



Alpha Lambda State News

An Organization of Key Women Educators Worldwide

Volume 67 Number 1

Spring 2019

The Official Publication of the Vermont Organization of
The Delta Kappa Gamma Society International

Inside this issue:

President's Message	1
State Officer Candidates	2
Nominating Committee Candidates	3
Puerto Rico Letter and photos	3
State Convention information	4
International Convention	5
Chapter News	6-8
Committee Reports	9-10
DKG through The Generations	10
Proposed Amendments to Bylaws & Standing Rules	11-15

Thoughts from the President, March 2019 You've Come a Long Way, Baby!!

Dear DKG sisters,

Truly you receive more than you give; that is how I feel about my two years serving as president of Vermont DKG. While Delta Kappa Gamma Society International goes through its Constitutional changes, we members are part of a still vibrant organization which is adapting to societal and educational workplace changes. International is dealing with the same loss of members that we are, the same lack of young professional participation, and the same need to find a way to keep our group alive and growing.

As I was reflecting on a theme for my biennium, the issue of keeping DKG alive and growing gnawed at me. Without active members, how will DKG survive? During the leadership training and the plane flight home, I decided on the theme, **"Re-E-vitalize through membership and action"**. My goal has been to keep Vermont DKG moving forward by encouraging new leadership while energizing members already serving as chapter leaders who do the real work of the society. I also have supported improved communication and the recruitment and induction of new and younger members.

Looking back at the first mini-newsletter explaining the theme, I used some E-words: Enrich, Encourage, Energize, Email, Excite, Exchange, Educate, Examine, and Exercise. These thoughts ended up guiding my efforts. To me the most progress has been made in communication.

Mini- newsletters were emailed by the fabulous "tech assistants" from each chapter and snail mailed to those members without computer access.

Emails to the executive board and chapter presidents keep our lines of communication open and effective. When a local leader needs help and sends an email, it is my responsibility to respond in a timely manner.

Attendance at chapter meetings allowed me to meet and share "spiritual fellowship" with members from all over the state. I heard some wonderful speakers on a variety of topics, and I observed chapters' unique styles and practices.

Facing my incompetence in tech, I forced myself and encouraged others to learn how to use "Zoom", an application for online group meetings. The nominations committee used it to develop a slate for the elections in April. The Rules committee was able to handle the huge job of amendments with the executive board's input by using Zoom. The February executive board meeting was able to be held with some members attending in Rutland and some "zooming" in!

With the two large newsletters and the mini-newsletters; communication to the members was monthly, at the least. We also receive the U.S Forum newsletter periodically, thanks to Cheryl Hooker.

However much that has been accomplished, there is more that could be done. Your input into how I could improve or how the state executive board could do more to assist chapters is not only needed, it is requested.

Thank you for allowing me to serve our organization. See you on April 27.



Alpha Lambda State Officer Candidate List Term of Office 2019-2021

President:

Marilyn Grunewald (ZETA)

Alpha Lambda State: 1st Vice-President; Recording Secretary; 2nd Vice-President

Zeta Chapter: 2nd Vice-President; 1st Vice-President; President

Professional Experience: Special Education and English teacher Burlington High School 1978; teacher, principal, assistant superintendent and adjunct professor at 5 Vermont universities and colleges; Superintendent Franklin Central School District

Date Joined DKG: 1992

Personal/Organizational Goal(s) for Biennium: My goals for the next two years will be to grow our organization by recruiting young career educators to join us in promoting Educational Excellence. We need to develop **SMART GOALS** and the activities to support them. We also need to develop long-lasting community partnerships at the state and local level.



2nd Vice-President:

Mary Ann Riggie (EPSILON)

Alpha Lambda State: Recording Secretary; Rules Committee

Epsilon Chapter: President; Vice-President; Recording Secretary; Various Committees

Professional Experience: Forty years in Vermont schools positions included Title VII bilingual teacher, classroom teacher, Title I teacher & coordinator, principal, curriculum coordinator, assistant superintendent and superintendent.

Date Joined DKG: 1976

Personal/Organizational Goal(s) for Biennium: My organizational goals are to publish the newly revised state bylaws and standing rules, to offer guidance to Vermont chapters as they update their chapter rules, to review updated chapter rules, and to organize and deliver leadership training for new chapter officers in summer of 2020



1st Vice President:

Carol Barbagallo (GAMMA)

Alpha Lambda State:

2nd Vice-President; Membership Chair; Nominating Committee Chair; Northeast Regional Conference Burlington, VT 2009 Co-Registrar

Gamma Chapter: Historian; Corresponding Secretary; President

Professional Experience: Educator Rutland Town School 35 years (1978-2012)

Date Joined DKG: 1988

Personal/Organizational Goal(s)

for Biennium: My goal for the next biennium is to work with each chapter to encourage a variety of intriguing programs, projects, and activities that empower and encourage women and promote educational excellence.



Recording Secretary:

Donna Stone (ETA)

Alpha Lambda State: Education Excellence Committee & Leadership Development Committee 2017-19; State Conventions - Bennington (2017) & Rutland (2018)

Eta Chapter: Team Leader/Contact & Recording Secretary 2016-present; Vice-President 2014-16; Woman of Distinction Award 2018

Professional Experience: Intermediate Level Teacher - 45 years Southwest Vermont Supervisory Union; Secretary for Southwest Vermont Education Association; Life Member of NEA; Member of Vermont Retired Teachers Association

Date Joined DKG: 2012

Personal/Organizational Goal(s) for Biennium: As Recording Secretary I will attend State Meetings, take notes, write minutes of meetings and distribute them in a timely manner. I am a positive, reliable team member who is committed to making sure team members are informed about any DKG related projects, meetings, and deadlines.



Corresponding Secretary:

Barbara O'Neil (ETA)

Alpha Lambda State: 2nd Vice President; Rules Committee; State Convention Committee; Corresponding Secretary, Nominating & Scholarship Committees. **Eta Chapter:** Co-President; Parliamentarian; Corresponding Secretary; Scholarship, Rules & Newsletter Committees

Professional Experience: Junior High School Math & Science Teacher - SC; Remedial Math Teacher, 2nd & 6th Grade Teacher - North Bennington Graded School

Date Joined DKG: 1981

Personal/Organizational Goal(s) for Biennium: Besides fulfilling the usual goals of writing letters directed by the Executive Board and reading correspondence.



I want to communicate with DKG members throughout the state if words of encouragement, sympathy or congratulations are needed. This will work only if I am notified of the need by another caring sister. (B. O'Neil)

State Nominating Committee - 2 Candidates for 4 Year Terms (2019-2023)

Nominating Committee:

Jan E. Hughes

Alpha Lambda State: Executive Board 2009-present; Editor – Alpha Lambda State Newsletter 2015-2018; Attended 5 DKG Regional Conferences & International Conventions; workshop instructor for DKG Women in the Arts Retreat

Alpha Chapter: President 2010-2014; presided at the 75th Anniversary of Alpha Lambda State -2014; Woman of Distinction Award 2010

& 2015; attended 10 Alpha Lambda State meetings; worked on Little Dresses for Africa Project; organized a chapter and community presentation on Human Trafficking January 2019

Professional Experience: Public school teaching 32 years Mt. Abraham UHS & Burlington Schools – Family & Consumer Science & Librarian teacher

Date Joined DKG: 2007

Personal/Organizational Goal(s) for Biennium: My goal is to increase the relevance of DKG in our communities.



Nominating Committee:

Patricia Lane

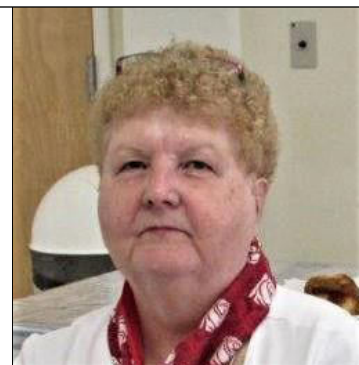
Alpha Lambda State: Corresponding Secretary 2015-2019

Delta Chapter: 1st Vice President currently; President 4 years; Co-President 2 years; 2nd Vice-President 2 years

Professional Experience: Elementary School Teacher 2 years Michigan; Vermont 3 years; Para Educator 2 years; Speech Assistant Twinfield 6 years

Date Joined DKG: 2008

Personal/Organizational Goal(s) for Biennium: My goal is to find new and different ways to encourage younger members to fill leadership roles and ways to support them.



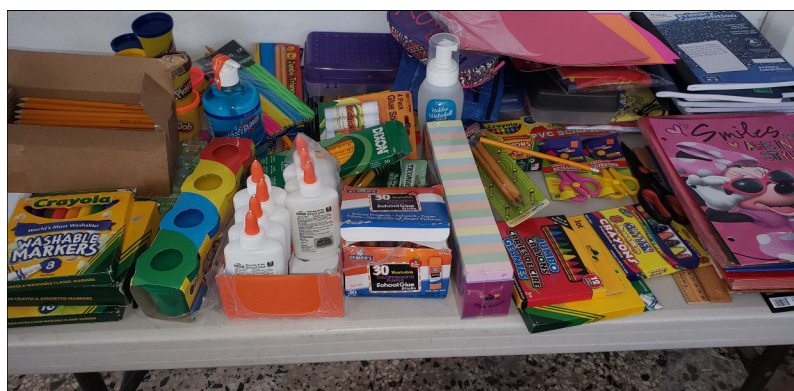
PUERTO RICO

Thank you Letter from Evelyn Lugo

Dear Marcia and Sisters from Vermont

As shared in my previous message, we are more than thankful for your contributions to our children and for all the items we have received for the second semester of this school year. Rosa Delia and I will distribute the backpacks with school materials tomorrow for the children in the San Juan area of Cantera and Villa Palmeras. We made contact with Sister Eusebia who has a group of collaborators to help her distribute school items in communities that have special needs. Our Sisters in DKG have been so generous and we are more than grateful. I believe that we will save some of the backpacks for the summer project we have titled "Mochilas de Amor". This time, my granddaughters helped me organize the 25 backpacks. Here are some pictures of today's work. I will send you some more pics as soon as we deliver them to Sister

Euebia. Many hugs and love to all, Evelyn



**Alpha Lambda State Organization
The Delta Kappa Gamma Society International
2019 State Spring Convention Hosted by DELTA Chapter
THEME: CHANGE & GROW**

Date: Saturday, April 27, 2019

Place: First Congregational Church, 1808 Scott Hill Road, Berlin, VT 05602

Time: 9:00am – 3:00pm

Registration: 8:30 – 9:30 a.m. Cost is \$30.00 per person, due no later than April 15th

Hotel: Comfort Inn, \$126 per night, reserve by April 1st

Guest Speaker: Barbara Bostwick Quinn, NE Regional representative to the U.S. Forum whose purpose is to identify major issues affecting women, children, and education upon which the U.S. members may take action. The emphasis is on sharing information and ideas and exploring solutions to identified issues.

Other Highlights: Business meeting to include membership vote on Amendments to Bylaws and Standing Rules, Election and Installation of new officers, Induction of new members, Awards ceremony, Chorus, Service of Remembrance, Fellowship and Sharing.

Lunch menu: Chicken Divan, two lasagnas, sweet and sour meatballs, green salad, veggie and fruit platter, jello salads, drinks w/ Founders Day cake

DIRECTIONS to the First Congregational Church,
Coming from the North or South: take Exit 7 (Route 62) off I-89. Stay in the right lane. At the stop-light, turn right onto Scott Hill Road. Applebee's will be on your right. The Comfort Inn is behind Applebee's. Continue past gas station and the new Irving/Maplewood Traveler's Center. Just after the intersection of Crosstown Road, the white church will be on your left. There are two parking areas on either side of the church. The handicap ramp entrance is on the right side of the building.

Please cut out and mail.

Convention Registration: Please include a completed registration form with your check for \$30.00 made out to Delta Chapter. Send this form and check by April 15th to:

**Caroline Pellon
120 Cassie Street
Barre, VT 05641**

Name _____ Chapter _____

Email Address _____ Phone number _____

Will you attend the Executive Board meeting on Friday, April 26th? Yes ____ No ____

DKG is going to Foxwoods Resort and Casino in Mashantucket, CT, Join Us!!! July 30- August 1, 2019

This year's conference held in the Northeast Region, will focus on **Global Awareness: A Curriculum of Hope for a Peaceful World**, NGOs, United Nations, Schools for Africa, World Fellowship, and International Speakers Fund. We will be having a "themed evening" instead of "state night." In order to whet your appetite, visit Foxwoods virtually by going to www.foxwoods.com. The Connecticut State Organization is updating their brochure for this conference. Join us for the DKG luncheon, breakfast, and banquet, usually held on different days.

Jackie Abbott (jabbott814@aol.com) is our Marketplace Chair for the conference. I have contacted her about a table as at least one chapter is interested in selling items. Please let Marcia Barron know if your chapter is also interested.

Also keep in mind that Marion Blumenthal Lazan will be inducted as an international honorary member of DKG at our conference.

DKG International Conference link https://www.dkg.org/DKGMember/Events/2019_International%20_Conferences/Hotels/Mashantucket_CT
Save The Date
DKG International Convention, July 7-11, 2020
Philadelphia, Pennsylvania

Executive Board 2018-19

President: Marcia Barron, Gamma
1st Vice President: Marilyn Grunewald, Zeta
2nd Vice President: Carol Barbagallo, Gamma
Recording Secretary: Mary Ann Riggie, Epsilon
Corresponding Secretary: Pat Lane, Delta
Treasurer: Ann Bannister, Gamma
Parliamentarian: Jo Ann Clark, Epsilon
Editor: Ruth Anne Barker, Gamma
Webmaster: Claire Reczek At Large
Membership: Sue Green, Eta

Below: BETA Book Project Bake Sale



Below: BETA Chapter inducts new member: Mary Ross



Beta Chapter member Rita Corey presents Early Career Educator Award to Maggie Hanson.

CHAPTER NEWS

ALPHA Chapter submitted by Ann Kalinoski

In August, we had our annual picnic at The Ethan Allen Homestead. We discussed the International Conference in Texas and had time to catch up on each other's news. During our business meeting we decided to send aprons off to Puerto Rico for the kindergarten students to use. We found a source with a price that proved to be less costly than making them. We ended up sending enough for 2 classes.

In September, we had our first potluck dinner. Beth Evans delivered a presentation on teaching non - English Language students. This was an eye opener for many of us who were not aware of the issue especially concerning what immigrant students and families have to endure to get here and remain here.

In October, we brought our lunches and listened to Maida Townsend preview what to expect on the agenda of the 2019 Vermont Legislature in January.

We had to cancel our November sewing meeting at Sally's due to the weather.

In December we enjoyed a tea at Caroline Edmunds. We spent time going over what was happening in our lives and what we were looking forward to. There was more food than any of us could eat so we all left with take home plates.

In January, Jan Hughes set up a presentation on Human Trafficking at the Faith United Methodist Church in South Burlington. This was our first attempt to include the outside community in one of our meetings although the snow storm kept many away. Edith Klimoski, from Give Way to Freedom, was one of a group of speakers for the presentation. According to the United Nations Office on Drugs and Crime (UNODC) Human Trafficking is "the act of gathering, moving, receiving or keeping of human beings by threat, force, coercion, or deception for exploitative purposes." Is there an impact in Vermont? Recent news suggests the answer is yes. How might this impact Vermont students, and their families? Representatives from other agencies attended and explained their responses to the problem which include raising awareness of potential victims as well as perpetrators in our area. Marcia Barron, President of VT DKG was in attendance. Our February speaker was Vermont Teacher of the Year for 2018, Linda Cloutier-Namder from Essex H. S.

In May, we hold our annual dinner and business meeting at St. John Vianney's. At this time, we will award the Marion Brown Thorpe Scholarship in the amount of \$1,000.00 to an individual doing their student teaching in the fall of 2019. If you know of a candidate, please have them submit an essay to us explaining why they should be awarded the funds. Also in May we will be having our second chocolate tasting party. Fresh European chocolate will be available for us to indulge in. This is also the time to discuss what topics we would like to see covered next year. These will be formalized at our June Planning Meeting.

BETA Chapter submitted by Janis Kiehle

We began the year in September with a short business meeting at a member's home. While we moved through our agenda we munched on appetizers and libations. Very relaxing!! Along with our regular agenda, we spent time brainstorming a list of potential members who we would invite to our Orientation meeting in October.

Our October meeting focused on membership. We invited 20 ladies from our district to attend and eight came for the reception and informational meeting about Delta Kappa Gamma. We decided to use the slide show that DKG developed with the information about the society. It seemed to be well received by the attendees. We had a short business meeting at the end. (We have one new member from this orientation!)

One of our goals this year is to find ways to get our name, Delta Kappa Gamma, out into the community by participating in local activities. One opportunity we tried this year was participating at a Trunk or Treat Event at a local school on October 26th. Megan B. led the charge by designing a haunted house for her car trunk. She had many Halloween items to use to decorate with and luckily we had some high-powered flashlights to put in the trunk because it got dark in there!! The clap-on-clap-off skeleton was a big hit with the kids! We both handed out goodies that Beta Chapter members donated. It was very successful, and we had our trunk pictured in the paper!

On November 3rd, we held our annual bake sale to help raise funds for our book project. It was held at the Outlet Center in Brattleboro. With a yummy assortment of goodies for sale and a steady flow of customers for the sale at Carter's, it made for a successful day!

On November 14th, we worked on our Book Project. A bookplate with the Beta Chapter name was placed in the front of all books which were then sorted into boxes and delivered to organizations in Brattleboro and Bellows Falls that have waiting rooms or areas where children visit. (Family Court, Drop-in Centers, shelters). Our Early Career Educator awardee, Maggie Hanson was invited to come and help with the project! We inducted our new member, Mary Ross as well. It was a very busy event!!

On December 8th, five members of our chapter traveled to the Academy of Music Theatre in Northampton, MA for a 1 p.m. production of "The Nutcracker" by the Pioneer Valley Ballet. It was the 40th time this group has preformed "The Nutcracker! The costuming was beautiful and the show was delightful. A very magical time for us all!

On March 6th, we met at the community room at the Brattleboro Savings and Loan. Our program was about the Guardian Ad Litem program.

Our final meeting of the year will be on May 18th at Brigid's Kitchen, which is operated by St. Michael's Catholic Church. It is an organization that serves meals to those in need in our community. The facility has recently been renovated, and we will have a tour. Our business meeting will be at the end of the tour.

CHAPTER NEWS

DELTA Chapter submitted by Cassie Major

The Delta chapter has been eagerly working toward having all DKG chapters join us April 27th at the spring convention in Berlin, VT.

Since last fall we have been making "Welcome Baskets" for the Good Samaritan Haven in Barre which include much needed items to promote a more stable housing situation. We have donated 11 laundry baskets to date and will continue to focus on this project. At our January 17th meeting, Shelter Coordinator, Judy Joy, shared the 2018 Impact Report. The shelter served 228 guests; 11,310 meals and established 57 people in stable housing. Judy mentioned how appreciative they are that one of our members, Janet Poeton and her husband John; provide a meal at the shelter once a week.

We were saddened recently by the loss of one of our members, Helen Donahue.

EPSILON Chapter submitted by Nancy James

"It is what it is....but it will become what you make of it!" encourages Epsilon Sisters to "Make it Happen!" for ourselves and others during the next two years and beyond. Each Epsilon Chapter Meeting will incorporate a purpose of the Delta Kappa Gamma Society International with a method to "Make it Happen!"

On August 15th we met at Judy Sherburne's home in Waterford to review the new Epsilon Chapter Program Book and share highlights from the 2018 of the DKG National Convention.

Our September 17th meeting at the Masonic Hall in Island Pond honored our experienced Epsilon members who shared entertaining stories about their past teaching experiences.

On October 9th, we convened at the Lyndonville United Methodist Church to explore "The Art of Composting" presented by Eric and Cathy Paris, owners and operators of Kingdom View Compost. President, Marcia Barron attended our meeting.

We attended a Christmas Brunch on December 8th at Joan Kirchhoff's home and created Achievement Awards to present to first-year teachers in June.

We will meet at the Hilltopper Restaurant in St. J on April 9th and learn about "Sensory Processing" from Helene Gallagher.

On May 9th we will enjoy "Musical Melodies in May" at the Lyndon Center Baptist Church

Our final meeting will be June 5th at the United Church of Newport where we will participate in a "Make & Take" activity led by JoAnn Clark.

We all have the capability to do what needs to be done to advance and improve the lives of ourselves and others to "Make it Happen!"

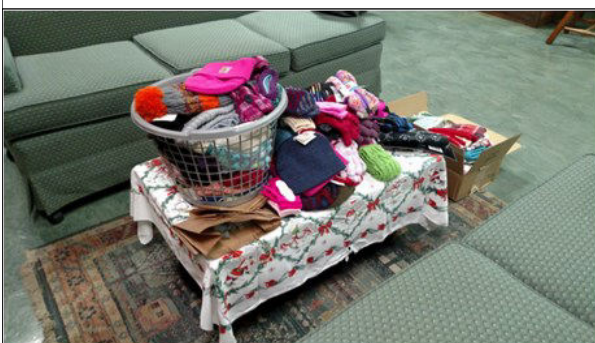
ETA Chapter submitted by Donna Stone

ETA Chapter wishes all in DKG a Happy Healthy New Year. We are a sisterhood for peace! Over the past couple of months, the ETA TEAM has continued to plan for the 2019 year of meetings and activities. Our theme this year is: "Encouraging Thoughtful Action" with a focus on "Wellness, Mindfulness and Well-Being" which will be incorporated into our meetings and activities. ETA sisters are ready for this "Gratitude, Kindness and Wellness challenge". Practicing mindfulness can be attempted by anyone. Do you have a yoga mat? Do you make cookies? Do you use bath salts?

For our March 26th ETA Meeting, student chefs at the Career Development Center at Mount Anthony Union High School in Bennington will serve us dinner. Our guest speaker will be Callie Ginter; the Southern and

Central Vermont Girls On The Run Coordinator. At our May 23rd ETA Meeting, we will honor the Southern and Central Vermont Girls On The Run Coaches for being the 2019 winners of ETA Chapter's "Bright Spots In Education Award". They will each receive a certificate and a red rose.

ETA Chapter contributed to the Puerto Rico Project by sending \$250 worth of school supplies to school children in Puerto Rico. We chose mainly practical items but included some creative supplies to boost the learners' spirits!



We appreciated the recognition and thank-you that the DKG Puerto Rico President gave us.

Every December, for the past several years, ETA Members have donated hats, mittens and scarves to 5 local elementary schools and the Bennington Coalition for the Homeless. Marcia Barron attended our December meeting and donated a box full of scarves that we greatly appreciated and added to our donations. It is heartwarming to donate and make the deliveries! We received thank-you notes from students and a principal letting us know that they loved receiving our gifts.

CHAPTER NEWS

GAMMA Chapter submitted by Paula Townsend (rab)

Gamma chapter strives to offer diverse venues, and stimulating topics and guest speakers when planning their six meetings. We ask and listen to our members' input and suggestions. We consider costs and work to keep them to a minimum amount.

On March 18th, at 4:30, we will meet at the MINT, a MakerSpace & Art Studio located at 112 Quality Lane in Rutland. <https://rutlandmint.org>. Organized by Wendy Savery, we will hold a short business meeting and an introduction to the facility by Karen McCalla followed by dinner and fellowship at 5:00 pm.

On April 23rd, we will convene at the Fox Room of the Rutland Free Library at 4:30 pm, to hear our newly elected State Representative, Gamma member, Cheryl Hooker, share highlights of her early fall pilgrimage to Camino de Santiago. Thanks to our chair, Mary Ann McDonough for putting this event together.

On Thursday, May 16th, we will assemble at the Chaffee Art Center at 4:30 pm for a presentation by noted local artist, Peter Huntoon. Chairpersons: Carol Barbagallo and Susanne Engels.

Finally, our social concerns for the past number of years have been to sponsor *Soup Bowls for Hunger and teacher's scholarship*. This event is scheduled for Thursday, March 21st in the cafeteria at Rutland H.S. Two sittings are available 4:45pm & 6:15pm. Cost: \$20, Tickets can be purchased at Phoenix Books, or Main Office, Rutland HS (cash and check only please). Stefanie DeSimone, the Pottery Teacher at RHS, and her pottery students have accepted responsibility for sourcing all of the bowls this year. The Culinary Program at Stafford Technical Center, in addition to baking the delicious dinner rolls, will also provide desserts, butter, creamers, coffee, etc. Student volunteers from the National Honor Society will again join us to provide set-up, clean-up and general assistance before, during and after the event. Karen Nawn-Fahey deserves our heartfelt appreciation for her efforts in making this year's event a reality. knawnfahey@comcast.net

We are in the process of considering other possible organizations and needs in our community to support.



During their September meeting, members of Gamma chapter enjoyed a tour of the Carving Studio and Sculpture Center in West Rutland.

(L-r: Lynn Gee, Maggie Rafter and Liz Fothergill)

ZETA Chapter submitted by Kathy Bennett

Zeta's October meeting featured a wonderful, uplifting talk by Dr. Lynda Ulrich, who has been a dentist for 25 years at Fidlehead Dental in St. Albans with her husband Dr. Chuck Verderber. Along the way, she has also been a writer, citizen scientist, artist, and world traveler, having spent most of her life living in, or traveling to, unusual corners of the globe. For the last 4 years Dr. Lynda has applied all that diverse experience to a project you can find at EverWideningCircles.com (EWC), which is an effort to change the negative dialogue about our world. At EWC, Dr. Lynda has written and edited over 1,000 articles about all the insights and innovation going uncelebrated by the mass media. Now 70,000 people a month (and 175,000 Facebook fans) visit EWC regularly to get a more balanced worldview. Some call EWC their "Antidote for the daily news". EWC went viral a short time ago, receiving the coveted "Reddit Hug of Death", with 1.4 million search requests one summer afternoon. Lynda and her team consider that their Proof-of-concept day, as it points to the fact that hope and curiosity are alive and well!

Dr. Lynda gives an energizing talk about ordinary people who are transforming our world with truly original thinking. She demonstrates how a solid understanding of our amazing world can improve relationships and the decisions we make at work and at home, and rebuild trust between diverse groups in our communities who are often at odds with each other. She will turn us on to some of the most powerful TED Talks and tell a few stories of the amazing thought leaders who she is talking to every week through Ever Widening Circles.

Her daughter, Harvard graduate Liesl Ulrich-Verderber has a newly launched version of EWC ready for classrooms around the world at EWCed.com. Liesl loves feedback from teachers, so do not hesitate to contact her personally and she will make trips to schools to show them how to get the most out of this opportunity to connect learning to the wider world: <http://everwideningcircles.com>. Her email address is: Liesl@EverWideningCircles.com.

In December, Marcia joined us for our annual Christmas Tea, hosted by Kaye Mehaffey. This is a purely social occasion, a chance for everyone to de-stress during the hectic holidays. We all enjoyed the delicious treats and the Yankee Swap that always provides great entertainment.

KEEP UP WITH EVERYTHING: Visit the Vermont DKG State Website at <https://alphalambdabt.weebly.com/> Website Contact Name: Claire Reczek reczekc@comcast.net or you can visit the International Website www.dkg.org to access our website that way. The Alpha Lambda State news is now available online at our state website. You may also choose how you would like to receive the Vermont DKG newsletter by contacting your Chapter president. **WRITE FOR THE NEWSLETTER** Research, write and share ideas in The ALPHA LAMBDA STATE NEWS Editor: Ruth Anne Barker rawesthills@gmail.com Cell: 802-558-7388/Landline: 802-446-2932

ALPHA LAMDA STATE COMMITTEE REPORTS PRESENTED AT EXECUTIVE BOARD MEETING 2/9/19

DKG Vermont Treasurer's Report Respectfully Submitted, Ann Bannister

Receipts:

9/22/18	Balance brought forward	\$4,048.98
10/15/18	Dues, 2 state members	\$110.80
12/21/18	Dues, 6 chapters	\$12,730.75
1/6/19	Dues, 1 chapter	<u>\$1,446.80</u>
	Total receipts:	\$18,337.33

Disbursements:

9/1/18	NE Director's gift	\$25.00
10/2/18	Paige & Campbell, bond	\$100.00
10/15/18	Newsletter expenses	\$207.48
1/4/19	State president pin	\$30.25
1/6/19	International dues	\$10,255.50
1/24/19	Transfer to Enrichment	<u>\$352.10</u>
	Total disbursements:	\$10,970.33

Available funds: Checking \$7,367.00
Permanent \$1,739.20

Scholarships: Music \$337.99
Memorial \$4,861.92
Enrichment \$2,566.90

Education Foundation Sandra Wells

Please check the Delta Kappa Gamma website for application forms and dates for any Education Excellence awards.

Finance Committee Jill Wilkens,

There is no report at this time. The next report will be the budget for 2019-2020.

Leadership Development Committee Carol Barbagallo

At this time, there is nothing to report.

Scholarship Report Lorna Johnson

Lian Brehm is attending the 2019 Textiles and Folk Art Study Tour Deep in the Maya World, a cultural immersion program taking place in the historic Chiapas Mountain villages of Mexico.

She is applying for an Educational Enrichment Grant to help with this program.

State Nominating Committee Report Respectfully Submitted, Dianne Lamb

The State Nominating Committee met numerous times during the fall of 2018 by teleconferencing and ZOOM videoconferencing. All committee members worked diligently to create a slate of officers that represents all of Vermont's DKG Chapters. A bio-sheet of the candidates can be found on pp 2 + 3 of this newsletter. The election of officers will be held during the Alpha Lambda State Spring Convention Saturday, April 27, 2019 at the Berlin Congregational Church.

Corresponding Secretary's Report Respectfully submitted, Pat Lane

List of Cards sent after the Fall Executive Board Meeting

Cheryl Hooker-congratulations on being elected to VT Senate
Carol Barbagallo- Sympathy
Caroline Edmunds- Sympathy
Susan Hogan- Get Well
Joan McMahon, sister of Delta member- Sympathy
Caroline Pellon- Get Well- Delta
Cassie Major- Get Well- Delta
Diane Lamb- Get Well- Eta

For those of you desiring discussion of legislative topics there is a U. S. Forum Facebook page online at <http://www.facebook.com/DKG.US.Forum>
FORUM WEB SITE: <http://www.usforumdkg.org/>

DKG Membership report from Respectfully Submitted Sue Green

We have lost 14 members recently: 10 members for obligations due to work and family; 2 members moved out of the area, 1 member because they could not attend meetings. Helen Donahue a Sister from Delta Chapter recently passed away. We send our condolences to Helen's family and her fellow sisters. I would love to have a serious discussion as a board about how we can help members rather than make them feel like we are one more obligation they have no time for. This is a concern I have raised before. Please take this under consideration. We need to be viable to our educators still in the field. I am still teaching as a 37 year veteran who works two jobs. Act 46 has caused great anxiety and frustration. I also serve on the Local Standards Boards and I can tell you first hand the State of Vermont is not doing our teachers, schools, or communities any favors. I am open to suggestions.



ALPHA LAMDA STATE COMMITTEE REPORTS PRESENTED AT EXECUTIVE BOARD MEETING 2/9/19 (cont.)

Rules Committee Report

Respectfully submitted, Mary Ann Riggie

In January Executive Board members held a work session viaZoom to review proposed amendments to our state *Bylaws* and *Standing Rules*. Additions and corrections were made as the group examined a draft document of the proposed amendments. Some of the changes were “copy edits” to prepare the document for publication to the membership. Some of the changes clarified language in Section 11, “Scholarships” in our *Standing Rules*. All of these changes have been incorporated into the document. Members present recognized that “Music Fund” is not addressed in either *Bylaws* or *Standing Rules*. President Marcia appointed an *ad hoc* committee to investigate the history of the “Music Fund”. This committee has since communicated with several members. As a result language clarifying the purpose and use of the music fund has now been added to the proposed amendments document.

In the course of developing draft amendments in order to comply with actions taken at last summer’s International Convention, we discovered and addressed other needs in our state documents. All of these changes have now been incorporated into the proposed amendments document.

As the next step in the process, on behalf of the Rules Committee, I offer the following motion: That the Executive Board approve the proposed amendments to our state *Bylaws* and *Standing Rules* and approve the distribution of the proposed amendments to the membership in preparation for discussion and action at our 2019 Spring Convention.

I hope that Executive Board members can find opportunities to discuss the proposed amendments with local chapter members prior to Spring Convention.

DKG THROUGH THE GENERATIONS

To remain forward moving ever, we as an organization need to determine how to blend DKG generations by being informed about what shapes the thinking of members from Traditionalist to Generation Y. Our millennial members are currently leading in many of our chapters and will continue to do so long after traditionalists and baby boomers are resting in their rocking chairs. We need to relinquish control of the organization to our members under forty while continuing to nurture and value those over forty years old. Let’s look at the attributes of each DKG generation and determine how we can blend, motivate, and value all age groups for the well-being of our great organization:

Generations: Traditionalists: 1928-1945

Core Values: Adherence to rules; Hard work; Patient; Savers

Core Attributes: Loyalty; Thrifty; Organized; Trust authority; Strong work ethic

How to Motivate: Personal recognition and symbols

How to Value Them: Value them for their experience

Generations: Baby Boomers 1946-1964

Core Values: Involvement; Team oriented; Optimism; Making a difference

Core Attributes: Ability to handle crises; Consensus leadership; Competitive; Challenge authority

How to Motivate: Offer them recognition and status

How to Value Them: Value them for their effort

Generations: Generation X 1965-1980

Core Values: Diversity; Balance of work and fun; Think globally; Tech savvy

Core Attributes: Adaptable; Independent; Unimpressed by authority; Results driven

How to Motivate: Offer them personal feedback and variety

How to Value Them: Value them for their independence

Generations: Generation Y 1981 – 2005+

Core Values: Extremely tech savvy; Want things NOW and with purpose; Hotly competitive

Core Attributes: Comfortable in teams; Children and family first; Fiercely independent – does not take blind orders

How to Motivate: Offer them personal and public opportunities to develop

How to Value Them: Value and respect their expertise



A review of the purposes of DKG reveals that we need all generations to continue to remain forward moving ever.

Patient, hard-working traditionalists, team-oriented baby boomers, global-thinking Gen. Xers, and extremely tech-savvy Gen.Yers working together will secure our organization’s future success.

We traditionalists and baby boomers must value the independence and expertise of our Gen. X and Gen. Y members. They will guarantee that our great organization is alive and well for decades to come.

For additional information on this important matter, please check this website: <http://deltakappagamma.org/NC/Generation%20presentation.pdf> source: The Bridge, Spring 2018, 5, Blending DKG Generations: +/- 40 years old, By Dr. Mary M. Mehaffey, Ed.D., Edu

Alpha Lambda Bylaws Proposed Amendments~ Spring 2019

Now Reads	Proposed Amendment Change	New Wording To Read
<p>Article I Section A The name of this state organization shall be Alpha Lambda State Organization, Vermont, of The Delta Kappa Gamma Society International, hereafter known as Alpha Lambda.</p>	<p><i>Striking:</i> Alpha Lambda State Organization, Vermont of The <i>and Inserting:</i> Vermont State Organization of Delta Kappa Gamma International</p> <p><i>Striking:</i> Alpha Lambda <i>and inserting:</i> DKG Vermont</p> <p>Rationale: To align with the Constitutional Amendments adopted by the 2018 DKG Convention</p>	<p>Article I Section A The name of this state organization shall be Vermont State Organization of Delta Kappa Gamma Society International, hereafter known as DKG Vermont.</p>
<p>Article III Section A The membership of Alpha Lambda shall be composed of active, reserve, and honorary members. All membership is in accordance with the Constitution, Article III, Section B.</p> <p>The membership of Alpha Lambda shall be composed of active, reserve, and honorary members.</p> <p>All membership is in accordance with the Constitution, Article III, Section B.</p>	<p><i>Striking:</i> The membership of Alpha Lambda shall be composed of active, reserve, and honorary members. <i>And Inserting:</i> Membership in The Delta Kappa Gamma Society International shall be by invitation. A member inducted into the Society becomes a member of the International Society in addition to a state organization and/or a chapter. An individual becomes a member of the Society when she pays her dues. <i>Inserting:</i> collegiate.</p> <p><i>Inserting:</i> & C</p> <p>Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention</p>	<p>Article III Section A Membership in The Delta Kappa Gamma Society International shall be by invitation. A member inducted into the Society becomes a member of the International Society in addition to a state organization or a chapter. An individual becomes a member of the Society when she pays her dues.</p> <p>The membership of DKG Vermont shall be composed of active, reserve, honorary, and collegiate members.</p> <p>All membership is in accordance with the Constitution, Article III, Sections B & C.</p>
<p>Article III Section B3 3. initiated at a state meeting.</p>	<p><i>Striking:</i> initiated <i>and Inserting:</i> inducted</p> <p>Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention</p>	<p>Article III Section B3 3. inducted at a state meeting.</p>
<p>Article IV, Section A Available Fund 1. The state shall maintain an Available Fund that is an operating fund and requires a budget. 2. The state president shall approve all expenses from the Available Fund before payment is made.</p>	<p><i>Inserting:</i> Available Reserve Fund</p> <p>3.The state shall set aside up to twenty percent (20%) of their state organization dues until the total of the Available Fund Reserve equals one year's operating expenses at which time the state organization executive board may reduce or discontinue further allocations. 4.The Available Fund Reserve may be used at the discretion of the state organization executive board.</p> <p>Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention</p>	<p>Article IV, Section A Available Fund 1.The state shall maintain an Available Fund that is an operating fund and requires a budget. 2. The state president shall approve all expenses from the Available Fund before payment is made. Available Reserve Fund 3. The state shall set aside up to twenty percent (20%) of their state organization dues until the total of the Available Fund Reserve equals one year's operating expenses at which time the state organization executive board may reduce or discontinue further allocations. 4.The Available Fund Reserve may be used at the discretion of the state organization executive board.</p>

Now Reads	Proposed Amendment Change	New Wording To Read
<p>Article IV Section B2 Annual dues and scholarship fees shall be paid by October 31 of each year. On November 1 members shall be dropped for non-payment of dues and fees.</p>	<p><i>Striking:</i> October 31, November 1 <i>And inserting:</i> June 30, July 1 <i>And inserting:</i> For induction or reinstatement between July 1 and December 31, the member shall pay dues and fees for the current year; for induction or reinstatement on or after January 1, the member shall pay half the dues. Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention</p>	<p>Article IV Section B2 Annual dues and scholarship fees shall be paid by June 30 of each year. On July 1 members shall be dropped for non-payment of dues and fees. For induction or reinstatement between July 1 and December 31, the member shall pay dues and fees for the current year; for induction or reinstatement on or after January 1, the</p>
<p>Article V Section B3 3. The initiation of new members and the installation of a new chapter shall be recommended by the Expansion Committee.</p>	<p><i>Striking:</i> initiation <i>And inserting:</i> induction</p>	<p>Article V Section B3 3. The induction of new members and the installation of a new chapter shall be recommended by the Expansion Committee.</p>
<p>Article VI Section B1 1. The President shall: a. appoint all state committee members except Nominations Committee and those designated in the committee description b. appoint a parliamentarian c. visit each chapter at least once every two years d. send periodic communications to each chapter president e. organize and preside over the spring convention f. encourage attendance at regional conferences and international conventions g. make the membership aware of international correspondence h. arrange for the printing and distribution of committee biennial reports i. distribute the list of all state committee members, including naming chairs of all committees, to all Executive Board members by the fall Executive Board meeting j. submit a president's message to each issue of the Alpha Lambda State News by the published deadlines,</p>	<p><i>Inserting:</i> k. serve as a member of the international Executive Board; l. be responsible for providing leadership development within her state organization." Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention</p>	<p>Article VI Section B1 1. The President shall: a. appoint all state committee members except Nominations Committee and those designated in the committee description b. appoint a parliamentarian c. visit each chapter at least once every two years d. send periodic communications to each chapter president e. organize and preside over the spring convention f. encourage attendance at regional conferences and international conventions g. make the membership aware of international correspondence h. arrange for the printing and distribution of committee biennial reports i. distribute the list of all state committee members, including naming chairs of all committees, to all Executive Board members by the fall Executive Board meeting j. submit a president's message to each issue of the Alpha Lambda State News by the published deadlines, k serve as a member of the International Executive Board l. be responsible for providing leadership within her state organization.</p>
<p>Article VI Section B4 The Recording Secretary shall: a. keep the minutes of all state meetings b. send the minutes of Executive Board meetings to Executive Board members within two weeks of each meeting. Executive Board members shall elect to receive minutes through U.S. Mail or electronically.</p>	<p><i>Striking:</i> state meetings, <i>Inserting:</i> executive board meetings and state conventions and submit them for approval using the process described in the state standing rules. <i>Striking:</i> send the minutes of Executive Board meetings to Executive Board members within two weeks of each meeting. Executive Board members shall elect to receive minutes through U.S. Mail or electronically. <i>Inserting:</i> within two weeks of the time the approval process is completed, the recording secretary shall send the minutes to the Executive Board members electronically. Rationale: To clarify responsibilities</p>	<p>Article VI Section B4 The Recording Secretary shall: a. keep the minutes of all executive board meetings and state conventions and submit them for approval using the process described in the state standing rules. b. within two weeks of the time the approval process is completed, the recording secretary shall send the minutes to the Executive Board members electronically.</p>

Now Reads	Proposed Amendment Change	New Wording To Read
Article VI Section B6 <u>NEW SECTION</u>	<i>Inserting:</i> Article VI Section B6 The state treasurer shall a. receive and pay out all moneys belonging to DKG Vermont b. keep an accurate account of receipts and expenditures c. maintain a record of receipts, bills, and bank statements d. present a report at each regular meeting; e. file required tax reports f. submit for annual audit/financial review the accounts of the organization g. serve as a member of the state executive board and h. maintain an accurate and current membership roster i. serve on the finance committee Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention	Article VI Section B6 The state treasurer shall a. receive and pay out all moneys belonging to DKG Vermont b. keep an accurate account of receipts and expenditures c. maintain a record of receipts, bills, and bank statements d. present a report at each regular meeting; e. file required tax reports f. submit for annual audit/financial review the accounts of the organization g. serve as a member of the state executive board h. maintain an accurate and current membership roster i. serve on the finance committee.
Article VI Section E 1.The [nominations] committee shall submit the name of one nominee for each elective office and nominees for Nominations Committee members to the state Executive Board at the spring Executive Board Meeting. Consent of the nominees shall be obtained.	<i>Striking:</i> spring <i>Inserting:</i> winter Rationale: To align with current Alpha Lambda practice	Article VI Section E 1.The [nominations] committee shall submit the name of one nominee for each elective office and nominees for Nominations Committee members to the state Executive Board at the winter Executive Board Meeting. Consent of the nominees shall be obtained.
Article VII Section A6 [NEW]	<i>Inserting:</i> Article VII Section A 6. All members being notified, meetings of the Executive Board and Executive Committee may be face-to-face, through electronic communications, or through a combination of the two, as long as members present may simultaneously hear one another and participate during the meeting. Rationale: To permit the Executive Board and Executive Committee to use electronic communications to hold meetings	Article VII Section A 6. All members being notified, meetings of the Executive Board and Executive Committee may be face-to-face, through electronic communications, or through a combination of the two, as long as members present may simultaneously hear one another and participate during the meeting.
Article VIII Section A (1) a. Communications and Publicity	<i>Striking:</i> Publicity <i>Inserting:</i> Marketing Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention	Article VIII Section A (1) a. Communications and Marketing
Article VIII Section B7 [NEW]	<i>Inserting:</i> Reports requested from DKG Vermont and local Vermont chapters shall be submitted in the format specified by International Society Headquarters. Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention	Article VIII Section B7 Reports requested from DKG Vermont and local Vermont chapters shall be submitted in the format specified by International Society Headquarters.

Now Reads	Proposed Amendment Change	New Wording To Read
Article VIII Section C2 The Educational Excellence Committee shall: (1) promote within the state a program that follows a yearly theme (2) assist chapter committees in developing worthwhile programs aligned with the International theme (3) encourage a program of selective recruitment of teachers and retention of qualified educators (4) encourage action in the field of legislation to improve education and the status of women educators (5) have as chair the state first vice-president.	<i>Inserting:</i> (1) be composed of the 1 st vice-president or designee from each chapter and chaired by the state 1 st vice-president; <i>Striking:</i> (5) have as chair the state first vice-president. Renummer subsections: (2) promote within the state a program that follows a yearly theme; (3) assist chapter committees in developing worthwhile programs aligned with the International theme; (4) encourage a program of selective recruitment of teachers and retention of qualified educators; (5) encourage action in the field of legislation to improve education and the status of women educators. Rationale: To clarify practice	Article VIII Section C2 The Educational Excellence Committee shall: (1) be composed of the 1 st vice-president or designee from each chapter and chaired by the state 1 st vice-president; (2) promote within the state a program that follows a yearly theme; (3) assist chapter committees in developing worthwhile programs aligned with the International theme; (4) encourage a program of selective recruitment of teachers and retention of qualified educators; (5) encourage action in the field of legislation to improve education and the status of women educators.
General Amendment	Change “Alpha Lambda” to “DKG Vermont” throughout the state bylaws and standing rule documents. Rationale: To align with the Constitutional Amendments Adopted by the 2018 DKG Convention	Change “Alpha Lambda Vermont” to “DKG Vermont” throughout the state bylaws and standing rule documents.

PROPOSED AMENDMENTS TO STANDING RULES

NEW [Section 3 Executive Board]

3.3 The following process shall be used for the approval of minutes: The state president shall appoint a three (3) member review/approval committee at the beginning of each business meeting.

The recording secretary shall

- (a) take minutes at business meetings
- (b) submit a draft of the minutes to the state president and state parliamentarian as soon as possible, but no later than 14 days after the meeting
- (c) edit the minutes and submit them again to the president prior to submitting them to the minutes review/approval committee
- (d) submit the minutes to the minutes review/approval committee with deadline for response;
- (e) return approved minutes to the president; if corrections are needed the process is repeated;
- (f) finalize formatting and obtain president’s signature for the approved minutes;
- (g) sign with pen and ink (adjacent to the president’s signature) the final version, initial, insert date of approval, scan, and keep a copy for the secretary’s file;
- (h) mail approved minutes with original signatures to the State Historian for placement in DKG Vermont’s permanent files;
- (i) distribute approved minutes of business meetings (executive board and state convention) with scanned signature page to executive board members within 45 days of meeting and make printed copies of state convention minutes available at next state convention. [Enter adoption date]

NEW Section 6 Membership

6.5 An active member shall be a woman who is or has been employed (paid) as a professional educator at the time of her election.
6.6 A collegiate member may participate in the activities of the Society except holding office. A collegiate member may serve as parliamentarian since the position of parliamentarian is not an elected office.
6.7 A member may submit a recommendation for membership to any chapter.
6.8 The chapter shall record in the chapter minutes the names of members terminated, including the reason and date of termination.
[Enter adoption date]

PROPOSED CHANGES Section 11 Scholarships**Now reads:**

11.2 The Alpha Lambda state organization shall maintain a Scholarship Fund for Summer Study Graduate Scholarships and/or Enrichment Grants. (5-4-96)

Proposed amendment change:

11.2 The DKG Vermont state organization shall maintain a Scholarship Fund for Summer Study Graduate Scholarships and/or Educational Enrichment Grants.

Rationale: Graduate programs are offered year-round. This scholarship has already been consolidated with our Memorial Scholarship.

New wording to read:

11.2 The DKG Vermont state organization shall maintain a Scholarship Fund for Educational Enrichment Grants.

[Enter adoption date]

Now reads:

11.5 The Memorial Scholarship and the Summer Study Graduate Scholarship shall have no deadlines for filing. (5/4/96)

Proposed amendment change:

11.5 The Memorial Scholarship and the Summer Study Graduate Scholarship Educational Enrichment Grants shall have no deadlines for filing.

Rationale: The Summer Study Graduate Scholarship is no longer offered as a separate scholarship. It is offered through the Memorial Scholarship. Both the Memorial Scholarship and the Educational Enrichment Grants have no deadlines for filing.

New wording to read:

11.5 The Memorial Scholarship and the Educational Enrichment Grants shall have no deadlines for filing.

[Enter adoption date]

Now reads:

11.6 Beginning September 2001, the \$1.00 per member collected for scholarships shall be reallocated with 100% going to the Scholarship Fund for Summer Study Graduate Scholarships and/or Enrichment Grants until such time as money is needed to finance a second Memorial Scholarship. At such time the \$1.00 will then be reallocated with 50% going to the Memorial Scholarship Fund and 50% going to the Scholarship Fund for Summer Study Graduate Scholarships and/or Enrichment Grants. (5-5-01)

New wording to read:

11.6 Each fiscal year \$1.00 per member will be assessed for scholarships with 50% allocated to the Memorial Scholarship Fund and 50% allocated to the Enrichment Grant Fund. In years in which the Memorial Scholarship Fund is already fully funded, 100% of the annual assessment will be allocated to the Enrichment Grant Fund.

[Enter adoption date]

NEW Section 12: Music Fund

12.1 The purpose of the music fund is 1) to support music at DKG Vermont functions and 2) to recognize significant achievements in music education by Vermont DKG members. The Executive Board may authorize expenditures from the fund for these purposes.
[Enter adoption date]

NEW Section 13: Rules Committee

13.1 DKG Vermont Rules Committee is authorized to correct article and section designations, punctuation, capitalization, and cross references and to make such other technical and conforming changes to the State Bylaws and Standing Rules documents as may be necessary to reflect the intent of the membership when the membership duly adopts amendments to the documents.

[Enter adoption date]



An official publication of
Alpha Lambda State Vermont of
The Delta Kappa Gamma
Society International

The Alpha Lambda News
POB 102
Wallingford, VT 05773

Please Place
Stamp Here

The Alpha Lambda News is
published two times per year.
Send articles to:
**Ruth Anne Barker (Alpha
Lambda), editor**
POB 102
Wallingford, VT (802) 446-2932
Email: rawesthill@gmail.com
(please e-mail pictures in .jpg for-
mat)
Vermont Website:
<https://alphalambdavn.weebly.com/>

Mailing Address: