



Insights from the 2025 Advanced Leadership Management Seminar

The 2025 Advanced Leadership Management Seminar, titled “The Orchestration of Leadership,” was a significant event for DKG leaders, taking place at Henry Horton State Park on February 28 and March 1, 2025. Organized by the TNSO Leadership Development Committee and led by former International President Becky Sadowski, the seminar centered on exploring the principles laid out in the book *The Art of Possibility* by Rosamund Stone Zander and Benjamin Zander.

During the seminar, participants engaged with the twelve practices from the book, aimed at fostering more effective relationships and enhancing their leadership skills. The event encouraged collaboration and innovative thinking among its attendees, empowering them to apply these insights within their own organizations.



Participants included a diverse group of leaders from various chapters across the state, reflecting a commitment to personal and professional development within the DKG community. Participants were: Laurette Carle (Rho), Eileen Carter (Beta Zeta), Myra Corbitt (Gamma Omicron), Helen Costa (Gamma Omicron), Emily Ferguson (Beta Rho), Laura Evans (Alpha Sigma), Sonja Glaser (Alpha Sigma), Amanda Gregory (Beta Rho), Regina Henry (Beta), Joan Howell (Beta Epsilon), Debbie Jacobs (Beta Epsilon), Joy Lamb (Gamma Zeta), Dena Oneal (Beta Epsilon), Rosemary Ragan (Alpha Nu), Kacey Whited (Beta Pi), Ann Winn (Beta Epsilon), and Linda Wynkoop (Alpha Nu).

The seminar fostered an environment for networking and sharing transformative ideas, contributing to the development of a strong leadership culture within the Tennessee State Organization.

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**The Delta Kappa Gamma Society
International promotes professional
and personal growth of women
educators and excellence in
education.**

**2023-2025 State Officers/Related Personnel
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DKG Tennessee News

Published four times a year in September, November, February, and April by the Tennessee Organization of the Delta Kappa Gamma Society International. State dues for active members are \$14.00 of which \$4.00 is a subscription to the *News*.

Contributors to ***DKG Tennessee News*** are asked to send news as soon as it is available to ensure its placement in the next issue. Send news items for the September issue no later than **August 1, 2025**.

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DKG In Harmony.....

Greetings, DKG Sisters!

*"Women teachers, to the calling,
Firmly rally never falling,
Duty ne'er upon us palling,
Staunch, courageous we!"*.....Annie Webb Blanton and Cora M. Martin

The lyrics of our beloved *Delta Kappa Gamma Song* are motivating and inspiring, but also include words which are not in common use today. *The Cambridge English Dictionary* defines the word "palling" as "to become less interesting or enjoyable." *Merriam-Webster* also defines the word as "To lose strength and effectiveness." Some synonyms given are: boring; stuck in a groove; wearisome; ineffective. The word "staunch" is defined as "loyal and committed." Synonyms include: steadfast; supportive; dependable; ardent; and enthusiastic. Which of these two words do you think the Founders were ascribing to present and future Key Women Educators?

For nearly 100 years, women teachers in DKG have rallied to the call of promoting education and supporting educators. The mission of the Society has been staunchly carried forth with strength and effectiveness. It has been so rewarding to have a small part in the leadership of our Tennessee State Organization over the past two years. Our state officers, related personnel, area directors, committees, chapter officers, and members have unflaggingly and creatively performed the work assigned to them, and the results have been amazing! I have seen new initiatives created, updates and modifications made to processes and procedures, and beautiful traditions upheld. I have seen our state organization working together *In Harmony* as members contribute their diverse gifts and talents. I have seen chapters recognized for their achievements, and chapters strengthened and revitalized. I have seen opportunities for members to grow personally and professionally, and for other members to mentor that growth. Members have been made aware of legislation related to education and encouraged to have a voice. Members have been given opportunities to apply for scholarships and grants, and have been encouraged to step up to positions of leadership. Throughout this biennium, I have seen a true spiritual fellowship as well as service-minded action.

As we transition to new leadership at the state level, I encourage all of you to become more involved in the work of our Society by serving on a state committee and/or accepting a leadership role in your chapters. I assure you that the duties will never be palling if we work together staunchly in a spirit of unity and harmony.

In Harmony,
Marsha Brewer

Chapter Strengthening

Chapters, please consider contacting the Chapter Strengthening Committee to assist with maintaining or revitalizing chapter membership. The Chapter Strengthening Committee, consisting of 10 area directors and the chair, are willing to mentor and offer support by visiting your chapter either face-to-face or virtually. The results of the 2024 Connection Survey (completed by 94% of the chapters) is a resource used by Area Directors for supporting chapters as they organize activities and events. The results of the Connection Survey also indicated that chapters are concerned with membership and ways to retain members or attract dropped members. The Reinstatement Project is designed to help chapters review dropped members and possibly reestablish membership. Please contact Dr. Elaine Vaughan (elainevaughan77@gmail.com) or visit the TNSO website (Resources, Chapter Strengthening) for more information.

DATES TO REMEMBER

April 15, 2025 - Officers, Related Personnel, and Committee reports due

May 1, 2025 - Deadline for discounted registration for TNSO State Convention, mini-mall applications, and Form 6 for Ceremony of Remembrance

May 18, 2025 - TNSO Virtual Executive Board Meeting

May 29-31, 2025 - TNSO State Convention, Sewanee, TN

July 31-August 2, - International Conference New Orleans, LA

Joining a state committee can be a rewarding way to contribute to the TNSO and influence decision-making processes. Here's a link to sign up for a state committee: <https://docs.google.com/forms/d/e/1FAIpQLScOPvUGdPQz3zPdt30ldgLKMhZGkchIAK9kH85yG6EI-5V9LA/viewform>

International Nominations

Your invitation to DKG highlighted your leadership potential. Are you ready to apply for an elected position at the international level, or can you encourage another member to do so? The International Nominating Committee (INC) will begin accepting applications in the summer of 2025. The deadline for applying is September 15, 2025. The time to plan and recruit is now!

As a DKG member, you can take steps to move our organization into *#SecondCenturyDKG*. Leadership is crucial for the growth of our organization, so please give careful consideration to this important task. All qualifications and recommendations for applicants for each position are listed in the *International Standing Rules* (ISR) 8.103. These are the **only** qualifications the INC will consider when evaluating applications. Act now! Assess your interests and skills alongside the qualifications listed in ISR 8.103.

Ignore commonly assumed misconceptions.

Applicants do not **need to** have. . .

- Earned a doctorate
- Attended Leadership Management Seminar (Ignite)
- Attended a given number of international conferences/conventions
- Held a certain number of specific state positions
- Been a member for a minimum number of years

The duties and responsibilities of the elected INC members are detailed in the *Constitution* Article VIII Section B.8.b.

INC members MAY NOT...

- Recruit applicants
- Assist applicants in any way with the application process
- Discuss an application with anyone other than another INC member
- Support or advocate for a nominee in any manner

Guidelines and applications will be posted on the DKG website in May 2025. Additionally, the International Nominating Committee will present at two Inside International sessions to review the application process.

Mark your calendars for one or both sessions:

~ Tuesday, May 6, 2025, at 12:30 p.m. Central Time

~ Tuesday, August 5, 2025, at 5:30 p.m. Central Time

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2025 Proposed Amendments to the TNSO Bylaws

#B1

Article: Article IV. Finance. Section D. Financial Controls. 3.

Currently Reads: A Certified Public Accountant shall be selected by the Finance Committee and Treasurer. The report of the annual audit shall be submitted to the Executive Board for adoption.

Proposal: Insert “to provide attestation services” following “Treasurer” in the first statement.

In the second statement, change “of” to “on” following “report.” Delete “audit” and replace it with “financial review.”

Proposed Change to Bylaw Would Read in Full:
IV. Finance

D. Financial Controls.

3. A Certified Public Accountant shall be selected by the Finance Committee and Treasurer to provide attestation services. The report on the annual financial review shall be submitted to the Executive Board for adoption.

Rationale: This clarifies the role of the CPA and reflects current practice. An audit is a much more costly financial service than a financial review and is unnecessary under current state law or DKG guidelines.

Financial Impact: None, beyond the potential increase in contract costs resulting from the change in accounting firms following the retirement of our former CPA.

Proposer: TNSO Finance Committee

#B2

Article: Article V. Section D. 1

Currently Reads:

Section D. Coordinating Councils

1. Coordinating councils shall be organized in counties and/or cities where several chapters exist.

Proposal: Delete “shall” and insert “may.”

Proposed Change to Bylaw Would Read in Full:
Section D. Coordinating Councils

1. Coordinating councils may be organized in counties and/or cities where several chapters exist.

Rationale: This proposal provides for Coordinating Councils without mandating them.

Financial Impact: None

Proposer: TNSO Bylaws and Rules Committee

#B3

Article: Article VI, Section A. 1

Currently Reads: The officers shall be a president, a first vice-president, a second vice-president, a recording secretary, a corresponding secretary (all elected), and a treasurer.

Proposal: Insert “or co-presidents, one of whom would be the designated representative of the state organization for international activities.”

Proposed Change to Bylaw Would Read in Full:
The officers shall be a president or co- presidents, one of whom would be the designated representative of the state organization for international activities, a first vice-president, a second vice-president, a recording secretary, a corresponding secretary, (all elected), and a treasurer.

Rationale: To align with DKG Society documents

Financial Impact: None (co-presidents would share the president’s budget)

Proposer: TNSO Bylaws and Rules Committee

#B4

Article: VII. A. 3

Currently Reads: A vote by mail, email, fax, or a telephone conference call with all members of the Executive Board or Committee having been notified is authorized when necessary.

Proposal: Revise the wording and add “meetings via electronic platforms in accordance with the International Policy for Use of Electronic Communications.”

Proposed Change to Bylaw Would Read in Full:
When necessary, a vote by mail, email, fax, telephone conference call, or electronic platform with all members of the Executive Board or Committee having been notified is authorized in accordance with the International Policy for Use of Electronic Communications.

Rationale: This language validates the current practice of using electronic platforms to conduct business.

Financial Impact: This proposal can be implemented within the current budget.

Proposer: TNSO Bylaws and Rules Committee

#B5

Article: Article VIII. Section C. 5. a

Currently Reads: Educational Excellence shall be composed of eleven members, three from each grand division of the state, plus chair and music representa-

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Proposal: Delete the words “eleven” and “three”

Proposed Change to Bylaw Would Read in Full:

Educational Excellence shall be composed of members from each grand division of the state, plus a chair and music representative.

Rationale: Eleven members are not needed to conduct the business of the Educational Excellence Committee.

Financial Impact: None

Proposer: Educational Excellence Committee

#B6

Article: Article VIII. Section C. 9 c (New)

Currently Reads:

State Organization Projects – appointed

- a. Shall design and implement activities that would encourage literacy and/or numeracy efforts across the state
- b. Shall design and implement the Essay Contest across the state

Proposal: Add c (New)

Proposed Change to Bylaw Would Read in Full:

State Organization Projects – appointed

- a. Shall design and implement activities that would encourage literacy and/or numeracy efforts across the state
- b. Shall design and implement the Essay Contest across the state
- c. Shall design and implement activities to support early career educators across the state

Rationale: TNSO initiated a new state project to support early-career educators in the 2023~2025 biennium, and this would continue the practice of offering that support during each biennium.

Financial Impact: The proposal can be accomplished within the current budget if the committee is creative in its approach to positively impacting early-career educators.

Proposer: TNSO State Projects Committee

#B7

Article: Article X Meetings, Section E (New)

Currently Reads: NA

Proposal: Add Section E. General (New)

Proposed Change to Bylaw Would Read in Full:
ARTICLE X MEETINGS

Section A. Convention

1. Business of the state organization shall be

ducted annually at a time and place determined by the Executive Board.

2. Every member who is registered may vote.

3. A quorum shall be a majority of those members who have registered at the convention.

Section B. Leadership Conferences and Seminars

1. The Leadership Conference for Chapter Officers shall be held in even-numbered years.

2. The Leadership Conference for Committee Planning shall be held in odd-numbered years.

3. The time and place for each conference shall be determined by the Executive Committee.

4. Leadership Management Seminars, beginning and advanced, shall be held each biennium. Section C.

Other state organization events

Other state organization meetings/events that meet Society purposes may be held with Executive Board approval.

Section D. Chapter Meetings

1. Regular meetings of chapters shall be held at least four times per year.

2. A quorum for chapter meetings shall be determined by the chapter.

Section E. General

All meetings of TNSO DKG may be held in person or through electronic communication, or both if all the members may simultaneously engage in the meeting or business as determined by their situational needs.

Rationale: Alignment with DKG Society documents

Financial Impact: This proposal can be accomplished within the current budget.

Proposer: TNSO Bylaws and Rules Committee

#B8

Article: Article XV (New)

Currently Reads: NA

Proposal: Adds a brief description of acceptable behavior by TNSO

Proposed Change to Bylaw Would Read in Full:

The Tennessee State Organization of The Delta Kappa Gamma Society International will act to uphold the Society's values, maintain trust, make ethical

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decisions, and foster a culture of integrity in all its meetings and those of its boards and committees.

Rationale: Adherence to ethical conduct is an essential component of responsible governance for the organization.

Financial Impact: None

Proposer: TNSO Bylaws and Rules Committee

2025 Proposed Amendments to the TNSO Rules

#R1

Reference Number: 4.1.2

Rule Now Reads: All dues and fees shall be collected by the chapter treasurer. State organization and International dues and fees shall be forwarded as instructed by the state and international organization. Chapters that have a chapter scholarship for members retain 80 cents of the international scholarship fee and forward the remaining 20 cents to the state organization treasurer.

Proposal: Insert “shall”; delete “80” and insert “60”; delete “20” and insert “40”

Proposed Change to Rule Would Read in Full:

All dues and fees shall be collected by the chapter treasurer. State organization and International dues and fees shall be forwarded as instructed by the state and international organization. Chapters that have a chapter scholarship for members shall retain 60 cents of the international scholarship fee and forward the remaining 40 cents to the state organization treasurer.

Rationale: This is current practice.

Financial Impact: Annual increase of \$0.20 per member from chapters awarding scholarships

Proposer: TNSO Bylaws and Rules Committee

#R2

Reference Number: 4.1.4

Rule Now Reads: The treasurer shall transfer one dollar annually per active and reserve member’s state organization dues to the state organization scholarship fund.

Proposal: Delete and insert new language.

Proposed Change to Rule Would Read in Full: The treasurer of chapters not awarding scholarships shall transfer a scholarship fee of one dollar annually per active and reserve member to the TNSO Treasurer

by July 10. (Grants-in-Aid are not considered scholarships.)

Rationale: This proposal clarifies the amount of the scholarship fee to be paid to the state organization if the chapter does not award scholarships and distinguishes between scholarships and Grants-in-Aid

Financial Impact: Minimal

Proposer: TN Bylaws and Rules Committee

#R3

Reference Number: 5.2.2.G

Rule Now Reads: Transfer *Area Director’s Handbook* to the incoming area director prior to/at the Leadership Conference for State Organization Committee Planning.

Proposal: Delete “Handbook” and insert “resources”

Proposed Change to Rule Would Read in Full:

Transfer the Area Director’s resources to the incoming Area Director prior to or at the Leadership Conference for State Organization Committee Planning.

Rationale for Change: This change reflects current practice since the *Area Director’s Handbook* is no longer printed and resources are transferred as computer files.

Financial Impact: None

Proposer: TNSO Bylaws and Rules Committee

#R4

Reference Number: 6.1.10 A

Rule Now Reads: Select, print, and distribute state organization stationery; coordinate the biennial updating of *Chapter President’s Handbook* and distribute these updates to chapter presidents, state organization past presidents, officers, and committee chairs;

Proposal: Delete “distribute these updates to chapter presidents, state organization past presidents, officers, and committee chairs;” and replace with “send to TNSO webmaster for posting on the TNSO website.”

Proposed Change to Rule Would Read in Full:

Select, print, and distribute state organization stationery; coordinate the biennial updating of *Chapter President’s Handbook* and send to TNSO webmaster for posting on the TNSO website;

Rationale for Change: This proposal reflects current practice.

Financial Impact: None

Proposer: TNSO Bylaws and Rules Committee

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#R5

Reference Number: 6.1.16

Rule Now Reads: NA (New)

Proposal: Shall cast, or officially designate a member to cast, a vote for the state organization, one (1) vote for each five (5) active, reserve, and collegiate members or major fraction thereof within the state organization. The vote may be divided.

Renumber current 6.1.16 as 6.1.17

Proposed Change to Rule Would Read in Full:

President

The president shall:

6.1.1 Confer with members of the Executive Committee to make plans for the annual convention;

6.1.2 Request a Society Representative for the convention, select her convention escort, and delegate responsibility for purchasing her gift;

6.1.3 Visit chapters as possible during her term of office, upon invitation

6.1.4 Plan and implement the Leadership Conference for Committee Planning in odd-numbered years and the Leadership Conference for Chapter Officers in even-numbered years, coordinating with the recording secretary, executive secretary, and others as required;

6.1.5 Appoint all standing and special committees, except the Tennessee State Organization Nominations, Finance, and Personnel, providing for continuity when possible. Appoint a continuing member of the Tennessee State Organization Nominations, Finance and Personnel Committees as chair;

6.1.6 Fill by appointment all vacancies;

6.1.7 Authorize meetings of committees for the necessary fulfillment of committee responsibilities;

6.1.8 Submit an article for each issue of the *DKG Tennessee News*;

6.1.9 Communicate regularly with chapter presidents;

6.1.10 Coordinate with the executive secretary to
A. Select, print, and distribute state organization stationery; coordinate the biennial updating of *Chapter President's Handbook* and distribute these updates to chapter presidents, state organization past presidents, officers, and committee chairs;
B. Compile lists of chapter officers and committee chairs and facilitate the dissemination of these lists to the appropriate state organization counterparts;
C. Disseminate contact information for new of-

ficers and committee chairs to all chapters; and;
D. Retain a current inventory list of materials (excluding consumables) held by the Tennessee State Organization.

6.1.11 Present the president's pin to the incoming president following her installation at the annual convention;

6.1.12 Present 50-year certificates to members who have been in the Society for fifty years and who attend the convention. Previous 50-year certificate awardees should be recognized first, with new honorees being added to the group;

6.1.13 Approve all expenditures received within 30 days of an event and forward to the treasurer within 45 days of the event;

6.1.14 Oversee, in cooperation with the Tennessee State Organization Finance Committee Chair, the use of bequest monies that are given to the state organization;

6.1.15 Supervise, as a member of the Tennessee State Organization Personnel Committee, the work of the executive secretary, treasurer, editor, and webmaster;

6.1.16 Cast, or officially designate someone to cast, a vote for the state organization, one (1) vote for each five (5) active, reserve, and collegiate members or a major fraction thereof within the state organization at conventions of the DKG Society. The vote may be divided.

6.1.17 Make other decisions and arrangements that need executive action.

Rationale: Alignment with DKG Society documents

Financial Impact: None

Proposer: TNSO Bylaws and Rules Committee

#R6

Reference Number: 6.6.2

Rule Now Reads:

6. OFFICER AND RELATED PERSONNEL

6. 6. Treasurer

The treasurer shall

2 Process all convention registrations, fees, refunds, and expenses, maintaining a convention bank account in accordance with guidelines set by the organization's auditor and Finance Committee.

Proposal: Delete "auditor" and replace with "Certified Public Accountant."

Proposed Change to Rule Would Read in Full:

6.6.2 Process all convention registrations, fees, re-

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and expenses, maintaining a convention bank account in accordance with guidelines set by the organization's Certified Public Accountant and Finance Committee.

Rationale: This brings this rule into alignment with the proposed change in Article IV. D. 3. by removing the reference to auditor.

Financial Impact: None

Proposer: TNSO Finance Committee

#R7

Reference Number: 8.8.4

Rule Now Reads: Inform members of International projects (Schools for Africa and Support for Early Career Educators) and encourage activities in support of those projects;

Proposal: Replace "Schools for Africa" with "GIRLS"

Proposed Change to Rule Would Read in Full: Inform members of International projects (GIRLS and Support for Early Career Educators) and encourage activities in support of those projects;

Rationale: The Schools for Africa Project has been replaced by the GIRLS initiative through UNICEF

Financial Impact: None

Proposer: TNSO Educational Excellence Committee

#R8

Reference Number: 8.9.3

Rule Now Reads:

8. COMMITTEES

8.9. Finance

The Committee shall

8.9.3 Implement changes recommended by the independent audit, if any

Proposal:

Insert "any." Delete "audit" and replace with "financial review." Delete "if any."

Proposed Change to Rule Would Read in Full:

8. COMMITTEES

8.9. Finance

The Committee shall

8.9.3 Implement any changes recommended by the independent financial review.

Rationale: The proposal aligns this rule with the proposed change in Article IV. D. 3. which calls for a financial review rather than an audit.

Financial Impact: None

Proposer: TNSO Finance Committee

#R9

Reference Number: 8.11, 8.11.1

Rule Now Reads: 8.11 Leadership Development The committee shall

8.11.1 Plan and implement the Beginning Leadership Management Seminar and

Proposal: 8.11.1 add "or other state leadership events"

Proposed Change to Rule Would Read in Full:

8.11 Leadership Development The committee shall

8.11.1 Plan and implement the Beginning Leadership Management Seminar and/or other state leadership events and

Rationale: The change in wording would allow the Leadership Development Committee to initiate other types of leadership events.

Financial Impact: None

Proposer: TNSO Leadership Development Committee

#R10

Reference Number: 8.12.3

Rule Now Reads: Organize and present a forum at convention to inform members of legislative concerns.

Proposal: Add the words "or workshop" after "forum."

Proposed Change to Rule Would Read in Full:

Organize and present a forum or workshop at the convention to inform members of legislative concerns.

Rationale: The change in wording gives the committee the flexibility to design the legislative presentation at the convention.

Financial Impact: None

Proposer: TNSO Legislation Committee

#R11

Reference Number: 8.19

Rule Now Reads:

8.19 State Organization Projects

The Committee shall

8.19.1 Promote chapter support for the Governor's Early Literacy Foundation through donations and/or program signups for parents;

8.19.2 Plan and implement the Essay Contest

8.19.3 Promote the visibility and productivity of local chapters' literacy projects;

8.19.4 Encourage chapters' participation in international projects and

8.19.5 Propose additional state organization projects

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Delete 8.19.3 and 8.19.4 and add new 8.19.3 and re-number 8.19.5 as 8.19.4.

Proposed Change to Rule Would Read in Full:

8.19 State Organization Projects

The Committee shall

8.19.1 Promote chapter support for the Governor's Early Literacy Foundation through donations and/or program signups for parents;

8.19.2 Plan and implement the Essay Contest.

8.19.3 Plan and implement activities to support early career educators.

8.19.4 Propose additional state organization projects for chapter participation.

Rationale: 8.19.3 and 8.19.4 are the responsibilities of the Educational Excellence Committee. This proposal adds a new state project, support for early-career educators, initiated during the 2023–2025 biennium, to the identified responsibilities of this committee.

Financial Impact: The proposal can be accomplished within the current budget if the committee is creative in its approach to positively impacting early-career educators.

Proposer: TNSO State Projects Committee

#R12

Reference Number: 9.1.3

Rule Now Reads:

9 SERVICES

9.1 *DKG Tennessee News*

9.1.3 Shall have hard copies mailed to all state organization members, unless a member wishes to receive them through electronic notification and the Tennessee Governor. Electronic mailing shall include members of the Tennessee General Assembly and the International Executive Board, International committee chairs, and Headquarters Professional Staff; and

Proposal: Delete “have hard” and insert “make digital.” Delete “mailed” and insert “available.” Delete the remaining language except “and”.

Proposed Change to Rule Would Read in Full:

9. SERVICES

9.1. *DKG Tennessee News*

9.1.3 Shall make digital copies available to all state organization members; and

Rationale: Professionally printed copies of the *DKG Tennessee News* are no longer a financially sound option. This change to a digital-only format for the state newsletter will result in a significant reduction to the

annual state budget and enable increased content and layout flexibility in every issue. Removing references to digital delivery to the governor, members of the Tennessee General Assembly, the International Executive Board, International committee chairs, and Headquarters Professional Staff reflects current practice.

Financial Impact: Reduction of approximately \$6,000.00 annually in budgeted funds

Proposers: TNSO Editor and TNSO Finance Committee

#R13

Reference Number: 9.3.2; D

Rule Now Reads: Go To Guide

Proposal: Change to *Handbook of the DKG Society International*

Proposed Change to Rule Would Read in Full:

9.3.2; D *Handbook of the DKG Society International*

Rationale: Alignment with DKG Society documents

Financial Impact: None

Proposer: TNSO Bylaws and Rules Committee

#R14

Reference Number: 10.2.3

Rule Now Reads: The Beginning Leadership Management Seminar shall be held in the spring and fall of each even-numbered year at a time and place to be determined by the Leadership Development Committee.

Proposal: Delete “in the spring and fall of each even-numbered year” and replace it with “each biennium.”

Proposed Change to Rule Would Read in Full: The Beginning Leadership Management Seminar shall be held each biennium at a time and place to be determined by the Leadership Development Committee.

Rationale for Change: The change in wording gives the Leadership Development Committee greater flexibility to implement Beginning Leadership Management Seminars as fiscally appropriate.

Financial Impact: None

Proposers: TNSO Leadership Development Committee and TNSO Finance Committee

Chapter News



A presentation by local artisan Lewis Chapman on the impact of the arts on Johnson County's economy was part of **Gamma Mu's** February program. Mr. Chapman provided each participant information outlining the benefit that arts have on our small community. The program was designed with the purpose of utilizing local resources within the community to educate chapter members on the importance of art. Mr. Chapman also gave the chapter members an art lesson on watercolor painting. Members were encouraged to take the information and lesson back to their classrooms and share the activity with them.

For the month of January, Stacey Saed with Annestasis was **Alpha Lambda's** guest speaker focusing on "Getting Out the Junk." She provided members with useful resources to assist with decluttering. Stacey Saed is the founder of Annestasis, which means to be reborn. She is a native

Memphian with a deep passion for creating inviting and functional living and working spaces. Through Annestasis, Stacey is dedicated to transforming the relocation experience, believing that the places we inhabit play a crucial role in our overall well-being.



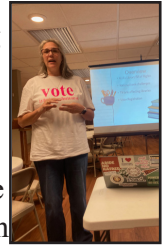
For the month of February, Dr. Cherise Clark with Su Casa Family Ministries shared with **Alpha Lambda** information about Su Casa. Su Casa exists to connect and empower both the Latino immigrant and broader Memphis community by creating a safe place to learn

together in God's grace. They offer Adult English Classes, Su Casa Preschool, and various community services with community outreach specialists who work with collaborative partners to create pathways for health and dental resources, vaccines, rent and utility assistance, legal assistance, and housing. Participants such as retired teachers volunteer to assist Latinos with learning the English language. In addition, Su Casa has hired teachers that work in the Preschool.



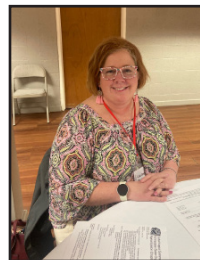
Alpha Epsilon is committed to working with the Oak Ridge schools and the community to help support families and students in the area.

The October program focused on young voter registration. Caramia Milloway, librarian at Oak Ridge High School, informed members of the opportunities offered for young voter registration. The school library and the League of Women Voters held a Voter Registration Extravaganza for the community to encourage eligible voters to register. At the beginning of the school year the library display case contained QR codes that linked students to register to vote if they were eligible. The high school is working towards receiving the Anne Dallas Dudley Award that requires 85% of eligible voters in the school to register.



The chapter held their 3rd annual Silent Auction at the December meeting raising a total of \$1755 for the Oak Ridge Schools Family Resource Center. The mission for this project is to assist "at risk" children and their families in the prevention and eradication of problems that interfere with their ability to become fully functioning and independent members of their community.

Their January meeting featured the presenter, Rose Weaver, Poet Laureate of Oak Ridge. Yes, there was poetry, but the focus of her presentation was about her efforts to commemorate the Scarboro 85 and Oak Ridge Schools being the first in the southeast to integrate. She spoke of the challenges students faced as described to her in personal interviews.



Lisa Weathers, **Alpha Epsilon**, attended the Innovative School Summit that was held in New York City, February 12-15, 2025. Lisa received the Cornet Individual Professional Development Award from the DKG International Educators Foundation and attended four education conferences on innovative teaching strategies, at-risk students, school and climate culture, and social-emotional learning.

Chapter News

Beta Rho continued its new tradition of gathering for a January luncheon, enjoying good food and great company at a local Mexican restaurant. Since wintry weather often disrupts regular meetings, this informal gathering provides a chance for



members to strengthen friendships and enjoy time together outside of official chapter business. Now in its second year, the luncheon saw nine members in attendance, sharing conversation and camaraderie over a delicious meal. The event has quickly become a cherished tradition, allowing members to connect in a relaxed and welcoming setting. **Beta Rho** looks forward to continuing this gathering in future years as a way to foster the bonds of sisterhood within the chapter.

Lambda recognized and celebrated the dedication and achievements of key women educators who have been active members for over 30 years. The chapter highlighted the invaluable contributions these women have made to the teaching profession and the local community.

Honorees included Joy Yates, with 35 years of service, Shelia Presswood, with 43 years, and Mable Greene, with 38 years.



These women were present at the ceremony and were applauded for their unwavering commitment to education and their positive impact on countless students and colleagues.

Though unable to attend the event, Ann McCain, with an impressive 48 years of service, Nancy Fry, with 34 years, and Sandy Humble, with 30 years, were also honored for their dedication and leadership.

Their years of leadership, friendship, and service have not only shaped the lives of students but have also enriched **Lambda** chapter and the broader teaching community.

Four **Alpha Sigma** friends took a field trip to Orange Mound to visit “My Cup of Tea.” Orange Mound was the first neighborhood in the United States built by and for African Americans. It was built in the 1890s on the grounds of a former plantation. Now “My Cup of Tea” is giving local women opportunities to learn and earn selling the best teas from all over the world and beautiful tea accessories. Sonja Glaser discovered the beautiful tea house, and she is now one of their favorite customers!



At the February meeting, Lisa Greenwood, **Beta Phi** member, presented an informative program titled “Plant Based Nutrition.” Lisa is a Certified Plant Based Nutrition Specialist through American Fitness Professionals & Associates. She spoke to members about the benefits of eating plant-based foods. She also discussed medical issues with eating processed meats, cow’s milk, sugar free, and fat-free foods. Members were given information on getting essential nutrients through plant based items, as well as a list of resources to help incorporate plant based eating in their diets.

Beta hosted “The Perfect Tea Party” to support literacy day initiatives. Members donated more than two trunkloads of books. TNSO First Vice President



Chasity Ragsdale was the guest speaker for the event. Members also learned more about the GIRLS initiative that has been adopted by DKG International.

Alpha Phi visited the Coolidge Medal of Honor Heritage Center in Chattanooga. The center’s purpose is to memorialize the honorees and educate future generations about the character traits associated with service to country.



The chapter’s visit there took an interesting turn because members discovered that Molly Bradley Hudgens, whose experience with an armed student is chronicled in *Saving Sycamore* and featured in the Citizens Honor exhibit, is a former chapter president.

Chapter News

For over five decades, Dee Dee Rives, past TNSO President and member of **Theta**, has been a pillar of the Girl Scouts in Madison County, Tennessee, dedicating her life to mentoring, leading, and inspiring generations of young girls; she was recognized by the Council in the March Volunteer Spotlight. Her journey began in 1971, sparked by a summer camp experience that turned into a lifelong passion.

Dee Dee first heard about Girl Scout camp opportunities while attending Lambuth College in Jackson, Tennessee. She applied for a summer camp position at Kamp Kiwani, beginning a 16-year tenure at the camp. From unit leader to camp director, Dee Dee played many roles, specializing in aquatics and canoeing while guiding high school-aged girls through enriching outdoor experiences.

Beyond summer camp, Dee Dee's commitment to Girl Scouts extended into year-round troop leadership. Upon beginning her teaching career in Madison County, she walked into the local Girl Scout council office and declared her intent to become a Girl Scout leader. Her first troop consisted of seventh and eighth-grade Cadettes at Tigrett Middle School. She later expanded her leadership to South Side Junior High and continued mentoring troops throughout her career. For 32 years, she led Junior Troop 40105 in Pinson, Tennessee, meeting every Tuesday night without fail. Many of her girls remained engaged through their high school years, some even becoming leaders themselves.

A firm believer in experiential learning, Dee Dee incorporated outdoor camping and travel into her troops' experiences. Her troops camped three times a year, and she introduced her girls to travel, organizing trips to Chattanooga, Memphis, and St. Louis helping them develop independence and life skills. For older scouts, she set ambitious goals and was able to lead international trips to Our Cabana in Mexico and Our Chalet in Switzerland.

Recognized for her unwavering dedication, Dee Dee has earned GSUSA's highest adult awards, the Thanks Badge and Thanks Badge II, for her extraordinary service. Her collection of Girl Scout pins tells the story of her journey, from her training at GSUSA's Edith Macy Conference Center to her involvement in council-wide efforts.

Even after retiring from leading her troop, Dee Dee remains deeply involved in the organization. She sup-

ports a Daisy-Brownie troop, trains new leaders, and serves as an outdoor trainer and service unit Cookie Chair. She also organizes the annual West Tennessee Camporee, ensuring that outdoor traditions continue for new generations.



Alpha Nu members visited the Ronald McDonald House Charities in Nashville. They made a donation that was collected during their chapter meetings. They also had a guided tour, where they learned about the significant impact their contributions have on the families in their communities.



In February, **Alpha Nu** members nurtured relationships with their Giving Tree. The February tree had paper hearts with kind acts. During the Chapter meeting the members took a heart and a name from the tree. They

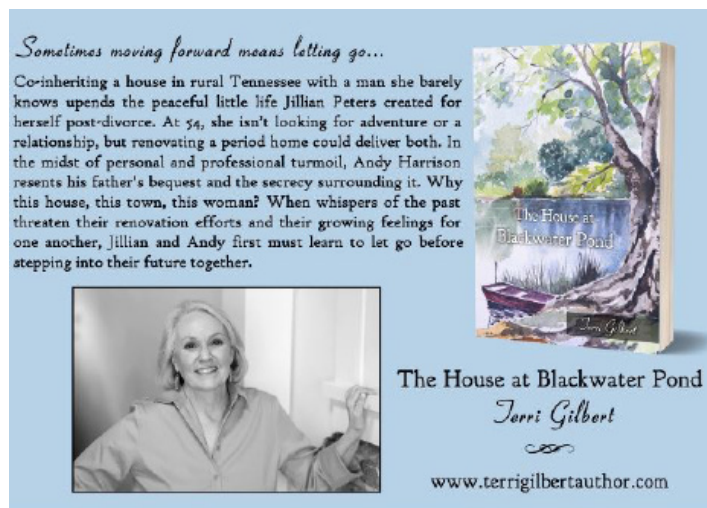
performed a good deed and made wellness calls to check in with members at home.

At the February meeting, **Alpha Xi** heard a presentation from Dr. Alicia Kahrs (**Lambda**), the Well-Being Specialist from Cleveland City School District. Dr. Kahrs presented at the 2024 state convention and traveled to Chattanooga to share wisdom with members. Her presentation, titled "Trauma-Informed Citizenship" included an overview of types of trauma and explanation of adverse childhood experiences.



Chapter News

Pi celebrates member, Terri Gilbert, as a published author. Her next book will be released soon.



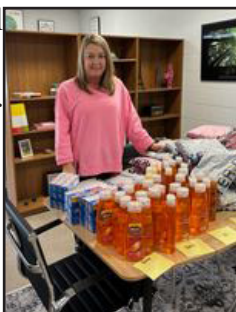
Pi also celebrates Vicki Bible, who coordinates with ORAU to bring different STEM activities for kids and families. The program showcases some STEM items, like 3D printers, Lego Robotics, and robots. Teachers and ORAU staff man the stations. This year the program had a family challenge where kids and their families had to create an invention that could float. The competitors brought their inventions to test and won candy if it floated. Every year the goal is to add or change the challenge in some way.



Sharon Adcock, a special education teacher at Burns Middle School, was inducted into **Gam-**

ma Omicron in November 2024.

Gamma Eta donated needed school supplies and other items at a recent meeting of educators helping others. Guest speaker Dr. Rachael Martin, from McNairy County Family Resource Center, accepted these items that will be used by high school students in both of McNairy County's high schools. The Family Resource Center is designed to put students and families in direct contact with the proper agencies to support a variety of social, emotional, and physical needs.



In a "heartwarming" display of appreciation and community spirit, **Beta Upsilon** decided to make this Valentine's Day special for the hardworking staff of Chadwell Elementary in Madison, Tennessee. In keeping with the idea of fostering a supportive environment for educators, members embarked on a delightful project that combined creativity, craftsmanship, and culinary flair—individual charcuterie boats for each member of the school staff.

The idea sprouted during a casual conversation at the Executive Committee Meeting. With Valentine's Day approaching, members wanted to provide a special treat for the staff of Chadwell Elementary. The concept of charcuterie boats quickly gained momentum, as it allowed for a diverse array of snacks, presented in a convenient format. Members contributed the materials and worked together to assemble the treats.



On Valentine's Day morning, members presented the charcuterie boats to the staff, who readily expressed their appreciation.

Beta Upsilon demonstrated that small acts of kindness can go a long way in nurturing a positive and inclusive environment. The charcuterie boats not only delighted the staff but also exemplified the true spirit of Valentine's Day—expressing love and appreciation for one another.

In October, **Gamma Iota** had Sevier County Law enforcement officers along with an SRO present a program on what to do in the event of an active attack. The meeting included teachers who were not members and they received 2 hours inservice credit. The presentation included video clips of what to do and an officer fired a gun in the building so that those in attendance could experience hearing the sound.



Active Attack Training taught attendees what to do to be safe in the time it takes law enforcement to arrive. They stressed the importance of being prepared and of practicing the school's intruder plan.

Chapter News

During **Beta Sigma's** February meeting, members assembled "For the Love of Teaching" bags for the 34 newly hired educators in Hardeman County Schools. Red bags embellished with the DKG logo were filled with desk supplies, snacks, and a chocolate rose and then delivered to each of the system's new teachers and administrators. Teachers were able to accept their treat bags in person at several schools and to hear a brief presentation about DKG.



For the November meeting, **Phi's** Legislative Committee presented a program concerning the 2024 Presidential Election. The ladies researched both the Democratic and Republican websites for each party's platform on education and women's issues. Judy Voss, committee chair, informed the chapter about the DKG's neutrality statement. Barbara Edwards was the committee's speaker to report their findings. There was a question and answer session at the end.



"No kid sleeps on the floor in our town" is the motto of the organization Sleep in Heavenly Peace. After Bill Thompson, President of the local chapter, gave a presentation at one of **Beta Phi's** meetings last year, the chapter knew they wanted to become involved. As a project for 2024-2025, members decided to collect twin sized bedding to donate, and some members and their families volunteered to help build twin beds at a September build. The assembly line was abuzz with activity as 56 beds were built to be given to local children in need of a bed.



Alpha Gamma met at the historic Thomas House in Red Boiling Springs for their annual Christmas in January. They had live entertainment from member LeeAnn Allen's son, Kade. This meeting included inducting two new members, Jill Barber and Destiny Hauskins and as always, a wonderful meal by the Thomas House.



Beta Xi holds a live auction each year to raise funds for classroom grants in Sumner County. Members are encouraged to invite friends and family while a real auctioneer runs the event to get the price up for each item. Every year a bidding war ensues for homemade sweets and jellies. This year, the chapter was able to raise over \$1300!



In December **Beta Epsilon** welcomed their newest inductee Samantha Gronholm. She was inducted at the Christmas Brunch. New inductee Natalie Russell was unable to attend.

Ruth Wood Garrett is a former elementary school teacher and the author of the book, *The Gingerbread Man in Memphis*. Ruth spoke to **Alpha Sigma** at their November meeting held at Eggs Up Grill. Members enjoyed brunch before Ruth spoke about her inspiration for writing her book. After her father passed away, she decided to write a children's book in order to help her through the grief she experienced. She also shared ideas for aspiring writers.



Chapter News

On September 27, 2024, Hurricane Helene stalled over Johnson County and surrounding counties causing unimaginable damage. Residents were left with layers of mud, downed trees, broken power lines, demolished homes, and massive damage. The storm produced flooding water that ripped through communities in the Appalachian mountains. In true Tennessee spirit, neighbors pulled together, and volunteers came from near and far with supplies and manpower to help with damages. Those who could not be there in person sent supplies, food, and prayers. **Gamma Mu** would like to thank each of the DKG Chapters across Tennessee who sent prayers and supplies to help the residents of Johnson County. The items were made available for pickup by those in need at Mountain City Elementary's Resource Center.

In August, **Rho** members assembled 200 gift bags for new educators in Williamson County Schools and Franklin Special District. The bags included office supplies, a snack, and a tag letting them know the chapter appreciates them. Bags were delivered to teachers beginning their careers with help from district mentor teachers and leaders. In October, members wrote notes to the new teachers, encouraging them to hang in during the time of the year when disillusionment and doubt can set in. The notes reminded them to ask for help, to remember why they chose this amazing profession, and thanked them for their service.

TN House Representative Tim Hicks spoke to **Gamma** members during their March meeting to discuss the new private school voucher bill. He had positive comments about the effect of the bill on current school funding. His perception is that it will affect larger school districts more than rural and smaller ones.



The members of **Beta Omega** were pleased to welcome Area 8 co-director Jeanette Brandon to the March meeting.

The chapter had an amazing March meeting. Amanda Waldon, a Beta Omega member, and Dr. Amber Moore from the University of Tennessee at Martin brought the models used in the Veterinary Technology Project. Berta the cow and her calf along with Maddie the dog are used to teach various medical procedures.



Zeta member Tracy Van de Vate is the director of the Knoxville-Knox County Office on Aging's Grandparents as Parents, a program that provides support for grandparents who are raising grandchildren whose parents are unable to care for them. Members hoped to lighten the load of grandparents enrolled in the program during the holidays by contributing games, puzzles, stuffed animals, and other toys to the program's toy drive.

Point of Personal Privilege

I would like to take a moment to express my heartfelt gratitude for the support I've received throughout my journey as the TNSO Editor. Your encouragement, insights, and contributions have been invaluable to me, and I am profoundly grateful for the opportunity to work for the organization in this capacity over the past four years. I have learned so much through this process and really appreciate your patience and kindness over the years. Thank you for believing in me and for your continued support as I embark on a new journey with TNSO.

Fondly - Michelle N. Steen

In Memoriam

Luzell Hughes

February 2, 2025

Inducted into **Gamma Eta** in 1970, Luzell fostered a spirit of service to her community. She dedicated her life to teaching and spent 47 years nurturing future generations at Adamsville Elementary School in Adamsville, TN, both as a teacher and later principal, where her passion for education and relentless support for children inspired many.

Dr. June Gorski

March 7, 2025

June was inducted into **Zeta** in 1980. She participated in many activities, including the Beginning and Advanced Leadership Seminars, and chaired many state committees. She was President of the Coordinating Council of Knox County Chapters, was involved in many Leadership Planning Conferences, and was speaker at many conventions and Leadership Management Seminars. She served as chapter President, First Vice President, chaired many committees and was Parliamentarian.

June received her Doctor of Public Health from UCLA, her Master of Education from Kent State University, Ohio, and her Bachelor of Science from Bowling Green State University. She was a professor at UT, Knoxville, Associate Professor at UT, Knoxville, assistant professor at California State University, and Western Kentucky. She was an instructor and lecturer at Santa Monica College, Los Angeles City College, Substitute Teacher at St. Paul the Apostle Elementary and High School Teacher at Garfield Heights. June also received many awards over her career. She was the recipient of the Scholastic Achieve-

ment Award, Woman of Achievement Award, National Alumni Association, Chancellors Award for Excellence in Teaching, June Gorski Scholarship Endowment, Brady Teaching Award, Phillips Pro Service Award, and the Distinguished Service Award.

Julia P. Householder

December 25, 2024

Julia was a charter member of both **Alpha Omega** (inducted in June 1962) and **Gamma Nu** chapters. She served as the first president for Alpha Omega and the first president for Gamma Nu. In 2012, Julia was recognized for being a fifty-year member. In 2022, her chapter recognized her for many years of active participation and presented her with a sixty-year membership pin. She was a source of information for her chapter. Her Founder's Day programs were always informative and entertaining. She attended the State Convention almost every year since she became a member. She served on numerous state and local committees. She was awarded the Order of the Rose and was always supportive of new members and an inspiration to others.

She taught third grade at Byrns Darden Elementary for 22 years and was a member of a number of educational organizations. Even after suffering a stroke, she continued to volunteer at Byrns Darden. An outstanding history teacher, her love and knowledge of history was evident to anyone blessed to be in her class. She was recognized as the DAR Sevier County American and as History Teacher of the Year in 1988 and was inducted into the Inaugural Class of Sevier County Hall of Fame for Educators. She

was also a semi-finalist for the National Teacher Hall of Fame. An avid football fan, she and her husband attended Sevier County High School's football games, never missing a home or away game for fifty-five years. She was inducted into the Sevier County High School Athletic Hall of Fame and was also a big supporter of the high school band. She was the yearbook sponsor for many years and helped begin a program to build future leaders, Tennessee Tomorrow, at Sevier County High School.

Lois Jones

February 23, 2025

Inducted into **Beta** in 1962, Lois served as chapter president and later as state president from 1987-1989. She received the Tennessee Achievement Award in 1993, was a Visionary of the Xi State Vision Foundation, and served as the TN parliamentary advisor for multiple biennia. She was a force in creating the Maycie Kaye Southall Scholarship. Her vision and leadership brought a dream into reality. At the international level, Lois served on the Golden Gift Fund Committee. She attended numerous international conventions, conferences, and Seminars in Purposeful Living. She was an enthusiastic educator and member of our chapter from the time of her transfer until her untimely death.

An elementary teacher in Kentucky and Tennessee for 38 years, Lois served as a teacher at the Peabody Demonstration School at Peabody College, a professor at Belmont College, and as principal at Davidson Academy Elementary. She taught Sunday School for 47 years.