

2021-2022

Washington State Organization Delta Kappa Gamma Society International

Annual Reports of

Executive Committee

Area Liaisons

Committee Chairs

REPORT OF STATE OFFICERS

**President’s Report – Pat Bennett-Forman**

Thank you for the opportunity to serve as your WSO President for the 2021-2023 biennium. I have been so pleased with the response given my theme “Coming Together to Build Community   
and Advance Our Purposes.” Our work as an Executive Committee and Executive Board has focused on strengthening our state’s ability to advance our DKG purposes by enhancing our community, despite the challenges placed upon us by COVID.

* Promoted chapter consensus exercise on values clarification: fellowship/collegiality, service, life-long learning, supporting, and advancing education, advocacy, and diversity
* Engaged chapters in goal setting and action planning consistent with state adopted Strategic Action Plan
* Initiated new coordinating/communications teams (comprised of chapter members, state committee representatives, and state officers) for (1) chapter presidents, (2) educational excellence representatives, (3) membership team, and (4) legislative contacts and area liaisons to meet bi-monthly or quarterly to share information and ideas, support one another, and enable SAP
* Engaged with Communications Committee to update web site, create a state brochure and chapter template, develop a user-friendly calendar (in progress) and long-term communication enhancements for the state
* Meet with new Education Policy and Legislation Committee regarding work scope, goals, and long range outcomes
* Coordinated with Leadership Development Team on presentations for chapter presidents and liaisons and development of needs assessment for Spring Convention new presidents training
* Meet monthly with area liaisons for training, coordination, and support in broadened roles regarding membership/dissolution & expansion, and educational policy & legislation

Attended the following:  
 - International Conventions, Portland, OR, July 2021 as participant in Parliamentarian   
 workshop and workshop presenter  
 - International DKG Leadership Training, Atlanta, GA, July 2021  
 - Planned and presided at Transition Meeting (virtual) for outgoing and incoming officers   
 and committee chairs, June 2021  
 - Facilitated Executive Committee Meetings June 2021, August 2021, October 2021 (Fall   
 Board), November 2021, January 2022, March 2022, April 2022, and May 2022

* Planned and facilitated Executive Council Meeting (virtual), January 2022
* Planned and facilitated Executive Board Meeting, October 2021, and May 2022
* Area workshops (virtually) for Area IX (Nov 2021), Area IV (February 2022), Area VII (March 2022) and plan to attend Area I (April 2022) in-person and Areas V, VI and X as rescheduled
* Chapter meetings for Kappa, Beta Nu, Alpha Sigma, and Psi
* Monthly (virtual) meetings of the NW Regional Presidents; presented at the March 2022 meeting on Advocacy
* Three sessions of the International Communications and Marketing Committee webinars on effective web sites, marketing strategies, and social media
* Attended Fall Board 2021 and Spring Convention 2022; served on planning committee for both
* Attended National Legislative Seminar, US Forum, March 6-9 in Washington, D.C., where  
  the WSO team met with legislative staffers on mental health needs of educational staff
* Attended Rainbow Lodge Leadership Retreat, June 2022

Additionally:  
 - Communicated with International regarding International guests to Fall Board and   
 Spring Convention as well as participated on International Executive Board,   
 providing input, and voting as required  
 - Wrote four columns for the Washington State Organization News and other articles   
 as needed; also served on editing board  
 - Served as ad-hoc member of the Financial Review Committee, September 2021 and   
 Finance Committee for budget preparation, January 2022  
 - Wrote monthly bulletins to chapter presidents, area liaisons, and committee chairs to   
 keep them informed of deadlines, WSO business, and pending actions  
 - Participated on WSO advocacy writing team for Resolution on Mental Health Issues for   
 Educational Staff to be presented at US Forum, July 2022 in New Orleans

**1st Vice President and Education Excellence Committee Chair: Monique Harrison Committee Members: Jessica Tufts, Martha Little, Kimberly Elias**

* WSO News – Summer 2021, WSO Strategic Action Plan—Getting started & Social Justice Community
* Attended and presented at International Conference, Portland, Oregon, July 7-10, 2021
* 2021 Fall Board: Created online registration form, assisted in virtual schedule development, provided Zoom assistance, EEC: Bringing the SAP to Life, and workshop facilitator
* WSO News – Fall 2021,
  + Inclusive Thanksgiving Practices (Martha Little, EEC)
  + How can we help new teachers? (Jessica Tufts, EEC)
  + Pronouncing my name incorrectly (Martha Little, EEC)
* Attended and participated in all virtual Executive Committee and Executive Board meetings
* Prepared and submitted EEC action plan
* Assisted and met with chapter EEC chairs
* Stayed in contact with International NW EEC
* Promoted the purchase of zoom accounts
* EEC meetings: in coordination with committee members
* 2022 State Convention: online registration form, virtual Zoom scheduling, secure presenters for workshops, organize clock hour offerings

**2nd Vice President, Membership, Expansion/Dissolution Committee Report 2022 - Teri King, Susan Fritts Immediate Past President, Sarah McKeever Nominations**

* Attended the International Convention in Portland, OR June 2021
* Attended DKG International Membership Training in Atlanta, GA, July 2021
* Attended and participated in all virtual Executive Committee and Executive Board meetings
* Prepared and submitted the Membership Committee action plan 2021-2022
* Prepared and submitted Membership Committee budget request 2022-2023
* Assisted chapter Membership chairs/leads as requested
* Stayed in contact with International NW Membership Committee
* Provided a presentation to the NW Region State Presidents on membership marketing ideas
* Presented a workshop on identifying educators hiding in plain sight at Fall Board.
* Established the Membership Team – State Membership Committee members and Chapter Membership chairs/leads
* Hosted a Membership Team meeting to provide training on how to access chapter health/strength and to discuss emerging issues and needs
* Provided tools for accessing chapter health and strengths to the President to share with Chapter Presidents
* Prepared articles for the WSO newsletter regarding membership.
* Prepared information regarding new members and deceased members for the WSO newsletter
* Prepared and sent cards to the families of recently deceased members.
* Received Form 6, death of a member forms.
* Attended Area IX, Virtual Workshop
* Organized the Celebration of Life “Virtual” Ceremony for State Convention 2022.
* Notified State Treasurer of the passing of a Past State President for a donation to the Rachel Royston Scholarship
* Developed and shared tools for chapter membership chairs/leads to encourage involvement, brainstorming strategies for change, handling difficult conversations, etc.
* Looking at elements of a membership dashboard
* Connected with Area Liaisons to discuss membership recruitment techniques and dissolution process
* Examining the WSO opening rate of electronic correspondence and other communications materials in membership development and recruitment
* Honored members for longevity in the organization at Spring 2022 celebration
* Met with Communications committee to discuss enhanced social media and web presence
* Developing new Membership pages for the dkgwa.org website that both recruits and retains members (in progress)
* Developed Woman of Distinction Guidelines
* Selected Woman of Distinction for 2022 to be presented at Spring Convention

**Executive Secretary – Sherri Wagemann**

* Produced and distributed the 2021-2022 WSO State Directory
* Served as Administrator for the WSO Zoom account
* Attended and participated in all virtual Executive Committee and Executive Board meetings
* Attended the 2021 International Conference in Portland OR (in-person), June 2021
* Presented a pre-conference workshop in Portland, OR June 2021
* Attended the 2021 Virtual fall Executive Board
* Attended virtual US Forum webinars
* Served on the 2020-2022 US Forum Elections Committee
* Served on the 2020-2022 International membership Committee
* Served on the WSO Administrative Board for clock hour approval (WSO Executive Committee)
* Served as ex-officio in the process of budget development and review of finances
* Attended the virtual Finance Committee meeting in January 2022 to develop the proposed annual budget without penalty. Recommended that Fall Executive Board proceed virtually due to continued COVID outbreaks
* Negotiated contract terms for 2022 Rainbow Lodge Retreat
* Continued communications with Dumas Bay Retreat Center regarding 2023 CARTS
* Made visitations to five venues, negotiated venue proposals for 2024 state convention consideration and presented the information to the WSO Executive Committee for recommendation
* Will attend the 2022 International Convention in New Orleans, LA in July

**Secretary: Deirdre Catlin**

* Received 2019-21 biennium minutes as incoming secretary at the transition meeting in July 2021
* Attended Virtual Fall Boards and served as a moderator
* Attended and participated in all Executive Committee and Executive Board meetings
* Gathered and assembled Annual Reports from officers and chairs
* Created, edited, and kept record of Executive Board and Executive Committee minutes
* Attended and passed information on to local chapter
* Will attend the 2021 State Convention held virtually
* Updated State website with past two years of meeting minutes
* Completed correspondence with state members as requested

**Treasurer – Patricia Russell**

* During the sixth year of my service as treasurer, I:
  + Received and paid out all organization money as necessary
  + Kept an accurate account of receipts and expenditures
  + Filed receipts, bills, cancelled checks, vouchers, and bank statements
  + Gave reports at meetings and sent monthly reports to the state president, the state finance chair, and the executive secretary
  + Filed with the IRS the required income tax 990 report
  + Kept a record of chapters who filed their 990-N report
  + Processed and sent membership dues and fees to International for State members and maintained membership records for all chapters
  + Served ex-officio in the process of budget development and supervision of finance
  + Will submit account information for an annual financial review of the organization
  + Received and processed chapter treasurers’ annual reports and filed the information with International
  + Will administer the state stipend/scholarship funds according to the State Stipend/Scholarship Committee
  + Acted as registrar and treasurer for Fall Board and State Convention
  + Attended all Executive Committee meetings via Zoom
  + Attended a DKG training for state treasurers in Atlanta, GA, in July 2021 in person
  + Attended the Finance Committee meeting to develop the annual budget via Zoom in January 2022
  + Will attend the State Convention and present 2 workshops to chapter treasurers in May 2022 via Zoom
  + Will attend the International Convention in New Orleans, Louisiana, in July 2022, in person

There are two years left in my term as your state treasurer. We are looking for someone to shadow me in the position during the 2023-24 year and serve as state treasurer from July 2024 until June 30, 2028. If numbers are your passion, please apply. I will be happy to answer all questions.

I am honored to serves as your State Treasurer.

**Parliamentarian – Janice Moen**

I'm pleased that I was able to serve as your parliamentarian this biennium. Along with the rest of the members, it's been an unusual two years. The activities I've participated in are as follows:

* Attended Executive Committee, Executive Board, and General Session Meetings
* Helped members craft motions for consideration by the above groups
* Upon request, aided chapters in decision involving parliamentary procedure
* Answered questions from the state president and other members of the Executive Committee

**Immediate Past President – Susan Fritts - see above under 2nd Vice President**

REPORT OF AREA LIASIONS

**Area I Liasson - Mary Rennie**

* Read over materials for Area Liaisons and their responsibility.
* Made contact with Area 1 Chapters in September and throughout the year via email.
* Asked for meeting dates with all chapters in Area 1
* Attend three meetings in the fall (two in person/one in zoom)
* Presented information from the WSO DKG State; SAP expectations; Scholarships available; website information at each meeting
* Organized, planned, and attended Area 1 Workshop “Farm to Table”; attendance at 40
* Attend Fall Board and WSO State Convention (virtual)
* Networked with other Liaisons via our zoom led by Pat Bennett-Forman
* Learned the importance of the Liaisons position

**Area II Liaison - Lydia Elsom**

TWO-WAY COMMUNICATION

* Met monthly with ETA Chapter either in person or via Zoom
* Talked with Tau Chapter President, Rose Bruce periodically
* Authored article for WSO News – Summer of 2021
* Wrote SAP Annual Report for Area 2

SUPPORT CHAPTER STRENGTHENING EFFORTS

* Attended 2021 International Convention July 7-10, - Portland, OR
* Attended 2021 Fall Board via Zoom
* Attended Area 2 Spring Workshop – Spokane March 19, 2022
* Coordinated Raffle Basket Donations for Area II Workshop (March 19, 2021) with Tau and Eta Chapters

PROMOTE STATE PROGRAMS AND SAP

* Served as WSO State Convention General Chair for in-person convention. Recruited volunteers for registration table, decorations, timers, pages and hospitality room with assistance from Linda Elliott (Area 4 Liaison/Beta Delta Auburn). Coordinated donation of door prizes/raffle baskets.
  + Note: When Spring State Convention was switched to an online meeting only timers were needed.
* Networked with Area Liaison via Zoom each month

**Area III – Vicki Mitchell**

* Submitted my goals for Area III for 2021-2022 year
* Attended virtual Fall Board
* Attended Psi chapter meetings, both on Zoom and in person
* Communicated through e-mails with Cathey Erickson, President of Alpha Psi
* Attended in person Area III workshop at the Franklin County Historical Museum
* Attended most monthly meetings with Area Liaisons during the year with President Pat Bennett-Forman on Zoom
* Unable to attend the Spring convention via Zoom

**Area IV Liaison- Linda Elliott**

* Participated in the virtual June 2021 Transition meeting
* Identified Area IV goals for 2021-2022
* Attended the July 2021 International Conference in Portland, Oregon
* Took and passed the Parliamentary Procedure Training in Portland and am a registered Parliamentarian
* Created a workshop on Membership with Pat Bennett-Forman and Terri Diehm which they presented at Fall Board, 2021
* Attended virtual Fall Board
* Met with President Pat Bennett-Forman and Area Liaisons throughout the year via Zoom
* Communicated with and supported Area IV chapters throughout the year via snail mail, email, phone and Zoom
* Attended Area IV chapter meetings via Zoom and in person when possible
* Attended the Alpha Tau Holiday Brunch and the Kappa Holiday Lunch/Auction in person
* Participated in the January 2022 Virtual Executive Committee Meeting
* Attended and supported the Area IV Virtual Tea Party and author presentation in February 2022 hosted by Alpha Tau chapter
* Will attend the 2022 Virtual Spring Convention

**Area V Liaison-** Kay Stern Area

* Revived and hosted Co-ordinating Council meetings: October-review of Action Plans and CC goals; February-membership maintenance and recruitment; May- transition and leadership development
* Visited chapters via zoom
* Assisted with two membership and DKG awareness activities
* Noted and shared he various ways each chapter used to keep in touch with current members
* Both chapters listed similar ECC goals. Chi members received equity training and awareness through several video/discussion Both chapters intensified community activities--Emergency Shelters, the Kindness program, school outreach support services
* Attended the international conference
* Meet with each chapter's executive board in late summer to ask about action plan
* Submitted area news to the state fall newsletter
* Attended the Fall conference via zoom
* Plan to attend Spring conference
* Developing ways to support members during these unique times while encouraging chapters to explore new sources for future membership growth

**Area VI - Kim Brandt**

* August Transition meeting on Zoom
* September, November, January, February Liaison meetings on Zoom
* Contacted Betta Kappa president Kris Bishop to establish area workshop date and possible locations (September)
* Prepare action plan for Fall Board
* Attended several sessions of Fall Board. Participate in Liaison sharing.
* Complete action plan and send off. (October)
* Assist Lambda president with chapter action plan (October)
* Communicate with Betta Kappa president to check in on her chapter action plan and when I might join a meeting.
* Contact presidents for newsletter articles in December for January 15.
* Prepared article for state newsletter and submitted.
* Help plan with interested members for rescheduled area workshop in July.

**Area VII - Judy Hill**

* Identified personal goals for myself as a new Area Liaison
* Attend transition meeting with outgoing Area VII Liaison (Garrel)
* Attended virtual Fall Board, including training for Area Liaisons
* Kept current on WSO information by reading all publications, newsletters, and emails, attending regular meetings held by our state president, reviewing our WSO website
* Will attend WSO State virtual Convention in May
* Maintained regular communication with Area VII leaders through texts, emails, phone calls, in person meetings and virtual meetings
* Scheduled and facilitated several Coordinating Councils with all Area VII presidents and Area VII leaders
* Worked together with all Area VII presidents and leaders to offer a successful virtual Area Workshop
* Collected and edited news from each chapter in Area VII for the WSO News
* Attended educational workshop presented by Rho Chapter

**Area VIII – Rosa Eilert**

* Participated in the virtual June 2021 Transition meeting
* Identified Area VIII goals for 2021-2022
* Attended the July 2021 International Conference in Portland, Oregon
* Attended virtual Fall Board
* Met with President Pat Bennett-Forman and Area Liaisons throughout the year via Zoom
* Communicated with and supported Area VIII chapters throughout the year via snail mail, email, phone and Zoom
* Attended Area II workshop, Spokane, March 19, 2022
* Attended Area VIII chapter meetings via Zoom and in person when possible
* Attended the Area VIII workshop, April 23, 2022
* Attended Spring Convention virtually, May 2022

**Area IX – Keitha Bryson**

* Iota – Thurston & Mason Counties
  + They will celebrate their 80 year Founder’s Day event in July
  + Four or five members who are 90+ years old.
  + Meetings have included the following programs:
    - Area IX program – (virtual) Shelton Timberland Library
    - Polson Museum in Hoquiam – virtual tour (Mary Lou Gregory)
    - Teri King – presentation about the natural resources in the Shelton area.
    - In person meeting at Taylor Station Restaurant for breakfast and planning.
    - In person meeting at Oakland Bay Junior High School, outdoor garden project

* Beta Chi – Grays Harbor County
  + Virtual tour of the Polson Museum in Hoquiam, WA.
  + Virtual chapter visit with Beta Chi. See report for details.

* Phi Chapter – Unable to visit their chapter for the Founder’s Day Dinner.

**Area X – Sue Griffith**

* Learn the duties and responsibilities of an Area Liaison
* Attended Virtual Fall Board meeting
* Identified and submitted my goals as Area X Liaison, then resubmitted a revised goal plan in March after learning more about the duties
* Attended Beta Nu monthly meetings
* Maintained contact with chapters in Area X
* Worked with Executive Board of Beta Nu to identify prospective members
* Contacted chapter presidents for information to submit an article for Alpha Sigma State news on Area X chapters by April 15
* Participated in Area Liaison Zoom meetings, Legislative Committee Zoom meeting, Leadership Succession Planning Zoom meeting (2/16/22), Executive Board Zoom meeting (1/22/22)
* Planned Area X Workshop including date, venue, and program
* In conjunction with chapter presidents postponed Area X Workshop until 2022-2023, when Beta Nu will host workshop with program planned for this year
* Visit Alpha Sigma on May 17 for Book Study and BBQ
* Submitted completed Chapter Visitation Forms to President Pat Bennett-Forman

REPORT OF COMMITTEES

**Communications – Candice Rutherford**

* Attended virtual Fall board and Virtual Spring Convention.
* Created a State brochure to be published on the WSO website for chapters to utilize.
* Create a new chapter brochure template.
* Helped communicate and problem solve changes to the WSO website in response to requests from other committees.
* Coordinated a communications workshop for Spring Convention.

**State Editor – Barbara McPherson**

* Attended virtual transition meeting, June 2021
* Attended virtual Fall Board Meeting and Spring Convention
* Edited and disseminated four editions of the *Washington State Organization News,*

the state newsletter, including mailing hard copies to members without email who subscribed

* Teamed with other members of the Communications Committee to present workshops at  
  Spring Convention

**State Webmaster – Mary Lou Gregory**

* Attended virtual Fall Board, virtual Spring Board, and regional conference in Portland
* Respond quickly to request for updates on website and questions on its use
* Maintained and updated sate web site, including providing forms and links for publications, videos, and International sites.
* Updated and converted state forms to interactive, save-able format (using Adobe InDesign and Acrobat Pro) and put them on website
* Upgraded Weebly web site service to professional level for two years to expire February 20, 2024. This allows for a search feature on the website and other privileges
* Maintained website according to International guidelines
* Sent email notices to members using MailChimp email service
* Coordinated with others to identify and correct email addresses that “bounce back” via MailChimp service
* Proofed four editions of the Washington State Organization News prior to publication
* Posted finished edition of ASN on website, including flipbook version
* Worked with Communications Committee on state membership brochure

**Expansion Dissolution – see above under 2nd Vice President**

**Finance: Jan Morgan Committee** members: Kathy Comfort, Michelle Kirwin

* Participated in a financial review in September 2021 of the treasurer’s books for the year 2020-2021.
* Developed the Finance Committee Action Plan for 2021-22.
* Gave the Financial Review Report at Fall Board.
* Verified, reviewed, and signed all vouchers submitted to me throughout the year.
* Sent all vouchers onto President Pat Bennett-Forman.
* Sent notices to all committee chairs December 1, 2021 and collected information from them in preparation for developing the 2022-2023 budget.
* Met with State President, State Treasurer, and State Executive Secretary in January to develop the proposed 2022-23 budget.
* Sent the proposed 2022-23 budget to WSO News for publication.
* Gave Finance Committee report of proposed budget for 2022-23 on Zoom for the Executive Board at State Convention.
* Will process applications for stipends for the International Convention in New Orleans.

**State Stipend and State Scholarship Committee - Linda Johnson. Members: Cindy Shearar, Paula Nichols**

* Chair worked with WSO President Pat BF to clarify guidelines for Stipends and Scholarships. Guidelines were rewritten. Applications for both stipends and scholarships were updated, simplified, and used the same language on all the forms. Stipend and scholarship information pages also updated for website. Guidelines, applications, and information pages are all on the website under the Scholarship tab. Easy to find on the website.
* Chair made a flyer for Fall Board for the registration packet. Fall Board face to face was cancelled and became a virtual meeting. The flyer was sent to WSO news and put on the website.
* Committee met at the Fall Board via Zoom to review, add, and finish the Strategic Action Plan
* Committee member Cindy volunteered to make a brochure reminding members about available State scholarships and stipends, International Scholarships, Rachel Royston scholarships and where to find the applications, information, and deadlines about each.
* Committee member Paula volunteered to make a Rubric to use when we review the applications.
* Contacted State Treasurer to see what funds were available this year after two years of Covid 19. Extra money from two chapters that ended gave us a workable amount of money in the fund.
* Attended Fall Board via Zoom and gave a committee report. Also challenged the chapters to donate to the State Stipend and Scholarships Fund by reading books and use the Books for Bucks handout. That is on the website and was mailed out to members.
* Prepared and submitted the State Scholarship action plan
* Brochure was sent to WSO news Fall Issue and the DKG website and sent out to chapters
* Received and reviewed 10 applications: 9 stipends and 1 scholarship: 4 Rainbow Lodge Leadership workshops, 1 US Forum, 4 International Convention attendees and 1 scholarship. Selected and awarded money.
* Chair wrote a letter to each recipient and invited each to attend the virtual State Convention, where they would be recognized on a Power Point at the Awards session. Cindy Shearard made the PowerPoint. Same information will be sent to WSO news and the DKG website.
* Chair sent address, name, money awarded to the State Treasurer; checks will be mailed to awardees in May due to the virtual State Convention.

**Leadership Development Committee** – Cathy Johnson,chair; Committee members – Nancy   
 Scheng, Caryn Mears

* Attended 2021 International Conference, July 2021, Portland, OR
* Attended Virtual Fall Board, October 2021
* Help develop and present "Year Two Presidency: Leading for the Future", Virtual Fall Board, Oct. 2021
* Set committee goals and developed an Action Plan that was submitted in October 2021
* Encourage chapter Presidents to develop their Chapter Strategic Action Plans
* Submitted ASN articles pertaining to leadership, chapter sustainability and officer succession, Oct. 21, Jan. 22, April 22
* Served on Rainbow Lodge planning committee
* Presented Leadership information at virtual President’s meeting, Jan. 2022
* Presented Leadership information at virtual Liaisons meeting, Feb. 2022
* Developed and presented New President's Training at virtual Spring Convention, May 2022
* Attend and help with Rainbow Lodge Leadership Retreat, June 2022
* Anticipate attending International Convention in New Orleans, providing short leadership presentation at NW Regional Breakfast

**Membership – See above under 2nd Vice President**

**Nominations – Pia Longiotti**

* Created Strategic Action Plan in August
* Attended Fall Board via Zoom and gave committee report
* Did not use any of our funds due to Zoom meetings for Fall Board and Spring Convention
* Met with committee members via Zoom to initiate the plan for beginning our work
* Communicated with committee members regarding our progress
* Communicated with candidates via phone and electronic means encouraging their involvement
* Gathered applications for RRPSF, and Nomination Committee positions
* Submitted candidate information and pictures for Spring issue of ASN
* Concurred our current budget will be adequate moving forward
* Conducted election at State Convention
* Submitted state committee report

**Rainbow Lodge Retreat - Laurie Fisher Members: Jo Ladd Clark, Terri Diehm, Andrea Neault, Kathy Davis, Kenda Chambers, Lynn Thompson**

* The committee communicated during the week of Fall Board.

The retreat’s title is:

**Let’s Go “All In!” – Affirmations, Leadership, Literacy**

* Goals were set to find presenters and activities that fit the title.
  + **Affirmations**

Affirmation cards will be placed at every participant’s door each day.

Affirmation messages will be read before each session.

* + **Leadership**
    - Carol Linscott will work on creating a panel of Rachel Royston recipients to speak to us.
    - Caryn Mears will present “**Ten Qualities of a Leader**.”
    - Dr. Karen Gross will Zoom with us. The title of her 90-minute presentation will be: **Why is Trauma So Hard for Educators, Parents, Children and Communities? Let’s Chat.**
  + **Literacy**

Word play using **Tongue Twisters and beyond Words at Play** book.

Poetry using **Flying Umbrellas & Red Boats**, both by Karen Gross

A children’s librarian will share powerful books on leadership.

A book talk and share time

* In addition to going “All In” we will offer an art project, music exercise, and leisure time.
* Announcements, articles for WSON and the website, and the registration form have been submitted in a timely manner.

Retreat June 2022

* Retreat Committee: Jo Ladd Clark, Terri Diehm, Andrea Neault, Lynn Thompson, Kathy Davis
* Leadership Committee: Cathy Johnson, Chair; Caryn Mears, Nancy Sheng
* Action Plan:
  + The committees met virtually November 3, 2021 to complete the action plan.
  + There was communication with key speaker, Karen Gross, throughout the year. Approval by the state Executive Board was needed as Karen’s fee is $250.
  + Articles and the registration form were submitted for each WSO newsletter.
  + Laurie communicated with the two committee members through email throughout the year.
  + A drawing was held at state convention to award $50 stipends to 5 ladies intending to join the retreat. Caryn Mears sang a sweet ditty as an invitation to the retreat.
  + 1.5 clock hours were requested on 5/9 for the Karen Gross presentation plus 1.5 hours for leadership workshop
  + The committees met on Zoom May 18 to review and finalize the program and sign up for tasks at the retreat.
  + There was one work party on June 9.
* Budget:
  + The budget was $1200. The actual expenses incurred were $1,041.03.
* Retreat:
  + The committees met for lunch at the North Bend Bar and Grill prior to entry at the lodge on June 21.
  + The committee members contributed greatly to the success of the retreat providing support, action, music, art, hikes, yoga and speakers.
  + See attached program.
  + Our evaluations were very positive. The main request for future retreats was more time for more speakers and more free time.