

OHIO STATE ORGANIZATION

Of the Delta Kappa Gamma Society International

Officer and Committee Training Meeting Report

July 31, 2019

Fifty-two DKG Ohio members were present at the Officer and Committee Training Meeting at the Grace United Methodist Church in Washington Court House on July 31, 2019. Following introduction of officers, chairmen, and past state presidents, DKG anecdotes were shared. President Diana Kirkpatrick summarized Society Committee responsibilities and Treasurer Diana Haskell explained DKG Ohio reimbursement policy. Leadership Chairman Lois Harkins introduced a working guide for committees to plan goals and strategies aligned to DKG purposes and to Ohio State Organization Biennium theme of **Believe::Belong::Build**. Committee work followed.

Second Vice-President Melodie McGee led the group in prayer for the luncheon served by the ladies of the Grace United Methodist Church. Corresponding Secretary Cindy Lawyer and Recording Secretary Ann Todd assisted with door prize presentations. Music by Brooklynn Stanley and Jocelyn Trimmer was canceled due to an adjustment in the girls' schedules. Following lunch, a thank you gift and notes of appreciation were given to the ladies preparing the meal.

Committees continued working on their biennium plans. Webmaster and Editor Eileen McNally presented an overview of the DKG Ohio website and capabilities with Google documents (G-Suites). Caution was stressed for patience with this format as it is new. Eileen stated that one advantage of the program was that documents could be stored by committee position which would allow an easier and more efficient flow of materials from one biennium to the next.

Parliamentarian Joyce Jones-Weinkam summarized *Robert's Rules of Order* to the group. Next, Diana Haskell gave an overview of the budget stressing the need for committees to spend at or below their allotted budget, to use "Go-to-Meeting" and to look for central locations for meetings. Questions and answers followed. One suggestion was for the listing of descriptive information in e-mail's subject line which would help members feel more confident opening an attachment. Members were also urged to use the Goggle site when contacting officers in order to help build the foundation for an efficient flow of information spanning terms.

A Recommitment Ceremony was led by First Vice-President Debby Canter. President Kirkpatrick distributed a master listing of officers and committees requesting necessary edits and asked for assistance locating additional members for committees. Lois Harkins asked the group to complete evaluation forms and return name tags. At the conclusion of the day a gift basket and individual notes of inspiration were given to President Kirkpatrick.

As there were no other concerns, the group dismissed early which allowed time for interviews for the Editor position of *The Voice*.

ADDENDUMS

- Lois humbly apologized for omitting the introduction of Past State President Donna Myers. She added the mistake was completely of her own making, will not repeat this error, and will make this right.
- Linda Harrison included this OSO Anecdote: "When I was chapter president, I used school themed stationery for agendas. I printed the agenda upside down."
- Past State President Donna Myers added this OSO Anecdote: "On Good Friday, 2004, Charlotte Schrider and I visited the Airport Marriott. When we arrived, we noticed the hotel was still in the midst of remodeling, especially the lobby. The convention was 3 weeks away and many, many

reservations had been made. We made the transition to The Renaissance Hotel in downtown Columbus. With Charlotte's and the registrar's herculean efforts, we moved the state convention contacting EVERYONE!"

- **EVENT EVALUATION—Items in yellow are suggestions/recommendations/interesting**

- Thirty-seven evaluations were completed:
 - 21 indicated perfect scores of 18 ***
 - 8 listed 1 item of average ** and 17 ***
 - 3 listed 2 items of average ** and 16***
 - 2 listed 2 items of poor * and 16***
 - 1 listed 3 items of average** and 15***
 - 1 listed 4 items of average** and 14***
 - 1 listed 7 items of average** and 11***
- Comments included: All was very helpful; financial reports were helpful; good suggestions; excellent recommitment ceremony that can be used in the chapter; sorry singers were unable to attend; excellent personal service at lunch; loved the recommitment ceremony; excellent meeting; no complaints about anything; delicious lunch; wide variety of door prizes; great to meet new people and reconnect with others; nice recommitment ceremony; awesome door prizes; thanks for everything; great cookies; really nice recommitment ceremony; enjoyed the day; thanks for lunch; committee work time was great; thanks for unifying online systems and protocols; **can we do the flash mob with DKG song at convention**; should do recommitment ceremony every time; great food; loved the door prizes; all was very well organized; this was an answer meeting; great information; we're off to a terrific year; registration was smooth and quick; interesting getting to know you activity; straight forward committee responsibilities; productive committee meeting time; delicious lunch; short and sweet closing remarks; wonderful door prizes; nice recommitment ceremony; **more committee meeting time might have been helpful**; excellent lunch; **needed a little more time for committee meetings**; closing remarks well done; fantastic door prizes; great to visit with friends and learn; **might want to use different colored papers to help locate documents**; it was a great day!; thanks!; excellent meeting; appreciated all the hard work; recommitment ceremony was outstanding; committee reports were organized; motivating lunch; committee meetings were interesting; very informative overview of committee responsibilities; overview of committee responsibilities was helpful getting us started; committee responsibilities helped us in committee meeting time; good job of addressing concerns; nice recommitment ceremony; selected date was as good as any; **wish we could have conducted the editor interviews during down time so my rider wouldn't have had to wait**; **lunch** was very good; I won a door prize!; awesome lunch; loved how people were involved; thank you for making all this easy for us to do our work; I won a door prize; delectable lunch; committee meeting time good but we have to do our part; love the meeting location; glad I could cancel the NE Regional plans; **perhaps move this meeting to the Columbus**; delicious lunch; excellent meeting and fellowship today; thank you; do appreciate the help responding to questions; recommitment ceremony will be nice to use at our first chapter meeting; good to have the overview of committee responsibilities as a future reference; appreciated the nice, short length of time for getting to know our table mates; registration was smooth; good time frame; good to have plenty of notice to adjust schedule to match meeting date; maybe find a more central location; delicious lunch; cookies was the best part of lunch; nice recommitment ceremony; well stated meeting protocol and financial reports; good lunch; we were able to accomplish our tasks during committee meeting

time; overview of committee responsibilities was fine; excellent recommitment ceremony; great ideas during financial reports; liked “go to meetings” ideas; excellent meeting protocol; great selected reports; very good lunch; committee meeting time was good; we got our work done quickly; overview of committee responsibilities was concise and well done; registration was smooth and easy; time of the meeting was okay, but we were off schedule most of the day; this interfered with NE Regional; lunch was delicious; too long of a break after lunch.

- Items receiving ** (average) with number of responses in parentheses
 - Date (3), time (2), location (7), registration (1), getting to know you (1), overview of committee responsibilities (3), committee meetings (1), lunch (2), committee reports (1), selected reports (2), meeting protocol (2), financial reports (1), questions and answers (2), recommitment ceremony (1) closing remarks (2), and door prizes (2)
- Items receiving * (poor)
 - Getting to know you (2) and lunch (1)

- **ADDRESS CORRECTION:** President Diana Kirkpatrick: 121 Taylor Lane
- **ADDRESS CORRECTION:** Corresponding Secretary Cindy Lawyer: 1270 Marwood Drive
- **COMMITTEE REPORTS FOR THE BIENNIUM** [\(DKG PURPOSES ARE PRINTED AT THE END OF THIS DOCUMENT\)](#)

BYLAWS AND POLICIES AND PROCEDURES

Joan Bostelman and Joyce Jones-Weinkam, co-chairs

Linda O. Harrison, Donna Myers, and Jennifer Shields

YEAR	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2020	3 To create standing rules for OSO and align with International and OSO	*Prepare format for new standing rules *Amplify and clarify a format to include section articles and sub-headings *Create a draft of OSO Standing Rules	*Review State Bylaws to coordinate the format with Bylaws *Take Policies and Procedure items and match to Standing Rules format *Review, edit, and revise Policies and Procedures into Standing Rules of OSO
Budget: Mileage and duplication Completion Date: April, 2021			

YEAR	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2020 2021	3 To create standing rules for OSO and align with International and OSO	*Continue to finalize the format for Standing Rules *Present a draft to state President and Parliamentarian for review and edit *Bring new Standing Rules document to membership for adoption	*Review and edit *Review and edit; Get proposed amendments 120 days before; Copy for members at least 30 days before; Choose what to vote on and what can be consent

			*Put in format of original; add proposed change; and list what new statement will read
Budget: Mileage and duplication Completion Date: April, 2021			

PERSONNEL

Janet Hess, chair

Barbara Ade, Lois Carter, Patricia Miles, and Annie Roegner

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	3, 6, and 7 Screen applicants and recommend candidates to State Executive Board whenever a vacancy occurs in a position filled by employment in OSO.	*Affirm current personnel for employment *Find and retain appropriate personnel to fill said position *Review appropriate personnel for hired positions and make recommendations to Executive Board	*Complete through evaluations reviewing strengths and encouraging improvements in needed areas *If a vacancy occurs, advertise position through <i>The Voice</i> and website; accept applications; interview applicants; make recommendations for hiring; evaluate said personnel yearly
Budget: Mileage, duplication, and postage Completion Date: Before end of the fiscal year			

FINANCE

*Donna Crews, Belinda Dixon, Michele Koenig, Helenlu Morgan,
Diana Haskell (Ex-Officio) and Diana Kirkpatrick (Ex-Officio)*

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	3 Prepare an annual budget, review financial policies, review investments, conduct internal annual reviews, investigate non-dues revenue sources develop guidelines for the investment of funds, and perform other duties assigned by	<i>Annual Dues</i> *Review State dues annually *Determine State annual dues by 2/3 rd 's vote of registered members present at general session of the State Convention. (Collegiate members' annual dues shall be the same as reserve member dues until she begins her career in education and becomes an active member.) *Monitor that annual dues and scholarship fees shall be paid by a date listed in the Constitution	*Assess and project the OSO funds; evaluate each fund and estimate its potential future earnings in relation to projected expenditures and report findings to the Leadership Team, Advisory Committee, Executive Board and membership annually, prior to the budget process *Adopt a timeline for Available Fund Budget: <i>December 1</i> — Oversee that officers, committee chairpersons, liaisons, coordinators, and related personnel submit

	the state president.	<p>*Drop members for non-payment of dues and fees after such date</p> <p>*Oversee that dues and fees are collected by the chapter treasurer with State and International dues and fees forwarded as directed by the Constitution</p> <p><i>Financial Controls</i></p> <p>*Adopt a budget of available funds by Executive Board</p> <p>*Have President sign all expense vouchers before payment is made by the treasurer</p> <p>*Select a certified public accountant who is not a member or directly affiliated with a member of the Society for the purpose of reviewing annually all financial records</p> <p>*Submit the certified public account's report to the Executive Board</p> <p>*Maintain an Available Fund Reserve equal to one year's budgeted operating expenses according to Society guidelines</p> <p>*Maintain a scholarship according to Society guidelines</p>	<p>funding needs to Finance Committee</p> <p><i>December 15</i>-Develop Available Funds Budget 4 weeks prior to winter Advisory Committee meeting; send proposed budget to Advisory Committee review; review proposed budget following meeting; send proposed budget to the Executive Board 4 weeks prior to the spring executive Board meeting.</p> <p>*Review State dues and membership projections annually to ensure that OSO can fulfill fiscal obligations</p> <p>*Act on recommended dues increase according to OSO Bylaws</p> <p>*Review revenue and expenses of the preceding State Conventions and all meetings to determine appropriate changes to attendees and costs to OSO.</p> <p>*Review Reimbursement Policy by end of the biennium</p> <p>*Review state treasurer reports and records</p> <p>*Provide revenue and expense reports against approved budget on a quarterly basis to state officers and finance committee members</p> <p>*Review reconciled bank, credit card and investments statements annually</p> <p>*Review IRS 990 and Compiled Financial Statements as prepared by the DPA prior November 15</p> <p>*Present budget and finance reports</p> <p>*Present actions of the finance committee at Executive Board and other leadership meetings</p> <p>*Reduce costs</p>
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			<p>*Send newsletters and all other appropriate communications electronically</p> <p>*Utilize GoToMeeting</p> <p>Seek non-dues revenue sources for OSO and Ohio chapters</p> <p>*Increase members' knowledge of OSO and chapter finances</p> <p>*Provide pertinent and current information of OSO finances via newsletter, website and other electronic media to chapter presidents, treasurers, and members</p> <p>*Present information at State meetings related to state and chapter finances</p> <p>*Provide support for chapter presidents, treasurers, finance chairpersons, and committee members</p> <p>*Assess needs of chapter presidents, treasurers, finance chairpersons', and committee members</p> <p>*Develop training plans for chapter presidents, treasurers, finance chairpersons', and committee members</p>
<p>Budget: Mileage</p> <p>Completion Date: According to Constitution</p>			

MEMBERSHIP

Debby Canter, Chair

Jeanne Bennett, Kim Lewis, Michele Maniskas, and Sarah Thompson

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1 and 3 Maintain, increase diversify, and reinstate members	<p>*Create a membership challenge</p> <p>*Increase communication of advances in membership and create a marketing strategy</p> <p>*Increase awareness of OSO among "key women educators:</p>	<p>*Tweak existing membership challenge</p> <p>*Work with webmaster and editor to share challenge information including chapters supporting the challenge aspects</p>

			*Develop a marketing “membership” strategy within local chapters with guidance for state committee *Encourage chapters to share marketing strategies.
Budget: \$500 (2019-20) and \$250 (2020-21) Completion Date: September 1, 2020 (2019-20) and June 30, 2021 (2020-21)			

EXPANSION

Karen Dombrowski, Chair

Patricia Cermak, Millie Holzer, Marilyn Slusser, and Molly Tharp

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1 and 6 Assist DKG chapters who are struggling	*Redirect chapters toward mission, vision, and purposes *Clearly define the “Perks” of membership to entice new members and re-interest current members *Create opportunities for formation of new chapters, induction of new members, and utilization of members’ talents and ideas	*Present status reports to Executive Board *Prepare articles in <i>The Voice</i> *Communicate with chapters *Obtain information regarding chapters having difficulties *Offer solutions and assistance *Be available to consult with chapters
Budget: Mileage and duplication Completion Date: April, 2021			

NOMINATIONS

Patty Truex, Chair

Mary Jo “Bunny” Doebling, Dr. Molly Helmlinger, Charleen Johnson-Miller, and Bonnie Trubee

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1, 3, and 6 To create a ballot for the 2021-23 biennium	*Develop a good, solid slate of officers for the 2021-23 biennium for OSO *Increase the number of potential applicants who will serve as a state officer and on the nominations team.	*Use articles in <i>The Voice</i> beginning in Spring 2020 to generate interest throughout OSO and to potential candidates *Share information at Leadership Workshops in June 2020 *Publish application in <i>The Voice</i> in summer of 2020. *Reach out (i.e. e-mail, Facebook, personal phone calls, chapter visits) to each region of OSO
Budget: Mileage and materials			

Completion Date: Goal date for applications—November 5, 2020; Publish slate of officers in *The Voice*: January 2021

STRATEGIC PLANNING

Beth Archer, Chair

Dr. Norma Kirby, Freda Cook, and Diana Kirkpatrick (Ex-officio)

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1, 2, 3, 4, 5, 6, and 7 Revising the Strategic Plan using input from stakeholders	*Develop a strategic plan that will move OSO forward as the plan is dynamic (ever changing) *Obtain input from all stakeholders *Review and monitor progress of strategic plan and revise as needed.	*Mesh the 2011-2015 plan with the 2019 plan to reflect the current status of OSO and ADSOEF *Review input of 7-31-19 Leadership Training *Compile input to seek ownership to execute the plan *Ask stakeholders to report progress to update the plan
Budget: \$450 Completion Date: Ongoing			

COMMUNICATIONS AND MARKETING

Eileen McNally, Chair

Cathy Adams, Stephanie Davey, Debbie Rhoads, and Cathy Tenney

YEAR	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2020	1, 3, 6, and 7 Focus on social media and chapter websites	*Increase involvement in social media focusing on Facebook and Instagram *Reinstate chapter websites and help to build at least 3 more	*Include a "Tidbit" in each edition of <i>The Voice</i> *Through an article in <i>The Voice</i> , outline "how to" of website construction *Locate and share multimedia
Budget: None listed Completion Date: Ongoing			

YEAR	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2020 2021	1 and 2 Promote International media and share marketing ideas	*Promote International media *Use International marketing ideas to educate chapters	*Include a short blurb in each edition of <i>The Voice</i> *Share tips in <i>The Voice</i>
Budget: None listed Completion Date: Ongoing			

WORLD FELLOWSHIP

Becky Maggard, Chair

Lona Bowman, Jennifer Conkle, Connie Girard, and Pam Toon

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	5 Inform members of International World Fellowship recipients who are studying in Ohio and maintain personal contact with recipients *Encourage OSO members to make financial contributions	*Increase overall support of our World Fellowship Recipients *Increase communication with members for recipient awareness *Invite recipients to State Convention and arrange travel and accommodations	*Committee members to maintain close contact with recipients to better inform OSO members *Contact local chapter presidents regarding recipients and encourage support *Submit recipient information to <i>The Voice</i> *Inform recipients of convention schedules and assist with travel arrangements
Budget: Mileage, postage, display/workshop expenses Completion Date: Ongoing			

EDUCATIONAL EXCELLENCE

Melodie McGee, Chair

Laura Atherton, Laura Davis, Lexa Freshly, and Phyllis Neal

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	7 Identify long-term and short-term programs and projects that focus upon topics developed by the society	*Foster hope and love by giving *Instill that Schools for Africa transform lives through educational opportunities *Gain information about the Foster Care Initiative and needs for children and youth in our communities *Focus on individual children *Give time and resources to help our children and youth who are in the foster care environment *Support Schools for Africa to help disadvantaged children	*Use a foster care visual to engage members to take ownership of initiative *Have visual prepared for October Executive meeting *Include visual in <i>The Voice</i> *Prepare pictures of Schools for Africa to share *Present Foster Care Initiative information in <i>The Voice</i> , at convention workshop, and through display in hallway at convention *Share interviews about stories and journeys via www.schoolsforafrica.com *Provide information and websites for ideas for chapters to support local children in foster care programs *Seek donations for programs through raffle or individual contributions

Budget: Not known at this time
Completion Date: Ongoing through 2021

LEGISLATIVE ADVOCATE LIAISON TO UN AND US FORUM
Pamela Henney, Chair

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	7 Inform OSO members of current issues as these impact education	*Prepare four blogs per year pertaining to preschool, foster care, professional development and classroom practices as these relate to education (Ohio Legal) and topics in World Education for Women (UN)	*Research ongoing research and share findings
Budget: None listed Completion Date: Once quarterly			

SCHOLARSHIPS AND GRANTS
Marilyn Slusser, chair

Sharon Calhoun, Sue Loader, Danielle Sobczyk, and Jackie Thase-Burch

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	2, 3, and 5 Support the Delta Kappa Gamma Society International scholarship program	*Research the history of each available scholarship *Increase member awareness of scholarships available through OSO *Increase donors/members awareness of state requirements to renew teaching license and align these to scholarships	*Survey members concerning scholarship awareness *Identify and contact members who have indicated an interest in scholarships *Prepare pamphlets for each chapter scholarship chair, for the president to include in leadership packet, and to have for new or interested members *Write articles for The Voice sharing membership recipients, reminder of scholarships availability, and scholarship deadlines
Budget: Printing Completion Date: Complete survey by end of November 2019 and 2020			

GOLD KEY COORDINATOR, Judy McClanahan

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	6 Award Gold Key Honors	*Increase the number of Gold Key Awards *Increase communication concerning responsibilities and deadlines with chapters and chapter presidents *Reward chapters meeting goals of chapter and OSO	*Restructure and update Gold Key planning sheet so all requirements are met in same fiscal year *Develop points of interest Report changes at Fall executive Board meeting *Encourage chapter presidents to share changes with their chapters *Use G-Suites e-mail for all Gold Key business and documents *Communicate with state committees reporting information of chapters meeting requirement goals.
Budget: Mileage Completion Date: Ongoing			

MUSIC REPRESENTATIVE-Cheryl Quay

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1 Include music that aligns to biennium theme at OSO events	*Communicate with President concerning specific music for OSO events *Allow appropriate lead time to order music *Perform appropriate musical selections at OSO events	*Research musical selections that aligns with Biennial theme: Believe::Belong::Build *Order necessary music *Provide rehearsal time at state convention
Budget: Musical selections Completion Date: State convention and other events determined by President			

BIENNIAL SEMINAR COORDINATOR AND REGISTRAR-Cindy Lawyer and Nancy Waters

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	3, 6 and 7 Advance, stimulate, and inform OSO members of educational issues	*Research purpose, title, and direction of Biennial Seminar	*Coordinate with President to investigate direction of Biennial Seminar.

Budget: Not known at this time
Completion Date: Ongoing

HISTORIAN-Sally Gillmore

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1 and 2 Organize materials for effective operation of OSO	*Update and re-publish electronically "Milestones" with the inclusion of the decade since originally published. *Provide a column in Voice at least quarterly named: "A Moment in Time."	*Establish a committee of members to put together the data and debate the correctness of each and every word. Members may have worked on original "Milestones!" *Pluck interesting moments from our history, maybe little known today!

Budget: Not known at this time
Completion Date: Ongoing

OHIO HISTORY CENTER LIAISON-Sally Gillmore

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1 and 2 Organize and preserve a permanent, accurate, and ongoing record of history, business, and major activities of OSO	*Collect and preserve an archival record of OSO *Keep State officers and related personnel of OSO informed as to which of their biennial records need provided to the Liaison for filing in the Archives as soon as available. Minutes should be signed as approved before filing. *Provide electronic index to materials filed in OSO archival records at OHC. *Provide answers to questions from chapters about chapter archives. *Provide smooth transition of materials from one biennium to the next	*Coordinate with President records to file *Locate and request necessary materials for research. *Arrange filing or research schedule with Ohio History Center *Correspond with Ohio History Center to keep apprised of their rules and schedule to maintain full access of our materials.

Budget: None at this time
Completion Date: Ongoing

STATE CONVENTION COORDINATOR AND REGISTRAR-Linda Diltz and Carol Waddle

YEARS	DKG PURPOSE & RESPONSIBILITY	GOAL	STRATEGY
2019 2021	1 and 6 Promote attendance at State Convention	*Increase attendance at State Convention *Connect with former state convention attendees to encourage continued participation *Use previous attendees as a bridge to bring new state convention attendees	*Encourage chapter presidents to begin promoting state convention at the beginning of the new school year and continue reminders at each meeting *Call on previous state convention attendees to encourage chapter members to attend state convention *Recognize members from chapters for longevity at Saturday luncheon *Encourage chapter members to come and support chapter members *Organize contest to recognize top 3 chapters with highest percentage of attendance
Budget: Red roses for members recognized at Saturday luncheon Completion Date: State Convention 2020 and 2021			

The **PURPOSES** of The Delta Kappa Gamma Society International are:

1. To **unite** women educators of the world in a genuine spiritual fellowship;
2. To **honor** women who have given or who evidence a potential for distinctive service in any field of education;
3. To **advance** the professional interest and position of women in education;
4. To **initiate, endorse, and support** desirable legislation or other suitable endeavors in the interests of education and of women educators;
5. To **endow** scholarships to aid outstanding women educators pursuing graduate study and to grant fellowships to women educators from other countries;
6. To **stimulate** the personal and professional growth of members and to encourage their participation in appropriate programs of action;
7. To **inform** the members of current economic, social, political, and educational issues so that they may participate effectively in a world society.