation Chair; Dorothy Bowen, Foundation Trustee & Grants Chair
Kantrice Rose PhD, Foundation Executive Director

Dreaming & Leadership

What could these two things possibly have in common? Come join us and learn a different way to gather information and ideas from your club members to create a new service project, fundraiser, or learn more about yourself and your members to help develop the next leader(s) in your club. Dreaming is fun!

Presenters: Chris DeVlieger, International President Elect, DeKalb County, IL
Penny Daugherty, International Director, Mexico, MO

Scavenger Hunting - Altrusa "Rules"

Join us in "scavenging" Altrusa Bylaws, Legalises and Parliamentary Procedure. We'll give you the clues and guide you in all things legal, BRR and parliamentary.

Presenters: Colleen M. Duris, PRP-R, Altrusa International Parliamentarian, Ocala, FL
Pat Woodward, Altrusa International Legal Advisor, Fauquier County, VA
Brenda Smith, International BRR Chair 2025 - 2027, Salina, KS

Friday, July 25

2:30 p.m. – 3:30 p.m.

Heart & Mind: Shapes the Future

This interactive workshop explores how blending empathy with intentional action can powerfully impact youth. Through hands-on activities, reflection, and group dialogue, participants will discover how “heart” (love, encouragement, trust) and “mind” (planning, structure, skills) together create a balanced foundation for meaningful mentorship. Walk away with practical strategies to support ASTRA students—and a renewed commitment to shaping the future through service, compassion, and education.

Presenter: Mabel Acevedo, International ASTRA Vice Chair 2025 - 2027, San Sebastian, Puerto Rico

The Legacy of Leadership – Join the Conversation

Because strong leaders are essential to Altrusa’s future, join us for an engaging and interactive workshop where we will explore what makes a great leader, how to identify and support emerging leaders, and why planning makes a difference. Walk away with fresh ideas, practical tools and a reenergized outlook.

Presenters: Karyn Evans, International Leadership & Development Chair 2025 - 2027, Highland Count, OH
Linda Dorr, International Leadership & Development Vice Chair 2025 - 2027, Martinsville/Henry County, VA

Rocking the Tartan: Celebrate the UN’s Days of Observance!

Join your Altrusa representative to the United Nations in an interactive workshop. Learn just why Altrusa celebrates the UN’s Days/Weeks/Months and Years of Observance. Share practical tips on ways YOUR club can participate in this global vision. YOUR ideas may win a prize, too. Be part of Altrusa’s remarkable UN history.

Presenter: Kathy Schrein, Chair/Rep. for Altrusa International United Nations’ Dept. of Global Communications, Civil Society Unit/NGO, Dayton, OH

Early Mothers of Altrusa

Everyone has a story. Meet “significant” leaders visiting over the inception of our association and learn about our legacy through love, literacy and laughter.

Presenter: Anne Condran, Foundation Trustee & Marketing Vice Chair, Muncie, IN
Debbie Mabry, ASTRA Committee member 2025 - 2027, Temple, TX
Chris DeVlieger, President Elect, DeKalb County, IL

Recruiting & Retaining Great Members

Clubs continually seek effective strategies for recruiting new members and retaining current members. Discover successful approaches to attract and support new Altrusa members. Equally crucial is understanding how to engage and retain existing members. Build awareness of effective membership strategies that you can implement quickly and easily, thereby boosting the vibrancy, energy, size, and stability of your Altrusa club.

Presenter: Debbie McBee, Immediate Past Governor District Twelve, Pendleton, OR

Saturday, July 26

1:30 p.m. – 2:00 p.m.

Rocking the Tartan: Celebrate the UN's Days of Observance!

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Presenter: Kathy Schrein, Chair/Rep. for Altrusa International United Nations' Dept. of Global Communications, Civil Society Unit/NGO, Dayton, OH

Together We Strive: The Power of Internal Communication

This workshop will be about better communication with our Altrusans throughout our clubs, District, and the Organization as a whole. Effective internal communication is the bedrock of a thriving Altrusa. By fostering open and transparent dialogue among members, club leaders can cultivate a sense of unity, shared purpose, and mutual understanding that strengthens the organization as a whole. Regular check-ins, information sharing, and collaborative discussions not only help Altrusans stay informed and engaged but also empower them to work together towards common goals.

Presenter: Pam Grantham, International Communications Chair 2025 – 2027, Jack, AL

The Legacy of Leadership – Join the Conversation

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Presenters: Karyn Evans, International Leadership & Development Chair 2025 - 2027, Highland Count, OH
Linda Dorr, International Leadership & Development Vice Chair 2025 - 2027, Martinsville/Henry County, VA

One World: Collaborating in International Service

Explore with experienced Altrusans the potential for developing service projects that will impact others worldwide.

Presenters: Scott Tice, International Service Chair 2025 - 2027 Ocala, FL
Lorraine Brewer, International Service Vice Chair 2025 - 2027, Fayetteville, AR

Fundamentals to Funding: Foundation Grant Success Made Simple

These interactive sessions will provide essential tips and strategies to help you craft winning project grant applications. Learn how to effectively develop project narratives, build strong timelines, and create compelling grant budgets that score high points. Whether you're new to grant writing or looking to improve your skills, this workshop is designed to empower your success. Don't forget to bring your questions for a Q&A session following the presentation.

Presenters: Karen Robinson, Foundation Chair; Dorothy Bowen, Foundation Trustee & Grants Chair
Kantrice Rose PhD, Foundation Executive Director

Saturday, July 26

2:15 p.m. – 3:15 p.m.

Onboarding – Guiding the Way Forward

This session explores the vital role of mentorship and leadership in effective onboarding. Learn how guiding new team members through established processes, offering support, and leading by example can create a strong foundation for long-term success. Whether you're a seasoned leader or a new mentor, discover strategies to "show someone the ropes" and foster a culture of growth and connection.

Presenter: Melinda Aguirre, International Membership Vice Chair 2025 - 2027, Central Coast, CA

Heart & Mind: Shapes the Future

This interactive workshop explores how blending empathy with intentional action can powerfully impact youth. Through hands-on activities, reflection, and group dialogue, participants will discover how "heart" (love, encouragement, trust) and "mind" (planning, structure, skills) together create a balanced foundation for meaningful mentorship. Walk away with practical strategies to support ASTRA students—and a renewed commitment to shaping the future through service, compassion, and education.

Presenter: Mabel Acevedo, International ASTRA Vice Chair 2025 - 2027, San Sebastian, Puerto Rico

Be part of the United Nations' Sustainable Development Goals (SDG): How YOUR Altrusa Club can spread LOVE and LITERACY and be part of a worldwide LEGACY!

Join the conversation about the Goals and their role as a focus for the forces of goodwill in our human community. In this interactive workshop, we will share how Altrusa's individual and Club actions align with these goals and how they are woven together. Gain insights and tips on how you and your Club can be part of this worldwide action. Plus, be part of a drawing for a special UN gift!

Presenter: Kathy Schrein, Altrusa International's Rep. to the United Nations Dept. of Global Communications, Civil Society Unit/NGO. Dayton, OH

Health Aging: Doing What We Can to Age Well & Navigate Issues

Growing older does not have to mean losing more and more of what we love to do and how to live. This workshop will review theories of aging, ways we can optimize our mental and physical function as we age, identify and guard against cognitive decline (including dementia), and share strategies for adapting and making our later years of life a life worth living.

Presenter: John M. McBee, MD

Managing Uncomfortable Conversations

Do you dread addressing a concern with a fellow club member or colleague? Do you fear conflict and backlash when you bring up a topic of concern? This workshop will introduce you to tools that are helpful when we face difficult conversations. The tools are helpful in all parts of your life where you hold important conversations to build, strengthen and repair relationships and understanding.

Presenter: Bettina Schempf, International Treasurer, Corvallis, OR

2025 International Convention Service Project in support of

The École Oraliste de Québec

“TOGETHER, WE MAKE PEOPLE TALK”

The École oraliste de Québec welcomes students with hearing loss or language difficulties. It was founded by a research team from Université Laval in Québec City, which developed specialized expertise in the education of children with hearing or language impairments who communicate orally in French.

In 2002, the École oraliste was officially recognized by the Québec Ministry of Education. As a result, the school now offers the official provincial curriculum from preschool to the first cycle of secondary education.

The school's main goal is to enable students to reintegrate into regular school settings with all the tools and perspectives for academic and personal success.

Currently, the school serves **75 students** between the ages of 4 and 18, organized into small groups of 3 to 7 students. However, due to space limitations, the school is forced to turn away new students each year. This has led to a project to expand the facility and increase its capacity to **125 students**.

The involvement of the Altrusa Club of Québec

For the past three years, our club has been actively involved with the school in various ways, especially in areas related to reading, which is a key part of their educational approach.

We have made donations to purchase books for a special project aimed at expanding the school library's collections. Our financial contributions have also helped support families from disadvantaged backgrounds by funding the purchase of school uniforms and providing assistance with lunch programs.

In addition, Altrusa members have personally participated in educational activities by accompanying teachers on projects such as **urban beekeeping workshops, a theatre play, and a musical performance**.

To us, the planned expansion of the school and the renovation of its library will provide even more opportunities for **Altrusans of Québec** to get involved — both personally and financially — for the greater well-being of the children and their families.

Therefore we would appreciate financial assistance to help us continue this service project that makes a difference in our community and spread the word about Altrusa and its benefits.

**Note this a change from what was published in the Call to Convention. The club will accept cash contributions for this project as well as books from Chris' Saturday night service project.*

A second service project at the request of President-Elect Chris DeVlieger:

One more request to pack in your luggage and bring with you to Convention...a French children's book (age 0 – 12 years). This will help the Québec Club start a new service project. There is a large variety of French children's books online through Amazon, Barnes & Nobles and other bookstores). Please bring your French children's book to the Saturday night Installation Dinner. This will be your “ticket” to enter.

CANDIDATES

for International

Association Board



Kitty McElhaney for International President Elect
Altrusa International of Lake City, Florida
District Three

Kitty became an Altrusan in 2001. In the Lake City, Florida Club and served as Vice President, President (twice), Nominating Committee several times, Newsletter Editor and Leadership Co-Chair. She co-chaired the 2014 District Three Conference in Jacksonville, Florida.

At the District level, Kitty has served as Parliamentarian (2009-2011 and 2023-2025), Nominating Committee member, ASTRA Chair (2015-2017, 2017-2019 and 2023-2025), Leadership Co-Chair (2017-2019) Director (2016-2017), Governor Elect (2017-2019) and Governor (2019-2021). During her tenure as Governor, she completed an update on the history of District Three. During her tenure as Governor she served as the Chair of the Governor's Council. As Chair, she was responsible for contacting all Governors for agenda items, prepare the monthly agenda, make arrangements for meetings, ensure minutes are taken and then distributed to the attendees of the meeting. Kitty served as a Director on the International Board (2021-2023) and is presently the Vice President on the International Board, where she spearheaded the effort to update the Altrusa Long Range Strategic Plan. Additionally, she contributed to revising the personnel manual, job descriptions, records retention guidelines, and treasurer manuals.

Kitty hold a Specialist Degree in Educational Leadership. Her professional background in education, includes serving as a teacher, Assistant Principal, Director, and retiring as an Assistant Superintendent after 41 years. She is also a member of the Take Stock in Children Council, which provides scholarships to first-generation students in a five-county area, and has chaired the Council for many years. Currently, Kitty served as the Board Chair for the Partnership for Strong Families, an agency providing child welfare services, after holding roles as Chair-Elect, Secretary, and Chair of the Quality Assurance Committee. Kitty became a member of the Daughters of the American Revolution (DAR) in 2014, and has held various leadership roles, including Second Vice Regent, First Vice Regent, Chair of the By-Laws Committee, Chair of the Good Citizen Awards Committee, and Regent for her Chapter (2021-2023).

Kitty and her husband, Frank, have been married 40 years, with a blended family of two children and six grandchildren. In her leisure hours she enjoys sewing, crafting, reading, travel in a motorhome and spending time with the grands.

Statement

Altrusa has offered me an enriching and rewarding journey dedicated to serving others in a variety of areas. Through this organization, I've had the chance to strengthen my leadership abilities, connect with like-minded individuals, and form meaningful friendships with Altrusans worldwide. By embracing Altrusa's core values of clarity, flexibility, and inclusion, I believe we are well-equipped to adapt and address the evolving needs of our communities and members, fulfilling our mission of Building Better Communities.



Penny Daugherty for Vice President
Altrusa International of Mexico, Missouri
District Eight

Penny became a member of Altrusa of Mexico, Missouri in 2001 as a place to network with other professionals after returning to her hometown and working at their family-owned radio station. After a club visit from the District Governor who talked about the joy of performing community service with other individuals with “servant hearts,” she knew that Altrusa was the perfect organization for her.

As most of the International candidates have, Penny has served in many capacities in her local club and club foundation, but tended to stay most involved with positions that were in line with her Communications/Marketing background, including Newsletter Editor, Yearbook Editor, and Website Manager. She was club President in 2005-2007. Penny served as the District Eight Communications Chair (2008-2011), District Eight Director (2011-2013), 2nd Vice-Governor (2013-2015), 1st Vice-Governor (2015-2017), Governor Elect (2017-2019), Governor (2019-2021), Immediate Past Governor and currently serves as New-Club Building Chair. Penny also served on the International Communications Committee (2011-2013) and is currently an International Director and serving as a liaison to the Service Committee (2023-2025).

Locally, Penny has also stayed busy with other community service organizations. While her children were in school, she served on various school organizations including band, choir, and cheer parents. She has served on the board of and has been President of Mexico United Methodist Women, Mexico United Methodist Board of Directors, Audrain County United Way, and Mexico Area Chamber of Commerce.

Professionally, Penny is in her 26th year at her family-owned radio station alongside her husband, Michael, which allows them to stay connected with their community. Together they have four children and four granddaughters that are the light of their lives.

Statement

Being an Altrusan over the last twenty-plus years and serving at local, District, and International levels of our organization has been a joy and a great source of pride in my life. It is hard to imagine another organization more open to nurturing members that want to grow in leadership while enjoying the fellowship of serving with other like-minded individuals to improve the lives of others in their communities and around the world. I have enjoyed my time as a Director on the International Board, where we are able to share ideas and discuss matters relevant to the association and support of our clubs. I am very excited to see our ASTRA program growing in membership numbers and to see what that means to the future of our organization. It is also encouraging to see our members embracing our brand drivers of Inclusion and Flexibility to become a more diverse organization so that we can remain relevant as an organization. As a leader, I truly try to understand all sides of a situation to help discern the best course of action and hope that my passion for Altrusa and its members is always evident. I would be honored to be elected to serve on the International Board of Directors as your Vice-President.



**Linda Ring for Vice President
Altrusa International of Central Connecticut, Connecticut
District One**

Linda became an Altrusan in 1990. She has served as Club President twice, and all other Leadership positions. She calls herself an “uncommon computer geek,” in that she has lots of technical skills, but still strives to organize and lead community projects. In her own club, Linda produces the annual club Yearbook, manages raffle tickets for the annual club fundraiser and publishes the Poetry Book for our annual Senior Citizens’ Poetry Competition.

Linda was introduced to District functions as Registration Chair for 1993 District Conference. She first served on the District Level as Director and DSB Editor (2000-2002). Years later, she served as Communications Chair (2015-2019), DSB Editor (2015-2017), Governor Elect (2017-2019), Governor (2019-2021), Immediate Past Governor (2021-2023) and District Webmaster (2021 - future). Her biennium as Governor was during the height of COVID... doing most of the District work through emails, phone calls and ZOOM meetings. She created our first VIRTUAL conference... complete with breakout rooms, pre-recorded video presentations and French subtitles (for our Canadian district members). It was an exercise in creativity.

Linda’s professional background is in Chemistry (BA) and Computer Science – Information Systems (MS). She was employed by Bristol-Myers Squibb Company for 34 years. Linda started out as a bench chemist—making Enfamil better for the babies of the world— but found her niche in collecting, managing, and analyzing data. She transitioned to Clinical R&D as a Programmer, then Data Manager, ending her career as Project Manager for multiple drug programs.

For 20 years, she was active with Tall Clubs International (TCI), a social club for those who are vertically gifted. Linda was co-founder of Hartford Heights Tall Club, serving in all leadership roles. She was elected to the TCI Executive Board multiple times, served on the TCI Foundation (chair for 5 years), and was honored with a Lifetime Achievement Award in 2002 for her dedication to the organization.

After retiring from Bristol-Myers Squibb Company, she joined the local VITA Coalition (**V**olunteer **I**ncome **T**ax **A**ssistance), preparing free tax returns for elderly and low-income clients. After only one year as a tax preparer, she was invited to join the steering committee, as Volunteer Coordinator. Linda spearheads the computer updates and preparations, new preparer training, weekly scheduling and the season wrap-up and recognition dinner.

Linda’s Statement

Early in my career, Altrusa provided me with a safe place to practice and hone my leadership skills. I feel it is important to share this knowledge and offer that opportunity to our next generation of leaders.

I have always been a part of volunteer organizations, such as Candy Striper, Girl Scouts, Honor Society, etc. After becoming an Altrusan, I had found an “adult home” among like-minded individuals who were generous of their time and talents. It was not hard to fall in love with the organization, and its mission. I foresee being an Altrusan for the rest of my life, and plan to serve the organization in whatever capacity I am able.

2025-2027 International Candidates



Lisa Boyd for International Treasurer
Altrusa International of Clarksville, Tennessee
District Four

Lisa has been an Altrusan since 2004. After actively serving her club in various roles, she served as District Four Governor (2017-2019) and as District Four's International Foundation Liaison (2023-2025).

At the International level, Lisa has served as chair of the International Nominating Committee (2017-2019), co-chaired the 2017 International Convention Committee (Nashville, TN), co-chaired 2021 International Convention Committee (Charlotte, NC), and as chair of the International Service and Development Committee (2019-2021). Lisa has served as a Director on the International Board of Directors (2021-2023) and as a member of the International Leadership Committee (2023-2025).

She has been employed as a licensed Real Estate Broker in TN and Real Estate Agent in KY since 2006, with Coldwell Banker. Lisa is a Past President of the Clarksville Association of Realtors, and has served as Chair of the Diversity, Equity & Inclusion Committee for Tennessee Association of Realtors. She is passionate about housing affordability and fair housing for all.

Lisa is a veteran with 8 years of service in the TN Army National Guard, achieving the rank of First Lieutenant (1LT) after completing ROTC, while earning her degree in Business Management from the University of TN at Martin.

She's a proud member of Alpha Kappa Alpha Sorority, Inc. and an avid TN VOLS fan. Lisa is from a large family, the 6th of 7 children. Her close-knit, supportive family is very important to her, and you'll always hear the pitter-patter of four little miniature schnauzer feet around her home.

Statement:

Altrusa has taught me many life lessons and has helped me define what success is to me. I've formed lifelong friendships and connected with people locally and nationally whom I wouldn't have met otherwise. Contributing to my community has allowed me to impact others positively and practice grace, compassion, and empathy. I've discovered that leadership is not about being in charge, but about building the next generation of leaders. Huge things can be accomplished by small committees and actively listening to the perspectives of others is enlightening. Altrusa is a treasure meant to be shared widely.



Tammy J. Boyd for International Director
Altrusa International of Richmond, VA
District Two

Tammy joined Altrusa International of Richmond, VA in October 2006. She has served the club in various capacities, including being President from 2010-2012 and is currently serving 2025-2026. She has also chaired various committees within the club.

At the District Level, she has served as District Service Bulletin Editor (2008 – 2010), District Secretary (2013 – 2015), District Conference Chair (2014), District Director (2015 – 2016), District Communications Chair (2015 – 2019), Second Vice-Governor (2016 – 2017), First Vice-Governor (2017 – 2019), Governor Elect (2019 – 2021), District Governor (2021 – 2023).

At the International Level, she has served on the International Leadership Committee (2017 – 2019), International Convention Task Force (2017 – 2019), and as the International Leadership Committee Vice Chair (2023 – 2025).

Professionally, Tammy has been employed by CCA Financial, a leasing company, for the past 25 years. She currently holds the position of Senior Marketing Specialist. Additionally, she has been a Mary Kay Consultant for the past 18 years.

Tammy has been on multiple mission trips to Honduras, collaborating with a Medical Mission Team and doing her part to help de-worm children. She has also traveled to Mississippi for mission work with her church and served on a rebuilding construction team after Hurricane Katrina hit. Tammy also has been a mentor for children at Holladay Elementary School and currently volunteers as an Officer of Elections for the Local, State and US Elections.

Tammy's hobbies include spending time with family and friends, traveling and just sitting at the beach.

Statement

When I decided to become an Altrusan in 2006, I never realized what a journey this would be. I feel truly blessed to have the honor of representing District Two in this nomination. Through Altrusa, I have gained strong leadership skills, become a much better communicator, and developed so much love and compassion for the people that we, as Altrusan's, help in the world! I love Altrusa because it puts the needs and well-being of others before me, and it brings so much fulfillment to my life! In addition, the hands-on projects and representing my community gives me a feeling of gratitude because I am part of enriching the lives of others. The best part of being an Altrusan is that I get to be with a group of like-minded people from all around the globe. I have developed long-lasting friendships with these people, and I can now call them a part of my family.



Ingrid Christenson for International Director
Altrusa International of Oshkosh, Wisconsin
District Seven

I have served on the District Seven Board in various leadership roles, including Director, Second Vice Governor, First Vice Governor, Governor-Elect, and Governor. As a dedicated member of the Oshkosh Altrusa Club for 15 years, I have taken on numerous responsibilities at the club, district, and international levels. These include serving as Club President, Director, Communications Chair, Nominating Committee Chair, and Yearbook Editor. Additionally, I have contributed as Webmaster for both the Oshkosh club and District Seven, as well as International Membership Vice Chair and International Communications Chair.

With a degree in Electronics and Computer Science, I have worked in the IT industry for over 30 years. I am currently employed as a Systems Engineer III at CBTS in Cincinnati, OH.

Beyond my professional and volunteer commitments, I have a passion for photography and have won several awards at my club's annual Art in the Garden event. I am also a proud member of the Sawdust City Corvette Club. I embrace life to the fullest and strive to make a positive impact on those in need.

2025-2027 International Candidates



Jennifer Gatlin for International Director Altrusa International of Jack, Alabama District Four

Jennifer Gatlin has been an active Altrusan for the past 22 years. She is a charter member of Altrusa International, Inc. of Jack, Alabama, District Four.

Over her years as an Altrusan, Jennifer has served in numerous capacities not only in her home club but on the district and international levels as well. She was the first Secretary for Altrusa of Jack and later went on to serve in the roles of Vice President and President for 3 separate terms. She has served on nearly every committee in her local club as either a member or chair, and, for the last 12 years, has served as sponsor for the ASTRA Club of Jack, by far one of her most rewarding experiences as an Altrusan. Jennifer became a member of the District Four Board of Directors in 2016 as Director and has served consecutive terms since then as 2nd Vice Governor, 1st Vice Governor, Governor-Elect and Governor. Additionally, she is a past District Four Conference Committee Chair, Program Coordinator and Service Chair, and served as International Communications Chair during Kathy Folley's biennium.

Jennifer is an International Lamplighter, Club 21 Donor and District Four Foundation VIP. Additionally, she has been the recipient of the Judy Atkinson President's Award, District Four Outstanding Altrusan and Past Governor's Service Award.

In addition to her involvement in Altrusa, Jennifer has served as an American Cancer Society Relay for Life Team Captain, volunteered & organized fundraisers for the American Heart Association and spends a week of her summer serving as a Vacation Bible School teacher for 4-year-olds.

Jennifer has a Bachelor of Science in Healthcare Administration and has worked at a rural healthcare facility for over 20 years. She and her husband, Tate, have 3 adult children (plus a daughter in law) and 2 very spoiled dachshunds. In her spare time, she enjoys shopping, concerts, attending sporting events and relaxing by the pool. She also has her own in-home bakery, specializing in old-fashioned cakes and cupcakes and appropriately named "The Cake Lady".

Statement:

Over 20 years ago, several women in my community joined together and knew that we wanted to make a difference in our small, tight-knit, rural area. We made a connection with another local Altrusa Club in our county and eventually were able to charter our very own club in southeast Alabama. Over the years, my love for Altrusa has grown exponentially, and, although I have experienced great joy as well as sadness at times during my time as an Altrusan, I've clung to the belief that each of us were made to do something good and that great joy is found in serving others. I'm one of those people who believe that there is still good in the world and Altrusa provides me with an outlet to convey my willingness to help those who need it.



**Debbie McBee for International Director
Altrusa International of Pendleton, Oregon
District Twelve**

Debbie has been a member of Altrusa International of Pendleton, OR, for 25 years (2000). While she initially became an Altrusan for the service, Debbie treasures her wonderful friendships and the opportunities offered by this remarkable organization. She is committed to developing successful programs that enhance membership and nurture new leaders.

Serving most recently as District Twelve Governor (2023-2025) and Governor's Council Chair (2023-2025), Debbie has extensive leadership experience in Altrusa at the club, district, and international levels. She sharpened her skills while advancing through the District roles as Second Vice Governor (2018-2019), First Vice Governor (2019-2021), and Governor-Elect (2021-2023). Among the many positions held within her club, Debbie served as Club President (2005-2006), during which she chartered the first ASTRA Club in District Twelve. She has served as District ASTRA Chair, an International ASTRA Committee member (2017-2019), and International ASTRA Chair (2019-2021). Debbie served on the District Conference Committee (2007, 2019-2022), oversaw the revision of the District Twelve Conference Manual (2022), and successfully navigated her District through an unexpected Conference venue closure as Governor. She was also a member of her club's Foundation Board (2001-2004) and a founding member of the District Twelve Foundation Board (2020-2023).

Debbie's lifelong commitment to community service has been wide-ranging. She founded the Children's Museum of Eastern Oregon and has served as Pendleton School Board Chair, Pendleton Chamber of Commerce Board member, Main Street Development Committee member, U.S. Military Academy at West Point Regional Interviewer, Aspire volunteer, Scout leader, and more. She was recognized as the Pendleton Woman of the Year in 2010. She enjoys dreaming big and working with people to make communities better.

With a passion for helping others in difficult times, Debbie earned her Master's degree in Nursing and enjoyed her career as a registered nurse. She met her husband, John, at a fundraising dance while in college at Georgetown, and they've been happily married for 40 years. They have three adult children and five grandchildren. Debbie loves spending time with her family, getting lost in a great book, baking with her grandchildren, tending her garden, planning fun events, and traveling around the world.

Statement:

Altrusa's impact is driven not only by the time, money, and resources shared with communities but also by the extraordinary relationships formed and the extensive opportunities provided to its members. Whether they are in their 20s, 50s, or 80s, members can make meaningful contributions and inspire others in an environment that fosters friendship, laughter, and personal growth. Debbie believes that for Altrusa to secure its future as a thriving, viable service organization, members must learn from its history. Altrusans need to be as innovative now as our founders were. Approaches to membership, leadership, service, and marketing must adapt in a way that accommodates and engages current members and inspires a new generation of women and men. As a proven leader, Debbie is proactive, enthusiastic, and approachable. She genuinely loves this organization. Debbie would be honored to help lead Altrusa forward by serving on the International Association Board as members write the next chapter of its impactful history.

CANDIDATES

For International

Nominating Committee



Linda R. Dorr

**Altrusa International of Martinsville-Henry County, VA
District Two**

Linda R. Dorr is a long-standing and dedicated member of Altrusa International of Martinsville-Henry County, Virginia, having joined the club in 1996. Over the years, she has held numerous leadership roles at the club level, including Club President and chair of various committees. At the district level, she has served as Second Vice Governor, First Vice Governor, Governor-Elect, and just completed the 2023–2025 biennium as District Two Governor. Additionally, she has contributed at the international level as a member of the Altrusa International Service Committee and served as liaison coordinator the Days for Girls International Service Project.

With a 40-year career in public education as both a teacher and administrator, Linda holds a Master's Degree along with licenses in Administration, Supervision, and Superintendency. She remains actively involved in her church and several other community service organizations.

Linda recently celebrated 52 years of marriage with her husband Richard. They are proud parents to their son David and daughter-in-law Samantha, and grandparents to Owen and Levi. Passionate about service and leadership, Linda continues to inspire others, guided by the words of Jane Goodall: "What you do makes a difference, and you have to decide what kind of difference you want to make."



Kathy M. Finley

**Altrusa International of Indianapolis, IN
District Six**

Kathy M. Finley has been a member of Altrusa International of Indianapolis since 1992. She has served as President of the club twice (1995-97 and 2018-20) and was instrumental in starting the club's foundation. Finley is the incoming President of the Altrusa Foundation of Indianapolis (and has served in that role twice previously). She has also served as co-chair of the Finance Committee, which is responsible for the club's annual style show and silent auction and is presently a member of that committee, as well as co-editor of The Altrusa Flash. For District Six Finley has served twice on the Audit Committee and served on the 2024-25 Nominating Committee. In 2024, Finley was awarded the Altrusa District Six Governor's Award for outstanding participation and service in Altrusa.

Finley retired as Executive Director of the Organization of American Historians in 2020 after spending her entire career working in the nonprofit sector. She ran several nonprofit organizations and published extensively in the field of association management. In 2018, she was awarded the Albert Nelson Marquis Lifetime Achievement Award. Finley holds undergraduate and graduate degrees in history, an MBA, and a Ph.D. in interdisciplinary studies. After 40+ years of leadership positions in the nonprofit sector (including museums and associations), Kathy Finley turned her attention to two of her passions – writing and animal advocacy (particular cats). She recently published a book, *My One-Eyed, Three-Legged Therapist: How My Cat Clio Saved Me* (Purdue University Press, 2023), which has won eight national awards. She and her husband, Jeff, live in Indianapolis with their two cats, Sylvester and KitKat.



Carolyn Rash
Altrusa International of Fayetteville, AR
District Eight

Carolyn became a member of Altrusa International, Inc. of Dallas in 1985. She served in all club offices except Treasurer, serving as President from 1989-90. In addition, she chaired several committees and edited the club newsletter. She continues to serve as Club Historian. Since moving to Fayetteville, she is a member of Altrusa International of Fayetteville, Arkansas, Inc. with dual membership in the Dallas, Texas club. In the Fayetteville club, she has served as Director, Secretary, President-Elect, Communications chair, and club newsletter editor.

At the District level, she served in all offices except Treasurer, serving as Governor from 2005-2007. In addition, she served as News of Mighty Ninth (DSB) Editor, New Club Building Chair, Communications Committee Chair, Membership Development Chair, Program Coordinator, Strategic Planning Coordinator, Web Coordinator, and Finance Committee member.

At the International level, Carolyn served as Director of the Altrusa International, Inc. Board of Directors in 2009-11. She was 2007-09 Leadership Development Chair, 2005-07 Governors' Council Chair, 2003-05 International Membership Development Co-Chair. Previously, she led a workshop at the Convention in Albuquerque on Cluster Clubs and how they work in the Dallas/Fort Worth Metroplex. She coordinated the service project for the 2001 Convention held in Dallas.

Carolyn was born in Nebraska. She also lived briefly in Texas and Kansas before moving with her family to Fayetteville, Arkansas when she was eight. After graduating in 1971 with a BSBA degree in Marketing from the University of Arkansas, Carolyn started her career as an assistant buyer at Sanger-Harris in Dallas, Texas, where she worked for two years. Carolyn retired at the end of 2011 after 38 years in numerous management capacities primarily in the Information Technology Department at JCPenney's corporate offices. During her tenure in IT, Carolyn revised the curriculum and conducted several training classes for newly hired computer science majors. She was instrumental in creating the initial characteristics for all positions within IT. She developed several "CRash Courses" for those who don't have time to attend full-day sessions. These courses are one-to-two-hour sessions and include Team Building, Communications, Change Management, Meetings and Presentations, and Stress Management. She presented these courses at Altrusa events, JCPenney, and her husband's company. Carolyn received three SPIRIT Awards (Superior Performance Is Recognized in Individuals and Teams). She was a recipient of the James Cash Penney Award in 2007 and again in 2009 for her community volunteer work. She participated in the company choir, The Pentones, and served as choir historian/librarian.

She and her husband, Jack, were married in 1972. They moved back to Fayetteville at the end of August 2014. They have a house in town and a cabin on a little less than 40 acres in West Fork.



Sarah Johnson
Altrusa International of Albany, OR
District Twelve

I have been an active Altrusan since 2004, initially helping my mom with projects from age 11. My mom's involvement in Altrusa and Girl Scouts inspired my volunteerism. After officially joining Altrusa as an adult, I started in the Altrusa of Salem Club, where I remained for over 8 years until it disbanded. It was difficult to accept that letting go of a struggling club was necessary after many efforts to revive it. I briefly became an Affiliate member before joining the Albany club. At the District level, I have served in various roles on Committees and with Conference Planning. In 2015, I was elected to the District Board of Directors and served as Governor from 2021-2023. Given my diverse background in Altrusa in a variety of different leadership roles I feel I would be an asset to

the International Nominating Committee in helping to recruit and review eligible candidates to bring forward a strong Board of Directors to lead us.

In my role as Operations Coordinator at SEIU Local 503, I am responsible for managing projects and overseeing staff who perform various tasks to support the organizers and members of the labor union. My duties include coordinating logistics for meetings and conferences and performing a range of other functions vital to the organization. I am committed to strategic planning and ensuring that our processes are efficient, with policies and systems in place to facilitate seamless operations. In my free time, I relax with my dogs Cooper and Brandy, and spend time with family and friends. I'm tech-savvy and enjoy new gadgets and apps to work efficiently. I'm happy to help if you need assistance. I also love reading, wine tasting and traveling. My goal is to visit all of the National Parks!

Five candidates will be elected.

CANDIDATES

For International

Foundation Board



Sherral Nelson
Altrusa International of Tidewater, VA
District Two

Sherral Nelson has been a dedicated member of Altrusa International, Inc. of Tidewater, Virginia, since 1991. Over the years, she has demonstrated unwavering commitment and leadership within the organization. She was elected Club President for three terms, serving from 1994–1996, 2006–2008, and most recently from 2022–2024. She served as District Two Parliamentarian from 2021 to 2023 and was most recently elected to the District Two Board of Directors as a Director for the 2025–2027 biennium.

Sherral was elected to the Altrusa International Foundation Board of Trustees in 2017, serving until 2019. During her tenure, she also held the role of Grants Chair from 2018 to 2019. She continues to support the Foundation's mission as a Reader for the Grants Committee.

Professionally, Sherral retired from Dominion Energy in August 2019 after a successful 31-year career. On a personal note, she and her husband Kenneth have been married for 53 years. They are the proud parents of two daughters and doting grandparents to four grandchildren.



Shannon Schell
Altrusa International of Lake County, FL
District Three

I was invited to join Altrusa in 1999 and spent the first few years getting my “Altrusa Legs”. Almost immediately I was on the Board and joining different committees to learn the ropes. I found being Treasurer for 6 years very fulfilling, then it was on to Vice President, followed by two terms, 2012-2014, as President of Altrusa of Lake County, FL. I have been a two term District Three Finance Chair, 2011-2013 and 2015-2017, completed 6 years, 2012-2017 as the District Three Foundation Treasurer. Next, I served as District Treasurer 2017-2019. These positions have given me much insight into a wide range of the financial needs and duties of Altrusa at multiple levels.

I then served on the International Membership Committee assigned to lead Group Tally in 2019-2021, while I was Governor-Elect, during which time I helped to update the International Districts Treasurers Guide and presented the Group Tally Workshop at the Reno Convention. I designed PowerPoints for both Presidents and Treasurers Presentations at the request of the International President to share with other districts. In 2021 I created and gathered funds for an ASTRA Grant Fund for our local District Three ASTRA Clubs to honor our outgoing Governor. Being Governor of District Three 2021-2023 was both humbling and enlightening, as well as highly rewarding and a complete honor. Currently I am serving as Club Treasurer and on the 2023-2025 International Leadership Committee. I would be honored to offer my skills to serve our International Foundation.

My formal degree is in Graphic Art and Design, starting my first business in 1975 and have been CEO in 6 corporations to date. I held a Real Estate License for more than 20 years, built, bought and sold a few companies in Florida. Managing these companies has taught me many financial, leadership and team building skills. Slowing down the work aspect of my life has freed more time for family, friends, golfing, community service and my passion for Altrusa.

Family will always be important to me. I am blessed with a son and a daughter who have given me 4 beautiful grandchildren between the ages of 4 and 15 keeping life fun and full of surprises. I am retired in The Villages, cruising in my golf cart with “Toby” my little 4-legged fur-baby and spending more time with my totally adorable grand kiddos.



Connie Stoker
Altrusa International of Lawrence, KS
District Eight

Altrusa member since 2019
District Eight Treasurer, 2023-2025
Lawrence, KS Club Treasurer, 2021-2023
Lawrence, KS Club Secretary, 2020-2021

It has been my pleasure and honor to serve in multiple capacities to further the mission of Altrusa in our Lawrence community and in District Eight. My commitment to service has defined my adult life from school volunteer to Court Appointed Special Advocate (CASA), to serving on a city action committee that established an after-school care program for elementary students. At various times I've held leadership positions in American Association of University Women, served on the St. Mary's County of Maryland Library Board, and in PTA/PTO. The goal to advance literacy and to strengthen communities was one of the reasons I joined Altrusa when I moved to Lawrence, KS. The work of the Foundation Board to build, maintain and safeguard the Foundation funds that are used to aid the Altrusa volunteers in their service projects is an important part of the talent, time and treasurer donations that improve our communities. I look forward to participating in the Foundation committees, to helping promote the Altrusa Foundation and continuing the work of protecting and expanding the Foundation assets.

Three candidates will be elected

Check list of what to bring to Convention

- ☐ Altrusa Pin
- ☐ Club Banner
- ☐ District Banner
- ☐ Service Project Club donation items (more details coming soon)
- ☐ International Foundation Silent Auction items (if applicable)
- ☐ Your favorite tartan plaid outfit for Friday Night Fun Even
- ☐ Comfortable shoes for exploring Quebec City
- ☐ Business casual attire for Business Meetings
- ☐ Cocktail or Formal Attire for Saturday Night's Installation Banquet
- ☐ Convention bag (only if you are going to need to have a bag)

Mobility assistance ... for those needing or wishing to rent a wheelchair or scooter you can contact

What to wear ... the standard dress for Convention meetings is business casual. We tend to dress up a bit more for the Opening Banquet with the Installation Banquet being Cocktail to Formal. For our Fun Night wear your favorite tartan plaid.

Please make note ... the Parade of Banners will take place during the first Business Meeting on Thursday afternoon. Please wear your District Shirts fo the Parade of Banners!

Seating business meetings ... special seating will be reserved for our Past International Presidents in the first two rows. All delegates should sit in designated seating with your District. Alternates and all others will sit in the free seating area toward the back of the room.

Mobility assistance contact

<https://www.cloudofgoods.com/mobility-rentals/lightweight-mobility-scooter-63>



SPONSORSHIPS

Be part of the celebration by placing your business advertisement, an ad for your annual fundraiser event, a personal celebration announcement, congratulations to a special Altrusan, a friend or family member, or an “in-memory of” in the Convention Program.

Name of Advertiser _____

E-mail Address _____

Phone _____

Indicate the size of your ad by checking the appropriate box below:

- | | | |
|------------------|-------|--------------------------|
| Half page ad | \$250 | <input type="checkbox"/> |
| Quarter page ad | \$125 | <input type="checkbox"/> |
| Business card ad | \$50 | <input type="checkbox"/> |



Special instructions:

E-mail completed form and digital artwork (.jpg preferred) to the International Office at altrusa@altrusa.org.

DEADLINE FOR AD SUBMISSIONS IS JUNE 15, 2025

Bylaws, Resolutions and Recommendations For Consideration At The 2023 International Convention

ACTIONS APPROVED BY THE BOARD OF DIRECTORS

Articles of Incorporation - No changes proposed

Bylaws

ITEM: 25.01 International Bylaw, Article IV. Members, Section 1. Members

CURRENTLY READS:

Section 1. Members

The members of International shall consist of Active members, Emeritus members, Honorary members of Altrusa Clubs (hereinafter referred to as "Clubs") in good standing, Affiliate members and Life members. Membership is open to individuals who are of good character and endorse the purposes and principals of Altrusa.

Section 2. Active Members

Except as herein provided, community members who are of good character and who subscribe to the principles and purposes of Altrusa International, Inc. may be invited to become Active members of an Altrusa Club.

Section 3. Emeritus Members

(a) Emeritus members are those Active members who are no longer able to contribute actively to the Club because of health or other restrictions which limit their activity, provided:

- (i) They have been members in good standing within the current or the previous Club year;
- (ii) They have been members of International for ten (10) years;
- (iii) They are, through great service to Altrusa and devotion to its Principles, deserving of the honor; and
- (iv) The Board of Directors of the Club and the District Board of Directors approve such change in status.

(b) Emeritus members are not eligible to vote, hold office, or serve on a committee, and have no interest in property or funds of the Club or District. They are entitled to wear the insignia of International and to attend all meetings. They shall not be required to pay District and International dues. The Club may waive Club dues. An Emeritus member will only receive services provided by the Club.

(c) An Emeritus member who again is able to participate as an active member may return to Active status.

Section 4. Affiliate Members

(a) Affiliate members are those:

(i) Active members who have forfeited Club membership because:

- (aa) They no longer live or work within the geographic area of any established Club, or
- (bb) The Club of which they were a member has lost its charter; and

(ii) Individuals who live outside the geographic limits of any Club, who have demonstrated commitment to the principles and purposes of International; and

(iii) Members of a Club in development working toward charter status.

(b) Affiliate membership ends when the member joins a new or existing Club.

(c) Affiliate members are not eligible to vote, except as provided in Subsection (d), or hold office, and have no interest in the property or funds of any Club or District. Affiliate members are eligible to serve on District Committees in the District to which they belong. They are entitled to wear the insignia of International, to attend meetings of their former Club, or upon invitation, meetings of other Clubs. They pay dues and fees to International, and, if they reside within the geographic limits of a District, pay District dues.

(d) An Affiliate member who is a Past International President or Past Governor is eligible to vote at Convention or Conference. The Affiliate Past International President or Affiliate Past Governor is eligible to vote at conference in the District in which the member resides or in the District in which the member served if not the same.

Section 5. Life Members

Life members are those:

- (a) Past Presidents of International. They are entitled:
 - (i) To wear the insignia of International.
 - (ii) To attend and vote at International Conventions,
 - (iii) To attend and vote at Conference in the District in which such Past President of International resides and,
 - (iv) To vote, hold office, or serve on a committee in the Member's Club, District or International.
- (b) Retired Executive Directors of International who have retired after serving not less than ten (10) years in that capacity and who have been Active members of a Club. They are entitled to wear the insignia of International, to attend meetings of their former Club, and upon invitation, meetings of other Clubs, and to attend International Conventions and District Conferences, but shall have no vote.
- (c) Life members are exempt from payment of International, District or Club dues.

Section 6. Honorary Members

- (a) Clubs, Districts and International may confer Honorary membership upon any individual who has achieved distinction through some notable service.
- (b) Honorary members shall be exempt from all fees and dues, shall not be eligible to vote, hold office, or serve on a committee and shall have no interest in the property or funds of the Club. They shall be entitled to attend all meetings of the Club.
- (c) Honorary members whose membership was conferred by a Club shall be entitled to attend all meetings of the Club.
- (d) Honorary members shall not be members or former members of Altrusa.

Section 7. Resignations and Transfers

- (a) A member may voluntarily resign in writing to the Club Board of Directors, in the case of Active or Emeritus, or to the International Board of Directors, in the case of Affiliate, Honorary or Life members. Voluntary resignations are effective upon fulfillment of all obligations through the date of resignation.
- (b) Except as herein provided, membership is not transferable or assignable. An Active or Affiliate member may become a member of another Club, upon payment of such dues and fees as may be specified in the Policies.

Section 8. Removal of Members

- (a) Any member may be terminated from membership if the member has acted or is acting in a way to injure Altrusa's reputation or to hamper its work.
- (b)
 - (i) Any members may file written charges against an Active, Emeritus or Honorary member with the Club Board of Directors, specifying the grounds for termination. The Club Board of Directors shall hold a hearing on the charges. The Club Board of Directors shall give thirty (30) days' written notice, delivered in person or sent by certified or registered mail, to such member, specifying the time and place of the hearing, and the charges. The member is entitled to be present at the hearing, to be represented by counsel (who may or may not be a member) and to present a defense. The member is not entitled to be present during the Board's deliberation or to vote. If the Board determines, by two-thirds (2/3) vote of those present, that cause for termination exists, the member shall be terminated from membership, effective immediately upon notice to the member.
 - (ii) The member or the person bringing charges may appeal the determination of the Board of Directors to the entire Club membership, within fifteen (15) days of the Board's determination. The Club shall hold an appeal hearing concerning the charges. All members shall be given thirty (30) days' written notice by certified or registered mail of the appeal hearing, specifying the time and place of the hearing and the matter which is the subject of the appeal. The member against whom charges have been filed is entitled to be present, to be represented by counsel and to present a defense. The member is not entitled to be present during the Club's deliberations or to vote. The Club membership shall determine, by a two-thirds (2/3) vote of those present, whether the determination of the Board of Directors should be overturned or affirmed. Its decision shall be final and shall be effective immediately.
- (c) Affiliate or Life members may be terminated from membership under the procedures outlined in subdivision (b) above, except that charges shall be filed with the International Executive Committee and any decision of the Executive Committee may be appealed to the International Board of Directors.

Section 9. Charter Strength

Charter Strength is fifteen (15) Active members.

CHANGED TO READ:

Section 1. Members

The members of International shall consist of Active members, **Young Adult members**, Emeritus members, Honorary members of Altrusa Clubs (hereinafter referred to as "Clubs") in good standing, Affiliate members and Life members. Membership is open to individuals who are of good character and endorse the purposes and principals of Altrusa.

Section 2. Active Members

Except as herein provided, community members who are of good character and who subscribe to the principles and purposes of Altrusa International, Inc. may be invited to become Active members of an Altrusa Club.

Section 3. Young Adult Members

Young Adult members are those Active members who are age 30 and younger and are eligible for a 50% reduction in international dues from the regular rate. Any member not willing to document their date of birth will be charged the full regular rate.

Section **34**. Emeritus Members

(a) Emeritus members are those Active members who are no longer able to contribute actively to the Club because of health or other restrictions which limit their activity, provided:

- (i) They have been members in good standing within the current or the previous Club year;
- (ii) They have been members of International for ten (10) years;
- (iii) They are, through great service to Altrusa and devotion to its Principles, deserving of the honor; and
- (iv) The Board of Directors of the Club and the District Board of Directors approve such change in status.

(b) Emeritus members are not eligible to vote, hold office, or serve on a committee, and have no interest in property or funds of the Club or District. They are entitled to wear the insignia of International and to attend all meetings. They shall not be required to pay District and International dues. The Club may waive Club dues. An Emeritus member will only receive services provided by the Club.

(c) An Emeritus member who again is able to participate as an active member may return to Active status.

Section **45**. Affiliate Members

(a) Affiliate members are those:

- (i) Active members who have forfeited Club membership because:
 - (aa) They no longer live or work within the geographic area of any established Club, or
 - (bb) The Club of which they were a member has lost its charter; and
- (ii) Individuals who live outside the geographic limits of any Club, who have demonstrated commitment to the principles and purposes of International; and
- (iii) Members of a Club in development working toward charter status.

(b) Affiliate membership ends when the member joins a new or existing Club.

(c) Affiliate members are not eligible to vote, except as provided in Subsection (d), or hold office, and have no interest in the property or funds of any Club or District. Affiliate members are eligible to serve on District Committees in the District to which they belong. They are entitled to wear the insignia of International, to attend meetings of their former Club, or upon invitation, meetings of other Clubs. They pay dues and fees to International, and, if they reside within the geographic limits of a District, pay District dues.

(d) An Affiliate member who is a Past International President or Past Governor is eligible to vote at Convention or Conference. The Affiliate Past International President or Affiliate Past Governor is eligible to vote at conference in the District in which the member resides or in the District in which the member served if not the same.

Section **56**. Life Members

Life members are those:

(a) Past Presidents of International. They are entitled:

- (i) To wear the insignia of International.
- (ii) To attend and vote at International Conventions,
- (iii) To attend and vote at Conference in the District in which such Past President of International resides and,
- (iv) To vote, hold office, or serve on a committee in the Member's Club, District or International.

- (b) Retired Executive Directors of International who have retired after serving not less than ten (10) years in that capacity and who have been Active members of a Club. They are entitled to wear the insignia of International, to attend meetings of their former Club, and upon invitation, meetings of other Clubs, and to attend International Conventions and District Conferences, but shall have no vote.
- (c) Life members are exempt from payment of International, District or Club dues.

Section 67. Honorary Members

- (a) Clubs, Districts and International may confer Honorary membership upon any individual who has achieved distinction through some notable service.
- (b) Honorary members shall be exempt from all fees and dues, shall not be eligible to vote, hold office, or serve on a committee and shall have no interest in the property or funds of the Club. They shall be entitled to attend all meetings of the Club.
- (c) Honorary members whose membership was conferred by a Club shall be entitled to attend all meetings of the Club.
- (d) Honorary members shall not be members or former members of Altrusa.

Section 78. Resignations and Transfers

- (a) A member may voluntarily resign in writing to the Club Board of Directors, in the case of Active or Emeritus, or to the International Board of Directors, in the case of Affiliate, Honorary or Life members. Voluntary resignations are effective upon fulfillment of all obligations through the date of resignation.
- (b) Except as herein provided, membership is not transferable or assignable. An Active or Affiliate member may become a member of another Club, upon payment of such dues and fees as may be specified in the Policies.

Section 89. Removal of Members

- (a) Any member may be terminated from membership if the member has acted or is acting in a way to injure Altrusa's reputation or to hamper its work.
- (b) (i) Any members may file written charges against an Active, Emeritus or Honorary member with the Club Board of Directors, specifying the grounds for termination. The Club Board of Directors shall hold a hearing on the charges. The Club Board of Directors shall give thirty (30) days' written notice, delivered in person or sent by certified or registered mail, to such member, specifying the time and place of the hearing, and the charges. The member is entitled to be present at the hearing, to be represented by counsel (who may or may not be a member) and to present a defense. The member is not entitled to be present during the Board's deliberation or to vote. If the Board determines, by two-thirds (2/3) vote of those present, that cause for termination exists, the member shall be terminated from membership, effective immediately upon notice to the member.
- (ii) The member or the person bringing charges may appeal the determination of the Board of Directors to the entire Club membership, within fifteen (15) days of the Board's determination. The Club shall hold an appeal hearing considering the charges. All members shall be given thirty (30) days' written notice by certified or registered mail of the appeal hearing, specifying the time and place of the hearing and the matter which is the subject of the appeal. The member against whom charges have been filed is entitled to be present, to be represented by counsel and to present a defense. The member is not entitled to be present during the Club's deliberations or to vote. The Club membership shall determine, by a two-thirds (2/3) vote of those present, whether the determination of the Board of Directors should be overturned or affirmed. Its decision shall be final and shall be effective immediately.
- (c) Affiliate or Life members may be terminated from membership under the procedures outlined in subdivision (b) above, except that charges shall be filed with the International Executive Committee and any decision of the Executive Committee may be appealed to the International Board of Directors.

Section 910. Charter Strength

Charter Strength is fifteen (15) Active members.

PROPOSED FINAL VERSION:

Section 1. Members

The members of International shall consist of Active members, Young Adult members, Emeritus members, Honorary members of Altrusa Clubs (hereinafter referred to as "Clubs") in good standing, Affiliate members and Life members. Membership is open to individuals who are of good character and endorse the purposes and principals of Altrusa.

Section 2. Active Members

Except as herein provided, community members who are of good character and who subscribe to the principles and purposes of Altrusa International, Inc. may be invited to become Active members of an Altrusa Club.

Section 3. Young Adult Members

Young Adult members are those Active members who are age 30 and younger and are eligible for a 50% reduction in international dues from the regular rate. Any member not willing to document their date of birth will be charged the full regular rate.

Section 4. Emeritus Members

(a) Emeritus members are those Active members who are no longer able to contribute actively to the Club because of health or other restrictions which limit their activity, provided:

- (i) They have been members in good standing within the current or the previous Club year;
- (ii) They have been members of International for ten (10) years;
- (iii) They are, through great service to Altrusa and devotion to its Principles, deserving of the honor; and
- (iv) The Board of Directors of the Club and the District Board of Directors approve such change in status.

(b) Emeritus members are not eligible to vote, hold office, or serve on a committee, and have no interest in property or funds of the Club or District. They are entitled to wear the insignia of International and to attend all meetings. They shall not be required to pay District and International dues. The Club may waive Club dues. An Emeritus member will only receive services provided by the Club.

(c) An Emeritus member who again is able to participate as an active member may return to Active status.

Section 5. Affiliate Members

(a) Affiliate members are those:

- (i) Active members who have forfeited Club membership because:

- (aa) They no longer live or work within the geographic area of any established Club, or
 - (bb) The Club of which they were a member has lost its charter; and

(ii) Individuals who live outside the geographic limits of any Club, who have demonstrated commitment to the principles and purposes of International; and

- (iii) Members of a Club in development working toward charter status.

(b) Affiliate membership ends when the member joins a new or existing Club.

(c) Affiliate members are not eligible to vote, except as provided in Subsection (d), or hold office, and have no interest in the property or funds of any Club or District. Affiliate members are eligible to serve on District Committees in the District to which they belong. They are entitled to wear the insignia of International, to attend meetings of their former Club, or upon invitation, meetings of other Clubs. They pay dues and fees to International, and, if they reside within the geographic limits of a District, pay District dues.

(d) An Affiliate member who is a Past International President or Past Governor is eligible to vote at Convention or Conference. The Affiliate Past International President or Affiliate Past Governor is eligible to vote at conference in the District in which the member resides or in the District in which the member served if not the same.

Section 6. Life Members

Life members are those:

(a) Past Presidents of International. They are entitled:

- (i) To wear the insignia of International.
- (ii) To attend and vote at International Conventions,
- (iii) To attend and vote at Conference in the District in which such Past President of International resides and,
- (iv) To vote, hold office, or serve on a committee in the Member's Club, District or International.

(b) Retired Executive Directors of International who have retired after serving not less than ten (10) years in that capacity and who have been Active members of a Club. They are entitled to wear the insignia of International, to attend meetings of their former Club, and upon invitation, meetings of other Clubs, and to attend International Conventions and District Conferences, but shall have no vote.

(c) Life members are exempt from payment of International, District or Club dues.

Section 7. Honorary Members

(a) Clubs, Districts and International may confer Honorary membership upon any individual who has achieved

distinction through some notable service.

(b) Honorary members shall be exempt from all fees and dues, shall not be eligible to vote, hold office, or serve on a committee and shall have no interest in the property or funds of the Club. They shall be entitled to attend all meetings of the Club.

(c) Honorary members whose membership was conferred by a Club shall be entitled to attend all meetings of the Club.

(d) Honorary members shall not be members or former members of Altrusa.

Section 8. Resignations and Transfers

(a) A member may voluntarily resign in writing to the Club Board of Directors, in the case of Active or Emeritus, or to the International Board of Directors, in the case of Affiliate, Honorary or Life members. Voluntary resignations are effective upon fulfillment of all obligations through the date of resignation.

(b) Except as herein provided, membership is not transferable or assignable. An Active or Affiliate member may become a member of another Club, upon payment of such dues and fees as may be specified in the Policies.

Section 9. Removal of Members

(a) Any member may be terminated from membership if the member has acted or is acting in a way to injure Altrusa's reputation or to hamper its work.

(b) (i) Any members may file written charges against an Active, Emeritus or Honorary member with the Club Board of Directors, specifying the grounds for termination. The Club Board of Directors shall hold a hearing on the charges. The Club Board of Directors shall give thirty (30) days' written notice, delivered in person or sent by certified or registered mail, to such member, specifying the time and place of the hearing, and the charges. The member is entitled to be present at the hearing, to be represented by counsel (who may or may not be a member) and to present a defense. The member is not entitled to be present during the Board's deliberation or to vote. If the Board determines, by two-thirds (2/3) vote of those present, that cause for termination exists, the member shall be terminated from membership, effective immediately upon notice to the member.

(ii) The member or the person bringing charges may appeal the determination of the Board of Directors to the entire Club membership, within fifteen (15) days of the Board's determination. The Club shall hold an appeal hearing considering the charges. All members shall be given thirty (30) days' written notice by certified or registered mail of the appeal hearing, specifying the time and place of the hearing and the matter which is the subject of the appeal. The member against whom charges have been filed is entitled to be present, to be represented by counsel and to present a defense. The member is not entitled to be present during the Club's deliberations or to vote. The Club membership shall determine, by a two-thirds (2/3) vote of those present, whether the determination of the Board of Directors should be overturned or affirmed. Its decision shall be final and shall be effective immediately.

(c) Affiliate or Life members may be terminated from membership under the procedures outlined in subdivision (b) above, except that charges shall be filed with the International Executive Committee and any decision of the Executive Committee may be appealed to the International Board of Directors.

Section 10 Charter Strength

Charter Strength is fifteen (15) Active members.

Background and rationale:

Young Adult Membership, which was added to Policy 10B. Dues and Membership Processing Fees, was not added to the Bylaws. Therefore, this addition to the Bylaw will rectify this omission. This category of membership must be added to Article IV. Members Section 1. Members. Also, a new Section 3. Young Adult Members must be added to define the Young Adult Membership. Because of this additional section, the remaining sections must be renumbered.

Implementation date:

Immediately

Affected article, bylaw or policies:

District Bylaw Article IV Members and Club Bylaw Article IV Members

Fiscal impact, if any:

None

Item: 25-02 International Bylaws, Article XXI. Amendments

CURRENTLY READS:

Section 1. Power to Amend

The power to make, alter, amend or repeal the Bylaws shall be vested in the members entitled to vote at Convention, subject to the laws of the State of Indiana, and to the provisions of the Articles. A two-thirds (2/3) vote shall be required to adopt, alter, amend or repeal.

Section 2. Notice

At least sixty (60) days prior to the date of such Convention, notice shall be given to membership of any proposed amendments to Bylaws to be placed before the Convention Body.

CHANGED TO READ:

Section 1. Power to Amend

The power to make, alter, amend or repeal the Bylaws shall be vested in the members entitled to vote at Convention, subject to the laws of the State of Indiana, and to the provisions of the Articles. A two-thirds (2/3) vote shall be required to adopt, alter, amend or repeal.

Section 2. Notice

At least ~~sixty (60)~~ **forty-five (45)** days prior to the date of such Convention, notice shall be given to membership of any proposed amendments to Bylaws to be placed before the Convention Body.

PROPOSED FINAL VERSION:

Section 1. Power to Amend

The power to make, alter, amend or repeal the Bylaws shall be vested in the members entitled to vote at Convention, subject to the laws of the State of Indiana, and to the provisions of the Articles. A two-thirds (2/3) vote shall be required to adopt, alter, amend or repeal.

Section 2. Notice

At least forty-five (45) days prior to the date of such Convention, notice shall be given to membership of any proposed amendments to Bylaws to be placed before the Convention Body.

Background and rationale:

In past years, the sixty (60) day notice period has resulted in some items being left off the agenda at Convention and it does not always allow those Districts with Conferences held in May to have decisions by their delegates accurately reflected.

Although it is easier since all notice is handled electronically, it still limits the turnaround time for the International office. For example, if a District has conference in the third week of May in 2025, the International office would have approximately five (5) work days to include items from the conference in the final publication. Reducing the time period to forty-five (45) days would give the office staff almost two more weeks to finalize any publication. Since it is instantaneous receipt of the publication to the members the reduced time for review would not be significant.

Indiana law provides that notice must be fair and reasonable and a specific time frame as follows:

(1) The corporation notifies the corporation's members of the place, date, and time of each annual, regular, and special meeting of members not less than ten (10) days, or, if notice is mailed by other than first class or registered mail, thirty (30) days to sixty (60) days, before the meeting date.

IN Code §23-17-10-5 (2022)

Reducing the time frame to 45 days is within the statutory allotted time period.

Implementation date:
Immediately

Affected articles, bylaws or policies:
None

Fiscal impact, if any:
None

Item: 25-03 District Bylaw, Article IV. Members

CURRENTLY READS:

Article IV. Members
The membership of the District shall be composed of Active, Emeritus and Honorary members of Clubs in good standing, and Affiliate and Life members within its territorial limits.

CHANGED TO READ:

Article IV. Members
The membership of the District shall be composed of Active, **Young Adult**, Emeritus and Honorary members of Clubs in good standing, and Affiliate and Life members within its territorial limits.

PROPOSED FINAL VERSION:

Article IV. Members
The membership of the District shall be composed of Active, Young Adult, Emeritus and Honorary members of Clubs in good standing, and Affiliate and Life members within its territorial limits.

Background and rationale:
Young Adult Membership, which was added to Policy 10B. Dues and Membership Processing Fees, was not added to the Bylaws. Therefore, this addition to the Bylaw will rectify this omission. This category of membership must be added to Article IV. Members.
Implementation date:
Immediately

Affected articles, bylaws or policies:
International Bylaw Article IV. Members and Club Bylaw Article IV. Members

Fiscal impact, if any:
None.

ITEM: 25-04 Club Bylaw, Article IV. Members

CURRENTLY READS

Section 1. Members
The members shall include persons who are Active, Emeritus, Honorary and Life members.

Section 2. Active Members

Except as herein provided, community members who are of good character and who subscribe to the principles and purposes of Altrusa International, Inc. may be invited to become Active members of the Club.

Section 3. Emeritus Members

(a) Emeritus members are those Active members who are no longer able to actively contribute to the Club because of health or other restrictions which limit their activity, provided:

- (i) The Board of Directors of the Club and the District Board of Directors approve such change in status; and
- (ii) They have been members of International for ten (10) years; and
- (iii) They are, through great service to Altrusa and devotion to its Principles, deserving of the honor.

(b) Emeritus members are not eligible to vote, hold office, or serve on a committee, and have no interest in the property or funds of the Club or District. They are entitled to wear the insignia of International and to attend all meetings. They shall not be required to pay District and International dues. The Club may waive club dues. An Emeritus member will only receive services purchased by the Club.

(c) An Emeritus member who again is able to participate as an Active member may return to Active status.

Section 4. Honorary Members

(a) The Club may confer honorary membership upon any individual who has achieved distinction through some notable service.

(b) Honorary members shall be exempt from all fees and dues, shall not be eligible to vote, hold office, or serve on a committee and shall have no interest in the property or funds of the Club. They shall be entitled to attend all meetings of the Club.

(c) Honorary members shall not be members or former members of Altrusa.

CHANGED TO READ:

Section 1. Members

The members shall include persons who are Active, **Young Adults**, Emeritus, Honorary and Life members.

Section 2. Active Members

Except as herein provided, community members who are of good character and who subscribe to the principles and purposes of Altrusa International, Inc. may be invited to become Active members of the Club.

Section 3. Young Adult Members

Young Adult members are those Active members who are age 30 and younger and are eligible for a 50% reduction in international dues from the regular rate. Any member not willing to document their date of birth will be charged the full regular rate.

Section 34. Emeritus Members

(a) Emeritus members are those Active members who are no longer able to actively contribute to the Club because of health or other restrictions which limit their activity, provided:

- (i) The Board of Directors of the Club and the District Board of Directors approve such change in status; and
- (ii) They have been members of International for ten (10) years; and
- (iii) They are, through great service to Altrusa and devotion to its Principles, deserving of the honor.

(b) Emeritus members are not eligible to vote, hold office, or serve on a committee, and have no interest in the property or funds of the Club or District. They are entitled to wear the insignia of International and to attend all meetings. They shall not be required to pay District and International dues. The Club may waive club dues. An Emeritus member will only receive services purchased by the Club.

(c) An Emeritus member who again is able to participate as an Active member may return to Active status.

Section 45. Honorary Members

(a) The Club may confer honorary membership upon any individual who has achieved distinction through some notable service.

(b) Honorary members shall be exempt from all fees and dues, shall not be eligible to vote, hold office, or serve on a committee and shall have no interest in the property or funds of the Club. They shall be entitled to attend all

meetings of the Club.
(c) Honorary members shall not be members or former members of Altrusa.

PROPOSED FINAL VERSION:

Section 1. Members
The members shall include persons who are Active, Young Adults, Emeritus, Honorary and Life members.

Section 2. Active Members
Except as herein provided, community members who are of good character and who subscribe to the principles and purposes of Altrusa International, Inc. may be invited to become Active members of the Club.

Section 3. Young Adult Members
Young Adult members are those Active members who are age 30 and younger and are eligible for a 50% reduction in international dues from the regular rate. Any member not willing to document their date of birth will be charged the full regular rate.

Section 4. Emeritus Members
(a) Emeritus members are those Active members who are no longer able to actively contribute to the Club because of health or other restrictions which limit their activity, provided:
 (i) The Board of Directors of the Club and the District Board of Directors approve such change in status; and
 (ii) They have been members of International for ten (10) years; and
 (iii) They are, through great service to Altrusa and devotion to its Principles, deserving of the honor.
(b) Emeritus members are not eligible to vote, hold office, or serve on a committee, and have no interest in the property or funds of the Club or District. They are entitled to wear the insignia of International and to attend all meetings. They shall not be required to pay District and International dues. The Club may waive club dues. An Emeritus member will only receive services purchased by the Club.
(c) An Emeritus member who again is able to participate as an Active member may return to Active status.

Section 5. Honorary Members
(a) The Club may confer honorary membership upon any individual who has achieved distinction through some notable service.
(b) Honorary members shall be exempt from all fees and dues, shall not be eligible to vote, hold office, or serve on a committee and shall have no interest in the property or funds of the Club. They shall be entitled to attend all meetings of the Club.
(c) Honorary members shall not be members or former members of Altrusa.

Background and rationale:
Young Adult Membership, which was added to Policy 10B. Dues and Membership Processing Fees, was not added to the Bylaws. Therefore, this addition to the Bylaw will rectify this omission. This category of membership must be added to Article IV. Members Section 1. Members. Also, a new Section 3. Young Adult Members must be added to define the Young Adult Membership. Because of this additional section, the remaining sections must be renumbered.

Implementation date:
Immediately

Affected articles, bylaws or policies:
International Bylaw Article IV. Members and District Bylaw Article IV. Members

Fiscal impact, if any:
None

2025 - 2027 Operating Budget

The International Board of Directors approved the following proposed budget for distribution. At Convention, an updated budget proposal will be provided for consideration by the Delegate Body. It will include the final financial information for the current biennium. A Finance Briefing, including a comprehensive review of the proposed budget, will be held on Wednesday, July 23 as part of the delegate briefing, taking place in the Saint Louis room from 3:00pm-5:00pm.

	Budget 2025-2027 Biennium		
	Budget 2025-2026	Budget 2026-2027	Biennium 2025-2027
	Year 1	Year 2	TOTAL
Membership Dues and Fees	361,640	367,160	728,800
Investment Income	16,000	16,000	32,000
Foundation MOU	20,761	22,031	42,792
Royalties	6,000	5,000	11,000
GE Equilization	-	11,900	11,900
Total Income	404,401	422,091	826,492
Personnel Expenses	194,256	205,433	399,689
Member Services	47,386	48,055	95,441
Association Governance	73,635	70,456	144,091
Office Expenses	83,111	86,339	169,450
Total Expenses	398,388	410,284	808,672
Net Income	6,013	11,807	17,820

	Prior Biennium Forecast				
	Actual 2023-2024	Forecast 2024-2025	Forecast 2023-2025 Biennium	Variance Budget 2025-2027 to Forecast 2023-2025	
	Year 1	Year 2	TOTAL	in \$	in %
Membership Dues and Fees	351,610	356,000	707,610	21,190	3.0%
Investment Income	19,936	16,000	35,936	(3,936)	-11.0%
Foundation MOU	17,908	17,000	34,908	7,884	22.6%
Royalties	5,916	4,000	9,916	1,084	10.9%
GE Equilization	-	11,100	11,100	800	7.2%
Total Income	395,369	404,100	799,469	27,023	3.4%
Personnel Expenses	179,287	190,000	369,287	30,402	8.2%
Member Services	36,652	30,000	66,652	28,790	43.2%
Association Governance	33,420	68,000	101,420	42,672	42.1%
Office Expenses	64,471	82,000	146,471	22,979	15.7%
Total Expenses	313,829	370,000	683,829	124,843	18.3%
Net Income	81,540	34,100	115,640	(97,820)	-84.6%



**enlarged to show detail*

Remember to order a charm or two on your convention registration form. At just \$15.00 a piece you can have your own keepsake charm to commemorate your attendance to the 2025 International Convention.

2025 - 2027 Operating Budget

	Prior Biennium Budget				
	Budget 2023-2024	Budget 2024-2025	Budget 2023-2025 Biennium	Variance Budget 2025-2027 to Budget 2023-2025	
	Year 1	Year 2	TOTAL	in \$	in %
Membership Dues and Fees	391,515	404,625	796,140	(67,340)	-8.5%
Investment Income	7,500	7,500	15,000	17,000	113.3%
Foundation MOU	25,753	25,753	51,506	(8,714)	-16.9%
Royalties	5,600	5,800	11,400	(400)	-3.5%
GE Equilization	-	11,900	11,900	-	0.0%
Total Income	430,368	455,578	885,946	(59,454)	-6.7%
Personnel Expenses	216,186	227,185	443,371	(43,682)	-9.9%
Member Services	36,720	36,950	73,670	21,771	29.6%
Association Governance	57,300	96,463	153,763	(9,672)	-6.3%
Office Expenses	66,867	68,067	134,934	34,516	25.6%
Total Expenses	377,073	428,665	805,738	2,934	0.4%
Net Income	53,295	26,913	80,208	(62,388)	-77.8%

Convention Exhibit and Sales Tables

Tables will be available for those clubs wishing to display club exhibits and/or share fundraising projects during Convention. Cost for one 8-ft table with two chairs will be \$100. Please note the International Staff will not be able to help monitor your items so please make sure you have people available to assist in this area. Set up will be Tuesday, July 22nd. All tables must be cleared by noon on Sunday, July 27th.

If you are interested please send the following information to altrusa@altrusa.org:

- **Name of Club**
- **Name of Contact Person**
- **E-Mail Address**

Nothing with an Altrusa logo on it may be sold per our Doc Morgan contract.

Deadline for payment will be June 30, 2025. We will create a list of requests in the order in which they are received and will fill on a first come first serve basis. We will do our best to accommodate all requests.



1400 E Touhy Ave, Suite 410
Des Plaines, IL 60018

2027 International Convention Columbus, Ohio Wednesday, July 21 - Saturday, July 24

