

Wisconsin State Organization

2023 Business Meeting Packet

**Sharing the DKG Mission,
Doing It Together**



**May 6, 2023
Pewaukee, WI**

**Stephanie Malaney,
President**

2023 BUSINESS MEETING PACKET

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Welcome to our 2023 Convention

DKG LEADs Literacy, Education, Advocacy, Diversity

The committee started planning last summer and has put together a great venue. This convention highlights the talents of our members from planning to presenting.

We welcome our International DKG guest, Phyllis Hickey, the Strategic Outreach Director. She will be bringing the DKG message and leading a round table during the breakout session.

Enjoy the raffles, silent auctions, displays of chapter works, and decorations. Meet the first through third place Mary Jo Nettesheim winners and illustrator award winners before they participate in their writers' conference. Celebrate the time together with new and old friends.

Stephanie Malaney
WSO President



Wisconsin State Organization

2023 BUSINESS MEETING AGENDA
May 6, 2023 8:30 AM

- I. Call to Order and Quorum Determination** President Stephanie Malaney
- a. Call to order
 - b. Quorum
- II. Consent Agenda**
- a. State Conference Business Meeting Minutes 2022 Stephanie Malaney
 - b. 2023 Report of the State Treasurer
- III. New Business**
- a. Readers (3) to proof/edit the minutes of the mtg Stephanie Malaney
 - b. Vote on 2023-2025 State Officers
 - c. Vote on Bylaws and Standing Rules Proposals
 - d. Approval of 2023-2024 Annual Budget Julie Hannon
- IV. Announcements and Adjournment**
- a. Installation of 2023-2025 State Officers Phyllis Hickey
 - b. Announcements
 - Next year's Leadership Conference
 - NW Convention
 - Feedback Forms
 - c. Adjournment

**The Delta Kappa Gamma Society International
Minutes of the WSO Spring Conference
Business Meeting, May 7, 2022**

The Wisconsin State Organization Conference was held on Saturday, May 7, 2022, at the Radisson Hotel and Conference Center, Fond du Lac, WI.

President Stephanie Malaney (Omicron) called the business meeting to order at 9:07 a.m. State Secretary, Isabel Maria Piana (Delta) declared a quorum was present.

Since we had 74 registered members present, the quorum was established at 37. The number of votes necessary to approve a majority was set at 38.

President Stephanie Malaney presented the three items on the Consent Agenda. Since no one indicated that any item should be moved from the Consent Agenda, President Stephanie Malaney called for a motion to pass the Consent Agenda.

Kathy Goodwin (Pi) made a motion. "On behalf of the WSO Rules Committee, I move that the Consent Agenda be approved." Marcia Trentlage (Omicron) seconded the motion. President Stephanie Malaney called for an oral vote. The Consent Agenda was unanimously approved.

President Stephanie Malaney reminded everyone that the reports of the Officers, Boards and Standing Committees are posted on the website.

New Business

President Stephanie Malaney announced that this year's readers to proof/edit the minutes of the meeting are Beverly Hess (Chi), Patricia Premo (Chi) and Comfort Anum SSND (Delta).

President Stephanie Malaney then called on State Finance Chair, Julie Hannon (Omicron) who moved to approve the 2022-23 Wisconsin State Organization Annual Budget as adopted on May 6, 2022, by the Wisconsin State Organization Executive Board. The motion was unanimously approved.

President Stephanie Malaney explained the need for an executive decision to appoint Sandra Ruesink (Delta) as WSO Treasurer for the year 2022-23. According

to our WSO Bylaws and Standing Rules page 4, line 149: “When a vacancy occurs in other state elective or appointive positions, the state president shall name a successor.” Sandra agreed to serve as WSO treasurer for 2022-23.

Announcements

President Stephanie Malaney thanked WSO State Leadership Team Kathy Clothier, VP (Pi), Isabel Maria Piana, Secretary (Delta), Chris Shewczyk (Chi), Jonnie Dvorak (Chi), Roberta Gale (Zeta), Barbara Cody, Webmaster (Zeta), Sharon Storms, News Editor (Lambda), Sandra Ruesink, Treasurer (Delta) and Mary Kenne, Conference Treasurer and Registrar (Alpha Gamma). Thanks was also extended to Julie Hannon, Finance Chair (Omicron) and the Finance Committee and to Sigma State Foundation for supporting this conference. President Malaney also extended a huge thank you to all the committees for their work.

President Stephanie Malaney then called on our Vice President Kathy Clouthier (Pi) for announcements. Kathy announced the 2023 Convention will be held at Ingleside Hotel and Waterpark, Pewaukee, WI, on May 6th. Raffle baskets will make a comeback. She also reminded those in attendance to please fill out the Feedback form in the folder.

Adjournment

The meeting was adjourned by unanimous consent at 9:14 a.m.

Isabel Maria Piana

Isabel Maria Piana (Delta) Wisconsin State Organization Secretary

Wisconsin **S**tate **O**rganization
Women **S**upporting **O**pportunities

Wisconsin State Organization Treasurer's Report

April, 2023

This year with the support of the Finance Committee and the Executive Committee, Wisconsin State continued to use QuickBooks. With all the reports available, we have a clear view of our finances. We also had the accounting firm of Victory Creek Accounting, LLC do our taxes. You will notice that our membership went down this year, but our expenses didn't surpass our income. We also saw some losses with our investments.

Thanks to the wonderful work of our state chapters, 12 new members were initiated. We have 490 Active members and 63 Reserve members. As of the end of March, receipts in this fiscal year were \$13,064.50 and expenses were \$5,899.14 with a difference of \$7,165.36 net ordinary income. As of the end of March we have a total of \$24,561.89 in the checking account. There is \$68,279.39 in the savings account of which \$1,084.81 is in our general fund, \$3,037.94 in the permanent fund and the rest is in our scholarship funds.

Anticipated expenditures for the remainder of the fiscal year are the payments of remaining personnel gifts, any committee expenses that have not been submitted at this point and the payment of \$0.50 per member to DKG International for the a donation to World Fellowship fund plus the money collected from chapter/committee drives.

Other Funds that we have available are rounded to the closest \$1:

General Fund has a balance of \$26,012

Permanent fund has a balance of \$26,012

Action Grants savings account has a balance of \$5,241

GAEP funds saving and investments has a balance of \$38,435

WSO Scholarships (was Founders, Duling and Reichert) have savings and investments totaling \$205,957

Hunziker's scholarship has savings and investments of \$542,953

The balance of all asset accounts as of 3/31/2023 is \$873,971 in all categories.

Respectfully submitted,

Sandra Ruesink, Wisconsin State Treasurer

2023-2025 Nominees for WSO Elected State Positions

President: Kathleen Clouthier (Pi Chapter)

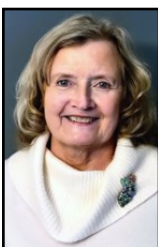


Kathleen is nominated to serve a two-year term as 2023-2025 WSO President. She was inducted as a member of DKG in 2002. She holds a BS degree from Dominican College and an MS degree from Marquette University. Kathleen taught math for 30 years at the junior and senior high school levels and was the Mathematics Department Chair. She was named REA World Class Teacher in 1995, received the Phi Delta Kappa Outstanding Educator Award in 2017, and is listed in Who's Who Among America's Teachers.

An active member of Pi, Kathleen has served as chapter treasurer for eight years, co-president for four years, corresponding secretary for two years, and Membership and Professional Development Chair.

Kathleen has shown extensive leadership skills on the state level as she has served on the Membership Committee, Ad Hoc Leadership Committee, Nominations Committee, Financial Review, and two terms on the Finance Committee. In addition, she has served as treasurer of a WSO Convention and as WSO Vice-President.

Vice President: Christine Shewczyk (Chi Chapter)



Christine is nominated to serve a two-year term as 2023-2025 WSO Vice President. She was inducted as a member of DKG in 2010. Christine earned a BA in PK-9 and Cognitive Disabilities and an MA in Reading and Learning Disabilities and retired after 20 years as a professional educator.

She has served Chi in many leadership roles, including Membership Chair for five years, Educational Excellence Chair for six years, and one term as chapter president. In addition, on the state level, Christine has served as Educational Excellence Co-Chair for three years.

Christine was chosen to participate in the prestigious DKG IGNITE: Leaders Empowering Leaders program.

Secretary: Kay Ziegahn (Lambda Chapter)



Kay is nominated to serve a two-year term as 2023-2025 WSO Secretary. She was inducted as a member of DKG in 1999. She graduated from the University of Sydney with a Diploma (BA plus MA) in Education. Her vast teaching experience includes 5 ½ years in Australia; 1 year in Montpellier, France; 1 year in Munich, Germany; and 26 years at Richland Center High School. In addition, she ran the German Sister School Program, which included student semester exchanges and group visits every other year in France and Germany.

Her leadership roles in Lambda include treasurer, president, Executive Board member, and Finance Committee. Kay has served on the EEC Committee and Communications Committee at the state level. In addition, she was editor of *Wisconsin (Sigma) State News* for seven years.

WSO Finance Committee: Nominated to serve as members for the 2023-2025 biennium

Bobbi Momchilovich (Psi Chapter)

Bobbi was inducted into DKG in 1980. She holds a BS and MS degree in Home Economics Education and an EdS (Educational Specialist) degree in Guidance and Counseling. Bobbi served as an educator/school counselor for 36 years. She earned recognition as Outstanding Young Educator and Wisconsin FHA Advisor of the Year. In addition, she received the Outstanding Jaycette Award.

As an active Psi-Northwest WI member, she serves as vice president. Additionally, she has served as Fundraising Event Chair and is on the World Fellowship/Educational Excellent Committee. On the state level, Bobbi is the WSO Action Grant Chair.

Rachel Schultz (Lambda Chapter)

Rachel was inducted as a member of DKG in 2001. From UW-Madison, she received a BS in Science Education, an MS in Educational Administration, and an Educational Specialist degree in Educational Administration. Rachel taught middle school science. In addition, she has served as the Richland School District Business Manager and later as the Superintendent. Upon retirement, Rachel was a Wisconsin Association of School Boards Consultant.

In her Lambda chapter, Rachel is on the Communications and Marketing and Educational Excellence committees and has served two terms as president. She is also a Sigma State Foundation Director and served on the 2019 WSO Convention Committee.

Kathy Zautner (Beta Alpha Chapter)

Kathy was inducted as a member of DKG in 1985. She earned a BS and MS degree in Business Education and taught, among other subjects, high school accounting. She is listed in Who's Who Among American Teachers and was named Muskego High School Teacher of the Year.

Her leadership roles in Beta Alpha include president and treasurer, and she is currently the corresponding secretary. Kathy served for ten years as treasurer for Sigma State Foundation and was involved with WSO financial reviews for several years.

Nominations Committee: Nominated to serve as members for the 2023-2025 biennium

Nancy Herrmann (Zeta Chapter)

Nancy was inducted into DKG in 2002. She received a bachelor's degree from Holy Family College and taught high school for 33 years. In addition, she was the Lincoln High School and Manitowoc County Youth Apprenticeship Liaison and was named Wisconsin School-to-Work Educator of the Year.

Nancy has been a Zeta president/co-president since 2016. In addition, she is Zeta's Action Grant Chair and a member of the Literary Competition Committee. She is on the state Mary Jo Nettesheim Literary Competition Committee, is a Sigma State Foundation Director, and was a 2017 Sigma State Convention Co-Chair. In 2014 Nancy was awarded a Hunziker Scholarship for travel to Tanzania, Africa, to visit St. Agnes Nutrition School, Chipole, Tanzania, the school that, through Zeta, received five DKG Educational Foundation Project Grants.

Isabel Maria Piana (Delta Chapter)

Isabel was inducted as a member of DKG in 1979. She holds a BA and MA in Education from Mount Mary College. Isabel was a teacher and unit leader in the Milwaukee Public Schools for 34 years and served as Post Baccalaureate Supervisor for seven years at Mount Mary College. Before her retirement in 2018, she was the director of the Teacher Resource Center at Mount Mary. An active member of Delta, Isabel served as the chapter's president, corresponding secretary and co-treasurer. She was the 2019-2023 WSO World Fellowship Chair and WSO State Secretary. Isabel is the recipient of a Kohl Fellowship for Teachers, the WI Bell Teacher Recognition Award, an Ameritech Teaching Award, the Mount Mary University Madonna Award, and the School Sisters of Notre Dame Heritage Award.

Julie Trafton. (Pi Chapter)

Julie was inducted as a member of DKG in 1997. She earned a BA in Art Education K-8 and Art Therapy and an MS in Art Therapy, both from Mt. Mary University. She retired from North Park Elementary School after 30 years. Julie received the Racine Unified Encore Award, Phi Delta Kappa Kenosha-Racine Chapter 1123 Outstanding Educator Award, and Meritorious Service Award Racine Unified.

At the chapter level, Julie is currently serving as president after serving as 1st vice president. She is on the Action Grant Committee and has chaired the Communications Committee and Literary Competition Committee. Julie is currently chairing the WSO Convention Committee.



PROPOSAL 1

ARTICLE VI, Section: 4D

Which now reads:

Section 4. Term of Office

D. The state treasurer shall be elected by the state Executive Board during even numbered years. She shall serve no more than three consecutive two-year terms.

If adopted would read:

Section 4. Term of Office

D. The state treasurer shall be elected by the state Executive Board during even numbered years. She shall serve no more than three consecutive two-year terms. Additional two-year terms are allowed by agreement of the state treasurer and the state Executive Board. Proviso: This change is effective July 01, 2024.

Rationale: To revise term limits for the office of Wisconsin State Treasurer, effective July 01, 2024

PROPOSAL 2

ARTICLE VI, Section 2A

Which now reads:

Section 2. Related Personnel

A. The state editor shall be appointed by the state president and confirmed by vote of the state Executive Board. She shall serve a three-year term with two successive renewals by agreement of the state editor and state Executive Board. The decision shall be determined one year in advance of renewal.

If adopted would read:

Section 2. Related Personnel

A. The state editor shall be appointed by the state president and confirmed by vote of the state Executive Board. She shall serve no more than three consecutive three-year terms. Additional three-year terms are allowed by agreement of the state president and state editor and confirmed by vote of the state Executive Board.

Rationale: To revise term limits for the office of Wisconsin State Editor.

PROPOSAL 3

ARTICLE VI, Section 2C

Which now reads:

DOES NOT EXIST

If adopted would read:

Section 2. Related Personnel

- C. The state webmaster shall be appointed by the state president and confirmed by vote of the state Executive Board. She shall serve no more than three consecutive three-year terms. Additional three-year terms are allowed by agreement of the state president and state webmaster and confirmed by vote of the state Executive Board.

Rationale: *To establish term limits for the office of Wisconsin State Webmaster.*

Budget Narrative

By Julie Hannon, Finance Committee Chair

This newsletter contains the budget proposal for the 2023-24 fiscal year. The proposal is very similar to the current operating budget. The most significant difference is in the income section. The proposal was based on 480 active members. This is a drop of 25 members from last year at this time. Our proposed income is about \$565 less because of this drop in membership. In addition, International has eliminated all induction fees, which resulted in a small income reduction.

Our expenses have remained stable. The only significant change was a reduction on Line 6058. This item was reduced by \$200 to reflect the projected convention expenditures. But even with this modest reduction, the proposed expenditures are \$4,448 over income due to declining membership.

WSO has been able to counter this budget shortfall by using Zoom for many meetings, thus eliminating mileage. Many expenditures for 2022-23 have come in lower than budgeted amounts. In addition, our president declined her stipend for the year. So, we have yet to draw on our savings to meet our budget expenses. As more in-person activities resume, the Finance Committee and our State Treasurer will need to keep a close eye on expenses.

Thank you to committee members Barb Cody and Mary Lou Donnelly, along with Sandra Ruesink, Stephanie Malaney, and Kathleen Clouthier, for all their hard work in creating our budget proposal.

WSO Proposed 2023-2024 Budget

Sandra Ruesink

Julie Hannon

Ordinary Income/Expense		
Income	Dues and Fees	
	401 State International Dues	\$20.00
	402 Chapter Dues	\$12,078.00
	Based on 480 Active, 62 Reserve	
	403 Chapter Scholarship Fees	\$380.00
	405 Collegiate Dues	\$0.00
	Total Dues and Fees	\$12,478.00
	410 WSO Conference/Convention fees	\$1,000.00
	420 SigmaState Foundation Funds	\$750.00
	430 World Fellowship Change	\$250.00
	490 Interest	\$50.00
Total Income		\$14,528.00
Expense		
	International	
	601 International Dues and Fees	\$20.00
	Total International	\$20.00
	Misc. In/Out Funds	
	6805 World Fellowship- Change	\$250.00
	Total Misc. In/Out Funds	\$250.00
	Program Expenses	
	6051 Achievement Award	\$100.00
	6052 Action Grants	\$2,500.00
	6053 WI State News Prin/Post	\$1,500.00
	6058 State Convention Speaker	\$500.00
	6059 State Convention-Start Up	\$1,000.00
	6060 StateConference/Convention-Travel Re	\$700.00
	6061 Member(s) to Reg/Int	\$750.00
	6065 World Fellowship-.50/memb	\$271.00
	6066 Spring mtg fee	\$0.00
	Total Program Expenses	\$7,591.00

	State Officer Expenses		
		630 President Expen/ Mileage	\$3,600.00
		631 President Stipend	\$750.00
		636 Treasurer Hardware/Software	\$150.00
		637 Treasurer Expen/Mileage	\$200.00
		638 Treasurer Stipend	\$1,200.00
		640 SS News Editor Expense/Mile	\$150.00
		641 SS News Editor Stipend	\$1,200.00
		642 Webmistress Expen/Mileage	\$0.00
		643 Webmistress Stipend	\$500.00
	Total State Officer Expenses		\$7,750.00
	Committees		
		649 Society Business	\$200.00
		6500 Society Mission & Purpose	\$750.00
	Total Committees		\$950.00
	Administrative Expenses		
		6701 Travel Insurance	\$50.00
		6702 State Corporate Report	\$25.00
		6703 Bond State Treasurer	\$250.00
		6705 Memorial Gifts/ Contributi	\$100.00
		6706 Training R&I Convention	\$1,500.00
		6708 Zoom	\$160.00
		6709 Tax Prep	\$600.00
	Total Administrative Expenses		\$2,685.00
	Miscellaneous		
		675 Misc Other	\$0.00
	Total Miscellaneous		\$0.00
Total Expense			\$18,976.00
		Difference	\$4,448.00

COMMITTEE REPORTS

Finance Committee Annual Report

2022-23 Fiscal Year

The Finance Committee has worked hard to ensure the financial well-being of WSO. We met several times to review our financial status and prepare a budget for the coming fiscal year. In addition, we met virtually with David Blend, our Edward Jones financial advisor, for the annual review of our investments. We also conducted an annual audit of the books.

2023-2024 Proposed Budget

The proposed budget for 2023-24 contains some minor changes from last year's budget. The proposal was based on 480 members. This is a drop of 25 members from last year at this time. Our proposed income is about \$565 less because of this drop in membership. We have been conservative in our expense projections. We did create our budget proposal with the expectation that WSO would be holding more in person meetings and that our officers would begin to attend international conferences and trainings. Even with the changes made, WSO will still be operating with a budget deficit. Expenses continue to be down in some areas. We are comfortable proposing this budget and confident that WSO will be able to meet its financial needs.

Just a reminder, all committees are grouped into lines 649 Society Business and 650 Society Mission and Purpose. Please check the bylaws Article IX. Sections 1A and 1B if you are unsure into which category your committee falls.

A Note of Thanks

The Finance Committee wishes to thank Sandra Ruesink for all her hard work as treasurer. She has done an outstanding job of paying the bills, keeping up on investments, filing the taxes, and balancing the books of our state organization.

Respectfully submitted by the Finance Committee

Julie Hannon, Chair

Barb Cody

Mary Lou Donnelly

Membership Committee Annual Report

May 7, 2023

Members: **Barb Albrechtson** (Alpha Omega), **Kathy Clouthier** (Pi), **Micihelle Sladky** (Chi), **Sandy Stallings** (Psi), and **Roberta Gale** (Zeta) membership chair

1. Annual Report

A. Delta Force—consists of EEC chair, **Chris Shewczyk**, Leadership Chair, **Jonnie Dvorak** and **Barb Cody, Communication.**

Delta Force communicated over e-mail and by phone and have added information from all 4 chairs to the Monday Membership Minute.

B. Accomplishments

- 1) Monday Membership Minute began on 6-29-20. It has been sent out 23 times since last year's report.
- 2) Honoring Long Time Members-Certificates will be given to chapters at the Conference who wished to honor their long-time members.
- 3) Recognize chapters that have added new members over the last year. Certificates will be given to chapters at the Conference on May 7, 2022.
- 4) Updating MyDKG on the International Website was encouraged and several chapters have completed this process.
5. Presented in 2 Chapter president meetings and a committee meeting for Membership.
- 6) Necrology

- a. ppt-was created and will form the basis of the Necrology Ceremony for the Conference on May 6, 2023.
 - b. Program-was created with the narratives written by **Barb Albrechtson**. Copies will be given to each chapter. An additional book will be given to each chapter that lost a member to share with the family. **Barb Albrechtson** updated the cover.
 - c. Barb Albrechtson and I will present the Celebration of Life service on May 6, 2023.
- C. Statistics were coordinated with **Sandy Ruesink** and **Sharon Storms** for accuracy and completeness.
- 1) Deaths—7
 - 2) New inductees and transfers--22
 - 3) Total Membership— 553 compared to 572 in 2022, 597 in 2021 report and 633 in 2020.
2. Future Goals
- A. Continue to work on increased membership and reverse the trend of downward total membership.
 - B. Determine different ways to reach out and connect with each member of WSO.

Leadership Committee Report

May 2022-May 2023
Johanna Dvorak, Chair

The WSO Leadership chair was a co-presenter on *Delta Force Leadership* at the 2022 WSO Conference on May 7, 2022. She participated on the planning team, bringing in keynote speaker Dr. Teri Cox to the conference, who spoke on qualities of a good leader and how to empower your members to build better chapters.

She participated in some Monday Minutes as part of Delta Force promoting leadership opportunities and resources. More information about leadership, including the *Delta Force Leadership* presentation is available on the DKG WSO website by clicking on the *Leadership* tab on the navigation bar.

WSO chapter presidents are invited to participate in all WSO leadership meetings, activities, and events. A survey was sent out last fall to all WSO Chapter presidents to inquire about their interest in meeting on zoom to share ideas. The leaders indicated that they prefer to meet on a quarterly basis. Chapter leader meetings were held on zoom in October and March for that purpose. Chapter presidents shared the meeting link with their chapter members who could also participate.

On zoom, we heard from Bev Mantey- VanCronkhite on October 18 about her new role as DKG Northwest Regional Director and about leading the upcoming DKG Conference in Detroit on July 11-16. We heard highlights from the DKG 2022 convention in New Orleans from WSO attendees. On March 16 Stephanie Malaney previewed the upcoming WSO Convention on May 6 in Pewaukee. Chapter programs and projects were also discussed (see EEC report).

WSO members are welcome to join the WSO Leadership Committee. Thank you for your interest in developing your leadership skills and taking leadership responsibility in DKG. It has been an honor to serve as chair for the past biennium. Let's empower women together!

Educational Excellence Committee

2022-2023 Annual Report

Educational Excellence Committee

Members: Karin Kinzel (Chi), Roberta Gale (Zeta), Marcia Trentlage (Omicron), Kay Ziegahn (Lambda), and Heather Thomas-Flores (Delta) & Chris Shewczyk (Chi) Co-Chairs

May 7, 2023

Accomplishments

Despite effects of the pandemic, committee members succeeded in the following:

Upgraded Website

Modernized

- Provided an aesthetic appearance making it easier to identify and access information
- Modified the process for contributing to *Spotlight Wisconsin*

Collected

- Projects and programs implemented by WSO chapters, and shared in *Spotlight Wisconsin*
- Text addressing issues affecting women, children, and education and shared in *the Resource Library*

Provided

- Current *International Focus Areas and Goals* for state organizations and chapters to follow
- Link to International programs, projects, and activity ideas.

Progressed toward S.M.A.R.T. Goal achievement

1. Worked to empower professional growth of members by introducing content related to chapter responsibilities and educational excellence. We achieved this through multiple monthly articles in the *Monday Minute* under *EE Alert!* which is sent to chapter presidents for dispersing to their members. We also personally engaged with many chapter presidents by phone to gain information regarding chapter health and share ideas with an offer of support when needed.
2. Worked to bring forth and support successful projects, programs, and activities in which chapter members are involved. We continued to build relationships between chapters and share the ideas that were reported to support our communities.

Additional Accomplishments

1. Expanded Delta Force to include the Communication/Marketing committee. This addition connects members to the resources offered on the professional website maintained by the WSO webmaster. It provides *Monday Minute* readers with valuable information posted on the DKG International website.
2. Continued to raise Educational Excellence committee profile with WSO chapter members and prospective members.

3. Shared the International Educational Excellence Committee history and recent 2022 changes to the “Areas of Focus” and “Goals” with chapters. Identified the future direction of the Educational Excellence Committee focus at the Society level.

Next Steps

- Present 2023-2025 S.M.A.R.T goals that will specifically work toward the professional growth of members and membership by introducing relevant content related to educational excellence. The goals will also focus on building relationships between chapters and sharing ideas for supporting our educational communities. Continue with goals that have objectives with measurable and justifiable results.
- Avidly continue the following,
 - ✓ Encourage member’s thinking about past ventures and how to change in a way that entices prospective members,
 - ✓ Personally reach out to new chapter presidents and committee chairs with content related to educational excellence,
 - ✓ *Share successful projects, programs, and activities on Spotlight Wisconsin, and*
 - ✓ *Investigate sharing the ideas above in the Monday Membership Minute under EE Alert!*

Lorraine Missling State Achievement Award

Six candidates were nominated for the Sigma State Lorraine Missling Achievement Award. The six committee members had an arduous task to evaluate the nominees as each was worthy of receiving the award. They evaluated and reevaluated each candidate so that we could agree on one final recipient.

I am proud to be a member of an organization with so many highly talented, qualified and dedicated women. This cross section is just a small sample. If the candidate you nominated did not receive the award this year please consider submitting the name again next year.

Respectfully submitted,
Kathleen Clouthier

Action Grant Committee Report

2023 Report to the President Spring 2023

The Wisconsin State Organization Action Grant Committee would like to thank the five chapters who submitted Action Grant Applications by the Dec. 1, 2022, deadline. For the first time, all of the Action Grant Applications were submitted digitally and the process went very well. The Action Grant Committee would like to thank Barb Cody, WSO Webmaster, for her assistance in the digital transition.

The WSO Action Grant Committee met via Zoom on Wed., Jan. 25, 2023, to award this year’s action grants. A total of \$3587.92 was requested in the five Action Grant Applications. Funding available to the Action Grant Committee was \$4,500.00 (\$2,500 from WSO and \$2,000 from Sigma State Foundation).

The following chapters were notified in February that they received an Action Grant and are to be congratulated for planning forward thinking projects with an emphasis on literacy: Alpha Iota-Janesville-Shakespeare Graphic Novels (\$500.00), Alpha Xi-Beaver Dam Area-Books for Babies (\$200.00), Beta Alpha-Oconomowoc/Waukesha County-Spreading the Love of Literacy (\$650.00), Psi-Northwest WI-Creative Starters for Future Writers (\$1500.00), and Zeta-Green Bay-TAPP-Teen Age Parent Program (\$800.00). A total of \$3650.00 was awarded this year.

To receive the grant award, chapters must submit an Action Grant Project Expense Voucher after July 1, 2023, but before May 1, 2024, along with the Action Grant Self-Evaluation Form. Chapters receiving grants are also required to submit a short summary of their project for the WSO Newsletter during 2023-2024, and create a visual display of the project for the state conference in 2024.

The WSO Action Grant Committee met on July 29, 2022. The committee updated the goals for 2022-2023. Discussion regarding the changes to the "Rubric for WSO Action Grant Evaluation" and the "2023 Action Grant Application for Projects in 2024-2025" was postponed until March, 2023, as the changes involved extensive discussion. The discussion in March resulted in a revised version of the application and the rubric and those documents are now on the WSO website.

All WSO members were invited to a Zoom presented by the Action Grant Committee on October 26. WSO members were invited to ask questions and express concerns regarding the Action Grant Application and the process used by the Action Grant Committee to award the grants. There were 12 participants on the Zoom. Topics discussed during the Zoom included action grants that were postponed during COVID, the difference between an Action Grant and a Give Back Grant, specific items that do not qualify for funding as listed on the budget page of the Action Grant Application, the number of Action Grant Applications typically submitted in a year, plus items concerning how action grants will be represented at the state convention in 2023.

The Action Grant Application and all forms are available on the WSO website (dkgwso.weebly.com). Any member having questions or comments regarding the Action Grant process is encouraged to contact an Action Grant Committee Member.

The Wisconsin State Organization Action Grant Committee and contact information is below:

Bobbi Momchilovich, Chair
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Nettesheim Literary Competition Report

Wisconsin State Organization of Delta Kappa Gamma Mary Jo Nettesheim Memorial Literary Competition 2023 Annual Report to Convention

The 39th year of the competition has been completed. Thank you for the support given to the Literary Contest by the teachers, local judges, and literary chairs as they inspired the young writers of Wisconsin.

Again this year, Enhanced Personal Narratives and Fiction stories were the genres for students with given word counts at each grade level. High school students are consolidated into the same level.

Four years ago, in 2019, the Bilingual Category was added. We had one Bilingual submission this year. We will continue to promote this special area of the competition.

Additionally, chapters sent their best 10 books to State, which allows for more than one tie per grade level.

On Saturday, March 18, the state judges met at Heritage Elementary in De Pere. Fourteen WSO members, along with 1 potential member, gathered to judge 109 state level entries from 15 chapters. Well over 200 chapter members were involved in their local and the State level contest.

A special thanks to the following for judging on March 18:

Judy Kuksdorf	Marilyn Lambert	Chris Shewczyk	Nancy Herrmann	Mary Flierl
Pat Premo	Donell Bonetti	Roberta Gale	Brenda Rank	Jean Lorrigan Puls
Mary Lee Gibson	Pat Brabozon	Margaret Bussone	Kelsy Rusch	Julie Trafton

Thank you to the submitting chapters:

Gamma	Nu	Chi	Alpha Iota	Beta Alpha
Zeta/Richland Center	Mu	Psi	Alpha Xi	Alpha Eta
Zeta/Green Bay	Zeta/Manitowoc	Alpha Beta	Alpha Tau	Omicron

Forty-six State awards were given to students. At the May 6 WSO Conference, all winners were invited to attend with their parents. In the past, only the first place winners were invited for a luncheon. Over 100 students/parents/teachers attended. All students were honored with an Award Ceremony.

First place winners read their book aloud. There was a snack break of popcorn and cookies. Author Laura Gellott presented about her journey as a published author. Students were also given a "Writer's Survival Snack Bag" to take home.

Thank you to the WSO Foundation, as they awarded the winners with checks for \$50

for first place, \$30 for second place, \$20 for third, and \$10 for Honorable Mention, for a total of \$1190. Illustrator awards for Grand Prize (\$30), first (\$25), second (\$20), third (\$15), and Honorable Mention (\$10) were also given. Students who received a “special literary award” were honored with \$10. Additionally, the Foundation funded medals for the students. This year, we tried the idea of medals versus trophies, for easier transport.

Submitted by the Committee Co-Chairs: Zeta Chapter ~ Donell Bonetti & Brenda Rank

Committee Members: Nancy Herrmann, Pat Premo, Pat Brabazon, Judy Snyder, and the state judges

Scholarship Committee Report

This committee lost its chair during the year. There were two scholarship applications submitted recently. Due to time constraints, the Hunziker Scholarship submitted for May was reviewed and approved by Margaret Bussone, past Scholarship Chair, Dr. Johanna Dvorak, as the incoming Scholarship Chair, and Stephanie Malaney, as the current president. Faith Webster, Nu, will receive \$1500.

The second scholarship is for October and that scholarship application will be reviewed by the committee when Dr. Johanna Dvorak is appointed Scholarship Chair.

US Forum Committee Report

A major focus of International DKG is mental health. Information was shared in the convention newsletter. More information will be coming including ways members can take action. Stephanie Malaney Omicron

World Fellowship Report

Wisconsin State Organization Convention, May 6, 2023

The mission and purpose of the World Fellowship Committee is to promote the work of the International World Fellowship Committee. We are especially trying to raise the visibility of the work of World Fellowship in our state.

Each year chapters receive contact information for one of the World Fellowship recipients. It is hoped that each chapter would have members contact the recipient to say hello and offer moral support via letters, email or Zoom. This year members can even view the video responses of some of the recipients on the International site.

During this past year, communication to the chapters continued primarily via email. This year we again shared several ideas that chapters could use to raise funds. World Fellowship is funded only by donations. Thus, the numbers of women who can be supported is dependent on the donations of our members.

Since our convention is now again in person, we will be able to collect funds through Our “Change for Changing the World” collection containers.

Meanwhile, a fund raising calendar activity was sent to each chapter as a possible fun way to raise funds. A new calendar will be posted on our state site for members use later this year.

Our display board is being updated for the 2023 Convention. Check it out.

While this report does not have the summary of individual chapters contributions, we hope chapters will continue to collect funds for WF. We encourage the chapters to share some of the creative ways they collected or propose to collect funds this coming year. We hope chapter presidents or the WF chapter chair reminds members of WF periodically throughout the year.

Respectfully submitted,
Isabel Maria Piana, Delta
Patricia Premo, Chi
Jennifer Schrab, Alpha Iota

Marie Allen, Theta
Mary Flierl, Chi

Webmaster Report

After being the state webmaster since 2010, I am happy to report Lori Petzel from Psi-Northwest has volunteered to take over this position. I plan to continue to be available to help Lori and any chapter with their communication and technical needs.

I have scheduled many Zoom meetings this past year. Contact me if your chapter or state committee needs to meet by Zoom.

Barb Cody

Communications and Marketing Committee Report

If anyone is interested in becoming the chair for the Communications and Marketing Committee, please contact Vice President Kathy Clouthier. According to the Rules and Bylaws and Standing Rules, this is the responsibility of this committee:

“Communications and Marketing: The state committee shall promote and stimulate effective communication between and among members at all levels of the Society and promote effective internal and external marketing. Membership in this committee shall include the state editor and the state webmaster.”

I have been working on a project called “First Step” in which we are attempting to provide information which will allow each member access to the DKG website and how to sign in and how to access the Wisconsin State Organization website. All members should have received a small business card with their person sign in information for the DKG website.

I have also added a Tech Tip to each Monday Membership Minute.

Barb Cody

Sigma State Foundation Report

Wisconsin State Organization
The Delta Kappa Gamma Society International
Sigma State Foundation, INC.
2023 Annual Report to Spring Conference/Convention

The Sigma State Foundation has continued to provide opportunities to support the purpose and work of the Wisconsin State Organization with Give Back Grants, Nettlesheim Literacy Competition funding, as well as Individual Leadership and Action Grants. It is with great pleasure that we can announce the first Individual Leadership Grant given last Fall in 2022. The Directors are ever cognizant of their responsibility to meet the evolving needs of our Wisconsin State Organization members.

Our goal is to continue to manage our grant funding based on the average of assets over the last three years as adopted by the Board. Our investments held at Edward Jones in addition to the

generous contributions of the WSO membership have provided us with the necessary assets to continue our support of the Wisconsin State Organization and its Chapters. Investments held at Edward Jones as well the donations from WSO membership have provided us with assets at the end of the 2021-2022 fiscal years to *project* the following distributions for 2023-2024.

Give Back Grant (Endowment)	\$4,400
Leadership	\$2,600
Nettesheim Literacy Competition	\$3,200
Action Grants	\$2,000
Unrestricted Funding	\$450

Sigma State Foundation's Finance Committee will exercise due diligence by performing an annual end of fiscal year review of the spending policy and make necessary adjustments to preserve the purchasing power of the endowment and current accounts.

Respectfully submitted,
Karoleen Glenzer
Sigma State Foundation, president

Rules Committee Report

The Rules Committee was tasked at the 2022 Leadership Conference to revise the Treasurer and Editor's term limits. During the process of revising the term limits, it was brought to the committee's attention that the webmaster had no term limits so term limits were written for this position as well. The new language for these three positions will be voted on at the convention.

The Rules Committee also worked on revising our Bylaws to comply with DKG International. This work will help chapters with their revisions next year.

The Rules Committee also worked on revising our Bylaws to comply with DKG International. This work will help chapters with their revisions next year. Wording highlighted in yellow must be used exactly as printed. Please note that an induction fee has been eliminated. A special thank you to Leslie Bakkum for acting as an ad hoc chair to complete this work.

2023-2024 REQUIRED REVISIONS TO CHAPTER RULES

Necessitated by changes in DKG International Constitution and Standing Rules, Amended 2022.

Article III

Membership

Section 1. Membership

Membership in the Delta Kappa Gamma Society International shall be by invitation. At the time she joins the society, she becomes a member of the international society, a state organization, and a chapter. Chapters in the state shall have full power to act in matters of chapter membership, except as restricted by the *Constitution*. An accurate and current membership roster shall be kept by the chapter treasurer. Records for each member should include name, date of induction, reinstatement, and/or termination of membership.

Section 2. Classification

The membership of Wisconsin State Organization shall be composed of active, reserve, collegiate, and honorary members. All membership is in accordance with the *Constitution*, Article III.

- A. An active member shall be a woman who is or has been employed as a professional educator at the time of her election. An active member shall participate in the activities of the society.
- B. Reserve membership shall be granted only to a member who is unable to participate fully in the activities of the chapter because of medical disability, geographic location, and/or no technological connection/skill.
 - 1. Reserve status shall be granted by a majority vote of the chapter.
 - 2. A reserve member, so requesting, shall be restored to active membership.
- C. Honorary membership may be awarded to women who have rendered notable service to education or to women.
 - 1. A chapter honorary member shall be a woman not eligible for active membership who has rendered notable service to education or to women and is elected to honorary membership in recognition of such service.
- D. Collegiate members shall be undergraduate or graduate students who meet the following criteria:
 - 1. Bachelor student collegiate members shall:
 - a. Be enrolled in an institution offering coursework leading to a career in education; and have the intent to continue academically and professionally in the field of education; and
 - b. Be enrolled within the last two years of their bachelor's education degree.
 - 2. Graduate/Masters/Doctoral student collegiate members shall have Graduate/Masters/Doctoral standing in an institution offering coursework in the field of education; and have the intent to continue academically and professionally in the field of education.

When a collegiate member starts her career as a paid educator, she will pay active member dues and become an active member. If a collegiate member does not pursue a career as an educator, her membership will expire upon graduation or withdrawal from the education degree program.

Section 3. Election

- A. A candidate for active or collegiate membership shall be selected by the method established by the chapter's rules.
- B. Reserve status shall be granted by a majority vote of the chapter to an active member who requests it.
- C. A candidate for honorary membership at the chapter level shall be elected by the method established by the chapter Executive Board.

Section 4. Transfer

A member in good standing may transfer from one chapter to another upon notification to Society Headquarters.

Section 5. Termination of Membership

Membership in the society is terminated by non-payment of dues and fees, resignation, or death. The chapter shall enter the date of a termination into its minutes.

Section 6. Reinstatement

A former member shall be reinstated to membership by the chapter receiving the request. The chapter membership chair shall notify the state treasurer when a former member has been reinstated as an active member.

ARTICLE IV

Finances

Section 2. Payment of Dues and Fees

A. The membership year is July 1-June 30. A member shall pay annual dues and fees no later than June 30 for the following fiscal year.

B. A scholarship fee of \$1 shall be paid annually by each active and reserve member.

C. New members shall become members when dues are paid. New members who join between July 1 and December 31 shall pay full international dues for the current fiscal year. New members who join between January 1 and March 31 shall pay half dues. New members joining between April 1 and June 30 shall pay full international dues for the ensuing year. Reinstated members shall pay full annual dues whenever reinstated. Chapter dues may be pro-rated as the chapter determines.

D. Immediately thereafter, the state organization portion of the dues shall be sent to the state organization treasurer and the international portion to the International Headquarters.

E. A member who fails to complete payment of international dues shall be dropped as of October 1.

F. The inducting unit of Wisconsin State Organization shall pay a lifetime fee in the amount of \$49.50 for each honorary member at the time of induction.

Kathy Goodwin Pi

Beverly Hess

Shari Eberhardt Theda

Connie Bussewitz Psi

Mary Dettmering Alpha Eta

Stephanie Malaney Omicron (ex-officio)

Leslie Bakkum Theda Temporary Chair