

# Chapters building community

With the new biennium and the school year underway, chapters across Washington have been busy making connections with educators and undertaking community service projects. Some of these projects have been well established by the chapter while others have evolved to better serve the community. All have focused on “Coming together to build community and advance our purposes.”



Theta Yakima began the year partnering with the Yakima Education Assoc. to provide a luncheon for new teachers. Attendees were surprised by such a wonderful event and YEA has asked Theta Chapter to do the luncheon again next year.

This fall Chi Cowlitz members held a “speed dating” event for junior education majors from Lower Columbia College. Students rotated through tables to discuss skills like classroom management and substituting. Upon completion students received a *goodie bag* with teaching supplies. Chi members introduced attendees to DKG Collegiate membership and its benefits. Memberships were sponsored and members volunteered to be their mentors. All those present signed up for membership. Chi is looking forward to having these new members at their chapter events.

Beta Upsilon Grand Coulee supports new teachers by providing money for their classroom. This year in addition



to the funds, chapter members hosted new teachers at a local restaurant for a dinner. Teachers were introduced to the Beta Upsilon members, and DKG purposes, benefits, and activities.

Kappa Kent adopted an elementary school that had a significant number of new teachers. Members help with classroom projects and provide goodies and encouragement throughout the year. On October 10 Kappa members presented a \$1000 grant to Covington Principal Ryan Pries and Asst. Principal, Jonathan Chestang. The money will be used for student support this school year.



These are just a few examples of how chapters across the state are building community connections and supporting educators. Thank you to these chapters for sharing and sparking ideas for others to follow.

## Inside this Issue:

President’s Message.....	<a href="#">page 2</a>	US Forum.....	<a href="#">page 9</a>
Membership.....	<a href="#">page 4</a>	Chapter News.....	<a href="#">page 10</a>
Rachel Royston Permanent Scholarship.....	<a href="#">page 7</a>	Important Dates.....	<a href="#">page 10</a>



## Keys to Resilient Chapters

Pat Bennett-Forman, WA State Org. President 2021-2023

In the last issue of the WSON, I spoke to three variables that research suggests are present in resilient organizations: communication, commitment, and connections. When members

receive frequent and transparent communication, they feel a sense of belonging. When they commit to service projects and carrying out the work of the chapter, they feel a sense of accomplishment and relevance. When they feel connected to others in the chapter, they not only retain their membership, they share their enthusiasm with others and bring in new members.

International President Dr. Debbie LeBlanc (2022-2024) further identifies three critical points of focus that move our DKG mission forward. Dr. LeBlanc speaks about *vitality*, *relevance* and *sustainability*. A chapter that is communicating with members, committed to service to educators and children, and connected with the vision and goals of the Society exhibits *vitality*. When we focus on our mission and on our members, remembering why we joined DKG in the first place and all that our membership has afforded us, we renew our enthusiasm and rekindle the excitement of DKG. Such vitality is a welcoming beacon to prospective members.

Dr. LeBlanc also reminds us that our programs, our work to enhance the personal and professional development of members and, indeed, all educators, as well as our commitment to providing grants and scholarships, demonstrates our *relevancy* as an organization. But can

we enhance that relevancy to younger and more diverse educators? The affinity groups that our Washington State Educational Excellence Committee (EEC) is starting up this winter offer an opportunity for our younger and diverse members to engage with and deepen their connections with DKG. What can we do at the chapter level to provide similar supports? Can our programs reach out to non-members? Can we publicize our service projects to let others know of our relevancy? Can recruitment strategies focus on bringing in more diverse members? How can we support young members?

As we work on implementing our state and chapter strategic plans to grow membership, develop new leaders and provide an array of programs to meet the needs of all our members, we are focused on enhancing the *sustainability* of our chapters and our Society. I am confident that the plans I have seen from chapters and the dedication of our state committees will result in a more sustainable organization. I believe that we will see new chapters emerge and older chapters grow as a result of our efforts – and that both will contribute to our ultimate goal of improving education worldwide.

You are wonderful, caring, and talented women with much to contribute whether you are retired or actively teaching. It is your commitment and dedication, your support of educators, women and children, and your desire to make a difference that sustains our organization and will continue to do so.

Thank you for “being here” as we continue our work to build resiliency and promote growth.



**Washington State Organization Convention**

**April 28-30, 2023**

**Mark your calendars and watch for details.**



# Under the President's Umbrella

Cathy Johnson, Leadership Development Committee

At the virtual Fall Board meeting held September 24, the Leadership Development committee again asked all chapter presidents to create their own account on the DKG International website. At [www.dkg.org](http://www.dkg.org), click on SIGN IN on the top right corner, enter your six-digit DKG ID (ask your treasurer if you don't have it), enter the default password. If you do not know the default password, the Society HQ can assist you. Email [mem@dkg.org](mailto:mem@dkg.org) or call 512-478-5748. Chapters were reminded to submit their strategic action plan with a mention of their service project by October 25, 2022.

Nancy Sheng covered the role of a chapter President, documents to keep in your file, membership supplies to have handy, and reports the chapter must submit. This information can be found on the International site under Resources and Governing Documents.

Cathy Johnson shared where to find communications from both State and International Headquarters. The President's Page is emailed from headquarters if they have your information, and a column from the International President titled *President to President*, is under Publications on the DKG site. Question your members to see how they want to be contacted by you: phone calls, text, email, postal mail, newsletters, websites or social media. Information was shared on chapter committees and your responsibilities. This can all be found on the DKG International site under Resources, Guidelines for Chapter Leaders. President Pat Bennett-Forman reminded us communication with your members leads to a feeling of greater control, greater competency and greater connections. This will then lead to greater retention!

Caryn Mears shared information on running a chapter meeting. Again, this can all be found on the International website in the *Go To Guide* under the Governing Documents tab, in the Appendix.

## Reading is a proven stress reliever!



We challenge your DKG chapter to participate in our **Books for Bucks** campaign. Last year we had 9 chapters participate with thirty members donating money. Your chapter president has forms for you to use to keep track of the books you read. There is an interactive form on the dkg website. **This fiscal year let's double or even triple the participation level.** All money that is donated goes into the Stipend and Scholarship Fund. Thank You.

### 2021-2023

#### Washington State Organization Executive Committee

##### President

Pat Bennett-Forman, Alpha Sigma Kitsap

##### First Vice-President

Monique Harrison, Beta Sigma Seattle

##### Second Vice-President

Teri King, Iota Mason & Thurston

##### Recording Secretary

Deirdre Curtis Catlin, Eta Spokane

##### Treasurer

Pat Russell, Beta Sigma Seattle

##### Parliamentarian

Janice Moen, Kappa Kent

##### Immediate Past President

Susan Fritts, Alpha Sigma Kitsap

##### Executive Secretary

Sherri Wagemann, Eta Spokane

#### Society Business

ByLaws & Rules	Jannette Manuel
Scholarship	Linda Johnson
Communications	Candice Rutherford
Expansion & Dissolution	Susan Fritts
Finance	Jan Morgan
Leadership Development	Cathy Johnson
Membership	Teri King
Nominations	Liz Friedrich

#### Society Mission & Purposes

Educational Excellence	Monique Harrison
Educational Policy & Legislation	Marge Lofstron
State Rep to US Forum	Susan Fritts
Leadership Retreat	Laurie Fisher
Creative Arts Retreat	Candice Rutherford
Music Liaison	Terri Diehm

#### State Webmaster

MaryLou Gregory, Beta Chi Grays Harbor

#### State Editor, *Washington State Org News*

Barbara McPherson, Kappa Kent

**All Washington State Organization officers and committees may be contacted using the WSO Directory or through [DKGWA.org](http://DKGWA.org).**



## It takes a village

Teri King, 2nd Vice-president, Membership Chair

It won't surprise you that it takes a village to keep the wheels on the bus moving in any organization. We in the membership committee (Sarah McKeever, Eta

Spokane; Susan Fritts, Alpha Sigma; and Teri King, Iota Mason and Thurston) appreciate everyone for helping to share the good work, fellowship and scholarship of Delta Kappa Gamma. At our recent membership team session at Fall Board, we discussed a demographic survey that each chapter membership lead will complete to help us better understand the composition of our chapters. Membership team leads were also invited to our Membership *slack* channel where we have a variety of discussions going about membership issues. If you are a membership lead and need help with *slack*, please send a note to me, help is on the way.

### **Some things the village can do to help strengthen our organization.**

When a member moves to another area, it is important to help her connect to a new chapter, be it in state or out of state. If any of your members have moved, please let us (the membership committee) help them find a new home. We all remember our first day at a new job and the support of DKG during this process helps a lot.

If a member passes, we honor them in the spring Celebration of Life ceremony; we also send a card to their next of kin in a timely manner. The membership committee needs your help to make sure we have the information to commemorate them appropriately (Form 6, brief paragraph, and photo).

Be brave, invite a colleague to join DKG. Don't assume they are too busy; this might be exactly the organization they have been seeking for their professional development and life happiness. Bring them to DKG events/meetings and show them what DKG is all

about and to connect with your members; then ask them if they would like to join. If not now, still keep them in the loop with your chapter, as you have much to offer them, and they you.

When our chapters are struggling, we need you to reach back out to us so that we can help. No judgement will be passed to help identify opportunities to relieve stress of an aging chapter, or not enough members, etc. We also know how to throw a fun "meet and greet" recruitment event. Please don't wait until it is too late (although is it ever too late?).

Please check that members are receiving the electronic newsletters. If not, are they getting the newsletters mailed to them? Is someone in the chapter providing hard copies to them? Being connected is important.

When members have not been participating in chapter meetings, folks often assume they are too busy to attend. Maybe they are? Maybe they don't drive anymore and are hesitant to ask for a ride? Maybe they don't know when the meetings are? Maybe they don't read their email because there is so much spam these days? Maybe they are ill or away? Please find out the reason, a simple snail mail note of care and fellowship or phone call will break the ice and help them reconnect.

Leadership is a key component of DKG. Let's make sure that members have the opportunity to contribute. Does one person seemingly do everything? Maybe someone else would like to help but doesn't want to nudge someone? Are new and veteran members on committees and in leadership roles? How about co-chairs where the strengths of two individuals can shine and leadership can be strengthened?

*Continued on page 5, see "It takes a village"*

*"It takes a village", Continued from page 4*

We all decided to join DKG for a reason and someone was bold enough to invite you to join and you accepted. If you have been disengaged in your chapter, let's figure out a way to help you reengage, our society needs you! If you haven't invited a colleague to join this year, please reach out to someone and invite them to join us: they might say no, but they also might say yes! If you have gotten all of the way to the end of this article, we hope you are inspired to reach in, reach out and help keep the wheels on the bus turning. The first ten people that send an email to Teri will receive a special treat. Thanks for helping to keep the wheels on the bus going round and round.



## Welcome New Members

Congratulations and welcome to the following members newly inducted or reinstated into DKG.



Christiana Davies	Eta Spokane
Shabnam Qureshi	Eta Spokane
Kathy James	Iota Mason and Thurston counties
Michaela Mccoy	Iota Mason and Thurston counties
Toni Ochoa Pierson	Iota Mason and Thurston counties
Jody Overby	Psi Kennewick

## White Roses of Remembrance



We have lost one member since May 2022. She will be honored in the Celebration of Life at the 2023 WSO State Convention.

Dorothea (Dot) King      Psi Kennewick

## A quarter of a million reasons to CELEBRATE YOU!

### Linda Johnson, Stipend and Scholarship Committee

It is a big responsibility for the WSO Stipend and Scholarship Committee to be in charge of designated monies, choose recipients from applications, pay expenses and keep a small reserve to start the new fiscal year. Where does the money come from? We receive the \$1 scholarship fee from each member, donations from individuals and chapters, and now a Books for Bucks challenge.

Cindy, Paula, and I have wondered how much chapter money is given each year as scholarships or grants, to local college students in Education, classroom teachers getting professional certification, Master's degree, National Board certification, renewals, and grants for special studies. We were curious. How much money do our WSO chapters give each year? We should pat them on the back. We should recognize what the chapters in our organization do for our local areas. We should **CELEBRATE!**

Our State Treasurer, Pat Russell, is required to keep track and report how much is spent by the chapters each year. In July 2018-June 2019, thirty-five chapters gave \$144,717; In 2019-2020 (with the lockdown in March) chapters gave \$89,795; and in 2020-2021, during the Covid pandemic, thirty-two chapters gave \$74,570. That is a total for the three years at \$309,082-over a quarter of a million dollars. It took a pandemic to slow us down.

We decided to share this with all our DKG members and tell the chapters how very proud we are of each of you. We don't have to have a special WSO project. Giving to local teachers, early career educators, students in education, adopting a grade level or a specific school and emptying our pockets each year is **AMAZING!!** We are so good at giving to women educators!

**CELEBRATE!** Be proud of what you do in your chapter at your next meeting.

Thank you very much.



# Leaders being sought for Washington State Organization

Liz Friedrich, Nominations Committee Chair

Serving at the state level is a great way to build confidence and make life-long friendships. Each position has time-tested guidelines and experienced DKG sisters for help and support. Who in your chapter would make a wonderful contribution as a state officer or committee/board member? Who has the potential for leadership if given the opportunity? Nomination forms are on our state website, [www.dkgwa.org](http://www.dkgwa.org). Please contact me if you have any questions.

Nominations are now open for:

- \***WSO State President, 1<sup>st</sup> Vice-president, 2<sup>nd</sup> Vice-president, and Secretary.**
- \*the **Nominations Committee** – a 3-year commitment.
- \*The **Rachel Royston Permanent Scholarship Foundation Board** – a 5-year commitment.

Nominations for state positions for the 2023-25 Biennium are due by December 1, 2022.



## WA 2023 State Achievement Award Nomination Information

It's time to think of nominating someone in our Washington State DKG Organization for the Achievement Award which will be presented at the state convention in 2023. This award was created to honor outstanding DKG women who have given distinguished service at a variety of levels. Who do you know who has made vital and notable contributions to education and to her community, someone who deserves special recognition?

Now is the time to consider nominating that special someone. The deadline is only 4 1/2 months away, February 1, 2023. The guidelines and nomination form can be found and printed from our state website [www.dkgwa.org](http://www.dkgwa.org). Please send your nomination forms to:

Susan Fritts, Immediate Past President  
8220 Hansen Rd. N.E.  
Bainbridge Island, WA 98110

***It's time to nominate that special someone who is OUTSTANDING, HAS SHOWN DISTINGUISHED SERVICE AND HAS CONTRIBUTED TO EDUCATION AND HER COMMUNITY.  
Who is that deserving DKG Member?????***

# Encouraging women educators to reach their full potential

By Dr. Charlene Shea, RRPSF Board

We encourage and support our students to dream big, to overcome obstacles, to reach their goals. Do we do the same for our colleagues? Do we do the same for ourselves? Rachel Royston believed that through encouraging and positive mentorships, friendships and scholarships capable and ambitious women educators could realize their full potential. The Rachel Royston Permanent Scholarship Foundation financial support is an amazing gift to assist women educators earning graduate degrees, advanced certifications and/or administrative credentials.

As a former recipient of the RRPS it was a blessing to be supported financially and inspired and uplifted by my DKG sisters. I am now completing my third year as a member of the RRPSF committee. I am so honored to mentor and support women as they strive to reach their goals. It is my hope through the RRPSF we reach

more women to apply for this scholarship. I challenge each of you to be the inspiration. Seek out and encourage female educators who are pursuing advanced degrees, credentials or certifications. Guide them to apply for the RRPS. Tell one active teacher about this opportunity. The application is online, and due to COVID19, interviews will be conducted via Zoom. Maybe that educator is you—dream big, overcome obstacles, reach your goals—apply for a scholarship!

Not in contact with actively working teachers? Consider a financial gift to the scholarship fund. A small gift combined with other small gifts create a large scholarship blessing! How about joining the RRPSF team- we would love to serve with you! Together, we can follow in Rachel Royston’s footsteps by providing financial support and encouragement to assist women educators as they realize their full potential!



## The Rachel Royston Permanent Scholarship Foundation

### 2023-2024 Scholarship Announcement

**Application deadline is December 16, 2022**

Please help to spread the good news about a scholarship opportunity for women educators available to members as well as non-members of The Delta Kappa Gamma Society International. The Rachel Royston Permanent Scholarship Foundation was established over fifty years ago to grant awards to outstanding women educators for study towards an advanced degree or specialized area. The Foundation has, to date, awarded 445 scholarships totaling over \$954,995.00. Applicants must be women educators who are bona fide residents of the State of Washington who are pursuing post-baccalaureate degrees or advanced study at a nationally or regionally accredited college or university. The scholarship period is for July 1, 2023 through June 30, 2024. The Rachel Royston Permanent Scholarship Foundation is a private non-profit Charitable Trust 501(c)(3) registered with the Washington State Secretary of State.

An interactive on-line application is available at <http://www.dkgwa.org/royston-scholarship.html>. For further information: Carol Linscott, Treasurer and Administrative Assistant [Rachel Royston Permanent Scholarship Foundation](#)

## Mental health issues next steps

Marj Lofstrom, Education Policy/  
Legislation Committee

The WSO virtual Fall Board 2022 pre-conference workshop, “Mental Health and Educators: a Crisis,” was well attended by DKG members and guests. The guest speakers, Lisa Sells, counselor, therapist with adolescents and adults; Dr. Marcella Ronyak, director clinical and community services, Indian health services; and Washington State Representative Tina Orwall, discussed mental health issues from their counselor’s and legislator’s perspectives. The next day’s workshop focused on the need for mental health for educators and the resolution, *On Recognizing Mental Health Issues for Educational Staff and Promoting Support Services*, adopted by the DKG US forum and WSO. The resolution calls for DKG members to **educate** themselves about mental health issues for educators, **inform** members about legislation for mental health for educators and staff so that they may take appropriate action, **promote** the de-stigmatization of mental health illness, and **engage** in activities of support for educators and staff. (The resolution is available under Resources> Educational Policy & Legislation at [www.dkgwa.org](http://www.dkgwa.org). The Education Policy Legislation members are now working on helping members to take action to encourage our elected officials to sponsor legislation to enhance, SHB 1362, Addressing secondary trauma in the K-12 workforce, which was signed into law in 2021.

### What TIME is it?

Are you thinking about applying for a State Stipend or Scholarship? The guidelines and applications are on the website. Our Stipend and Scholarship committee would like to give some money to deserving WSO DKG members. But first you must apply; the deadline is February 1, 2023.

IT IS NOW **TIME** FOR YOU TO ACT!



## Artistic Opportunities Abound

Terri Diehm, WSO Music and Fine Arts Liaison

The Washington State Organization would like to invite our many artists to showcase their works in our Art Gallery during Spring Convention. Please consider bringing 1-3 pieces to display for all to enjoy....details will follow later. Another option would be to submit 5-10 photos of your work to be used in a PowerPoint presentation. If interested, please contact Terri Diehm, [terridiehm15@gmail.com](mailto:terridiehm15@gmail.com).

Our International organization is also looking for artists to participate in our juried art gallery. We have had many Washington artists selected to share their work in the past. The next submission deadline is from Jan 15 to Feb 15. Please take a look at the art gallery, [dkg.org](http://dkg.org), for submission requirements and rubrics.

It’s time to share your talents!

## Chapter Table Rentals at Spring Convention

April 28 - 30, 2023, Hotel Red Lion Olympia

Is your chapter getting the “itch” to increase your non-dues revenue funds? Why not consider selling “creative crafty” items at the spring state convention to help support your chapter scholarships/grants-in-aid, favorite service projects and/or special programs?

Contact WSO Executive Secretary Sherri Wagemann at [sherri.wagemann@dkg1@gmail.com](mailto:sherri.wagemann@dkg1@gmail.com) and let her know. Space may be limited, so reservations are on a first come - first served basis.

COST: Full 6’ table fee \$25; 1/2 table fee \$12.50. The rental fee supports the WA State Travel fund which helps state leaders attend International Conferences and Conventions.

Please mail a printed copy of the completed Table Reservation form from [DKGWA.org](http://DKGWA.org) and a check payable to *WA State Org.* to State Treasurer Patricia Russell at the address on the form. **Table Reservation Deadline: MARCH 16, 2023.**



MAKE YOUR PLANS NOW TO ATTEND THE...

# U.S. FORUM

 **DKG** *International Conference*

**JULY, 2023**



**Detroit, MI**

**JULY 11-16**

**THE WESTIN BOOK CADILLAC**



**Phoenix, AZ**

**JULY 18-22**

**SHERATON WILDHORSE PASS**



**For More Information Contact**



**Nancy Sheng, NW Regional  
Representative  
[nancyksheng@gmail.com](mailto:nancyksheng@gmail.com)**



## DKG around the state

### Area V Southwest Washington - Kay Stern, Area Liaison

Area 5 is back in action with in-person meetings, programs outlined, and social events planned. Plans are in place to reach out to inactive members, find those interested and to welcome them back to active status. In addition to chapter membership plans, the chapters are participating in area wide meet-and-greets designed to interest educators working in districts with no DKG members. These events will be in conjunction with each chapter's service project.

The pre-service teacher connection with Lower Columbia continues and is evolving. Chi chapter holds a round table question and answer session with the senior teaching candidates which is popular with both members and candidates. This year members are informally meeting with interested students several times a term to talk about teaching and their classes.

The mental health of students and educators is the theme of this year. At each chapter meeting updates on mental health legislation and policies will be available. Several planned programs address the stress of the job, ways to cope or relieve stress, and exploring resources online and in the community.

The area workshop, Creativity and Brain Health, is Saturday March 11, 2023, from 9 to 1:00 with lunch at the United Methodist Church fellowship hall in Kelso. This is an interactive workshop allowing participants to try several activities to spark one's creativity.

Among several grants, Chi offers a mini grant for women interested in developing leadership skills which will now be titled the Barbara Clausen Professional Development Grant.

### Important Dates



December 1, 2022	Nominations for 2023-2025 WSO Officers due
December 16, 2022	RRPSF applications due
January 3, 2023	DKGIEF Projects applications due
January 15, 2023	Article deadline for Winter WSO News
February 1, 2023	DKG International Scholarship applications due
February 15, 2023	Arts & Humanities Submissions for Spring Gallery
February 15, 2023	WSO News Winter edition

#### **Washington State Organization News** is

published online four times per year:  
August 15, November 15, February 15,  
and May 15.

#### **Washington Website:**

[www.dkgwa.org](http://www.dkgwa.org)

Send articles to:

**Barbara McPherson, Editor**

Deadlines: July 15, October 15,  
January 15, April 15