

W S O

Women Supporting Opportunities

2021 Business Meeting Packet



INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS
DELTA KAPPA GAMMA

April 30, 2021
Virtual Meeting

2021 BUSINESS MEETING PACKET

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Wisconsin State Organization
The Delta Kappa Gamma Society International
2021 BUSINESS MEETING AGENDA
April 30, 2021 2:00 PM

- I. Call to Order and Quorum Determination** Dr. Mary Kenne
- a. Call to order
 - b. Quorum
 - c. Rules for an Electronic Meeting?
- II. Consent Agenda** Leslie Bakkum
- a. 2019 State Convention Business Meeting Minutes
 - b. Treasurers Report
 - c. Ratification of WSO Executive Board electronic vote of the 2020
 - d. Acceptance of the Financial Review of 2018-2019 accounts
 - e. Acceptance of the Financial Review of 2019-2020 accounts
 - f. Bylaws and Standing Rules Proposals Group 1
 - g. Bylaws and Standing Rules Proposals Group 2
 - h. Bylaws and Standing Rules Proposals Group 3
- III. Reports of Officers, Boards, and Standing Committees**
- Finance Committee Julie Hannon
- a. Standing Rules Proposal N1
 - b. Standing Rules Proposal N2
 - c. Standing Rules Proposal N3
 - d. Standing Rules Proposal N4
 - e. Standing Rules Proposal N5
- IV. New Business**
- a. Readers (3) to proof/edit the minutes of the mtg Dr. Mary Kenne
 - b. Election of 2021-2023 State Officers Leslie Bakkum
 - c. Approval of 2021-2022 Annual Budget Julie Hannon
- V. Announcements and Adjournment**
- a. Installation of 2021-2023 State Officers Dr. Mary Kenne
 - b. 2022 State Conference Announcement Stephanie Malaney
 - c. Adjournment

The Delta Kappa Gamma Society International
Minutes of the Spring Convention
Executive Board Meeting

April 27, 2019
Cranberry Country Lodge, Tomah, Wisconsin

The Wisconsin State Organization Convention met on Saturday, April 27, 2019, at the Cranberry Country Lodge in Tomah. Convention hostesses included Theta, Lambda, Alpha Upsilon Sigma, and Alpha Omega Chapters.

President Leslie Bakkum (Theta) called the business meeting to order at 10 a.m. Barbara Millerman (Psi-Northwest Wisconsin), Recording Secretary, and Annmarie Wacker (Beta), Parliamentarian, declared that a quorum was present.

The 2018 Sigma State Wisconsin Executive Board minutes were approved as distributed, and the agenda was adopted as printed.

Kathleen Zautner (Beta Alpha) moved to ratify the electronic vote held between December 9, 2018, and January 1, 2019, adopting the 2018 Financial Review Report prepared by Debra Welsch (CPA,) CliftonLarsonAllen LLP. The motion was adopted.

Reports of Officers, Boards, and Standing Committees

The treasurer's report prepared by Sandra Ruesink (Delta) was published and distributed prior to the business meeting. The Treasurer's Report was placed on file for review.

Shari Eberhardt (Theta), State Rules Chair, moved that "Debate on all committee reports and Ad Hoc committee reports be limited to two minutes per speaker and ten minutes per question, except by consent of the voting body." The motion was adopted.

Cindy Rockow (Psi-Northwest Wisconsin) moved "on behalf of the Wisconsin State Organization Finance committee that dues be collected annually in the amount of \$24 for active members, \$9 for reserve members, and \$5 for collegiate members." The motion was adopted.

Shari Eberhardt (Theta) moved "on behalf of the Wisconsin State Organization Rules committee that the offices of second vice-president and corresponding secretary be deleted in Article VI (6) Section 1A of the Wisconsin State Organization Bylaws, amended 2017." The motion was adopted.

Kay Ziegahn (Lambda) moved "on behalf of the Wisconsin State Organization Communications and Technology committee that Article X (10) Section 2A be amended to read 'Wisconsin State News be published four times each year and sent to all state members.'" The amendment was adopted.

Kay Ziegahn (Lambda) moved "on behalf of the Wisconsin State Organization Communications and Technology committee moved that Standing Rule III (3) J2 be amended to read: 'The deadline for submitting copy for Wisconsin State News is the fifteenth of the month preceding the publishing dates of February, June, September, and December.'" The amendment was adopted.

Margaret Bussone (Chi-Ozaukee) on behalf of the Wisconsin State Organization Scholarship Committee moved that “Standing Rule III (3) K8, be amended to read: ‘The Hazel Duling Scholarship (a stipend of \$4,000 or any lesser amount decided on by the scholarship committee) is granted for advanced graduate study to an active state member who has been a member in good standing for at least two years.’” The amendment was adopted. A member need no longer be pursuing a doctoral degree in order to qualify for this scholarship.

Margaret Bussone (Chi-Ozaukee) moved “on behalf of the Wisconsin State Organization Scholarship committee that Standing Rule III (3) K13b, be amended to read: ‘It is a stipend of \$1,500 or any lesser amount decided upon by the scholarship committee based on expenses incurred by the applicant.’” The amendment was adopted. Hunziker awards for international study may now be increased to \$1,500.

Reports of Ad Hoc Committees

Dr. Mary Kenne (Alpha Gamma) moved that “Article VII (7) Section 1A be amended to read: ‘Business of the state shall be conducted bi-annually at a convention held in odd numbered years at a time and place determined by the Executive Board for the purpose of receiving reports, adopting policy, enhancing members’ personal growth, disseminating society information, and conducting other business which may properly come before it.’”

Shari Eberhardt (Theta) moved that “Proposal 1.01 be amended by striking the word ‘**bi-annual**’ after the word “conducted.” As a point of information, this amendment corrects an error in the original proposal and reflects the intent to hold a convention in odd numbered years. The amendment was adopted.

Article VII (7) Section 1A was amended to read “Business of the state shall be conducted at a convention held in odd-numbered years at a time and place determined by the Executive Board for the purpose of receiving reports, adopting policy, enhancing members’ personal growth, disseminating society information, and conducting other business which may properly come before it.” Extensive discussion followed. Bev Mantey-VanCronkhite (Delta) moved and it was seconded that “Discussion be extended for another 10 minutes.” The motion to extend debate was adopted.

Vote Tally on the Amended Motion

73 Yes
25 No
7 Abstentions

President Leslie Bakkum, Parliamentarian Annmarie Wacker, and Treasurer Sandy Ruesink did NOT vote. Four others abstained from voting. Seventy (70) votes were required for the amendment to carry. The amendment was adopted after extensive debate. Conventions will be held in odd-numbered years.

Dr. Mary Kenne (Alpha Gamma) moved that “Standing Rule II (2) A1 and A2 be amended to read ‘A. State Convention. 1. The state convention shall be held in spring of odd-numbered years. 2. Sites for the state convention shall be chosen at least two years in advance.’” The amendment was adopted.

Dr. Mary Kenne (Alpha Gamma) moved that “Article VII (7) Section 2A be amended to read: ‘An Executive Board meeting shall be held in even-numbered years at a time and place determined by the Executive Board for the purpose of receiving reports, adopting policy, enhancing members’ personal growth, disseminating society information, and conducting other business which may properly come before it.’”

Kathryn Harrison (Chi-Ozaukee) moved that “Article VII (7) Section 2A be amended by striking the words “**at a time and place determined by the Executive Board**” after the word “years.” As a point of information, this

amendment corrects an error in the original proposal and aligns the wording with Proposal 1.04. The amendment was adopted.

Proposal 1.03 as amended “Article VII (7) Section 2A. “An Executive Board meeting shall be held in even-numbered years for the purpose of receiving reports, adopting policy, enhancing members’ personal growth, disseminating society information, and conducting other business which may properly come before it.” was adopted.

Dr. Mary Kenne (Alpha Gamma) moved that “Standing Rule II (2) B1 be amended to read: ‘A meeting of the Executive Board will be held in even-numbered years to accommodate the business of the Executive Board and committee work for the Wisconsin State Organization. The place and time shall be set by the state president.’” The amendment carried. (Proposal 1.04)

Dr. Mary Kenne (Alpha Gamma) moved that “Article XII (12) Section 2A be amended to read: ‘Wisconsin State Organization Standing Rules may be amended at any state Executive Board meeting.’” The amendment was adopted.

Beverly Hess (Chi-Ozaukee) moved that “Article X (10) Section 4B be deleted.” The motion was adopted. As a point of information, this motion refers to the Wisconsin State Organization Mary Jo Nettesheim Fund which does not exist.

New Business

Mary Dettmering (Alpha Eta), Patricia Premo (Chi-Ozaukee), and Kathleen Goodwin (Pi) have accepted an appointment to edit the minutes of the 2019 business meeting held on April 27, 2019.

Kathleen Clouthier (Pi), the state nominations chair submitted the following nominations:

President	Dr. Mary H. Kenne, Alpha Gamma
Vice-president	Stephanie Malaney, Omicron
Recording Secretary	Isabel Maria Piana, Delta
Finance Committee	Julie Hannon, Omicron
	Barbara Cody, Zeta
	Mary Lou Donnelly, Nu
Nominations Committee	Leslie Riese Bakkum, Theta
	Kari Metts, Delta
	Mary Salverson, Alpha Gamma

There were no further nominations from the floor. Hearing no objection to the slate of 2019-2021 Wisconsin State Organization as presented, the motion was adopted unanimously.

Cindy Rockow (Psi-Northwest Wisconsin), chair of the 2019-2020 Wisconsin State Organization budget, moved “that we adopt the 2019-2020 Wisconsin State Organization Proposed Budget, Option 4, as presented.” The vote resulted in 27 executive committee members voting in favor and 2 opposed. The motion was adopted.

Sandra Ruesink (Delta) moved “to approve the 2019-2020 Wisconsin State Organization budget as adopted by the Wisconsin State Organization Executive Board.” The motion was adopted. This will result in a \$4 increase in state dues for active members and a \$2 increase for reserve members beginning with the new fiscal year.

Beverly Hess (Chi-Ozaukee) requested that Proposal 3.02 be removed from the consent agenda, and it was removed. Beverly then moved that “Proposal 3.02 be amended by adding the words ‘to serve until the next regular election of officers’ after the word ‘successor.’” The amendment was adopted. Since there was no objection, the motion was adopted as amended. Proposal 3.02 now reads: “When a vacancy occurs in the office of vice president, the president shall name a successor to serve until the next regular election of officers.”

Margaret Bussone (Chi-Ozaukee) moved that the consent agenda, minus Proposal 3.02, be approved. The motion was adopted.

Announcements

Kathryn Harrison announced that the 2020 spring meeting will be held on Saturday, April 25, 2020, at the Radisson Hotel and Convention Center in Fond du Lac. (This was later changed to Saturday, **May 2, 2020**.)

Ruth Scholze expounded on the World Fellowship Change Collection, the Sigma State Foundation, Inc. Raffle, the basket raffle, and the Creative Arts Retreat.

Upcoming Dates

July 1, 2019	2019-2021 biennium begins
July 10-12, 2019	2019 International Conference: Leadership, Embassy Suites, Des Moines Downtown, Des Moines, Iowa
October 4-6, 2019	Creative Arts Retreat, Green Lake, Wisconsin

Adjournment

The meeting was adjourned by unanimous consent at 11:27 a.m.

Barbara A. Millerman

Barbara A. Millerman (Psi-Northwest Wisconsin)
Wisconsin State Organization Recording Secretary



Report Regarding the 2020 Electronic Executive Board Vote
May 4, 2020

Executive Board Member:

Thirty five of thirty nine members of the Executive Board for WSO responded with a vote on the four questions proposed to set us up for the 2020-2021 fiscal year.

Question 1: The budget for the 2020-2021 fiscal year - 30 yes, 3 no and 2 abstain

Question 2: Appointment of Sandra Ruesink for a third 2 year term as WSO Treasurer (2020-2022) - 35 yes

Question 3: Sending honorarium for out- going International President - 33 yes, 1 no and 1 abstain

Question 4: Acceptance of the dissolution of Alpha Chapter - 34 yes, 1 abstain

Thank you to all for your vote and your comments.

One point I would like to make is that may have been confusing is the difference in the expected income and expenses in the budget. The Finance committee decided to use the reporting form from our current software, Quick Books that tracks our finances. This system does not allow us to count as income any money taken from current assets like checking and savings so these could not be shown to offset the difference between income and expenditure.

This year with the raise in dues and anticipating \$2000 in conference fees, we anticipated having only about a need to take about \$900 from these sources. In 2020-2021 we have committed to supporting the WSO Convention with speakers and mileage as outlined in the bylaws. The Convention does not bring fees into the WSO so the difference is greater.

What we are working on doing in this biennium is to continue to reduce the difference in between income and expenditure. If you are interested in the history of budgets, I have attached the worksheets that the finance committee has reviewed in working to reduce the reliance on our assets. You will see that many years we are expending more than what was brought in through membership dues and fees. We are looking at the areas such as reducing mileage to general meetings for required personnel and ways to tap into the scholarship funds to help provide support for members to attend training or workshops that will support them in carrying leadership roles at the state and chapter level.

The other major factor is the maintaining and increasing our membership.

I hope that this explanation helps...not being able to present the budget face to face does have drawbacks.

Mary Kenne WSO President

Wisconsin State Organization Treasurer's Report April, 2021

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 gains with our investments.

Thanks to the wonderful work of our state chapters, 14 new members were initiated. We have 529 Active members and 69 Reserve members. As of the end of March, receipts in this fiscal year were \$13,820.30 and expenses were \$5,357.49 with a difference of \$8,462.81. As of the end of March we have a total of \$17,565.15 in the checking account, which includes scholarship funds. There is \$69,065.65 in the savings account of which \$1,080.16 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 \$26,638.24

Permanent fund has a balance of \$26,638.25

Action Grants savings account has a balance of \$6,041

GAEP funds saving and investments has a balance of \$39,061.30

Scholarships including Founders, Duling and Reichert, have savings and investments totaling \$213,293

Hunziker's scholarship has savings and investments of \$548,324

The balance of all asset accounts as of 3/31/2021 is \$881,679 in all categories.

Respectfully submitted,

Sandra Ruesink, Wisconsin State Treasurer

The Delta Kappa Gamma Society International
Wisconsin State Organization
Report of the Financial Review Committee
August 5, 2019

The Financial Review Committee of the Wisconsin State Organization of The Delta Kappa Gamma Society International met August 5, 2019 in Glendale, Wisconsin. The purpose of this meeting was to review WSO's financial records for the period beginning July 1, 2018 and ending June 30, 2019. Members present for the review were: Treasurer-Sandra Ruesink, President - Mary Kenne, and Financial Review Committee members Linda Hansen of Phi, Kathleen Zautner of Beta Alpha, and Kathleen Clouthier of Pi.

We found the financial records to be accurate and well organized. The review of the financial records were easy to review due to the types of reports that are generated by the new accounting program, Quick Books. Treasurer Sandra Ruesink has completed her second year gaining understanding of the fiscal processes and the coding of each to the correct areas.

A review of the reports provided the committee with an overview of the General Fund's checking and savings as well as the other separate savings and investment funds (Permanent Fund, Action Grant, GAEP and the scholarship funds: Hunziker, Reichert, Duling, Founders). One area that will be made more transparent will be the collection of smaller fees from the members: \$2.50 induction and scholarship fees that are currently \$0.20 per member for the Reichert scholarship and the remaining scholarship funds assigned to the Duling fund will be reflected separately in reports.

The current name designation for the organization at the Associated Bank and Edward Jones are referred to as Sigma State Wisconsin. The advice from International is to hold this designation until the 2018-19 Income Tax Report has been filed. The name will be changed on these documents and with the IRS to the adopted name Wisconsin State Organization of The Delta Kappa Gamma Society International.

Respectfully Submitted,
Linda Hansen
Phi Chapter

Kathleen Clouthier
Pi Chapter

Kathy Zautner
Beta Alpha Chapter

Mary Kenne
Alpha Gamma Chapter

WSO Financial Review Virtual Meeting August 12, 2020

Members of the Financial Review Committee met by Go to Meeting with the state Treasurer, Sandra Ruesink, at 1:30 PM on Wednesday, Aug. 12, 2020

Sandra had forwarded several reports generated from the Quick Book data base for the members to review:

- WSO Balance Sheet Detail and WSO Balance Sheet Summary

- WSO Profit and Loss Budget versus Actual both Quick Book and Excel versions

- WSO Checking Reconciliation Detail and Summary

- WSO Profit and Loss Detail and Profit and Loss Summary

- WSO Savings Reconciliation Detail and Savings Reconciliation Summary

- Images of Associated Bank reports showing bank balances in checking and savings accounts as of June 30, 2020

Sandra took the committee through the various reports. She indicated that she would like to make a change for the next year in creating an Operating budget area where only the income and expenses are using the money used in the checking and savings account to more clearly see the actual annual numbers additions and subtractions and not mixing in the investment funds. She would set up a separate budget area that would deal only with the Edward Jones Investment actions of Dividends and Market Fluctuation that is needed for tax preparations. Line numbers 491 and 492 would be removed. Similarly, with two members joining as State members, a budget line will be added – 401 International Dues.

One entry was misplaced and will be moved from the budgeted line area 6061 to line item 6706.

The committee was able to watch while the title heading was changed from Sigma State Delta Kappa Gamma to Wisconsin State Org. Delta Kappa Gamma to reflect our official title. Similarly Sigma State News budget line was renamed WSO News. Similar changes will be made as required.

Sandra's work has given WSO a financial structure that is very transparent and geared to methods that will easily provide reports to a great deal of detail as well as an accurate overview for the WSO membership. She is greatly appreciated by the committee and we commend her for her diligent work in providing us with a professional financial system.

Linda Hansen – Phi Chapter

Kathleen Clouthier – Pi Chapter

Kathy Zautner – Beta Alpha Chapter

Mary Kenne – Alpha Gamma Chapter

CONSENT AGENDA PROPOSALS

#	REFERENCE	PROPOSED CHANGE
GROUP 1: ELECTRONIC MEETINGS (2 proposals)		
C1	Article VII, Section 5.A & 5.B (NEW)	transacting business electronically
C2	Article VI, Section 6.B	waives secret ballot
GROUP 2: CORRECTIONS (7 proposals)		
C3	Article IV, Section 1.A	annual convention
C4	Article IV, Section 2.E	state dues
C5	Article VI, Section 2.B	spelling error
C6	Article IX, Section 3.A.5, 3.A.6, 3.A.7	numbering error
C7	Article IX, Section 3.A.6.d	chapter standing rules
C8	SR I, Section A	state convention conference
C9	SR III, Section B	recording secretary
GROUP 3: CLARIFICATION (15 proposals)		
C10	Article IV, Section 3.F	state convention/state conference
C11	Article VII, Section 1.A	adopting policy
C12	Article VII, Section 2.A, 2.B, 2.C	conferences
C13	Article VII, Section 3 and 4 (NEW)	other meetings/chapter meetings
C14	Article VIII Section 1.B.1	state convention/state conference
C15	Article VIII, Section 1.B.5	state convention/state conference
C16	Article IX, Section 3.A.2.c	state convention/state conference
C17	Article IX, Section 3.A.7.e	state convention/state conference
C18	Article IX, Section 3.B.6	consistent language
C19	Article X, Section 1.A	state convention/state conference
C20	Article XIV, Section 1.A	remove comma after "made"
C21	SR II, Title	Conventions and Meetings
C22	SR II, B.1, (NEW) B.2, B.3	Executive Board meeting/State Conference
C23	SR III, M.12	state convention/state conference
C24	When it appears	insert word "state' or "chapter" as required

NEW BUSINESS AGENDA PROPOSALS

#	REFERENCE	PROPOSED CHANGE
N1	SR III, Section E.3.h	mileage rate
N2	SR III, K.8, K.9, & K.10	combine scholarship funds
N3	SR III, E.4.a, 4.b, & 4.c	update available funds formula
N4	SR III, K.1	update treasurer instructions
N5	SR III, K.2	update application form

PROPOSAL N1

STANDING RULE III, Section E.3.h

Which now reads:

E. Finance (*lines 529-531*)

3. Allocations

h. The mileage rate shall be two and a half times the rate established by the Internal Revenue Service for Charitable Organizations as of July 1 of each fiscal year.

If adopted would read:

E. Finance

3. Allocations

h. The mileage rate shall be \$0.25 per mile.

Rationale: *The Finance Committee continues to look for ways to reduce the deficit spending of the annual budget with a reduction of about 30 % in the mileage reimbursement to be expended for the annual meeting expenses.*

PROPOSAL N2

STANDING RULE III, Section K.8, K.9, & K.10 (and renumber 11, 12, & 13)

Which now reads:

K. Scholarships (*lines 642-656*)

8. Hazel Duling Scholarship

The Hazel Duling Scholarship (a stipend of \$4000 or any lesser amount decided on by the Scholarship Committee) is granted to an active state member who has been a member in good standing for at least two years.

9. Founders Scholarship

a. This scholarship is granted to an active state member in good standing for at least two years for work beyond a bachelor's degree and may be used for coursework leading to license renewal, recertification, or additional certification.

b. It is not restricted to a full-time student at a graduate school for the regular academic year.

c. The stipend of \$4000 or a lesser amount will be decided on by the committee.

10. C. L. Reichert Scholarship Fund

a. The interest is deposited into either the Duling or Founders Scholarship Fund.

b. The principal may be used to award Duling or Founders Scholarships at the discretion of the Scholarship Committee.

If adopted would read:

K. Scholarships

8. The Wisconsin State Organization Scholarship
 - a. is granted to an active state member in good standing for at least two years. It may be used for course work leading to a graduate degree, license renewal, or additional certification. It is not restricted to a full-time student at a graduate school for the regular academic year. The stipend of \$4000 or a lesser amount will be decided on by the committee.
 - b. may support leadership training of members who are working at the state level in elected or appointed positions to further their expertise in their areas of responsibility upon the recommendation and request of the state president.
9. An applicant may apply for a Delta Kappa Gamma Society International Scholarship or a Wisconsin State Organization scholarship, but she cannot be awarded both in the same calendar year.
10. Fillable application forms can be obtained by downloading them from the Wisconsin State Organization website or by contacting the current scholarship committee chair.
11. Ernella Hunziker International Studies Scholarship
 - a. This scholarship is granted to an active state member in good standing for at least two years who wishes to participate in an international study experience, either abroad or in the United States, though not necessarily toward an advanced degree. Any course taken in the United States must focus on international studies, i.e., international relations, culture, environment, etc. and be approved by the committee.
 - b. It is a stipend of \$1500 or any lesser amount decided upon by the Scholarship Committee based on the expenses incurred by the applicant.
 - c. Applicants for the Ernella Hunziker International Studies Scholarship must:
 - 1) complete the Hunziker application form electronically,
 - 2) request funding for an international study experience,
 - 3) not have previously received the Hunziker award,
 - 4) submit the completed application electronically to the state scholarship committee chair, and
 - 5) ensure that the completed application is in the hands of the state scholarship committee chair at least two months prior to the start date of the international study experience.
 - d. The scholarship will be awarded based on:
 - 1) service to:
 - a) the applicant's chapter,
 - b) Wisconsin State Organization, and
 - c) The Delta Kappa Gamma Society International.
 - 2) the importance of the program to the enlightenment of members of The Delta Kappa Gamma Society International, and
 - 3) the depth of the educational experience as outlined in the application.
 - e. Award amounts will be determined based on the length and location of the international studies program.
 - f. If an award recipient, for any reason, is unable to participate in the international study experience, it is understood that the award is cancelled. Such a recipient, however, may apply for another award at the earliest possible date.
 - g. Award payment will be made after the following are received by the state scholarship committee chair:
 - 1) copy(ies) of receipt(s) for payment for the program, and
 - 2) a minimum of a one-page (single spaced) report of the program and its impact
 - h. Fillable application forms can be obtained by downloading them from the state website.

Rationale: *This change will combine the Duling, Reichert, and Founders Scholarship Funds into one designated fund named the Wisconsin State Organization Scholarship Fund and allow use of the fund to assist in the training of WSO elected and appointed state leaders.*

PROPOSAL N3

STANDING RULE III, Section E.4.a, 4.b, &4.c

Which now reads:

E. Finance (lines 543-564)

4. Each year the treasurer shall submit to the chair of the Scholarship Committee and the chair of the Grants-in-Aid for Educational Publication (GAEP) Committee a letter detailing the amount of money available for awards in each of the scholarship categories. This determination shall be made after identifying any outstanding awards yet to be paid and then based on the following formula:
 - a. Duling, Founders and Reichert Scholarships
 - 1) Allocate five percent of the total net value of the individual scholarship fund based on figures from June 30 of the previous fiscal year.
 - 2) Allocate one-half of any dues collected for that scholarship during the previous fiscal year.
 - 3) Round the final amount up to a figure ending with two zeros and no cents.
 - b. Ernella Hunziker International Studies Scholarship
 - 1) Allocate five percent of the total net value of the Hunziker Fund based on figures from June 30 of the previous fiscal year.
 - 2) Round the final amount up to a figure ending with three zeros and no cents.
 - c. Grants-in-Aid for Educational Publication (GAEP).
 - 1) Allocate five percent of the total net value of the GAEP Fund based on figures from June 30 of the previous fiscal year.
 - 2) Allocate one-half of any dues collected for GAEP during the previous fiscal year.
 - 3) Round the final amount up to a figure ending with two zeros and no cents.
 - 4) The GAEP Fund is to be sustained at a minimum amount of \$10,000.

If adopted would read:

E. Finance

4. The state treasurer shall be instructed to deposit all dues, interest, contributions, and investment earnings into the Wisconsin State Organization Scholarship Fund.
 - a. The Wisconsin State Organization Scholarship Fund, the Ernella Hunziker International Studies Scholarship, and the GAEP Fund will retain any money from interest or investment in its own fund.
 - b. The Wisconsin State Organization treasurer determines the annual amount of income available from the designated accounts by multiplying the average of the previous three years ending values by 5 % and then rounding up to the nearest \$1.
 - c. The GAEP Fund is to be sustained at a minimum amount of \$10,000.

Rationale: *This change will provide more transparency of where funds are being held and establishes a simplified method of determining the amount of each fund that can be expended in a given fiscal year. The combination of the Reichert, Duling, and Founders Scholarship Funds into one scholarship fund named the Wisconsin State Organization Scholarship Fund allows for more flexibility in the distribution of funds for scholarship. The Finance Committee specifically requests rounding to the nearest \$1.00 in 4.b.*

PROPOSAL N4

STANDING RULE III, Section K.1

Which now reads:

K. Scholarships (*lines 602-606*)

1. The state treasurer shall be instructed to deposit the interest on bonds and scholarship accounts in either the Duling or the Founders Scholarship Funds, whichever is more in need. Further, the treasurer shall be instructed to deposit the interest on the Ernella Hunziker bequest account in the Ernella Hunziker International Studies Scholarship Fund.

If adopted would read:

K. Scholarships

1. The state treasurer shall be instructed to deposit all dues, interest, contributions, and investment earnings into the Wisconsin State Organization Scholarship Fund. Further, the treasurer shall be instructed to retain any money from interest or investment from the Ernella Hunziker or GAEP Fund in its own fund.

Rationale: *The change will provide more transparency of where funds are being held and establishes a simplified method of determining the amount of each fund that can be expended in a given fiscal year. The combination of the Reichert, Duling, and Founders Scholarship Funds into one scholarship fund named the Wisconsin State Organization Scholarship Fund allows for more flexibility in the distribution of funds for scholarships*

PROPOSAL N5

STANDING RULE III, Section K.2

Which now reads:

K. Scholarships (*lines 607-608*)

2. Applicants for Wisconsin State Organization Graduate Study Scholarships (Founders, Duling, Reichert) must:

If adopted would read:

K. Scholarships

2. Applicants for a Wisconsin State Organization Scholarship must:

Rationale: *Update wording to reflect one scholarship fund.*

Wisconsin State Organization
The Delta Kappa Gamma Society International
NOMINATIONS COMMITTEE
2021 ANNUAL REPORT TO CONVENTION

The 2019-2021 WSO Nominations Committee is pleased to present the slate of nominees for 2021-2023 Wisconsin State Organization Elected Officers, WSO Finance Committee, and WSO Nominations Committee.

The nominees are:

President:	Stephanie Malaney (Omicron)
Vice President:	Kathleen Clouthier (Pi)
Secretary:	Isabel Maria Piana (Delta)

Finance Committee:	Barbara Cody (Zeta)
	Mary Lou Donnelly (Nu)
	Julie Hannon (Omicron)

Nominations Committee:	Dr. Mary Kenne (Alpha Gamma)
	Kari Metts (Delta)
	Sharon Storms (Lambda)

These names will be placed in nomination for action during the business meeting at the virtual Wisconsin State Organization Convention on April 30, 2021. Nominations from the floor will also be considered.

Respectfully submitted,
2019-2021 Wisconsin State Organization Nominations Committee
Leslie Riese Bakkum (Theta)
Kari D. Metts (Delta)
Mary Salverson (Alpha Gamma)

Wisconsin State Organization

Proposed Budget 2021-2022

Income

Dues and Fees

401 International Dues and Fees	\$40.00
Total Dues and Fees	\$40.00
401 State International Dues	\$58.00
402 Chapter Dues	\$13,000.00
403 Chapter Scholarship Fees	\$430.00
404 Induction Fee	\$25.00
405 Collegiate Dues	\$0.00
420 Sigma State Foundation Funds	\$750.00
430 World Fellowship Change	\$250.00
Total Income	\$14,553.00

Expense

Misc. in/out Funds

6805 World Fellowship- Change	\$250.00
Total Misc. in/out Funds	\$250.00

International

601 International Dues and Fees	\$40.00
Total International	\$40.00

Program Expenses

6051 Achievement Award	\$100.00
6052 Action Grants	\$2,500.00
6053 WSO News Prin/Post	\$1,500.00
6058 State Convention Speaker	\$700.00
6059 State Convention-Start Up	\$0.00
6060 State Convention-Travel Re	\$700.00
6061 Member(s) to Reg/Int	\$0.00
6065 World Fellowship-.50/memb	\$310.00
Total Program Expenses	\$5,810.00

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 WSO News Editor Expense/Mile	\$100.00
641 WSO News Editor Stipend	\$1,200.00
643 Webmistress Stipend	\$500.00
Total State Officer Expenses	\$7,700.00

Committees		
649 Society Business		
	6505 Financial Review	\$0.00
	649 Society Business -	
	Other	<u>\$200.00</u>
Total 649 Society Business		\$200.00
6500 Society Mission & Purpose		<u>\$750.00</u>
Total Committees		\$950.00
Scholarships/ Grants		
660 Scholarships-Hunziker		<u>\$0.00</u>
Total Scholarships/ Grants		\$0.00
Administrative Expenses		
6701 Travel Insurance		\$50.00
6702 State Corporate Report		\$10.00
6703 Bond State Treasurer		\$250.00
6705 Memorial Gifts/ Contributi		\$100.00
6706 Training R&I Convention		\$1,500.00
6707 Web Site Fee		\$0.00
6708 Virtual Meeting		\$140.00
6709 Tax Prep		<u>\$500.00</u>
Total Administrative Expenses		<u>\$2,550.00</u>
Total		
Expense		<u>\$17,300.00</u>
Net Income		<u><u>-\$2,747.00</u></u>

COMMITTEE REPORTS

Society Business

WSO Leadership Development Committee Report
2019-2021
Johanna Dvorak, Chair

The Leadership Development Chair solicited members for the committee. Continuing on the committee is past chair, Jan Marsten, La Crosse. All WSO Chapter Presidents and Chapter Leadership Development Committee Chairs are also unofficial members of this committee. The WSO President also attended virtual meetings.

An effort was made to publicize leadership opportunities to WSO members through emails and quarterly web conferencing call sessions. Attendance at sessions by chapter presidents has been good, with lots of shared ideas on how to promote leadership in our chapters, especially grooming leaders for chapter officers and committee chairs.

The Leadership Development Chair worked with WSO Webmaster Barb Cody to add a tab on the WSO website for Leadership. Leadership Opportunities for Members and a link to International DKG Resources can be found there.

Also posted is a webinar given by Johanna Dvorak summarizing key presentations from the DKG Virtual International Convention in July 2020. This webinar was presented at the DKG WSO Leadership Development Training virtual workshop on July 15, 2020. Ideas from international presentations were highlighted and later used by some chapters for this year's chapter programs.

The Leadership Development Chair also joined the team of the EEC Chair and the Membership Chair to form *Delta Force* in summer 2020. Recently Leadership joined the Membership Minutes emails to share DKG International opportunities, alerting members to scholarships, training, and speaking opportunities through DKG.

Information from the Leadership Development Committee has also been regularly publicized in the Wisconsin State Organization Newsletter.

The Leadership Development Committee welcomes additional members for the next biennium, and any ideas for developing our leadership skills and opportunities for our WSO members. Please contact Johanna Dvorak, Chair, at edu.research.consult@gmail.com.

Membership Committee Annual Report May 1, 2021

Members: **Barb Albrechtson** (Alpha Omega), **Kathy Clouthier** (Pi), **Roberta Gale** (Zeta) membership

1. Annual Report

A. Delta Force—formed with EEC chair, **Chris Shewczyk** and Leadership Chair, **Jonnie Dvorak**.

We met and established some goals. In March, 2021, information from both chairs was added to the Monday Membership Minutes. (2019-2021 goal #3)

B. Accomplishments

1) Retirement certificates—**Barb Albrechtson** created beautiful certificates that were sent to each member who retired in 2020. (new initiative)

2) Statewide Zoom Meeting with chapter presidents was held on 6-15-20 and the ppt created for the meeting was posted on the state website by **Barb Cody**. (2019-2021 goal #2 a, b)

3) Monday Membership Minute began on 6-29-20. It has been sent out 30 times since then. (new Initiative)

4) Quarantine Cuisine cookbook was created and posted on the state website. Thanks to those who contributed and **Barb Cody** for posting. (new Initiative)

5) Honoring Long Time Members-Certificates were sent to chapters who wished to honor their long time members.

6) Updating MyDKG on International Website was encouraged and several chapters have completed this process. (2019-2021 goal #2 c,d)

7) Necrology (2019-2021 goal #5)

a. ppt-was created and will form the basis of the Necrology Ceremony for the virtual convention on May 1, 2021.

b. Program-was created with the narratives written by **Kathy Clouthier**. Copies were printed and sent to each chapter that lost a member. **Barb Albrechtson** created the cover.

c. Convention-a virtual ceremony was recorded by **Barb Cody** for the virtual convention.

D. Statistics were coordinated with **Sandy Ruesink** and **Sharon Storms** for accuracy and completeness.

1) Deaths—10

2) New inductees and transfers--17

3) Total Membership—597 compared to 633 last year.

2. Future Goals

A. Continue to work on increased membership as well as maintain goals of this biennium.

B. Add Communication and Marketing to Delta Force (under consideration)

Wisconsin State Organization
The Delta Kappa Gamma Society International
RULES COMMITTEE
2021 ANNUAL REPORT TO CONVENTION

Description: The committee shall receive, review, and approve proposals for amending and revising the Bylaws and Standing Rules of Wisconsin State Organization. The committee shall review chapter rules to ascertain that they are consistent with the *Constitution* and the Bylaws and Standing Rules of Wisconsin State Organization. (*Source: Bylaws and Standing Rules of Wisconsin State Organization, Amended April 2019.*)

Rules Committee Goals 2020-2021

1. Review WSO Bylaws and Standing Rules, Amended 2019 for consistency and errors and submit proposed changes before October 1, 2020.

A careful review of the *WSO Bylaws and Standing Rules, Amended April 2019* identified spelling and punctuation errors, inconsistent terminology, and confusing language. Members of the 2019-2021 WSO Rules Committee prepared and submitted amendment proposals to address those findings. None of the proposals change the intent of the present wording in any way. They will be considered as consent agenda items during the business meeting at our 2021 State Convention.

The Rules Committee also reviewed state organization rules related to transacting business electronically. We contacted International Parliamentarian, Dr. Helen Popovich to review *WSO Bylaws and Standing Rules, Amended April 2019* related to the budget approval process, the election of state officers and committee chairs, and the specific voting procedures outlined in our existing documents. She recommended simple wording changes to allow for greater flexibility should the need to transact business electronically arise. These proposals will be included as consent agenda items during the business meeting at our 2021 State Convention.

2. Contact local chapters to offer proposed amendments to the Wisconsin State Organization Bylaws and Standing Rules, Amended 2019 before October 1, 2020.

No proposals were received from local chapters. The WSO State Finance and Scholarship Committees jointly submitted five proposals to simplify and increase the transparency of our state scholarship funds. These proposals will be included as agenda items during the business meeting at our 2021 State Convention.

3. Review submitted Amendment Proposal Forms and compile a list of proposed amendments with rationale for action at the WSO 2021 State Convention for publication in Wisconsin State News, December 2020.

All proposed amendments were submitted via email or U.S. Mail to members of the WSO 2019-2021 Executive Board. Additionally, they were published in Wisconsin State News, February 2021 and on the state website, as required by *Wisconsin State Organization Bylaws, Article XII*.

4. Determine WSO Rules Committee membership for the 2021-2023 biennium.

North West Region: Connie Bussewitz (Psi-Northwest Wisconsin)
Central West Region: Shari Eberhardt (Theta)
South West Region:
North East Region: Mary Dettmering (Alpha Eta)
Central East Region: Beverly Hess (Chi-Ozaukee)
South East Region: Kathleen Goodwin (Pi)
Stephanie Malaney (*Ex-Officio, 2021-2023 Wisconsin State President*)

We welcome Connie Bussewitz and Mary Dettmering as new members of the WSO Rules Committee and express our appreciation to Leslie Bakkum, Dr. Mary Kenne, and Marilyn Lambert as they leave the committee after years of faithful service.

Respectfully Submitted,
Leslie Bakkum, Chair (Theta)
Shari Eberhardt (Theta)
Kathleen Goodwin (Pi)
Beverly Hess (Chi-Ozaukee)
Marilyn Lambert (Zeta)
Mary Kenne (Ex-Officio, 2019-2021 Wisconsin State President)

To: Mary Kenne, WSO President
From: Helen Van Prooyen
Re: Update of State Historian Records
Date: 05/02/2021

2021 Update of State Historian Records

*Wisconsin State Organization / Sigma State
Delta Kappa Gamma Society International*

1. *WSO Convention Dates and Sites* / on website
2. *International and Regional Convention Sites* / on website
3. *Founding Dates of State Chapters* / on website
4. *Wisconsin State News / formally Sigma State News*/ on website
Located in State Archives through Vol. 68 #1, Aug. 2018 *
5. *Charter Members of WSO* / on website
6. Record of *Nettesheim Literary Competition* chairs/ on website
7. Record of *WSO Presidents* / on website
8. Record of *Missling Achievement Award winners* / on website
9. Record of *GAEP winners* / for website
10. Books on *conventions* / 2011 to the present

BUILDERS of SIGMA STATE Vol. 1, 2020 Edition

- * *List of WSO Materials in the State Archives* to be inventoried.
M2010-027, M2012-107, M2015-126, M88-323.
Jonathan Nelson, Collection Development Archivist /608-264-6447
State Historical Society, 816 State Street, Madison WI 53706

COMMITTEE REPORTS

Society Mission and Purposes

2019-2021 Biennium Report

Educational Excellence Committee

Members-R. Gale, S. Stallings, M. Trentlage, Kay Ziegahn, H. Thomas-Flores, Co-chair, C. Shewczyk,
Chair

March 22, 2021

Accomplishments

The timeline the committee set for accomplishing our goals was impacted by the onset of Covid-19. Despite the pandemic, we succeeded in the following:

Upgraded website

Added

- Brief history of the WSO adoption of EEC and the women who were involved in its evolution,
- International focus areas for state organizations' chapters, and the
- Obligation of State organization to the Society.

Presented

- Focus of WSO president,
- Focus of EEC chair, and
- 2019-2021 S.M.A.R.T. goals of WSO EEC for the biennium.

Provided

- Link to International programs, projects, and activity ideas, and
- Resource Library to collect and share issues that affect women, children, and education.

Raised EEC profile with WSO chapter members.

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

1. Worked to empower members by introducing content related to educational excellence. We achieved this by providing access to International and WSO EEC website, through virtual meetings, email, and phone calls.
2. Worked with the membership committee, web master, and the 2 literary committee chairs to create a WSO brochure focused on areas of interest to early and mid-career educators. Provided brochures for WSO chapters to share with prospective members.

3. Worked to bring forth and support successful projects, programs, and activities in which chapter members are involved. We began to build relationships between chapters and share the ideas that exist to support our communities.

Next Steps

- Invite the WSO Communication and Marketing Committee chair to join Delta Force.
- Share the International EEC recent alterations to the “Areas of Focus” with chapters.
- Continue working on S.M.A.R.T goals established during 2019-2021 Biennium
 - Goal 1. Continue reaching out to chapter presidents and committee chairs with content related to educational excellence.
 - Goal 2. Continue to highlight the opportunities a membership in the Society offers.
 - Goal 3. Continue to support members passions and talents. Share successful projects, programs and activities on “Spotlight Wisconsin”.

DKG Sigma State Wisconsin Communications and Marketing Committee Convention Report, April 2021

Kay Ziegahn, Lambda: Committee Chair

As we're sure you are all aware, 2020 was a year of abnormalities. Despite our new title, we have found it outside our comfort zone to pursue this additional goal of Marketing. In addition, we feel that the WSO Membership Committee is doing an excellent job in this area. So we have essentially continued performing only our original goals of Communication and Technology.

We tried unsuccessfully to recruit additional members to our committee after losing some of those with us at the beginning, and we have also had trouble attracting any commitment from chapter level Communication chairs and Webmasters. In addition, I have requested to step down as chair of this committee, as I have been unable to keep up as well as I had hoped, and the next couple of years will be even more difficult for me.

Sharon Storms, Lambda, Wisconsin State News Editor:

The number of members choosing to receive the electronic version of *Wisconsin State News* has saved WSO enough money to allow us once again to publish four issues a year instead of three. However, we now have fewer than 200 members receiving a print copy of the newsletter, which means we can no longer use bulk mailing. Members are encouraged to try the newsletter's electronic version as the printing and mailing cost of each newsletter is \$1.68.

Postage is more expensive as we must now use first-class mail, but we are no longer using the mailing company, which charged approximately \$70 per issue for set up fees in addition to the postage. So, that helps pay for the additional postage. An advantage to first-class mail is that members will receive their newsletters more quickly. Beginning with the February 2021 issue, we are now using a printer in Richland Center, whose charges are comparable to the printer in Oregon and more convenient for the editor. We are also working on an additional column on language usage, in the hopes of maintaining and improving the quality of language used by everyone.

Barb Cody, Zeta, Webmaster, Tech Coordinator:

Since July, 2019. I have written tech articles for all the WSO newsletters and created a WSO Weebly website, converting to that site in fall of 2019. This website is updated whenever I get new documents from WSO officers and committee chairs.

I created a Zoom account and scheduled and started meetings for several chapters. I also created a calendar on the WSO website of all the Zoom meetings created and taught some chapters how to use Zoom. I worked with the Membership and EEC Committees and did a Zoom presentation on the WSO website for new chapter presidents.

I worked with the Action Grant committee to update their application, worked with the EEC to create a WSO brochure, and worked with the EEC to redesign their part of the website. I also worked with the Membership Committee to do the final formatting of the Quarantine Cuisine Cookbook before placing it on the website. I worked with the Literary Committee to update their materials and redid the Alpha Iota Chapter brochure. I applied for, received, and added the new Compliance Certificate to the WSO website. I reminded and helped chapters with websites to get their re-certification certificate this year. I have also replaced most email addresses on the WSO website with Contact Forms as directed by DKG. I continually help out with the WSO Group Facebook page and am always available to help any member with their tech questions. I am now working with the Convention Committee to create a virtual convention using Accelevents.

WSO World Fellowship Committee Biennial Report 2018-2020

Wisconsin State Organization Convention, April 30-May 1, 2021

The mission and purpose of the World Fellowship Committee is to promote the work of the International World Fellowship Committee. During this time period that this report covers, a worldwide pandemic began and continues to impact the work of our committee.

During the period of July, 2018 to March, 2020, communication to the chapters continued. Each chapter was given the contact information for one of the World Fellowship recipients. It was hoped that each chapter would have members contact the recipient to say hello and offer moral support.

The World Fellowship recipient, Antonella Pappolla, from Argentina, made an appearance at the 2019 State Convention.

Our “Change for Changing the World” collection containers were placed on the tables for members to drop their extra change.

Our display board was updated for the 2019 Convention.

Due to the pandemic, the 2020 Convention was canceled. So, some of the other activities normally done during Convention were also canceled. However, we continued to encourage the following.

We again contacted all the chapters in early December with information about the current World Fellowship recipients. We again encouraged each chapter to contact the World Fellowship recipient, especially in light of the pandemic, to offer support.

A fund raising calendar activity was sent to each chapter as a possible fun way to raise funds.

Information about World Fellowship was posted on the state FB page.

This report does not have the summary of individual chapters. We hope to have an addendum at a later date.

Prior to the pandemic, our committee reviewed the goals for the 2019 - 2021 period. Though some of the activities were placed on hold, we look forward to reviewing the goals and developing alternative ways to promote World Fellowship during the rest of this unchartered period.

Respectfully submitted,

Isabel Maria Piana Delta chapter
Wisconsin State Organization, World Fellowship Committee Chair

Committee members
: Marie Allen, Theta
Mary Flierl, Chi
Patricia Premo, Chi
Jennifer Schrab, Alpha Iota

DKG Wisconsin State Organization
Grants in Aid for Educational Purposes Committee
Convention Report, April 2021

In the beginning of 2019, the GAEP committee worked with state leadership to review and revise the application process to open the grant up to those who may be able to use the monies for published journal articles, as well as previously accepted grant applications in the area of books, book chapters, CD/DVD music, or published kits. There are now two different applications depending on the project the applicant is working on, and these can be found on the state website.

As mentioned in other reports, 2020 was a year of challenges and change. We did not have any applications for GAEP. I've written reminders for newsletters to encourage members to apply if they are able to use the funds for a project they are working on. It is my goal to promote applications for the upcoming years through newsletter articles and reaching out to chapter leaders to encourage their members to apply as applicable, as well.

Submitted by: Jillian Igl, Committee Chair

Report to the President of the Action Grant Committee-March, 2021

In the 2019-2021 Biennium, we met via Go To Meeting on the following dates:

July, 2019
Jan., 2020
July, 2020
Jan., 2021

Our January meetings involved judging Action Grant Applications. We contacted each recipient. A Composite Chart was made containing information about each grant.

We updated the Action Grant Application each year and reported those updates on the WSO website and in our article in the state newsletter. We offered the Action Grant Application in a fillable form which was utilized by most chapters.

In Oct., 2020, we offered a virtual meeting to all chapter presidents and/or any member interested in writing an action grant or having questions regarding writing an action grant or the action grant procedure. It was well attended and included an informative question and answer session. Barb Cody, webmaster, was a featured presenter at this meeting.

We made our expectations for the grants more specific. The Action Grant Proposals must:

1. incorporate literacy.
2. relate to the WSO Strategic Action Plan and Purposes of DKG.
3. use grant monies as supplemental to the total budget for the grant.
4. be a new and innovative literacy project that enhances membership.

If awarded an Action Grant, the chapter must:

1. submit an Expense Voucher with receipts and Self Evaluation Form by the specified date.
2. submit an article describing their project with progress to date to the state newsletter.

We will continue to update the Action Grant Application and review the procedure for awarding Action Grants each year. One of our goals for the next biennium is to continue to promote literacy by educating the members about the various forms of literacy and encouraging innovative literacy projects with the chapters.

A list of the members of the Action Grant Committee is below:

Bobbi Momchilovich, Chair

bobbimomchilovich@hotmail.com

Pat Chuchwar, Secretary

pnjchuch@centurytel.net

Linda Jentzsch

sljenn44@gmail.com

Ann Walser

annwalser@gmail.com

Respectfully submitted,

Bobbi Momchilovich

Action Grant Chair

**Wisconsin State Organization
The Delta Kappa Gamma Society International
Sigma State Foundation, INC.
2021 Annual Report to Convention**

The Sigma State Foundation is happy to report that our growth since the last convention has increased in the assets and in opportunities to support the purposes and work of the WSO in the areas of Give Back Grants, Nettlesheim Literary Contest, Leadership and Action Grants.

This Foundation currently is budgeting money in these areas based on the average of assets over the last three years as adopted by the Board in 2017. Our goal is to contribute at least 3.5% of our assets to support these four areas to support work in these areas.

Our investments held at Edward Jones in addition to the contributions of the WSO members has provided us with assets at the end of 2019 – 2020 fiscal years to project the following distribution in the 2021-2022

Give Back Grant (Endowment)	\$4000
Leadership	\$2300
Nettlesheim	\$3000
Action Grants	\$1800
Total	\$11,100

Awards made for the 2020 -2021 year will also be available to complete projects that may have been interrupted by the Covid 19 disruption of schools and communities.

Currently Leadership money is used for providing speakers at WSO meetings and supplementing the WSO budget to train members in their leadership roles. The Sigma State Board is developing a process to award small grants to any member to partake in leadership workshops or other training opportunities that will benefit local chapter or the WSO membership.

Respectfully submitted,
Mary Kenne – Financial Committee Chair

**DELTA KAPPA GAMMA INTERNATIONAL
SIGMA STATE
REPORT OF THE MARY JO NETTESHEIM MEMORIAL
LITERARY COMPETITION**

April 2021

The 36th year of competition has been completed. Thank you for the support given to the Literary Contest by the teachers, local judges and literary chairs for encouraging our young authors. This has been another challenging year with Covid 19 affecting our schools, teachers and students. There were 523 books submitted to our local chapters, with 99 Sigma State members involved in their chapters Literary Contests. Awesome! During the week of March 21-28 several state judges met in Beaver Dam and read books. The Alpha Gamma Chapter and members of Alpha Iota Chapter also read certain levels. Several illustrator judges came to Pat's house to help! We had 27 young authors selected to receive literary awards. We also gave out 28 illustrator awards. One of our continuing goals is to have all of our chapters submit books for judging. This year, even with the pandemic, we had sixteen chapters, plus 2 groups where their original chapter has dissolved, participating! Thank you to the following: Delta, Zeta, Lambda, Mu, Omicron, Pi, Phi, Chi, Psi North West WI, Alpha Beta, Alpha Gamma, Alpha Eta, Alpha Iota, Alpha Xi, Alpha Upsilon, Beta Alpha and Zeta Manitowoc County.

The Bi-Lingual Spanish category continues to be offered. To promote this category your chapter can send an entry for grades 3-5, 6-8 and high school. Besides those entries, chapters can also continue to send their best 10 books to state, which allows for more than one tie per grade. The Enhanced Personal Narrative form, seems to be a category that high school students feel comfortable writing in.

The Literary Competition information, the Handbook and a PowerPoint continue to be posted on our state website, as well as, on many of the CESA sites, to facilitate easy access by all interested teachers and literary chairs. A link to the website is contained in the contest information brochure that is given to the schools.

A big thank you goes out to the Sigma State Foundation as they will be funding our winners with checks for \$60 for first place, \$40 for second, \$30 for third, and \$20 for honorable mention. Our Grand Prize Illustrator winner will be receiving a \$25 check and all other Illustrator winners will receive \$5. These checks are a substitute for the medals and trophies.

We are very happy to report that Donell Bonnetti and the Zeta Chapter will be taking over the leadership of the Literary Competition. We have enjoyed, actually loved, serving on this committee but we feel that it is time for new blood, new ideas and their enthusiasm will enhance this committee. So please contact members of Zeta Chapter for any assistance that might be needed to help your chapter be involved. The committee wants to help!

Submitted by the Literary Co-chairs, Pat Brabazon and Judy Snyder, with Donell Bonetti and Nancy Hermann, along with DKG members that were judges: Pat Premo, Chris Frinak, Vickie Frome, Pam Brandt, Mary Salverson, Linda Jentzsch, Erika Goth-Degner, Sue Pichoti, Penny Barwick and Mary Kenne our state president.