

# Delta Kappa Gamma International Ohio State Organization



April 9-10, 2021

"Virtually Yours" via Zoom

**Believe :: Belong :: Build**

Believe in the countless opportunities Delta Kappa Gamma has to offer.

Belong not just as a member, but actively participate with bold commitment

and determination to Build Ohio's future.

**Believe in Ohio!**



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# The Delta Kappa Gamma Society International

Ohio State Organization

April 9, 2021

General Session and Executive Board Meeting

6:30 P.M.

Tentative Agenda

A "Virtually Yours" Convention through Zoom Technology

## Believe::Belong::Build

Believe in the countless opportunities Delta Kappa Gamma has to offer. Belong not just as a member, but actively participate with bold commitment and determination to build Ohio's future.

### Believe in Ohio!

### Welcome and Presentation of the Flags

Welcome.....	Diana L. Kirkpatrick, Alpha Delta, OSO State President
<u>Presentation of the Flags</u>	
United States Flag.....	Alice Harker, Beta Rho
Ohio Flag.....	Carol Waddle, Alpha Delta
Delta Kappa Gamma Flag.....	Jeanne Bennett, Alpha Gamma
Pledge of Allegiance.....	Vocal by Lee Greenwood

### Keynote Address

Introduction of Lelia Kubesch.....	Linda Diltz, Beta Rho, Convention Coordinator
Lelia Kubesch.....	2020 Ohio Teacher of the Year

### General Session

Call to Order.....	Diana L. Kirkpatrick, Alpha Delta, OSO State President
Rules of Order.....	Joyce Jones Weinkam, Gamma Xi, Parliamentarian
Report of the Nominating Committee.....	Patty Truex, Beta Rho, Nominating Committee Chair
Report of the Ad Hoc Convention Review Committee.....	Tamara A. Schroeder, Beta Eta Ad Hoc Convention Review Committee Chair
Report of the Bylaws and Policies and Procedures Committee.....	Joan Bostelman, Beta Psi, Chair
Proposed Bylaws Amendments by Consent Consideration	
Proposed Bylaws Amendments Separated for Consideration	

Proposed Policies and Procedures (Standing Rules) by Consent Consideration  
Proposed Policies and Procedures (Standing Rules) Separated for Consideration

Greetings and Update from International.....Cathy P. Daugherty, International  
Intermediate Past President  
Adjournment

## **Executive Board Meeting**

Call to Order.....Diana L. Kirkpatrick, Alpha Delta, OSO State President

Rules of Order.....Joyce Jones-Weinkam, Gamma Xi, Parliamentarian

Minutes of August 29, 2020.....Ann Todd, Zeta, Recording Secretary

Correspondence.....Cindy Lawyer, Alpha Psi, Corresponding Secretary

Report of the Treasurer.....Diana Haskell, Gamma Phi, Treasurer

### **Committee Reports**

Personnel.....Janet Hess, Beta Psi, Chairman

Finance.....Michele Koenig, Gamma, Chairman

Membership.....Debby Canter, Delta Epsilon, First V.P and Membership Chairman

Buckeye/Cherry Challenge Announcement.....Debby Canter, Delta Epsilon, Membership Chairman

Biennial Seminar.....Cindy Lawyer, Alpha Psi, Chairman

Ad Hoc Milestone Committee.....Sally Gillmore, Sigma, Chairman

Other.....

### **Unfinished Business**

#### **New Business**

**Attendance**.....**Enter your first and last name and chapter name into the Zoom  
"CHAT" option to receive attendance credit for Gold Key.**

#### **Announcements**

#### **Adjournment**

**Delta Kappa Gamma Song**.....Directed by Cheryl Quay, Alpha Tau, Music Representative

The following motions may be considered during the meeting:

- Offer of two-year contracts to: Diana Haskell, State Treasurer; Eileen McNally, Webmaster; and Cathy Tenney, Editor of **The Voice**
- Adoption the 2021-22 Ohio State Organization Budget
- Establishment of two designated Executive Board Funds
- Merge of Alpha Chapter with Tau Chapter
- Dissolution of Beta Xi and Gamma Chi Chapters

**Special Assignments for the General Session and Executive Board Meeting:**

**Pages:** Dr. Lois Harkins, Alpha Lambda  
Dr. Norma Kirby, Alpha Delta

**Time Keeper:** Barbara Cleveland, Gamma Nu

**Readers of the Executive Board Meeting Minutes:**

Sue Brueggemeier, Delta Iota  
Karen Estridge, Zeta  
Lacy Cox, Alpha Xi

\*As stated in the Ohio State Organization Bylaws, Article XIII: Robert's Rules of Order, current edition, shall govern Ohio State Organization and its chapters' proceedings in instances in which this authority is not inconsistent with the *Constitution* or other adopted Society rules. *Constitution, Article XV*



Convention Coordinator.....Linda Diltz, Beta Rho

Assistant to the Convention Coordinator.....Alice Harker, Beta Rho

Convention Program Book.....Diana L. Kirkpatrick, Alpha Delta

# The Delta Kappa Gamma Society International



## Ohio State Organization

Saturday, April 10, 2021

### Program of Events

A "Virtually Yours" Convention through Zoom Technology

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8:30 A.M.—LOGIN FOR EXECUTIVE BOARD VOTING MEMBERS ONLY

8:45 A.M.—Executive Board Meeting (for voting Board members only)

\*\*\*\*\*

9:00 A.M. LOGIN Begins.....Attending OSO Membership

9:25 A.M. Welcome.....Linda Diltz, Beta Rho, Convention Coordinator

Thought of the Day.....State President Diana L. Kirkpatrick, Alpha Delta

A DKG/OSO Special Rendition of "Don't Stop Believing".....

Performed by Rebekah Milstead and Robin Hart of Alpha Delta Chapter

Music written by: Jonathan Cain, Stephen Ray Perry, Neal Joseph Schon

OSO Lyrics by Rebekah Milstead and Robin Hart, Alpha Delta

9:30 A.M. Installation of the 2021-2023 State Officers.....Presider Kim Lewis

Nominations Committee.....Dr. Norma Kirby, Alpha Delta

Area I Northeast .....Sally Gillmore, Sigma

Area II Southeast.....Carol Remington, Beta Iota

Area III Northwest.....Deborah Mihalik, Alpha Sigma

Area IV Southwest.....Judy Gerwe, Beta Nu

Area V Central.....Beverly Babbert, Delta Theta

#### 2021-2023 State Officers

#### Past State Presidents

State President Debby Canter.....Virginia Koch, Alpha Nu

First Vice President Melodie McGee.....Dr. Ruth Brooks, Gamma Nu

Second Vice President Michele Maniskas.....Diana L. Kirkpatrick, Alpha Delta

Recording Secretary Ann Todd.....Patricia Cermak, Gamma Rho

Corresponding Secretary Cindy Lawyer.....Beth Archer, Alpha Psi

State Treasurer Diana Haskell.....Mary Jane Kaufman, Delta Chi

State Parliamentarian Joyce Jones-Weinkam.....Meier Bauer, Gamma Phi

9:45 A.M. Recognition of 2019-2020 Gold Key Chapter.....Judy McClanahan, Gamma Nu,  
Gold Key Coordinator

Recognition of the 2019-2021 Milestone Chapters.....Linda Diltz, Beta Rho,  
Convention Coordinator

10:00 A.M. Introduction of the Inspirational Speaker.....Melodie McGee, Gamma Nu,  
Second Vice President and Educational Excellence Chair

**~Rebecca Psigoda, Inspirational Speaker~**

10:55 A.M. Honorary State Member Induction of Candidate Rebecca Psigoda.....  
Officiated by the Ohio State Organization Membership Committee

11:05 A.M. Five Minute Break

11:10 A.M. -A Birthday Celebration with Sandy Royer from ADSOEF

-An appeal for the Esther H. Strickland Student Teaching Grants by Sandy Royer  
-Introduction of the 2021 Esther H. Strickland Recipients, by Marilyn Slusser  
-Introduction by Marilyn Slusser of the A. Margaret Boyd Overseas  
Fellowship recipient, *Gunel Alasgarova* from Azerbaijan, who is studying at  
Kent State University.

11:35 A.M. "Chapter COVID Happenings".....compiled by Editor Cathy Tenney

11:50 A.M. The Celebration of Life Service 2020-2021.....OSO Membership Committee  
Debby Canter, Delta Epsilon, Chair  
Jeanne Bennett, Alpha Gamma  
Kim Lewis, Delta Epsilon  
Michele Maniskas, Alpha Xi  
Sarah Thompson, Delta Theta  
Guest Contributor.....Marilyn Slusser, Delta Kappa,  
2001-2003 Past State President

**"Things turn out the best for people who make**

***the best of the way things turnout.***

**~John Wooden**

# 2019–2021 Ohio State Organization



## Believe :: Belong :: Build

### 2019-2021 State Leadership Team and State Committee Chairs

President.....	Diana Kirkpatrick, Alpha Delta
First Vice-President .....	Debby Canter, Delta Epsilon
Second Vice President.....	Melodie McGee, Gamma Nu
Recording Secretary.....	Ann Todd, Zeta
Corresponding Secretary.....	Cindy Lawyer, Alpha Psi
Parliamentarian.....	Joyce Jones-Weinkam, Gamma Xi
Treasurer.....	Diana Haskell, Gamma Phi
Immediate Past State President.....	Meier Bauer, Gamma Phi

### Society Business

Bylaws /Policies & Procedures Committee.....	Joan Bostelman, Beta Psi
Personnel Committee.....	Janet Hess, Beta Psi
Leadership Development.....	Lois Harkins, Alpha Lambda Finance
Committee.....	Michele Koenig, Gamma Membership
Committee.....	Debby Canter, Delta Epsilon Expansion
Committee.....	Karen Dombrowski, Alpha Nu
Nominations Committee.....	Patty Truex, Beta Rho
Communications/Marketing Committee.....	Eileen McNally, Beta Delta
Editor of The Voice.....	Cathy Tenney, Beta Kappa
Webmaster.....	Eileen McNally, Beta Delta

### Society Mission and Purposes

Educational Excellence Committee.....	Melodie McGee, Gamma Nu
Legislative Advocate and Liaison to the UN and US Forum.....	Pamela Henney, Lambda
Music Representative.....	Cheryl Quay, Alpha Tau
Scholarships and Grants Committee.....	Marilyn Slusser, Delta Kappa
World Fellowship.....	Becky Maggard, Delta Omega
Strategic Planning Committee.....	Beth Archer, Alpha Psi
Gold Key Coordinator.....	Judy McClanahan, Gamma Nu
Historian and Ohio History Center Liaison.....	Sally Gillmore, Sigma
State Convention Coordinator.....	Linda Diltz, Beta Rho
State Convention Registrar.....	Carol Waddle, Alpha Delta
Biennial Seminar Coordinator.....	Cindy Lawyer, Alpha Psi
Biennial Seminar Registrar.....	Nancy Waters, Alpha Psi



# 2019-2020 Gold Key Chapters



**Gamma**

**Delta**

**Zeta**

**Theta**

**Kappa**

**Mu**

**Chi**

**Psi**

**Alpha Gamma**

**Alpha Delta**

**Alpha Eta**

**Alpha Mu**

**Alpha Nu**

**Alpha Xi**

**Alpha Sigma**

**Alpha Upsilon**

**Alpha Chi**

**Alpha Psi**

**Beta Gamma**

**Beta Delta**

**Beta Zeta**

**Beta Eta**

**Beta Kappa**

**Beta Nu**

**Beta Rho**

**Beta Upsilon**

**Beta Chi**

**Beta Psi**

**Gamma Alpha**

**Gamma Eta**

**Gamma Theta**

**Gamma Iota**

**Gamma Lambda**

**Gamma Mu**

**Gamma Nu**

**Gamma Xi**

**Gamma Sigma**

**Gamma Phi**

**Delta Delta**

**Delta Theta**

**Delta Kappa**

**Delta Mu**

**Delta Phi**

**Delta Chi**

**HONOR CHAPTER**

**Gamma Pi**

# 2019-2020 Ohio State Organization Milestone Chapters

## 80 years

<b>Psi</b>	November 1, 1939
<b>Alpha Sigma</b>	October 7, 1939
<b>Alpha Tau</b>	October 7, 1939
<b>Alpha Upsilon</b>	October 28, 1939
<b>Alpha Phi</b>	October 28, 1939
<b>Alpha Chi</b>	October 20, 1939
<b>Alpha Psi</b>	November 4, 1939
<b>Alpha Omega</b>	November 7, 1939
<b>Beta Alpha</b>	November 11, 1939
<b>Beta Gamma</b>	November 11, 1939
<b>Beta Delta</b>	November 18, 1939
<b>Beta Epsilon</b>	March 10, 1940
<b>Beta Zeta</b>	December 2, 1939
<b>Beta Eta</b>	December 2, 1939
<b>Beta Iota</b>	March 16, 1940
<b>Beta Lambda</b>	April 13, 1940

## 65 years

<b>Beta Upsilon</b>	May 28, 1955
<b>Beta Chi</b>	June 28, 1955

## 40 years

<b>Delta Omega</b>	May 17, 1980
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# 2020-2021 Ohio State Organization Milestone Chapters

80 years

**Beta Nu** May 10, 1941

75 years

**Beta Kappa** November 10, 1945

65 years

**Beta Psi** October 1, 1955

**Gamma Alpha** April 13, 1956

**Gamma Beta** May 12, 1956

**Gamma Gamma** May 12, 1956

60 years

**Gamma Lambda** April 15, 1961

**Gamma Mu** April 29, 1961

**Gamma Nu** April 29, 1961

55 years

**Gamma Upsilon** September 17, 1965

**Gamma Phi** May 21, 1966

50 years

**Gamma Chi** November 7, 1970

**Delta Alpha** November 7, 1970

**Delta Delta** June 19, 1971

45 years

**Delta Chi** October 25, 1975

**Delta Psi** June 5, 1976

## 2019-2020 Chapter Presidents



<b>Alpha</b>	Margaret Stenzel Lynne Lewicky	<b>Alpha Gamma</b>	Jeanne Bennett
<b>Beta</b>	Barbara Renneker	<b>Alpha Delta</b>	Carol Waddle
<b>Gamma</b>	Dorene Henschen Linda Ruehrmund	<b>Alpha Zeta</b>	Mary Schlievert
<b>Delta</b>	Mary M. Jones	<b>Alpha Eta</b>	Nadine Steele Ruth Hossler
<b>Epsilon</b>	Evie Kidder Nancy Wheeler	<b>Alpha Theta</b>	Jane Slater
<b>Zeta</b>	Michelle Shaffer	<b>Alpha Iota</b>	Loretta Davidson
<b>Theta</b>	Abbey Bolton	<b>Alpha Lambda</b>	Christine Snoddy
<b>Iota</b>	Charlene Tynes Linda Edwards	<b>Alpha Mu</b>	Barbara Pitts
<b>Kappa</b>	Norma Frederick Dorothy Blackburn	<b>Alpha Nu</b>	Jay Bahnsen
<b>Lambda</b>	Elizabeth Pritchard	<b>Alpha Xi</b>	Michele Maniskas
<b>Mu</b>	Darlene Malaska	<b>Alpha Pi</b>	Elaine Robinson
<b>Omicron</b>	Joann Ingram	<b>Alpha Sigma</b>	Connie Leatherman Deborah Mihalik
<b>Pi</b>	Susan Ayers	<b>Alpha Tau</b>	Cheryl Quay
<b>Rho (NuRho)</b>	Charlene Johnson-Miller	<b>Alpha Upsilon</b>	Jackie Thase-Burch
<b>Sigma</b>	Brenda Armstrong	<b>Alpha Phi</b>	Kara Humphrey
<b>Tau</b>	Joanne Hepp	<b>Alpha Chi</b>	Debbie Hayes Linda Lawwill
<b>Upsilon</b>	Joyce Prochak	<b>Alpha Psi</b>	Anna Knight
<b>Phi</b>	Lynn Asente	<b>Alpha Omega</b>	Deborah Haas Nancy Countryman
<b>Chi</b>	Gerry Frechtling	<b>Beta Alpha</b>	Cathy Greenleaf
<b>Psi</b>	Nancy Thomas	<b>Beta Gamma</b>	Frances Wilhelm
<b>Omega</b>	Mary Lou Hope	<b>Beta Delta</b>	Edna Ridenbaugh Sandra Stoker
<b>Alpha Alpha</b>	Meredith Buck Nancy Cornell	<b>Beta Epsilon</b>	Lizabeth Fresch

<b>Beta Zeta</b>	Nancy Hoover	<b>Gamma Rho</b>	Patricia Cermak
<b>Beta Eta</b>	Cheryl Kuhlmann Karen Steffan	<b>Gamma Sigma</b>	Melody Blake
<b>Beta Iota</b>	Carol Remington	<b>Gamma Upsilon</b>	Terri Duesing
<b>Beta Kappa</b>	Barri Grandey	<b>Gamma Phi</b>	Katie Gantz
<b>Beta Lambda</b>	Mildred Thomas	<b>Gamma Chi</b>	Karen Lewis
<b>Beta Nu</b>	Mary Jo Doebling	<b>Delta Alpha</b>	Carol Mulkey
<b>Beta Xi</b>	Karen Rummer	<b>Delta Delta</b>	Mary Ann Augustyn Brenda Ceplecci
<b>Beta Pi</b>	Sandra Thorndike	<b>Delta Epsilon</b>	Tina Callahan
<b>Beta Rho</b>	Debbie Frazier	<b>Delta Theta</b>	Beverly Babbert
<b>Beta Upsilon</b>	Mary Eyink LaRita Condon	<b>Delta Iota</b>	Megan Jones
<b>Beta Chi</b>	Ann Fetrow Wendy Spoerr	<b>Delta Kappa</b>	Sandra Royer
<b>Beta Psi</b>	Dena Wilson	<b>Delta Lambda</b>	Cindy Norman
<b>Gamma Alpha</b>	Sharon McConnell	<b>Delta Mu</b>	Linda Graves
<b>Gamma Beta</b>	Denise Frazier Barb Skinner	<b>Delta Upsilon</b>	Mary Ann Beck
<b>Gamma Gamma</b>	Karen Ardner	<b>Delta Phi</b>	Jennifer Conkle Debra Carlisle
<b>Gamma Eta</b>	Jana Ogilvie Kathy Teitelman	<b>Delta Chi</b>	Linda Salzer
<b>Gamma Theta</b>	Paulette Howell Patricia Weinstein	<b>Delta Psi</b>	Barbara Solomon
<b>Gamma Iota</b>	Judy Szabo Janice Milazzotto	<b>Delta Omega</b>	Rebecca Maggard
<b>Gamma Lambda</b>	Rebecca Thomas		
<b>Gamma Mu</b>	Brenda McWhorter		
<b>Gamma Nu</b>	Melodie McGee		
<b>Gamma Xi</b>	Julie Schieve		
<b>Gamma Pi</b>	Laura Sullivan Marian Zickefoose		



## 2020-2022 Chapter Presidents

<b>Beta</b>	Vickie Groenke	<b>Alpha Theta</b>	Dena Snyder
<b>Gamma</b>	Dorene Henschen Linda Ruehrmund	<b>Alpha Iota</b>	Pamela Todd
<b>Delta</b>	Rebeca Rose	<b>Alpha Lambda</b>	Christine Snoddy
<b>Zeta</b>	Karen Estridge	<b>Alpha Mu</b>	Carolyn Kibble
<b>Theta</b>	Ellen Budd	<b>Alpha Nu</b>	Kathleen Plant
<b>Kappa</b>	Patti Palmer Donna Myers	<b>Alpha Xi</b>	Lacy Cox
<b>Lambda</b>	Diana Hurlow	<b>Alpha Pi</b>	JoAnne Snow Claudia Grove
<b>Mu</b>	Debbie VanArsdale	<b>Alpha Sigma</b>	Deborah Mihalik Diane Hite
<b>Omicron</b>	Joann Ingram	<b>Alpha Tau</b>	Cheryl Quay
<b>Pi</b>	Susan Ayers Linda Harrison	<b>Alpha Upsilon</b>	Becky Doak
<b>Rho (Nu)</b>	Charlene Johnson-Miller Janis Arnold	<b>Alpha Phi</b>	Linda Nier
<b>Sigma</b>	Brenda Armstrong	<b>Alpha Chi</b>	Linda Lawwill Ruth Scott
<b>Tau</b>	Roberta Leach Chelle Ver	<b>Alpha Psi</b>	Candace Haudenschild
<b>Phi</b>	Lynn Asente	<b>Alpha Omega</b>	Leana Spencer Marsha Terry
<b>Chi</b>	Joan Avery	<b>Beta Alpha</b>	Donna DeWitt
<b>Psi</b>	Erica Harley	<b>Beta Gamma</b>	Ellen Andrews
<b>Omega</b>	Mary Lou Hope	<b>Beta Delta</b>	Patti Denune
<b>Alpha Alpha</b>	Meredith Buck	<b>Beta Epsilon</b>	Lizabeth Fresch
<b>Alpha Gamma</b>	Jeanne Bennett	<b>Beta Zeta</b>	Janet Steffy
<b>Alpha Delta</b>	Cathy White	<b>Beta Eta</b>	Deb Company Marsha Reth
<b>Alpha Zeta</b>	Edna Hansen	<b>Beta Iota</b>	Chris Swank
<b>Alpha Eta</b>	Carol Dunlap Pam Young	<b>Beta Kappa</b>	Molly Helmlinger

<b>Beta Lambda</b>	Victoria White	<b>Delta Theta</b>	Beverly Babbert
<b>Beta Nu</b>	Barbara Weidus	<b>Delta Iota</b>	Sue Brueggemeier Karen Quelette
<b>Beta Pi</b>	Sandra Thorndike	<b>Delta Kappa</b>	Sherry Hastings
<b>Beta Rho</b>	Pat Beathard	<b>Delta Lambda</b>	Cindy Norman
<b>Beta Upsilon</b>	Michelle Langmeyer Sarah Zabka	<b>Delta Mu</b>	Linda Graves
<b>Beta Chi</b>	Mary Bumstead Sharon Jarvis	<b>Delta Upsilon</b>	Holly Morgan
<b>Beta Psi</b>	Ruth Hogsten	<b>Delta Phi</b>	Myrna Hugh Linda Eggan
<b>Gamma Alpha</b>	Sharon McConnell	<b>Delta Chi</b>	Jan Schoellman
<b>Gamma Gamma</b>	Karen Ardner	<b>Delta Psi</b>	Carol Neuman
<b>Gamma Eta</b>	Kathy Teitelman Nancy Glasgow	<b>Delta Omega</b>	Rebecca Maggard
<b>Gamma Theta</b>	Teresa Gerboth Teresa Sternberg		
<b>Gamma Iota</b>	Janice Milazzotto		
<b>Gamma Lambda</b>	Sandra Procaccio		
<b>Gamma Mu</b>	Nova Adkins		
<b>Gamma Nu</b>	Shirley Moore		
<b>Gamma Xi</b>	Judy Warner Joyce Jones-Weinkam		
<b>Gamma Pi</b>	Holly Buente Kathy Murdock		
<b>Gamma Rho</b>	Patricia Cermak		
<b>Gamma Sigma</b>	Susan Willis		
<b>Gamma Upsilon</b>	Terri Duesing		
<b>Gamma Phi</b>	Helen Romes		
<b>Delta Alpha</b>	Carol Mulkey		
<b>Delta Delta</b>	Marianne Modarelli Jane Snowberger		
<b>Delta Epsilon</b>	Tina Callahan		

# Ohio State Organization

## Past State Presidents

1938-1940	*Margaret L White, Alpha
1940-1942	*Edna Morgan, Alpha
1942-1944	*Elizabeth Guilford, Xi
1944-1946	*Alma Zinninger Oberly, Beta Beta
1946-1948	*A. Margaret Boyd, Alpha Mu
1948-1950	*Virginia Sommes Sanderson, Gamma
1950-1953	*Ruth Ann Sarah Dusha, Alpha Epsilon
1953-1955	*Edyth Hedley, Mu
1955-1957	*Dorothy Kester, Beta Mu
1957-1959	*Ruth Seitz, Pi
1959-1961	*Helen Caskey, Xi
1961-1963	*Oneita Porterfield Lizotte, Epsilon
1963-1965	*Katherine Roudebush, Chi
1965-1967	*Esther Strickland, Beta Lambda
1967-1969	*Jeanette Stuart, Alpha Tau
1969-1971	*Catherine Beach, Alpha Epsilon
1971-1973	*Ruth Becker, Psi
1973-1975	*Helen Stephenson, Beta Lambda
1975-1977	*Mary Erwin, Beta Nu
1977-1979	*Phyllis Hull, Gamma
1979-1981	*Nancy T Wilson, Alpha Psi
1981-1983	*Shirley Harper, Beta Beta
1983-1985	*Elaine Van Tilburg, Tau
1985-1987	*Dr. C. Anita James, Pi
1987-1989	Virginia Koch, Alpha Nu
1989-1991	*Florence Grine, Alpha Sigma
1991-1993	Florence Woodward, Gamma Iota
1993-1995	Dr. Marian Kurner, Omicron
1995-1997	Dr. Ruth Brooks, Gamma Nu
1997-1999	Millie Holzer, Beta Zeta
1999-2001	*Donna Brandon, Beta Beta
2001-2003	Marilyn Slusser, Delta Kappa
2003-2005	Donna Myers, Kappa
2005-2007	Barbara Smith, Zeta
2007-2009	Dr. Mary Jane Kaufman, Delta Chi
2009-2011	Beth Archer, Alpha Psi
2011-2013	Dr. Norma Kirby, Alpha Delta
2013-2015	*Emily Jane Williams, Gamma Nu
2015-2017	Patricia Cermak, Gamma Rho
2017-2019	Meier Bauer, Gamma Phi

\*Deceased

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**Ohio State Organization**  
**Proposed Available Fund Budget 2021-2022**

<b>REVENUE</b>		<b>NOTES</b>
Convention	28,000	2022 Embassy Suites Dublin, OH
Dues & New Member Fees	35,386	Only State dues are collected (\$13/active members or \$6/collegiate and reserve member) New member fee \$2.50
Interest	7	US Bank Money Market Account
Meetings Reservations	75	Luncheon fee for additional chapter members attending Executive Board meeting
Visa Rewards/Other Income	125	Dissolved chapter(s) assets and Visa Rewards
<b>Total Available Fund Revenue</b>	<b>63,593</b>	

<b>EXPENSES</b>		
<b>Management</b>		
Administrative	-12,329	CPA, Safe deposit box, Insurance, Treasurer Salary, Payroll Taxes, Honorariums for Editor and Webmaster, Supplies and Legal fees
<b>Program Services</b>		
2022-2024 Chapter Leader Workshops	-6,000	Training for chapter leaders by state officers in July or August 2022 in one location or multiple locations. No charge to chapters
Chapter Visits	-2,000	Mileage and lodging when required when state leaders travel to visit chapters.
Committees	-5,000	OSO 2021-2022 Committees operating and printing expenses
Contributions	-1,150	DKG Emergency Fund, ADSOEF, Ohio History Connection, Retirement of International Officers
Convention	-30,000	April 2022 Embassy Suites Dublin, OH Expenses + reimbursements per Reimbursement Policy
DKG International Conference	-8,000	San Antonio, TX or Portland, OR for conference workshops for state officers
Meetings	3,600	State officers, Advisory, Executive Board
Member Engagement	-1,650	Zoom fees, Constant Contact fees, Website fees, Google Suite fees
OSO 2021-2023 Committees Workshop	-8,000	Workshop for OSO Committees conducted by state officers in summer 2021 at a single location
<b>Total Expenses</b>	<b>-77,729</b>	
<b>Total Revenues</b>	<b>-63,593</b>	
<b>Net</b>	<b>-14,136</b>	Expenses exceed revenue
		Note: During the first fiscal year of each biennium a state committee workshop is held, and newly elected chapter leaders are provided training. During this biennium there will not be a fee to attend chapter leader training. These two budgeted items total \$14,000.
		Note: Equipment required by OSO officers may be purchased using Available Fund Reserves. Available Fund Reserve total = \$12,329.
		3/5/21

Revision (3/12/2021): the words “based on accessible funds” have been added (in red) to two proposed amendments:

**—Amendment 6: Article VIII Committees, Section D, Duties of Committees, xi  
Scholarship Committee**

**—Amendment 10: Article IX, Meetings and Activities, Section D, Scholarships**

Proposed amendments to the Ohio State Organization Bylaws.

The following motions for Amendments to the OSO *Bylaws* will be made at the General Session of the State Convention. These may be voted on as a group. Please look over and study them. However, if there are any individual amendments that you believe may need to be separated for discussion and a separate vote, please inform our OSO President before the convention so that the power point can be adjusted beforehand. You may contact any member of the Bylaws Committee if you have any questions. Committee members: Joan Bostelman, Joyce Jones Weinkam, Donna Myers, Linda Harrison, Jennifer Shields.

-The first column indicates in what section of the *Bylaws* the proposed amendment can be found.

-The second column states the *Bylaws* as currently approved.

-The third column states the proposed change and how the amended *Bylaws* would read.

-The fourth column states the reasoning for proposing the change.

Contacts:

OSO President: [president@dkgohio.org](mailto:president@dkgohio.org)

Joan Bostelman: [jbost08@woh.rr.com](mailto:jbost08@woh.rr.com)

Joyce Jones Weinkam: [joyce.weinkam@gmail.com](mailto:joyce.weinkam@gmail.com)

Donna Myers: [myers\\_d@earthlink.net](mailto:myers_d@earthlink.net)

Linda Harrison: [linda.photobuff@gmail.com](mailto:linda.photobuff@gmail.com)

Jennifer Shields: [jschields@laca.org](mailto:jschields@laca.org)

Article, Section	Original Bylaw	Amended Bylaws	Reasoning
<b>1. Table of Contents</b>	not included	add Table of Contents	align with Standing Rules
<b>2. Title of Document</b>  <b>Article VIII, Committees, Section D, i. and</b> where Policies and Procedures is referred to throughout Bylaws	Policies and Procedures Manual  Policies and Procedures Committee	(change) "Policies and Procedures Manual" to "Standing Rules"  (change) "Policies and Procedures Committee" to "Standing Rules Committee"	Policies and Procedures Manual reformatted to Standing Rules to align with International, thus committee name changes as well
<b>3. Article VI, Officers and Related Personnel</b> <b>Section A, State Organization Officers</b>  <b>Section F, Nominations and Elections</b>  <b>Article VIII, Section D, Duties of Committees vii, and where Nominations Committee is referred to throughout Bylaws</b>	(Previously OSO President was an unelected Director of ADSOEF with a vote, this is not noted in the Bylaws.)  Nominations Committee	(add) Beginning with the 2021 election, the President of OSO shall be invited to serve as an ex-officio, non-voting member of the ADSOEF Board of Directors.  Nominating Committee	Defines new role for OSO President on the ADSOEF Board of Directors, avoids conflict of interest  Follows Robert's Rules of Order format
<b>4. — Article VII, Section A, State Executive Board, iv, "The Executive Board . . .</b> <b>— Article VII, Section B, State Advisory Board</b> iv, "The Advisory Committee . . . <b>— Article VIII, Section C, General Procedures,</b> iv. "Committees . . . <b>— Article XI, Amendments, Section A, Notification,</b> iii, "Meetings of the Convention . . .	currently nothing included about meeting electronically	Add: -The Executive Board . . . -The Advisory Committee. . . -Committees . . . -Meetings of the Convention . . .  (each followed with): "may meet through electronic communications as long as members present may simultaneously hear one another and participate during the meeting."	Allows business to take place in electronic meetings.

Article, Section	Original Bylaw	Amended Bylaws	Reasoning
<b>5. Article VIII, Committees, Section C, General Procedures, iii</b>	Matters requiring immediate committee action may be voted on by mail.	(add "electronically or) Becomes: Matters requiring immediate committee action may be voted on electronically or by mail.	allows voting during electronic meetings
<b>6. Article VIII, Committees, Section D, Duties of Committees xi, Scholarship Committee</b>	The Scholarship Committee is responsible for promoting and supporting programs and initiatives recommended by Alpha Delta State Ohio Educational Foundation.	<p>(strike out, substitute) Will now read:</p> <p>The Scholarship and Grant Committee</p> <ul style="list-style-type: none"> <li>i. is responsible for recommending the rules governing the administration of the scholarship, and grant program adopted by the OSO Executive Board</li> <li>ii. maintains all applications and application guidelines</li> <li>iii. shall determine the number of awarded grants and scholarships and the amount of each <b>based on accessible funds</b></li> <li>iv. accepts all OSO scholarship applications, evaluates applications, and selects recipients</li> <li>v. contacts all state supported universities regarding the Esther H. Strickland Student Teaching Grant. Recipients for this grant are selected by evaluating the applicants' applications.</li> </ul>	specifies the duties of the OSO Scholarship and Grant Committee

<b>7. Article IX, Meetings and Activities, Section A, Convention i</b>	Conventions in even-numbered years shall be optional	(strike out, substitute) Will now read: A General Session and/or virtual convention may convene in even-numbered years.	Allows business to be conducted in even-numbered years without holding a full convention
<b>8. Article IX, Meetings and Activities, Section A, Convention, iii</b>	nothing noted about conventions being virtual	(add) “Meetings of the convention may be held through electronic communications as long as members present may simultaneously hear one another and participate during the meeting. Electronic voting is permitted.	allows conventions held virtually to conduct business
<b>9. Article IX, Meetings and Activities, Section B, Other Meetings</b>	Other Meetings Area conferences and/or workshops shall be held for the purpose of leadership training and dissemination of Society information.	(strike out and substitute) Will now read: Other Meetings/ Activities Area conferences, seminars and/or workshops may be held in even numbered years for the purpose of leadership training, personal growth, professional development, and dissemination of Society information. These may be held electronically as long as those attending may simultaneously hear one another and participate during the meeting.	expands possibilities for members to facilitate life-long learning

<b>10. Article IX, Meetings and Activities, Section D, Scholarship</b>	Rules governing the administration of the scholarship programs shall be under the direction of Alpha Delta State Ohio Educational Foundation.	(strike out, substitute) Will now read: Rules governing the administration of the Scholarship and Grant Programs shall be recommended by the Scholarship and Grant Committee. The number of scholarships and grants and the amount of each, <b>based on accessible funds</b> , shall be determined by the Scholarship and Grant Committee.	specifies the duties of the OSO Scholarship and Grant Committee
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**Proposed amendments for Standing Rules (from Policies and Procedures Manual) that are not included in amended OSO Bylaws.**

(The OSO Policies and Procedures Manual has been reformatted into Standing Rules. The proposed amendments are for items that would be different from the Manual.)

The following motions for Amendments to the OSO *Standing Rules* will be made at the General Session of the State Convention. These may be voted on as a group. Please look over and study them. However, if there are any individual amendments that you feel may need to be separated for discussion and a separate vote, please inform our OSO President before the convention so that the power point can be adjusted beforehand. You may contact any member of the Bylaws/Standing Rules Committee if you have any questions. Committee members:

Joan Bostelman, Joyce Jones Weinkam, Donna Myers, Linda Harrison, Jennifer Shields.

(NOTE: The Manual listed scholarships with origin, requirements, etc. Some are outdated and are being updated by the OSO Scholarship Committee and ADSOEF. They are still a work in progress and will be addressed in the next biennium.)

-The first column indicates item subject and in what section of the Standing Rules the proposed amendment can be found. (The first number coincides with the Article number to which it relates in the Bylaws, which accounts for the unusual numerical order.)

-The second column states the item as it appears in the Policies and Procedures Manual.

-The third column states the proposed change and how the amended Standing Rules would read.

-The fourth column states the reasoning for proposing the change.

Contacts:

OSO President: [president@dkgohio.org](mailto:president@dkgohio.org)

Joan Bostelman: [jbost08@woh.rr.com](mailto:jbost08@woh.rr.com)

Joyce Jones Weinkam: [joyce.weinkam@gmail.com](mailto:joyce.weinkam@gmail.com)

Donna Myers: [myers\\_d@earthlink.net](mailto:myers_d@earthlink.net)

Linda Harrison: [linda.photobuff@gmail.com](mailto:linda.photobuff@gmail.com)

Jennifer Shields: [jshields@laca.org](mailto:jshields@laca.org)

Item of Change	2015 Policies and Procedures	2021 Standing Rules	Reasoning
(4.12) Finance	Only financial institutions with banking facilities in Ohio may be used for the Placement of OSO funds	dropped	not relevant with electronic banking
(4.20) safe deposit boxes	The treasurer shall maintain two safety deposit boxes, one for Ohio State Organization and one for the A. Margaret Boyd Overseas Foundation	(drop "two" & "and one for the A. Margaret Boyd Overseas Foundation", add " one")  Will read: The treasurer shall maintain one safety deposit box for Ohio State Organization.	ADSOEF maintains the box for the A. Margaret Boyd Overseas Foundation
(6.20) Paid Personnel	Paid Personnel	(add "Services Purchased")  Becomes: Paid Personnel/ Services Purchased	better description
(6.31) Special Planning File maintained by the President	Protocol Manual included	drop Protocol Manual	Protocol Manual is obsolete
(7.34) Advisory Committee	..be notified at least six (6) weeks prior to the date of a regular meeting	(drop six (6), add four (4))  Will read: ..be notified at least four (4) weeks prior to the date of a regular meeting	align with all other groups
(8.21), a Files of State Officers, State Committee Chairmen and Related Personnel	to maintain a file of records and materials . .	(add in hard copy or digitally)  Will read: to maintain, in hard copy or digitally, a file of records and materials. . .	OSO moving towards digital files

<p>(8.32) Expansion Committee, f.</p>	<p>1. "The Executive Board voted to hold in place and reuse the names of chapters who have dissolved or merged." (After the above sentence, the names of chapters who have dissolved or merged are listed.)</p> <p>2. OSO presents a new chapter with a copy of the official red leather bound Bible.</p>	<p>1. (drop list of names) (add) These names are on file with the treasurer and historian.</p> <p>2. drop</p>	<p>1. difficult to keep Standing Rules current, information still available elsewhere</p> <p>2. all members not Christian, organization not religion based</p>
<p>(8.36, B, 2) Nominations</p>	<p>If there are nominations from the floor for one or more of the offices, the election shall be by written ballot.</p>	<p>(drop "the election shall be by written ballot") (add) "a written ballot is required only if there is more than one candidate for an office"</p> <p>Will read: If there are nominations from the floor for one or more of the offices, a written ballot is required only if there is more than one candidate for an office.</p>	<p>complies with Robert's Rules of Order and avoids unnecessary steps.</p>
<p>(8.36, B, 3) The Nominating Committee</p>	<p>not currently stated</p>	<p>(add) The Nominating Committee will encourage participation at the International level. They may review applications and consider endorsing candidates for International office.</p>	<p>to encourage members to get involved with International</p>

(8.38) Scholarship Committee	(currently lists details of all scholarships, grants and fellowships, some of which are obsolete)	(drop all, substitute) Will read: Scholarships and study grants, excluding those housed with a university, are financed through monies received from ADSOEF.	-to align with proposed amendment for "Scholarship Committee" in <i>Bylaws</i> -scholarship section currently being updated, will be addressed in next biennium
(9.24) Biennial Seminar	<p>1. Biennial Seminar</p> <p>2. is held in the summer</p> <p>3. DKG and other professional non-members may attend</p>	<p>1. (add 'Lifelong Learning') Becomes: Biennial Seminar/ Lifelong Learning</p> <p>2. (drop "is", add "may") Will read: may be held in the summer</p> <p>3. drop "professionals" Will read: DKG and other non-members may attend</p>	<p>1. funding in ADSOEF retitled</p> <p>2. more scheduling flexibility</p> <p>3. attendees may be spouses or other non-educators</p>
(Appendix II, C) State President's Pin	The treasurer is responsible for ordering the President's pin and guard.	(add with the highest quality from International)  Will read: The treasurer is responsible for ordering the President's pin and guard of the highest quality from International	to be assured pins are of good quality
(Appendix II, C) State President's Pin	(previously not included)	(add) The in-coming State President may elect to receive a retired pin, if available, that she may choose to keep.	allows in-coming President to receive a pin special to her

<p>(Appendix VI, 1) Traditional Practices</p>	<p>The State pays the luncheon expense of the chapter president or her official representative at the fall meeting of the Executive Board</p>	<p>(add: "when held face-to-face")  Will read: The State pays the luncheon expense of the chapter president or her official representative at the fall meeting of the Executive Board when held face-to-face.</p>	<p>eliminates possibility of paying for lunch in electronic meetings</p>
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## President's Report

### **Believe :: Belong :: Build**

Each member and each Ohio chapter were encouraged to Believe in the countless opportunities Delta Kappa Gamma has to offer. Belong not just as a member, but actively participate with bold commitment and determination to build Ohio's future. **Believe in Ohio!**

During this 2019-2021 biennium, the DKG/Ohio State Organization State Leadership Team

- Initiated the transition of State Leadership documents to Google Suites to begin virtual record keeping.
- Provided assistance to any member and/or chapter officers when requested.
- Acknowledged the contributions of chapters and members in *The Voice*, and at other appropriate meetings and occasions.
- Encouraged chapters to continue participation in the State's Foster Care Initiative, as well as observed and acknowledged chapters providing service and resources to their local communities.
- Maintained on-going communications and negotiations with Embassy Suites regarding the contractual agreement for the DKG/OSO State Convention before and during the pandemic.
- Continued the monthly distribution of *The Voice* to every member to serve as a strong communication link between the state organization, each chapter and member.
- Developed and implemented short and long-range plans to keep the State of Ohio membership connected during the months of the worldwide COVID-19 Pandemic. The formation of a five-member OSO Connectivity Team assisted with the planning and implementation.
- Organized, maintained, and managed the Zoom technology and calendar of scheduled events, with the assistance of the Communications/Marketing Committee, for the entire state organization.
- Continuously encouraged chapters to maintain positive membership connectivity throughout the pandemic.
- Inducted State Honorary Member, Rebecca Psigoda, a defender for at-risk youth, who advocates and offers support through her "I Believe in ME" program.

- Engaged the State Leadership Team, the Convention Coordinator and her assistant in the organizational planning, and production of the state's first virtual state convention via Zoom technology.
- Assisted the Bylaws and Policies and Procedures Committee in a review of the State Bylaws and Standing Rules to develop proposed changes to be acted upon at the State Convention.
- Assisted the Ad Hoc Milestone and Ad Hoc Convention Feasibility Committees in conducting their committee responsibilities and activities.
- Assisted the Strategic Planning Committee in the revision of the Strategic Plan.
- Initiated and organized regional/area meetings with chapter presidents via Zoom technology.
- Converted onsite State Convention Breakout sessions into an online format using Zoom to make continuing education credit or professional development units available to participating members and non-members alike.
- Encouraged the creation of two Executive Board controlled funds for the Growth and Development of Ohio's Membership and for biennial Presidential themed projects.
- Completed, to date, requested face to face and/or virtual chapter visits.
- Served as a director of Alpha Delta State Ohio Educational Foundation.

*Diana L. Kirkpatrick, Alpha Delta, Ohio State Organization State President*

## **Treasurer's Report**

**Financial Activity July 1, 2020 – February 28, 2021**

**Financial Position July 1, 2020 – February 28, 2021**

July 1, 2020 – February 28, 2021

### **Chapter Dues**

- April 1 – June 30 Chapter Treasurers collect 2021 – 2022 member dues, scholarship fee of \$1 and new member fee of \$10.
- July 1 – September 30 Chapter Treasurers post chapter dues on the Dues Portal and send International dues payments and order form to DKG International. Send OSO dues payments, scholarship fee and new member, order form and OSO Dues and Fees Payment Report for 2021 - 2022 to State Treasurer.

### **Membership Data 2020-2021**

Active members 2,272 (3,073 last year)

Reserve members 312 (362 last year)

Collegiate members 1

New members 38 (included in the Active member number above)

In 2011 Active members totaled 4,651. In the ten year period active membership declined 40.4%

In 2011 Reserve members totaled 550. In the ten year period reserve membership declined 43.27%

### **Treasurer's Duties**

IRS Form 990 was filed prior to November 15, 2020. The 2019 Financial Review and 990 were sent to DKG International and posted on the OSO website.

Filed federal, state and local payroll taxes quarterly.

Fulfilled duties of State Treasurer as specified by International and OSO governing documents.

Reported Gold Key requirements recorded by state treasurer to Gold Key Chairman in November 2020.

Communicated with Chapter Treasurers by group and individual emails.

Completed a Personnel Committee interview.

Responded to OSO officer and committee chairman requests promptly.



## Committee Reports

### Bylaws/Policies and Procedures Committee

After several face-to-face and Zoom meetings, the Bylaws Committee (soon to be called) Bylaws/Standing Rules Committee has met its goals. The Committee has rewritten, revised and aligned the Policies and Procedures Manual to the OSO Bylaws, the 2018 International Constitution and International Standing Rules (ISR) in the Standing Rules format. Changes to the OSO Bylaws have been submitted for review to align with the International Constitution and ISR. Tables of Contents have been added to the OSO Bylaws and Standing Rules and a streamlined checklist for the Chapter Rules of each chapter in OSO has been written and will be available on the OSO website, at [dkgohio.org](http://dkgohio.org), in June.

The DKG/OSO Bylaws and Standing Rules will be brought before the General Session at the DKG/OSO Convention in April 2021, for approval. During the 2021-2023 biennium chapters of the Ohio State Organization will align their Chapter Rules with the current International Constitution, ISR, Ohio State Organization's designated parliamentary authority and its Bylaws, using the streamlined checklist. The Chapter Rules will be submitted to the Bylaws/Standing Rules Committee for evaluation; and feedback will be provided to each chapter. Chapter Rules may contain additional information as well. The Scholarships and Grants section in the Standing Rules (Policies and Procedures) is still a work in progress and will be addressed in the next biennium.

I would like to thank my committee and our OSO President, Diana Kirkpatrick, for all of their valuable help, knowledge, and input to make this Committee so productive. It was tedious work and a pleasure to meet and Zoom with these women (almost weekly). **Teamwork** was truly executed.

Respectfully submitted,

Linda Harrison, Pi  
Donna Myers, Kappa  
Jennifer Shields, Beta Delta  
Joyce Jones Weinkam, Gamma Xi  
Joan Bostelman, Beta Psi, Chair

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### Personnel Committee

During the past two years the Personnel Committee reviewed the materials used to evaluate the employed personnel of DKG/OSO. We retained the materials for the positions of *The Voice* editor and the state treasurer and adopted new materials for the position of webmaster. In November/December 2020 we requested that the three paid employees complete performance self-evaluations for this biennium. In February, the Personnel Committee conducted job performance reviews with all three.

The Committee recommends that Cathy Tenney be offered a two-year term contract as editor of *The Voice* for 2021-2023; and State Treasurer, Diana Haskell, and State Webmaster, Eileen McNally, each be offered an additional two-year term contract for 2021-2023.

Respectfully submitted,

Barbara Ade, Gamma Pi  
Lois Carter, Beta Alpha  
Patricia Miles, Alpha Theta

Annie Roegner, Beta Lambda  
Janet Hess, Beta Psi, Chair

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### **Finance Committee**

A successful Internal Records Review of the Treasurer books was completed in July 2020. The Finance Committee met in January and in March 2021 via Zoom to create the proposed budget for the 2021-2023 biennium and to discuss financial needs and concerns for OSO.

The Finance Committee discussed the creation of two Executive Board controlled funds for Growth and Development and Presidential Projects. Motions will be presented at the Executive Board meeting in April 2021.

The Finance Committee developed recommendations for the next biennium OSO Finance committee. These include possible changes to the room reimbursement policy for OSO designees and creating new investment options to generate funds for OSO.

The Finance Committee approved the request from the OSO treasurer to seek information for an accountant in closer proximity to her.

The 2021-2023 Proposed Budget is an estimate of expenses which may or may not be totally expended. Budget expenditures for the past several bienniums have fallen below the proposed budget. OSO has funds without restriction that can be used to cover a deficit. Raising state dues or convention registration fees to cover the deficit is not needed since funds to meet expenses are available. We want to keep membership and convention fees as affordable for our members as possible.

Respectfully submitted,

Donna Crews, Theta  
Belinda Dixon, Delta Epsilon

Helenlu Morgan, Beta Alpha  
Michele Koenig, Gamma, Chair

## **Membership Committee**

The following is a list of the activities of the OSO Membership Committee during the 2019-2021 Biennium:

- July 31, 2019, established requirements for the Buckeye Cherry Membership Challenge and formulated plans to create a video to introduce the membership challenge at the 2019 fall Executive Board meeting.
- September 7, 2019, continued work on the membership challenge by creating a graphic for the website and *The Voice* and started work on the video.
- September - October 2019, collaborated with Expansion Committee to create a skit and a Chapter Resource Membership Guide.
- January 11, 2020, attended a joint meeting with the Expansion Committee to prepare for a breakout session at state convention.
- In late January, Committee members phoned chapter presidents who had not yet submitted Form 2 for the upcoming deadline of February 1, 2020.
- In February 2020, final preparations were made for the Celebration of Life Service at the state convention.
- In April 2020, the committee met via Zoom to review the membership sections of both the Gold Key and the DKG/OSO strategic plan. Recommendations were forwarded to Chairs Judy McClanahan and Beth Archer, respectively.
- April 30, 2020, the Ohio necrology report was reconciled with the DKG necrology report for International Convention.
- Recommended and conversed with the Michigan State President to extend the Buckeye Cherry Challenge to March 1, 2021.
- Received letters to dissolve from five chapters: Epsilon, Upsilon, Iota, Alpha Omicron, and Gamma Beta.
- Reviewed qualifications for a candidate for State Honorary Member.
- Assisted Alpha Pi to retain members to prevent dissolution of the chapter.
- January 11, 2021, the committee met via Zoom to make plans for the Celebration of Life Service at this year's virtual state convention. The service will be filmed on March 20, 2021 and be shared with membership on April 10, 2021.
- In late January 2021, Committee members phoned chapter presidents who had not yet submitted Form 2 for the upcoming deadline of February 1, 2021.
- February 26, 2021, attended a joint Zoom meeting with the Expansion Committee to prepare for a breakout session to be presented on April 20, 2021 via Zoom for this year's virtual state convention. The group will use the Chapter Resource Guide to assist attendees who are ready to strengthen their chapters and/or recruit new members. The group will meet again on March 19, 2021, to finalize the presentation.
- Reviewed results from the Buckeye-Cherry Challenge to be revealed at convention and will be published in the May edition of *The Voice*.
- Received letters to dissolve from two chapters: Beta Xi and Gamma Chi; and permit the merging of Alpha chapter with Tau chapter. (Motions to be presented at 2021 spring Executive Board meeting).
- Prepared for the installation of the DKG/OSO Honorary State Membership candidate, Rebecca Psigoda.

- Fall of 2021, Celebration of Life Service program book will be distributed to chapters.
- To date, eleven membership articles have been submitted to *The Voice* during this biennium.

Respectfully submitted,

Jeanne Bennett, Alpha Gamma

Kim Lewis, Delta Epsilon

Michelle Maniskas, Alpha Xi

Sarah Thompson, Delta Theta

Debby Canter, Delta Epsilon, Chair

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### **Expansion Committee**

During the first year of the biennium, the Expansion Committee worked with the Membership Committee to create a Chapter Membership Resource Guide. The guide includes tips and information taken from numerous DKG resources and other sites. They were condensed into one booklet to help chapters with membership recruitment. The guide was to be introduced at the 2020 State Convention. With the cancellation of the 2020 Convention due to the pandemic, the guide was posted on the DKG/OSO website with additional articles placed in *The Voice*.

During the second year of the biennium, we looked at and considered what we could do to continue to help our membership grow. In a combined fall meeting with the Membership Committee, much was discussed. It was determined that our members currently teaching could use a classroom "boost". The idea of mini-lessons/videos could be useful, as well as helpful to those under so much stress teaching during this pandemic. Topics discussed for videotaping were an educator's favorite lesson/s; and/or favorite book readings to younger students. With the help of our retired teacher membership, it was determined it could be possible to create an entire OSO library of video lessons accessible to all educators across Ohio. A sample of this potential project was introduced to the OSO membership in December edition of *The Voice* as "Our Gift to You". This is currently an evolving project which we will continue to explore to determine viability.

Respectfully submitted,

Patricia Cermak, Gamma Rho

Millie Holzer, Beta Zeta

Molly Tharp, Alpha Psi

Karen Dombrowski, Alpha Nu, Chair

## **Nominations Committee**

During the last six months, the focus of the Nominations Committee was to “Build a Ballot” for the 2021-2023 biennium. To that end, we met on the following dates via zoom.

December 8, 2020  
January 5, 2021  
January 26, 2021

Between meetings we contacted candidates via text messages, email, and phone calls. Committee members collectively and individually made contacts and wrote biographies of the nominees for each office or Nominating Committee position.

By mid-February, the Nominating Committee’s assignment was complete and turned in to Cathy Tenney, editor of *The Voice*. The bios and pictures of each nominee will be published in the March 1 edition of *The Voice*.

We are grateful for each sister who considered serving and for those who accepted serving. The ballot will be presented in the March 1 edition of *The Voice* and at the Friday evening General Session of the 2021 OSO “Virtually Yours” Convention.

Respectively submitted,

Mary Jo “Bunny” Doebling, Beta Nu, Southwest Region  
Bonnie Trubee, Beta Iota, Southeast Region  
Dr. Molly Helmlinger, Beta Kappa, Northwest Region  
Charleen Johnson-Miller, Rho (Nu), Northeast Region  
Patty Truex, Chair, Beta Rho, Central Region, Chair

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## **Educational Excellence Committee**

### **The Educational Excellence Committee**

- Promoted programs and projects for excellence in education.
- Identified long-term and short-term programs and projects that focus on topics adopted by the Society.
- Supported programs of action that promote the personal well-being, intellectual growth, and global awareness of women educators
- Encouraged a focus on the arts at international conventions, regional conferences and state organization conventions

### **3 Goals from the International Educational Excellence Committee:**

1. Empowering women through leadership opportunities
2. Engaging educators in purposeful programs and projects
3. Creating global involvement

### **Three Goals of the OSO Educational Excellence Committee:**

1. Develop a Plan of action to continue EE opportunities to identify long and short-term programs and projects that focus on topics adopted by our society.
2. Knowledge-to gain and acquire professional growth, participate in training activities in different ways, and to inform members to advocate for appropriate programs of action
3. Giving-continue to give/increase your time and resources through chapters initiatives including Foster Care, SFA (UNICEF), and SE

### **Educational Excellence Committee Foster Care initiative Projects**

OSO Committee Responsibility: To identify long and short-term programs and projects that focus on topics adopted by the Society

DKG Purposes: To inform the members of current economic, social, political, and educational issues so that they may participate effectively in a world society



### **Foster Care Initiative Logo**

#### **OSO Theme:**

##### **Believe: *Foster Care Initiative Theme...***

- \*Fostering Hope
- \*Fostering Love
- \*Fostering by Giving

**Belong:** Continue to gain and distribute Information about the Foster Care Initiative  
Continue to focus on the needs and concerns for Children/Youth in our communities in various ways

**Build** Continue to give time and resources to help children/youth who are in Foster Care

#### **Goals:**

**D**...Develop- a plan of action or continue a plan that has already been established by your Chapter that incorporates our Foster Plan Concepts

**K**...Knowledge-We want members to gain and acquire "knowledge" about the Foster Care Process

We want to share how our Ohio Chapters are making significant differences in living

**G**...Giving-Continue to give generously of your time and resource through your Chapter to help children/youth in various Ohio communities who are in Foster Care environments

**Schools for Africa Transforming  
Lives through educational opportunities**

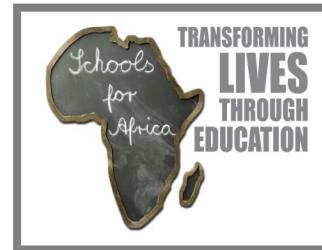
Logo: Safari Hat with Map of Africa  
on it. Captions says....  
"Transforming Lives Through Education"

**Schools for Africa: Focus on articles about issues, groups of people, and individuals who live in Africa and other foreign countries.**

Shared interviews, journeys and stories about individual needs of children featured via the [www.schoolsforafrica.com](http://www.schoolsforafrica.com) website in OSO *The Voice* articles

Continue supporting SFA by helping disadvantaged Children in Africa through Donations by individual/raffles

World Fellowship Money is also collected by some chapters



Respectfully submitted,

Laura Atherton, Beta Delta

Laura Davis, Alpha Upsilon

Lexa Freshly, Alpha Psi

Phyllis Neal, Delta Chi

Melodie A. McGee, Gamma Nu, Education Excellence Chair

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**OSO Scholarships and Grants Committee**

The OSO Scholarship Committee met in June to revise and update all scholarship applications and scholarship guidelines. The state supported universities were contacted regarding the Esther H. Strickland Student Teaching Grant and information was disseminated in the fall. This being a very unusual year for college students, scholarships were not as readily used, and the number of applicants was not what we had previously received. We did receive several and were able to select ten (10) recipients for the Esther H. Strickland Student Teaching Grant. The A. Margaret Boyd Overseas Fellowship recipient, Gunel Alasgarova, was supported by ADSOEF Foundation throughout the year. She continues her studies at Kent State University.

The OSO Scholarship Committee wishes to thank all chapters and members for their contributions to the Alpha Delta State Ohio Education Foundation. This allows us to fulfill purpose number five of the Society.

Respectfully submitted,

Sharon Calhoun, Beta Lambda

Sue Loader, Alpha Psi

Danielle Sobczyk, Alpha Theta

Jackie Thase-Burch, Alpha Upsilon  
Marilyn Slusser, Delta Kappa, Chair

## **World Fellowship Committee**

A World Fellowship Committee report was submitted to be presented at the August 29, 2020 Executive Board meeting.

World Fellowship Committee members have continued to communicate via email. Questions and concerns from members regarding World Fellowship have been addressed and answered by email and/or by phone.

Respectfully submitted,

Lona Bowman, Delta Kappa  
Jennifer Conkle, Delta Phi  
Connie Girard, Gamma Xi  
Pam Toon, Alpha Omicron  
Becky Maggard, Delta Omega, Chair

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## **Communications & Marketing Committee**

This Committee will continue to focus on the following goals for the biennium. Additional goals may be added as the need arises.

- Increase chapter involvement in social media focusing on Facebook and YouTube.
- Promote OSO website, Facebook page, YouTube channel, and *The Voice*
- Promote International website
- Use International marketing ideas to educate chapters
- Encourage chapter newsletters
- Encourage use of technologies such as Zoom to keep in touch with membership

Many of these goals were addressed throughout the year with articles and/or blurbs in *The Voice*.

With your help, see other ways we are addressing these goals below.

More from the WEBMASTER AND EDITOR:

1. Promote and visit the **OSO website**: [dkgohio.org](http://dkgohio.org). If you can't find what you are seeking, contact Webmaster.
2. Promote and encourage membership to OPEN & READ *The Voice* and e-blasts from our State Editor.
3. Promote and visit the **International website**: [dkg.org](http://dkg.org). You must sign into access resources.

4. LIKE & FOLLOW our **Facebook page**: "DKG - Ohio State Organization". We post a lot of current information from International and Ohio chapters with a Facebook page. New items are posted daily.
5. SUBSCRIBE to our **YouTube Channel**: "DKG - Ohio State Organization". Videos will include training, messages from members, Zoom meetings, etc.
6. Look at material from **International for Marketing**. The July/August issue of *Get Connected* is a great place to start. It highlights a method for marketing. Find it on the OSO website.

Chapter newsletters are vital to communications and are shared with the chair of this Committee; Eileen McNally, Webmaster and Diana Kirkpatrick, State President.

PLEASE include the **chapter name in the subject of your email. (actually, in any correspondence)** when you send us a copy.

[communications.marketing@dkgohio.org](mailto:communications.marketing@dkgohio.org)  
[president@dkgohio.org](mailto:president@dkgohio.org)

Feel free to reach out with questions regarding the use of Zoom.  
[mcnally.webmaster@gmail.com](mailto:mcnally.webmaster@gmail.com)

Respectively submitted,

Cathy Adams, Alpha Gamma

Cathy Tenney, Beta Kappa

Debbie Rhodes, Beta Alpha

Eileen McNally, Beta Delta, Chair

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## Leadership Development Report

Fifty-two DKG Ohio members attended the Officer and Committee Training Meeting at the Grace United Methodist Church in Washington Court House on July 31, 2019. Committee work focused on aligning goals and strategies to DKG purposes and to Ohio State Organization Biennium theme of "Believe :: Belong :: Build". President Diana Kirkpatrick summarized Society Committee responsibilities and Treasurer Diana Haskell explained DKG Ohio reimbursement policy, budget overview, and strategies for locating central meeting locations. Webmaster and Editor Eileen McNally presented an overview of [dkg@ohio.org](mailto:dkg@ohio.org) website and capabilities with Google documents (G-Suites). Parliamentarian Joyce Jones-Weinkam summarized *Robert's Rules of Order* to the group. The meeting concluded with a Recommitment Ceremony led by First Vice-President Debby Canter.

Two Chapter Leadership Workshops were planned for June 2020. The first meeting was to be in the Northwest Region of Wakeman, Ohio, on Thursday, June 18<sup>th</sup>, at a school location arranged by Ann Todd. The second meeting was to be at the Grace United Methodist Church in Washington Court House on Wednesday, June 24<sup>th</sup>. Both meetings

were to begin at 9:30 and conclude by 3:30. A continental style breakfast and light lunch was going to be provided and professional development certificates were going to be available.

Due to COVID-19, these workshops were cancelled and reformatted via Zoom for two sessions on Wednesday, July 29<sup>th</sup>. Session I featured the majority of OSO State Officers from 10:00 to 12:00 with a question and answer period via Zoom Chat. Session II featured finance from 1:00 to 3:00, also with a question and answer period via Zoom Chat. OSO State Officers organized key program documents that set the foundation for the biennium and session presentations. These were made available on OSO's website. Both sessions were recorded and posted on OSO's website by Friday, July 31<sup>st</sup>. On August 8, 2020, Session I was viewed 33 times and Session II viewed 44 times. Attempts were made to evaluate both sessions via Zoom; however, we were unsuccessful due to a logging out feature which will be rectified for the future.

This Zoom training session was brought to life by the top leadership skills of OSO State Officers who accepted every challenge, willingly volunteered, and continued to perform all with style and grace. They keenly represent President Kirkpatrick's vision of "Believe :: Belong :: Build". In sincere gratitude, I celebrate Diana Kirkpatrick, Debby Canter, Melodie McGee, Ann Todd, Cindy Lawyer, Joyce Jones-Weinkam, Diana Haskell, Cathy Tenney, and Eileen McNally.

Dr. Lois Harkins, Chair

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### **Strategic Planning Committee**

A strategic plan is, of course, a work in progress. The 2019 strategic plan which we are reviewing, outlined goals and some of the actions needed to achieve those goals. With the help of current State chairman and their committees, we were able to assess the plan, list who will be responsible for each step of the plan and report the progress towards the goal. Special thanks to Joan Bostelman and the Bylaws Committee, Eileen McNally and the Communications Committee, the newly formed Expansion Committee headed by Karen Dombrowski, and Debby Canter with the Membership Committee. It was also great to have the input of the creative Leadership Development Chairman Lois Harkins and our hardworking Treasurer Diana Haskell. We truly hope that this newly revised 2021 plan with its realistic goals and suggestions for action will help the new leaders of the 2021-2023 Ohio State Organization of Delta Kappa Gamma.

Respectfully submitted,

Freida Cook, Beta

Dr. Norma Kirby, Alpha Delta

Beth Archer, Alpha Psi, Chair

President Diana Kirkpatrick, Alpha Delta, Ex officio

## **Gold Key Coordinator**

We are so pleased with the number of Gold Key Chapter recipients this past year. On August 29, 2020, Ohio State Organization recognized forty-four chapters earning the Gold Key Award. In January, the chapters were sent the official Gold Key Certificates. The past and present chapter presidents were also sent Gold Keys.

We were also pleased to recognize one chapter receiving the Honors Award. Congratulations for all of your hard work. We are looking forward to seeing many more recipients this coming year.

Don't forget to check the Planning Sheet on the dkgohio.org website under Gold Key, so you can keep track of your requirements for earning the 2020-2021 Gold Key. It is due online by June 30, 2021. The official form will be on the website June 1, 2021.

Look forward to hearing from all chapters by June 30.

Respectfully submitted,

Judith McClanahan, Gamma Nu  
Gold Key Coordinator

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## **Historian and Ohio History Center Liaison**

An occasional note from the Historian has appeared in **The Voice**. The notes are titled "A Moment in Time."

Chapter records to save: **these records could be saved electronically after conversion.**

Chapter Minutes	Membership Form 18 (7 years)
President's Annual Report	Membership List (4 years)
Chapter Directories/Yearbook	General Ledger
Treasurer's Annual Report	Cash Dispersement/Reports
IRS Form 990 Records	Auditor Reports gather

The **Ad-Hoc Milestones Committee** has been meeting monthly via Zoom. The members are: Molly Tharp, Beth Archer, Millie Holzer, Diane Haskell, Sally Gillmore and Proofreaders: Rosemary McLaughlin and Peggy Brooks. Ex-officio Diana Kirkpatrick.

We will be updating our state history: Milestones. We will update all items in the appendix as well as adding six bienniums of presidents and progress. The final product will be available to all members electronically.

## **LIAISON TO OHIO HISTORY CENTER**

I have materials to file in our archives at the Ohio History Center, Columbus, and will do so as soon as the pandemic restrictions are lifted.

Respectfully submitted,

Sally Gillmore, Sigma  
Historian and Liaison to The Ohio History Center

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## **DKG/OSO State Convention Coordinator**

After the 2020 DKG/OSO State Convention was postponed then cancelled due to Covid-19, planning began for the April 9-11, 2021, Convention at the Embassy Suites in Dublin. With the virus still being a concern, plans were discussed for an on-site, hybrid, or virtual State Convention. On January 12, 2021, a Zoom meeting was held with Samantha Sachs, the Embassy Suites representative, to discuss options and financial obligations regarding the 2021 Convention. The meeting ended with Samantha promising to discuss the DKG/OSO Convention with the events committee at the Embassy Suites, and President Diana Kirkpatrick stating she would go back to the Advisory Board to further discuss the Convention. A follow-up meeting was scheduled for January 22, 2021, but was not needed; Embassy Suites decided to release DKG/OSO from the contract for the April 9-11, 2021 Convention, and President Diana Kirkpatrick and the OSO Advisory Board decided to have a virtual convention.

A "Virtually Yours" State Convention will begin on Friday, April 9, 2021, at 6:30 P.M. The keynote speaker for the evening will be Leila Kubesch, the 2020 Ohio Teacher of the Year. The General Session and Executive Board meeting will follow the keynote address with Cathy Daugherty, the International Immediate Past President, in attendance to share information from International. The Executive Board will meet at 8:45 A.M. on Saturday, April 10, 2021, to vote on items that were presented the previous evening. At 9:25 A.M., the DKG/OSO State Convention will officially begin. After a "Thought for the Day," the installation of State Officers for the 2021-2023 biennium will take place, followed by recognition of Gold Key Chapters and 2020-2021 Milestone Chapters. Rebecca Psigoda will be the inspirational speaker for the Saturday event. A Birthday Celebration Fundraiser will be led by ADSOEF, and grant recipients will be recognized. Cathy Tenney, State Editor, will present a brief video of what chapters have been doing to support each other and their communities during the pandemic. The Convention will conclude with the Celebration of Life Service.

Breakout sessions that were scheduled for the on-site 2020 State Convention are being held virtually on Zoom during the months of February, March, and April on Tuesday and Thursday evenings. In addition to the breakout sessions during the month of February, a Convention Preview was offered to members to share the protocol for a virtual convention and to allow time to become comfortable with participating in an online event.

The Convention Preview will be repeated in April before the Convention. An attendance award will be presented at the fall Executive Board Meeting to the chapter with the highest percentage of members attending the breakout sessions and the Convention.

All information about the DKG/OSO State Convention and breakout sessions can be found in the February, March, and April issues of The Voice, as well as, on the state website. Weekly E-Blast reminders are sent to all members describing the upcoming events with links to register. Members are encouraged to register and attend any and all sessions.

Respectfully submitted,

Linda Diltz, Beta Rho  
Convention Coordinator

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### **Ad Hoc Convention Review Committee**

After months of gathering data and careful study, the Ad Hoc Convention Review Committee proposes the following amendment to Section A of Article IX (Meetings and Activities) of the Ohio State Organization Bylaws:

Section A. Convention

1. Ohio shall hold a convention in odd-numbered years, the date and site to be determined by the Executive Board. To be added: **A General Session and/or virtual convention may convene in even numbered years.**

The Committee's first source of data was from a survey that was sent to all members. Responses were received from 338 members. The Committee believed this was a significant number of responses and thus, used it as a basis to make a decision. The Committee also looked at the state budget. Additionally, the committee personally contacted the state presidents of those states that have conventions every other year. (States contacted were Indiana, Iowa, Wisconsin, North Dakota, Oregon, Colorado, Delaware, Maryland and Georgia.)

All of this information pointed to the feasibility of having convention every other year. The committee would like to explain the reasons in more detail.

1. The Committee learned:
  - The number one reason members chose not to come to convention is the cost both to the individuals and to the chapters.
  - Registration fees do not cover all the expenditures incurred by Ohio State Organization (OSO).
  - A convention costs \$40,000.00.

2. Numerous members expressed concern regarding time spent at convention as well as travel time. A few comments received include:
  - I have no family time.
  - Our way of having educators work after school and on weekends limits my time with my family.
  - I despise having to give up a whole weekend because that is the only time I have.
  - It might be more feasible to leave my family for an extended weekend if it were scheduled less often.
3. The state presidents contacted reported no significant decrease in attendance when conventions were held every other year. Several of the state presidents stated that having conventions every other year follows the International model.
4. Projected increases in banquet and hotel costs are expected and this will definitely affect OSO budget and convention attendance.
5. There has been a significant decline in membership and the number of chapters in OSO.
  - In the spring of 2011 there were 4,651 active members and in the spring 2021 there are 2,772 active members. That is a decline of 40.4%.
  - In the spring of 2011 there were 550 reserve members and in spring 2021 there are 312. That is a decline of 43.27%.
  - As far as chapters are concerned there has been a decrease from 120 chapters to 78 chapters. A significant loss of 42 chapters or a 35% decrease.
6. Digital technology now enables members to conduct Society business when in-person meetings are either inconvenient or impossible. OSO has successfully utilized Zoom meetings to conduct business in the last year and is offering this year's state convention in a virtual format.
7. Loss of fellowship is a major concern with having conventions every other year. However, OSO offers events each year that provide opportunities for the fellowship that members treasure.
8. Some have asked why the convention would be held during odd-numbered years. Holding a convention those years will allow OSO to continue to elect and install state officers on the current rotation.

For all of these reasons, the committee recommends that this proposed amendment be adopted.

Respectfully submitted,

Ad Hoc Convention Committee:

Barbara Ade, Gamma Pi

Debbie Frazier, Beta Rho

Katie Gantz, Gamma Phi

Virginia Koch, Alpha Nu

Tammy Schroeder, Beta Eta, Chair



## The Delta Kappa Gamma Song

Women teachers, to the calling  
Firmly rally, never falling  
Duty ne'er upon us palling  
Staunch, courageous, we!  
Loyalty and trust e'er heeding,  
Mindful of our sisters' needing  
Aid and guidance from those leading,  
Helpful may we be.

To Delta Kappa Gamma  
Faith we pledge forever!  
Hand in hand, our loyal band,  
Forward moving ever!  
Onward! 'Tis our sisters need us  
Courage, Faith and Honor lead us!  
Wrongs in truth and justice heed us!  
Firmly shall we stand!

Guardians of the faith yet sleeping  
For our sisters watch e'er keeping  
Deeds of others now we're reaping  
We for others stand!  
To us pioneers have given;  
We return their gifts to Heaven  
Work for others is the leaven  
That inspires our band!

Oh, Delta Kappa Gamma,  
In thy fold we gather;  
Unity and Liberty  
Shall be our watchwords ever!  
Education e'er we'll further;  
Each is bound to each as brother,  
With this faith in one another  
We shall win for aye

~Annie Webb Blanton and Cora Martin~