

Tennessee State Officer and Related Personnel Reports

◆ **Name:** Dr. Elaine Vaughan, Alpha Epsilon

◆ **Position:** Tennessee State Organization President

2021-2023 Goals:

1. Work to fulfill the roles, duties, and responsibilities of the Tennessee State Organization president as outlined in current governing documents.
2. Encourage and support chapter presidents and individual members of the Tennessee State Organization.
3. Facilitate the program of work for the Tennessee State Organization through state committees, officers, and related personnel.
4. Focus on strengthening membership and leadership of the Tennessee State Organization.

Accomplishments:

1. Fulfilled roles, duties, and responsibilities of the state organization president, which included serving as Tennessee's representative on the International Executive Board.
2. Visited all 64 chapters during 2021-2023 through a combination of area, joint, individual chapter meetings as well as Zoom and conference call meetings; some chapters were visited more than once.
3. Maintained communication with chapter presidents, state officers, related personnel, area directors, committee chairs, and past state presidents through monthly publication of *Leadership Links* and monthly P2P (President to Presidents) virtual meetings and promoted chapter, committee, and state activities through *Member Saga Links* (Annotated monthly newsletter created for all TNSO members) and various social media platforms.
4. Attended and participated in a total of 58 face-to-face/virtual planning meetings for the Arts and Personal Enrichment, Awards, Bylaws and Rules, Chapter Strengthening, Communications and Marketing, Educational Excellence, Finance, Historical Preservation, Leadership Development, Legislative, Personnel, and Planning Committees, and Vision Foundation.
5. Planned and hosted 17 virtual workshop sessions for members during the 2021-2022 year and planned and hosted 13 virtual workshop sessions for members during the 2022-2023 year which were attended by 1235 members from 12 state organizations.
6. Collaborated with the Chapter Strengthening Committee to develop the *Connection Survey*. The survey generated information regarding chapter programs, projects, meeting dates, and specific areas of chapter needs and concerns. Sixty-five chapters (100% submitted survey for 2021/2022) and sixty-one chapters (95% submitted survey for 2022/2023).
7. Worked with the Chapter Strengthening Committee to develop the Reinstatement Campaign pilot program in which dropped member rosters were sent to pilot chapters for data 'clean-up' and reinstatement letters were mailed to members whose chapters returned revised rosters.
8. Served on the Area Realignment Task Force composed of Area Directors, Planning Committee Chair, State Officers & Related Personnel, Past State Presidents, and interested Chapter Presidents, and submitted a suggested area realignment mapping.
9. With input from committees, officers, and related personnel, worked with the Finance Committee and state treasurer to develop a balanced budget, create a state inventory and the

Policy and Procedure document, worked with the Personnel Committee to revise the Personnel Manual, and worked with the Planning Committee to update the Strategic Plan, all to be proposed for approval to the Tennessee State Executive Board.

10. Appointed state committee chairs of elected committees and selected members of non-elected committees and their chairs and filled state committee vacancies as needed.

11. Attended the 2022 Spring State Beginning Leadership Management Seminar the 2023 Fall State Beginning Leadership Management Seminar, and the 2023 Spring State Advanced Leadership Management Seminar.

12. Attended and hosted the 2022 and 2023 Legislative Symposium (virtual), the 2022 Prep Rally (virtual) and 2023 Prep Rally (in person), and the 2022 and 2023 Day on the Hill.

13. Attended the 2022 “Arts from the Heart” Creative Arts Retreat.

14. Participated in Birthday Celebrations for Beta Phi (40 years), Alpha Epsilon (70 years), and Pi (80 years).

15. Worked with the Historical Preservation Committee to create chapter histories and update former State Presidents’ histories.

16. Provided support of Tennessee members in applying for state and international scholarships and Vision Foundation grants.

17. Provided digital resources for incoming Chapter Presidents via electronic notebook download and internet resources.

18. Organized and conducted electronic voting for Tennessee State Executive Board and conducted virtual Tennessee State Executive Board meetings for 2022 and 2023.

19. Facilitated leadership planning, along with the Executive Secretary and Recording Secretary, for state committees at Goodpasture Christian High School in Nashville and chapter leadership training for incoming chapter presidents and other chapter leaders in Oak Ridge, Nashville, and Jackson.

20. Collaborated with state officers, related personnel, and committees to plan and implement the 2022 and 2023 Tennessee State conventions at Sewanee.

21. Attended monthly virtual meetings with Southeast Regional Director and Southeast Regional State Presidents.

22. Completed and submitted nomination of Elaine Warwick (Rho) for the 2022 International Achievement Award and Becky Sadowski (Alpha Lambda) for the 2023 International Achievement Award.

23. Attended the 2021 International Conference in San Antonio, Texas and participated in leadership training for state presidents in Atlanta, Georgia.

24. Facilitated planning for the Tennessee Event held in New Orleans to celebrate the biennium of International President Becky Sadowski.

25. Attended and presented a workshop session with TNSO Chapter Strengthening Chair Beverly Hall and TNSO First Vice President Brewer at the 2022 International Convention in New Orleans, Louisiana titled *EEC Corner Spotlight: Chapter Programs & Projects*.

26. Attended the Ron Clark Academy in November 2022 (Recipient of the Cornet Professional Development Award).

27. Registered and submitted workshop proposal titled *Get Connected: Ready, Set, Go!* for the 2023 International Conference in Phoenix, Arizona in July. The workshop was accepted and will focus on the TNSO Connection Survey and Reinstatement Campaign pilot program and will be presented with Chapter Strengthening Chair Beverly Hall.

Recommendations:

1. Continue to inspire, encourage, and assist chapter presidents and individual members of the Tennessee State Organization by communication with *Leadership Links*, P2P virtual meetings, *Member Saga Links*, visits, phone calls, cards, texts, and social media.
 2. Work with Tennessee State Organization in recruiting, maintaining, and revitalizing membership, and growing and developing leadership.
 3. Use information from the *Connection Survey* to create a schedule for meeting with chapters and pertinent areas of chapter needs and concerns.
 4. Promote area-wide events for DKG members
 5. Collaborate with other state organizations to offer professional development opportunities for members.
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◆ **Name:** Marsha Brewer, Beta Upsilon

◆ **Position:** Tennessee State First Vice-President

2021-23 Goals:

1. Plan and facilitate training for Educational Excellence Committee
2. Submit information and articles to *Leadership Links* and Tennessee DKG News concerning workshops, Mini-Mall, Chapter Yearbooks, and EEC Corner.
3. Evaluate Chapter Yearbooks
4. Plan and facilitate Chapter Officer Training for incoming First VP/EEC chair.
5. Prepare convention program book.
6. Coordinate workshops for the Tennessee State Convention
7. Meet with President and Second VP at The University of the South to plan the state convention.
8. Collect and edit updated reports from State Officers and related personnel, Area Directors, and Committee Chairs for the TNSO Convention Program Book.

Accomplishments:

1. Attended and participated in incoming State Organization First VP/EEC Chair training in Atlanta, GA.
2. Planned State Convention with President, Second VP, and Conference Services at The University of the South, Sewanee in 2022 and 2023.
3. Planned with members of the Educational Excellence Committee to continue promoting chapter programs and projects through the EEC Corner Spotlight; to educate members through an EEC Blog, and to inform members by submitting articles in *Leadership Links* and *The Tennessee DKG News*. Wrote and directed a skit to educate members about the 17 member countries of DKG. EEC members and others performed the skit at the 2022 TNSO Convention.
4. Attended meetings of Alpha, Beta, Beta Epsilon, and Alpha Lambda (virtually) chapters in 2021-2022 and meetings of Beta and Alpha Epsilon chapters in 2022-2023. Spoke at the joint Nashville Chapters Induction in November of 2022.

5. Attended monthly P2P meetings on Zoom. Attended the 2022 and 2023 Legislative Symposium and the 2023 Legislative Prep Rally. Attended various virtual workshops.
6. Submitted information for Leadership Links and The Tennessee DKG News.
7. Evaluated chapter yearbooks in 2021 and 2022, provided feedback, and emailed certificates for honors earned.
8. Solicited workshop proposals. Organized and scheduled workshops for the 2022 and 2023 Tennessee State Conventions. Gave gifts to workshop presenters.
9. Compiled contents of the program book for the 2022 and 2023 Tennessee State Conventions.
10. Presented training for incoming chapter First VP/EEC chairs and summarized for chapter Presidents.
11. Secured keynote speaker for the 2022 Tennessee State Convention.
12. Collected and edited updated reports from State Officers, Area Directors, and Committee Chairs for the Convention Program Book in 2022 and 2023.

Recommendations;

1. Create a template for the Convention Program Book that is all in one format.
 2. Request reinstatement of monies in the budget for TNSO 1st VP if the expected practice of giving gifts to workshop presenters continues.
 3. Coordinate deadlines for officers, committee chairs, etc. so everything does not become due during Spring Break.
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◆**Name:** Orlean Bauman, Alpha Rho

◆**Position:** Tennessee State Second Vice-President

2021-2023 Goals:

1. Plan and implement annual TNSO state convention.
2. Improve and streamline registration process.

Accomplishments:

1. Participated in State Committee training in Fall, 2021.
 2. Met with University Staff and TNSO officers at Sewanee in January 2022 to plan this year's convention.
 3. Participated in Officer Training for Middle, East, and West Tennessee in April and May 2022.
 4. Coordinated registration records and delegated tasks for the 2022 Convention.
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◆**Name:** Amanda Pugh, Beta Eta

◆**Position:** Tennessee State Corresponding Secretary

2021--23 Goals:

1. Increase awareness of DKG and its mission.

2. Promote DKG to prospective members, emphasizing the benefits thereof (scholarships, community involvement, educator support)
3. Represent DKG at State and International Events.

Accomplishments:

1. Represented TNSO at International Convention in New Orleans, LA
2. Presenter of program to Puerto Rico State Organization in June 2023 as participant in the International Speakers Fund List.
3. Assisted in planning Beginning and Advanced Leadership Seminars as a member of the Leadership Development Committee.

Recommendations:

1. Continued emphasis on membership benefits to prospective members.
2. Institute an “Each One, Bring One” program where current members actively recruit potential members by bringing them to meetings and club activities.
3. Continued encouragement of current members by actively keeping them informed by newsletters, cards, visits to older members who are unable to get out to meetings, and whatever other suggestions members may have.

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- ◆ **Name:** Chasity Ragsdale, Alpha Rho
◆ **Position:** Tennessee State Recording Secretary

2021--23 Goals:

1. Plan and implement TNSO Committee Training in fall of 2021
2. Plan and implement 3 Chapter Leadership Training Sessions for the spring of 2022
3. Type and prepare minutes for Executive Board Meeting 2022 and 2023
4. Type and prepare minutes for TNSO convention business meetings 2022 and 2023
5. Send to minutes to readers for corrections 2022 and 2023
6. Submit Minutes 2022 and 2023

Accomplishments:

1. TNSO Committee Training was conducted in September of 2021
2. Two Chapter Leadership Training Sessions were completed in April of 2022
3. Third Chapter Leadership Training Session is planned for May 7, 2022
4. Minutes typed and prepared for both Executive Board Meeting and TNSO Convention in 2022
5. Minutes Approved by Readers for both Executive Board Meeting and TNSO Convention in 2022
6. Minutes Submitted for both Executive Board Meeting and TNSO Convention in 2022

Recommendations:

1. Be sure there are resources provided from the previous officer for the new officer.

◆ **Name:** Dianne Anderson, Gamma Alpha

◆ **Position:** Tennessee State Treasurer

2021--23 Goals:

1. Increase the mileage allowance to match 10 cents less than current state government allowance.
2. Train Chapter Treasurers.
3. Scan documents from previous years and then shred old documents.

Accomplishments:

1. Took over the financial components of the State Convention .
2. Worked with the Finance Committee to construct the budget.
3. Trained Chapter Treasurers at Convention and Officer Trainings.

Recommendations:

1. Switch to the online version of Quickbooks.
 2. Send receipts via email.
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◆ **Name:** Jennifer Lusk, Beta Xi

◆ **Position:** Tennessee State Executive Secretary

2021--23 Goals:

1. To help the State President implement her goals for Tennessee State.
2. To serve as a resource for chapters and members as needed.
3. To serve as a member of and resource to the Planning Committee.
4. To create a comprehensive inventory of non-consumable items for Tennessee State Organization.

Accomplishments:

1. Completed all tasks as requested by the state president.
2. Completed an updated 2023 State Directory of members.
3. Continually updated comprehensive documents for state president referral of important information.
4. Edited, updated, and formatted Tennessee State Organization Rules and Bylaws.
5. Edited, updated, and formatted Tennessee State Organization Strategic Action Plan.
6. Collaborated on inventory survey for Finance Committee.
7. Served as hostess at state convention for international visitor, Becky Sadowski.
8. Attended DKG International Convention New Orleans, LA.
9. Coordinated the flag ceremony at the international convention in New Orleans, LA.
10. Attended chapter trainings and photographed all chapter presidents.
11. Updated Tennessee State Organization Yearbook template and evaluation form.

Recommendations:

1. Continue to update state documents to standardized formatting.
 2. Attend State and International events as needed.
 3. Assist the State President in any capacity needed.
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◆ **Name:** Sherrie Collins, Beta Pi

◆ **Position:** Tennessee State Webmaster

2021--23 Goals:

1. Maintain the annual “official” website designation from The Delta Kappa Gamma society International and only publish on the TNSO website the names of chapter websites that have the designation by October 31 of even numbered years.
2. Work with state officers and committees to develop and/or update information and forms needed by TNSO members and post those updates on the website in a timely manner.
3. Update all information on a regular basis: state officer/committee/personnel information; chapter information; international information.
4. Work with the editor of the *DKG Tennessee News* to place issues online.
5. Attend TNSO functions to photograph and record the activities for the website.
6. Work with the TNSO Communications Committee to present workshops and participate in chapter officers training.
7. Submit a written report for the Annual Reports Booklet distributed at the TNSO Convention and on the tndkg.org website.

Accomplishments:

1. Maintained the website, received the official seal, published state website links in accordance with the international website, published both PDF and Flip Book versions of *DKG Tennessee News*.
2. Maintained a Google Calendar that corresponds with the events listed on the website calendar.
3. Attended the TNSO Convention 2022 in Sewanee, TN.
4. Attended the DKG International Convention 2022 in New Orleans, LA.
5. Attended the Creative Arts Retreat in Nashville, TN.
6. Participated in online meetings with the SER Webmasters.
7. Presented a virtual event: Fall Instant Pot.

Recommendations:

1. Encourage members to use file names that are meaningful, consistent, and unique when submitting for the website.
 2. Continue to explore ways to make the website more user-friendly.
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◆ **Name:** Michelle Steen, Theta

◆ **Position:** Tennessee State Organization News Editor

2022--23 Goals:

1. Prepare and publish four issues of the *DKG Tennessee News*, including two all-digital issues.
2. Attend Tennessee State Organization Convention, International Conference, International Convention, workshops, and other events as directed by the Tennessee State Organization President.
3. Serve as ex-officio member, without vote, of committees as directed by the TNSO president, and as an ex-officio member, without vote, of the Tennessee State Organization Executive Board.

Accomplishments:

1. Prepared and published four issues, including two all-digital issues of the *DKG Tennessee News*, on time and under budget.
2. Participated in the Tennessee State Organization Convention and the International Convention, New Orleans, LA, Summer of 2022.
3. Served as an ex-officio member, without vote, of the state Communications and Marketing Committee.
4. Added a “Flipbook” option of the *DKG Tennessee News* for publication on the website and the Facebook page.

Recommendations:

1. Consider funding a training course in InDesign CS 5.5 to improve publications.

Tennessee State Area Directors Reports

◆ **Name:** Pam Egeler, Alpha Alpha

◆ **Position:** Area I Director

2022-24 chapter presidents include: Victoria Barker & Lana Ferguson, Alpha Zeta; Kay Grogg, Beta Delta; Teresa Mullen & Brenda Potter, Gamma Mu; Laura Pearson, Alpha Iota; Debbie Pelow, Iota; Tawana Teague, Alpha Alpha; Holley Ziglar, Gamma.

Our current Area I chapter presidents, officers and committee members have faced the challenge of bringing their members back together to meet in person as the pandemic ended. Thanks for your hard work and creative efforts to keep your chapter members connected through cards, letters, emails, phone calls, Zoom meetings, and other creative ideas for events. Each chapter is dedicated to very special community projects. These projects are impressive, and the chapters should be proud of their activities and their impact on their communities.

In 2022, Area I members enjoyed getting together again for our annual Holiday Brunch, which had been suspended during COVID. Iota Chapter sponsored the event. TSO President Elaine Vaughn and past president Beverly Hall also attended.

2021-2023 Goals and Accomplishments:

1. Visit each chapter in person at least once.
2. Communicate with chapter presidents via emails and online meetings.
3. Encourage participation in State-level activities and events.
4. Attend TSO convention and chapter officers training.

Recommendations:

1. Continue to encourage expansion of membership in Elizabethton, Carter County, Erwin, and Unicoi County.
 2. Continue the tradition of gathering for an Area I Holiday Brunch every year.
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◆ **Name:** Kay Moss, Alpha Epsilon; Carolyn Cox, Beta Phi

◆ **Position:** Area II Director

2021--23 Goals:

1. Carolyn Cox, my co-Director, agreed to split the nine chapters between us. My chapters are Pi, Xi, Beta Lambda, Beta Beta, and Alpha Epsilon. I contacted each of the five chapters to let them know I would assist them in any way I could.
 1. I intend to visit each of the chapters, to meet their officers and connect with the members present in such a way to establish my sincerity to aid and abet their efforts to function well.
 2. To assure each chapter that assistance and support would be forthcoming from me or our state organization's officers at any time they might seek help.

Accomplishments:

1. Dr. Elaine Vaughan and I visited together Beta Beta Chapter on December 14, Beta Lambda Chapter on December 17, and Xi Chapter on December 6. Alpha Epsilon celebrated the season on December 7 with a silent auction that raised over a thousand dollars for our Schools' Family Resource Center. We also had the largest crowd in attendance since COVID, including Nancy Davis and Beverly Hall, former state presidents of the Tennessee State Organization and Carolyn Cox, Area II Co-Director. Pi Chapter will have its Founders Day meeting on May 5, and I will be there for that. In addition, Elaine and I went to visit Beta Phi, Carolyn Cox's chapter on March 8 to celebrate their 40th birthday.
2. Meeting and getting to know members from the different chapters is of utmost importance in closing any gaps in communication. Donna King, President of Beta Lambda Chapter in Crossville is a gutsy leader whose can-do spirit to build back membership loyalty is amazing. Beta Beta's President Donna Jerden in the Wartburg area arranged a festive and fun meeting with an array of age groups participating. The friendship among these members was well established, and Donna amplified it. Xi Chapter's Judy Schinbeckler made sure members were recognized and lauded for their years as members by presenting Longevity Pins, a gracious way to say thank you to women belonging from 10 years to 45. The variety of service projects in this chapter runs the gamut from a Backpack Program to Dolly Parton's Imagination Library to Rising Above Ministries. My own chapter, Alpha Epsilon, under the leadership of Co-Presidents Amber Roberts and Karla Mullins, made laudable efforts to conduct hybrid meetings to keep connections among the membership. Mask wearing warranted introducing those at home to those in the meeting room.

3. Several chapters needed help, particularly with building back or retaining membership. Often what was recommended was flexible meeting times, programs more directed to meet the needs of members, and activities selected on the basis of enjoying one another's company.

◆ **Name:** Amanda Pritchett, Gamma Zeta

◆ **Position:** Area III Director

2021--23 Goals:

1. Visit all chapters in person during the biennium.
2. Attend special events hosted by chapters when invited.
3. Volunteer to help presidents complete forms and encourage all to take advantage of opportunities within state and international DKG such as scholarships, grants, leadership development, etc.

Accomplishments:

1. I enjoyed visiting all chapters during this biennium.
2. I attended several special events hosted by chapters.
3. Each time I visited chapters I encouraged members to take advantage of opportunities to grow that are available through DKG.

Recommendations:

1. I would be willing to help the next Area 3 director to organize an Area 3 meeting.
 2. I hope the plans to reorganize the areas to reduce the number of chapters will diminish for Area 3. It has the most.
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◆ **Name:** Becky Sanderson, Gamma Iota

◆ **Position:** Area IV Director

2021--23 Goals:

1. Attend TN State Organization State Convention 2022 and 2023
2. Attend Area IV Chapter meetings
3. Correspond with Area IV Chapter Presidents

Accomplishments:

1. Attended Chapter IV meetings
2. Served on Chapter Strengthening Committee under the leadership of Beverly Hall
3. Attended Chapter Strengthening Zoom Meetings
4. Wrote welcome letters to new members in Area IV
5. Wrote letters to 5 new members from Middle Tennessee
6. Attended TN State Convention in 2022 and will attend in 2023

Recommendations:

1. Invite Area Directors to President-to-President Zoom Meetings
 2. Continue to write welcome letters to new members in Area IV
 3. Stay in touch with chapters in Area IV
 4. Attend Chapter Strengthening Committee Zoom Meetings
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◆**Name:** Kathy Smith, Alpha Nu

◆**Position:** Area V Director

2021-2023 Goals:

1. Contact all the chapters in Area V.
2. Visit as many Area V chapters as possible.
3. Support the Area V chapters when they request support.

Accomplishments:

1. Several emails were sent to the chapters. In the emails I requested that each chapter add me to their emails and to contact me as needed.
2. I visited the Nashville Area chapters and spoke at their Orientation and assisted at their Founders Day meeting. I attended the chapter meetings of Beta, Beta Upsilon, Alpha Nu, Alpha Psi and Gamma Omicron. At each chapter meeting I brought greetings from TNSO. I assisted with installation of officers at Alpha Nu and Gamma Omicron.
3. I made myself available to all chapters and offered support when requested.

◆**Name:** Belinda Juergens, Beta Epsilon

◆**Position:** Area VI Director

2021--23 Goals:

1. During my term as Area Director, I planned to personally visit each of my chapters. These chapters include Alpha Rho, Beta Epsilon, Beta Kappa, Beta Nu, Beta Rho, Delta, Phi, and Rho.
2. I hope to be able to serve chapters by reminding them of deadlines, assisting with reports, helping solve chapter problems, aiding in retention of members and the recruitment of new members, building leadership potential, and celebrating their successes.
3. As a liaison between state officers and chapters, I want the chapter to call on me for assistance of any type.

Accomplishments:

1. I attended the joint Christmas brunches for Alpha Rho, Beta Rho, Phi, and Rho in 2021 and 2022. I was invited to be the speaker for the 2022 brunch held in Lawrenceburg on December 3, 2022. I also attended the joint Christmas brunches of Beta Epsilon and Delta in 2022 and the joint Founders' Day brunches of these two chapters in 2022 and 2023.
2. I attended Rho's legislative meeting on Zoom in November of 2021 and their October Induction on October 8, 2022, where they inducted two new members.
3. I attended Beta Kappa's Vintage Auction meeting on November 8, 2022. They had a very successful fundraiser for their scholarship fund.

4. I attended Alpha Rho's Founders' Day meeting on May 9, 2022. They honored Barbara Hinson for fifty-year membership at this meeting.
5. I also attended individual meetings with Delta on Thursday, March 10, 2022, Beta Epsilon throughout the biennium, and Phi on October 11, 2021.
6. I attended Beta Rho's meeting as a speaker on February 16, 2023.
7. All Area VI chapters were given the Connection Award (2021-2022), and all submitted planning surveys by the deadline in 2021.
9. Area VI was represented at Beginning Leadership and Advanced Leadership Seminars.

Recommendations:

1. Members are still seeking information on Professional Liability Insurance. State guidance would be helpful.
 2. Area VI chapters should continue to be encouraged to participate in the Reinstatement Project through the Chapter Strengthening Committee. Beta Epsilon and Delta were recommended for participation.
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◆**Name:** Leigh Anne Durham, Kappa; Jeanette Brandon, Kappa

◆**Position:** VII Directors

2021--23 Goals:

1. Help all chapters in Area VII with any needs they might have
2. Be a resource for chapters in communication from the state level
3. Be available to attend meetings and/or present at meetings as needed

Accomplishments:

1. Contacted all chapters with information and distributed information from the state
2. Answered all correspondence with chapters within 12 hours of contact
3. Met with all chapters that invited or requested a visit

Recommendations:

1. Continue to be available for chapters as needs arise
 2. Continue to be a liaison for chapters
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◆**Name:** Beth Naylor, Theta and Marsha Rains, Omega

◆**Position:** Area VIII Directors

2021-2023 Goals:

1. Visit each chapter at least once during the year
2. Communicate regularly with chapter president / members
3. Host an area-wide meeting

Accomplishments:

1. Visited chapter meetings (Omega, Omicron, Theta, Beta Eta, Beta Mu, and Gamma Eta)
 2. Regularly communicated with chapter presidents about upcoming events, forms, information
 3. Hosted area-wide meeting on March 10 in Jackson
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◆ **Name:** Deborah McDurmon, Alpha Sigma

◆ **Position:** Area IX Director

2021-23 Goals

1. Visit all five chapters in person Area 9
2. Create a working relationship with chapter presidents through the Coordinating Council and/or other opportunities of communication as they arise
3. Provide the chapters with any help as requested

Accomplishments:

1. Attended chapter meetings of three chapters: Beta Sigma, Alpha Lambda, Alpha Sigma
2. Attended Coordinating Council business meetings to keep in touch with chapter presidents and plan group events
3. Attended Coordinating Council joint chapter events: Fall Celebration Luncheon in October, and will attend the Founders' Day luncheon this Friday, April 22.

Recommendations:

1. Make Area Directors valid members of the Coordinating Council wherever it exists.

Tennessee State Committee Reports

◆ **Achievement Award Committee:** Parker, Beta Upsilon, Chair

Committee Members: Theresa Brown, Phi; Kathleen Phillips, Beta Upsilon; Marsha Rains, Omega; Becky Sanderson, Gamma
Iota

2021--23 Goals:

1. Advertise the Award in various media (P2P meetings, Leadership Links, and State Newsletters). Have Area Directors speak at chapter meetings they attend. Have President promote achievement award.
2. Purchase charm and necklace in the Fall before price of gold goes up for holidays.
3. Spread the word about who can be an outstanding candidate (There are lots of outstanding ladies who are not officers who are workers behind the scenes that make things happen that keep

the chapter thriving and being a successful chapter. We want you to search out your members and see the remarkable women in your chapter.)

Accomplishments:

1. The advertising went well. We covered all our goals to get the word out.
2. Purchases were made in a timely manner to ensure good prices.
3. We have four applications to consider for the 2023 Achievement Award.

Recommendations:

1. We recommend that a member of this committee is placed on the 2024 committee to have an experienced member to aid the new ones coming into the committee.
2. During the convention, the Achievement Award Nomination needs to be explained so that ladies can be thinking about the next year's nominations with the idea that there is a wide range of candidates in each chapter.

◆ **Arts and Personal Enrichment**, Tara Younger, Alpha Nu, Chair

Committee Members: Tessey Bell, Alpha Nu; Donna Jerden, Beta Beta; Harriet King, Gamma Omicron; Rosemary Ragan, Alpha Nu; Dr. Debra Smith, Alpha Nu; Kathy Smith, Alpha Nu

2021--23 Goals:

1. Plan and facilitate Creative Arts Retreat.
2. Offer more artist or growth opportunities in different areas of the state.
3. Get chapters involved more with chapter displays at convention.

Accomplishments:

1. Successful first Art Retreat since Covid in-person.
2. Christmas play in the East part of state.
3. Large displays of chapter displays at the 2022 convention.

Recommendations:

1. Plan one event in each area of the state (west, middle, east)
2. Virtual book club

◆ **Awards Committee**, Terry Sharp, Zeta, Chair

Committee Members: Pat Aldridge, Pi; Barbara Broadway, Beta Upsilon; Vikki Burns, Pi; Wanda Castleman, Alpha Nu; Abbi Hill, Pi; Lisa Lovely, Beta Phi; Myra Sowder, Zeta

2021--23 Goals:

1. To recognize and award a Rosebud recipient.

2. To recognize our Order of the Rose recipients for their contributions to their chapters and DKG.
3. Revise the Maycie Award for Chapter Excellence to include all new activities that allow chapters to participate in points earning opportunities.

Accomplishments:

1. Awarded the Rosebud Award.
2. Awarded the Order of the Rose to thirteen exemplary members (including 1 posthumously)
3. Recognized approximately 60% of the state organization's chapters with the Maycie Chapter Award of Excellence

Recommendations:

1. To continue to support chapters in their participation in the Maycie Award Application
 2. To continue to make the application more user friendly
 3. To clarify point categories, as needed.
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◆ Bylaws and Rules Committee, Kathleen Benedict, Pi; Ann Gann, Pi, Co-Chairs

Committee Members: Joy Branham, Iota; Kathie Harned, Beta Upsilon; Kristy Sherrod, Theta; Esther Taj, Alpha Xi; Elaine Vaughn, Alpha Epsilon.

2022--23 Goals:

1. Receive proposed amendments to *the Tennessee State Organization Bylaws and the Tennessee State Organization Rules* from DKG International Society Convention 2022 and from committees and members; after study, review/revision, if needed, publish for membership in DKG Tennessee Newsletter; present to membership for ratification at the 2023 TNSO Convention.
2. Call for updated or revised chapter rules from those chapters(26) that have not submitted their documents in the last three years, and approve these chapter rules, recommending changes where rules conflict with international or state organization documents.
3. Establish a line of communication with chapters and then call for updated or revised chapter rules from those chapters that have not submitted their documents for longer than three years. TNSO had sixteen chapters who – due to various reasons – had not been able to submit rules for 5 to 7 years. Encourage each chapter to seek help with Chapter Strengthening Committee if any future assistance is needed. This committee will continue to support them.

Accomplishments:

1. All five committee members communicated via email, text, phone, and zoom meetings, in small groups this year rather than as a full committee. Each member continued to reach out to chapters to obtain updated chapter rules. Members sent articles to each publication of the DKG TN Newsletter, to the President's monthly Leadership Links, and posted self-help documents on the TNSO website. A Bylaws & Rules Workshop was presented by various members in West, Middle and East TN locations for incoming officers in May 2022.
- 2 A total of twenty-eight proposed bylaw and rules amendments to *the Tennessee State Organization Bylaws and the Tennessee State Organization Rule* have been submitted to the

committee for presentation at the 2023 TNSO Convention .This total includes 6 bylaws from international, 13 bylaws and 15 rules from TNSO committees or members. The committee studied them, asked parliamentarian to check proposed amendments for all constitutionality questions, asked for revisions – if needed – and then submitted them to TNSO President Elaine Vaughn and Editor Michelle Steen for publication in *DKG TN Newsletter* and then they will be presented at the 2022 TNSO Convention in June 2022.

3.Overall, the rules of our sixty-four chapters are up to date. This biennium thirty-two chapters submitted their rules for a review. There are eleven chapters that have not had their rules updated/reviewed in the last 5 to 8 years.

Recommendations:

1. Make every effort to have all new committee members at the September Leadership Meeting.
 2. Continue to start early contacting chapters regarding Rules, divide up chapters that are due ONTIME or LATE then give each committee member some of both types to be responsible for checking rules.
 3. Revise documents on the TNSO website under Bylaws & Rules Committee to reflect new committee member names and dates and any changes in procedures. Continue to ask TNSO Parliamentarian and State President to check proposed bylaws and amendments as well as your committee members. Add bylaws and rules that were passed at TNSO 2023 Convention to chapter rules.
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◆ Chapter Strengthening Committee, Dr. Beverly Hall-Maughan, Alpha Rho, Chair

Committee Members: Jeanette Brandon, Kappa; Carolyn Cox, Beta Phi; Leigh Ann Durham, Kappa; Pam Egeler, Alpha Alpha; Belinda Juergens, Beta Epsilon; Deborah McDurmon, Alpha Sigma; Carolynne (Kay) Moss, Alpha Epsilon; Beth Naylor, Theta; Amanda Pritchett, Gamma Zeta; Marsha Rains, Omega; Becky Sanderson, Gamma Iota; Kathy Smith, Alpha Nu.

2021-2023 Goals:

- 1.Engage, encourage, and energize chapters.
2. Identify chapters at-risk for merger or dissolution and provide aid & support as needed.
3. Provide chapter-strengthening resources to all chapters.
4. Research area realignment options for more equitable distributions of chapters within areas.

Accomplishments:

- 1.Established the *Connection Award* for chapters who submitted the Connection Survey. The survey generated information regarding chapter programs, projects, meeting dates, and specific areas of chapter needs and concerns.

2. Collaborated with TNSO Awards Committee to offer Maycie Points for Connection Survey submissions. Sixty-five chapters (100% submitted survey for 2021/2022) and sixty-one chapters (95% submitted survey for 2022/2023).
3. Communicated with all sixty-four chapter presidents via e-mail, telephone, text, cards, or chapter visits to offer support, encouragement, and resources based on uniquely identified chapter needs.
4. Presented workshop with TNSO President Vaughan and TNSO First Vice President Brewer at International Convention in New Orleans, Louisiana titled *EEC Corner Spotlight: Chapter Programs & Projects*.
5. Organized the Reinstatement Campaign pilot program with thirteen volunteer chapters. Dropped member rosters were sent to pilot chapters for data 'clean-up' and reinstatement letters were mailed to members whose chapters returned revised rosters.
6. Mailed personalized cards of welcome to all incoming chapter members within the state.
7. Structure dan Area Realignment Task Force composed of Area Directors, Planning Committee Chair, State Officers & Related Personnel, Past State Presidents, and interested Chapter Presidents to research area realignment options and submit amendment proposal for area realignment. Held an informational virtual workshop regarding resulting area realignment proposal.
8. Accepted to conduct 2023 TNSO convention workshop titled *Annie is Calling* highlighting tips on compiling lists of former members using Chapter Connect. The workshop will be presented by Chapter Strengthening Chair and Area VI Director Belinda Juergens.
9. Submitted workshop proposal titled *Get Connected: Ready, Set, Go!* was accepted for the 2023 International Conference in Phoenix, Arizona in July. The workshop will focus on the TNSO Connection Survey and Reinstatement Campaign pilot program and will be presented by Chapter Strengthening chair and TNSO President Vaughan.

Recommendations:

1. Continue to conduct Connection Survey and share gathered information with TNSO president to share chapter areas of concerns/needs and to aid in scheduling chapter visits.
 2. Continue the TNSO Reinstatement Campaign to assist chapters in data 'clean-up' and solicitation of member reinstatement.
 3. Continue to send personalized cards of welcome to all incoming chapter members within the first sixty days of induction.
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◆ **Communications and Marketing Committee**, Dr. Elaine Alexander, Beta Epsilon, Chair

Committee Members: Meri Bigham, Beta Kappa; Bethany Brown, Theta; Sherrie Collins, Beta Pi; Judy England, Alpha Rho; Patsye Jones, Beta Omega; Dee Dee Rives, Theta; Michelle Steen, Theta; Dawn Viles, Beta Pi.

2021-23 Goals:

1. Communicate with chapter communications contact or president via: (a) informational letter, (b) criteria and rubric sheet for evaluation, and (c) state committee member contact information.

2. Evaluate chapter newsletters, *DKG TN News* and local media submissions, and website or social media posts using established criteria, provide feedback and opportunities for growth, and award chapters Communications Awards accordingly.
3. Create and post Member Education Videos and activity sheets on state website for members to earn both individual recognition and chapter Marketing Awards.
4. Consider, for award purposes, chapter publications and Member Education Video module completion from March 16th of the previous year through March 15th of the current year.

Accomplishments:

1. Emailed Communications Award and Marketing Award criteria and rubrics for evaluation to all chapter presidents or chapter communication contacts.
2. Updated Member Education Video “Module 3 – International Officers” and activity sheet to post on state website for Marketing Award.
3. Wrote “Leadership Links” announcements and an article for the February 2023 *DKG TN News*.
4. Awarded 33 chapters with the 2023TNSO Communications Award.
5. Awarded 12 chapters with the 2023TNSO Marketing Award and thirty-six individuals with the Member Education Video Completion Award.
6. Presented three breakout sessions at the 2023TNSO Convention: “Tips and Tricks for Top-Notch Chapter Newsletters,” “Member Education Videos – Modules 3 and 4,” and “Member Education Videos – Modules 14 and 15.”

Recommendations:

1. Update Member Education Videos and activity sheets as needed to reflect current state and international information.
2. Create template and instructions for chapters to create their own videos to post on their own websites as well as the state website to promote their chapters to prospective members.
3. Research and share easy online newsletter programs for chapters to use to create five newsletters per year.
4. Create and share simple free Weebly website template for chapters to use to create websites for members.

◆ **Convention Steering Committee**, Orlean Bauman, Alpha Rho, Chair

Committee Members: Meri Bigham, Beta Kappa; Karen Edmison, Alpha Alpha; Myra Martin, Alpha Rho; Cissy Riley, Alpha Rho; Dee Dee Rives, Theta; Terry Sharp, Zeta; Diana Womble, Alpha Rho; Judy England, Alpha Rho

2021-23 Goals:

1. Meet with TNSO officer team and University of the South representatives to plan the 2023 TNSO convention.
2. Create and implement paper and online registration forms for the 2023 convention.
3. Work with committee members and TNSO Treasurer to process all convention registrations, fees, refunds, and expenses.

4. Be responsible for aspects of the convention including, but not limited to, room assignments, table assignments, table hostess and page assignments, name tags, registration packets, convention favors, and working with hostess chapters for convention events.

Accomplishments:

1. Met with TNSO officer team members and the University of the South representatives to make plans for the 2023 convention.
2. Created and implemented online and paper registration forms for convention registration.
3. Worked with committee members and TNSO Treasurer to process all convention registrations, fees, refunds, and expenses.

Recommendations:

The University of the South has scheduled the dates of May 30-June 1 for the 2024 TNSO Convention.

◆ **Educational Excellence Committee**, Marsha Brewer, Beta Upsilon, Chair

Committee Members: Nancy Davis, Gamma Mu; Melissa Blalock, Alpha Epsilon; Cindy Lynn, Beta Beta; Darlene Johnson, Alpha Epsilon; Julie Golden, Zeta; Carlene Ford, Beta Upsilon; Carole Belles, Beta Upsilon; Krystal Kennedy, Beta Lambda; Linda Creek, Beta; Mary Wadley, Beta Eta; Nancy Hickey, Beta Eta; Cecilia Rodriguez, Beta Eta; Dorethea Royle, Gamma Alpha

2021--23 Goals:

1. Inform and assist chapters in improving and developing quality programs and projects.
2. Promote programs and projects through the EEC Corner Spotlight, Leadership Links, and The Tennessee DKG News.
3. Present a workshop and a skit at the 2022 Tennessee State Convention.

Accomplishments:

1. Added a video component and blog to the EEC Corner Spotlight on the website.
2. Submitted articles and information to Leadership Links and The Tennessee DKG News on World Fellowship, Schools for Africa, Legislation, Literacy, Support of Early Career Educators, Mentorship, The Governor's Books from Birth Foundation, Leadership, and The Arts.
3. Performed a skit on the seventeen countries of DKG at the 2022 TNSO Convention.
4. Met virtually to plan convention activities.

Recommendations:

1. Coordinate with State Projects Committee for a state initiative supporting early career educators.
 2. Continue EEC Corner Spotlight and Blog
 3. Identify and communicate with chapter EEC chairs.
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● **Finance Committee**, Linda McCrary, Alpha Gamma, Chair

Committee Members: Edna Clemons, Beta Zeta; Dr. Crystal Nelson, Kappa; Brenda Oldham, Beta Upsilon; Dr. Dorrie Powell, Beta Sigma; Susie Westbrook, Alpha Phi

2021--23 Goals:

1. To work with the Treasurer and President in analyzing previous income, expenditures, and membership data
2. To seek input from members in developing the 2022-2023 and 2023-2024 Proposed Biennial Budget
3. To develop and propose a biennial budget that encourages the growth of the organization and assist the members in fulfilling their goals
4. To collaborate with the TNSO Executive Secretary in the development and implementation of an online inventory form for reporting TNSO property
5. To recommend updates to the TNSO Bylaws and Rules and the Strategic Plan as they pertain to finance
6. To propose an Investment Policy

Accomplishments:

1. Met October 7, 2021, January 20, 2022, November 10, 2022, and November 16, 2022, virtually with President and Treasurer (Goals 1, 3, 5)
2. Hosted a virtual Budget Town Hall on February 24, 2022, and met with the TNSO Chapter Presidents in their meeting with the TNSO President on March 20, 2022. (Goals 2 & 3)
3. Recommended a biennial budget to the TNSO Executive Board on May 15, 2022. (Goals 1, 2 & 3)
4. Collaborated with the Executive Secretary in creating and implementing an online inventory form. (Goal 4)
5. Submitted proposed Bylaws and Rules amendments to the TNSO Bylaws Committee (Goal 5)
6. Requested, by March 15, 2023, the completion of an online inventory form of TNSO assets in The possession of officers, committee chairs, related personnel, area directors, and others. (Goal 4)
7. Proposed an Investment Policy to guide the oversight of TNSO's investments. (Goal 6)

Recommendations:

1. Review the TNSO investments biennially and adjust when necessary.
 2. Submit a budget that provides essential member services without the annual transfer of invested funds.
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◆ **Historical Preservation Committee,** Irene Archambault, Beta; Kathy Kester, Beta Co-Chairs

Committee Members: Judy Bailey-Ogle, Gamma Iota; Jan Brown, Beta; Sandy Brown, Beta; Judy England, Alpha Rho; Peggy Monroe, Alpha Rho; Laura Schmidt, Gamma Iota

2021--23 Goals:

1. To collect chapter histories from chapter presidents
2. To have all chapter histories collected

3. To communicate with chapter presidents

Accomplishments:

1. The committee has collected about 30 chapter histories
2. E-mails sent to all chapter presidents urging them to send in histories

Recommendations:

1. Continue urging chapter presidents to send in their histories.

◆ **Leadership Development Committee**, Dr. Linda Eller, Alpha Lambda, Chair

Committee Members: Dr. Amy Edmison, Alpha Alpha; Laura Evans, Alpha Sigma; Dr. Regina Henry, Beta; Belinda Juergens, Beta Epsilon; Tracy Parker, Beta Xi; Amanda Pugh, Beta Eta; Kelly Reed, Zeta; Melanie Richardson, Alpha Nu; Deborah Weathersby, Alpha Nu; Sharon Crawford, Alpha Nu

2021--23 Goals:

1. To secure a location and a trainer for the Beginning Leadership Seminar during the spring and fall of 2022 as a face-to-face event keeping pandemic safety rules in mind.
2. To plan and implement the Beginning Leadership Seminar during the spring of 2022 as a face-to-face event keeping pandemic safety rules in mind and advertise the event.
3. To plan and execute a Beginning Leadership Seminar during the fall of 2022 and an Advanced Leadership Seminar during the spring of 2023 as a face-to-face event keeping pandemic safety rules in mind.

Accomplishments:

1. Two Beginning Leadership Seminars and one Advanced Leadership Seminar were held during the 2021-2022 biennium.
2. The Beginning Leadership Seminar sessions were held at Henry Horton State Park (fall 2021 and spring 2022) with Marsha Brewer as the leadership trainer. Marsha is a certified trainer for Myers- Briggs and helped members learn about their personality traits and how to work effectively with others. Linda Eller conducted a session at each beginning session on conducting a meeting and using parliamentary procedure. Linda is a member of the National Association of Parliamentarians (NAP).
3. The Advanced Leadership Seminar was held in March 2023 at Montgomery Bell State Park. The consultant for this session was Becky Sadowski, immediate past international president. The session revolved around the twelve practices discovered in the book, *The Art of Possibilities* by Rosamond and Benjamin Zander.
4. Each session was advertised in the TN News, on the state website, on Facebook and through email communications from the state president. A virtual information session for the Beginning Leadership Seminar was held to advertise the event in September 2021 and a Q & A session was held on January 11, 2022.
5. The committee conducted multiple meetings using Zoom in order to prepare for each of the seminar sessions. Using modern technology to conduct business made the work of the committee easy and convenient for committee members.

Recommendations:

1. Include all pertinent information in the application process thus removing the need for a rubric.
2. Require only one reference as part of the application process.
3. Delete the use of a rubric in the selection process as it is no longer a working practice.
4. With post COVID conditions and travel prices soaring, all three events should be held in Middle Tennessee.
5. With post COVID conditions and pricing soaring for event locations and meals, the budget for hosting each event should be reviewed and increased.

◆ **Legislative Committee**, Carolynne “Kay” Moss, Alpha Epsilon; Tracy Cagle, Zeta, Co-Chairs

Committee Members: Sonja Glaser, Alpha Sigma; Karla Mullins, Alpha Epsilon; Paula Pendergrass, Alpha Nu; Amber Roberts, Alpha Epsilon; Pam Thompson, Alpha Xi; Paula Walker, Beta Upsilon

2021--23 Goals:

1. Each biennium plan and implement the Tennessee State Organization’s Legislative Events to broaden the understanding of crucial ways to be informed and to influence educational legislation.
2. Teach every member how to access and navigate the Tennessee General Assembly website in order to contact legislators, follow bills, and stay involved with the legislative process.
3. Encourage chapter participation in legislative matters and evaluate chapter applications for the Tennessee State Organization’s Legislative Award.

Accomplishments:

1.&2. Four events informed members about crucial legislation and educated them to participate in shaping educational legislation. A Virtual Legislative Forum was presented and recorded on October 20, 2022, to inform members about four possible amendments to the state’s constitution prior to the November election. Instruction on how to navigate the General Assembly website followed. The recording was posted on the society’s website. On February 23, a Virtual Legislative Symposium featured three legislators from the General Assembly who answered previously submitted questions from our members regarding pertinent educational issues. Those same questions were posted on the state’s website for members to use or modify when talking with their legislators. Then in Nashville on March 6, a Prep Rally took place in person to hear a key-note speaker Chris Ford discuss how to talk with legislators. Finally, The Day on the Hill on March 7 was designated as the time to meet and talk with legislators and urge them to promote bills enhancing the greater good for all Tennessee’s students.

3. The Legislative Award which encourages chapter involvement in the state’s legislative process was explained at the Legislative Forum and the Legislative Symposium. Chapters were encouraged to apply for the award that shows the efforts made to actively promote communication with their representatives and community. Nine chapters won the award in 2023.

Recommendations:

1. Continue to hold and record virtual Legislative Forums and Symposiums to reach all the membership.

2. Involve a minimum of three legislators and no more than five for the symposium.
3. Rethink the Prep Rally. Far too few members came for the effort to arrange and set up.

◆ **Membership Committee**, Mary Jo Wilson, Alpha Lambda, Chair

Committee Members: Diane Alsop, Pi; Bethany Billingsley, Beta Upsilon; Wynonna Clayborne, Alpha Gamma; Jo Price, Theta; Nancy Sims, Gamma Nu; Trish Stephenson, Alpha Sigma; Debra Watson, Alpha Nu; Dr. Susan Young, Beta Beta

2021--23 Goals:

1. Review Strategic Action Plan and Tennessee State Organization Bylaws
2. Communicate with state officers, Area Directors, chapter presidents and chapter members through Leadership Links and *TN State News*
3. Maintain necrology and membership records
4. Send member memoriams to the TN State News
5. Send condolence cards to deceased member's families
6. Plan and present the Orientation Tea at State Convention for first time attendees
7. Plan and present the Ceremony of Remembrance at State Convention
8. Collect and publish "Membership Moments" submitted by chapter members
9. Recognize chapter membership growth and levels of longevity of membership at State Convention.

Accomplishments:

1. Reviewed Strategic Action Plan and Bylaws
2. Submitted articles to Leadership Links and *TN State News* and submitted member memoriams to *TN State News*
3. Maintained necrology and membership records
4. Planned and presented an Orientation Tea at the 2022 and 2023 State Convention
5. Planned and presented the Ceremony of Remembrance at the 2022 and 2023 State Convention
6. Collected membership moments from members and published them in the *TN State News*
7. Sent condolence cards to deceased member's families
8. Recognition of membership growth and levels of longevity were presented at the 2022 and 2023 State Convention

Recommendations:

1. Increase the budget for the committee to assist with the increase in the cost for printing
 2. Provide a "Guest Book" for first time attendees to sign at the Orientation Tea
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◆ **Nominations Committee**, Elaine Warwick, Rho, Chair

Committee Members: Lynn Cole, Kappa; Ann Gann, Pi; Patsye Jones, Upsilon; Sandra Pineault, Beta Epsilon; Jensi Souders, Alpha Phi.

2021--23 Goals:

1. Increase the number of applications for nominated positions
2. Communicate with chapters as to qualifications and responsibilities of state organization elected positions
3. Review applications for elected state officers and state committees and select a slate of elected positions to be presented at the 2023 state organization convention.
4. Recommend to awards committee that points be added to the Maycie Award for Chapter Excellence to encourage chapters to nominate members for elected office.
5. Install incoming 2023-2025 state officers and elected committee members at the 2023 state organization convention.

Accomplishments:

1. Communicated with chapters either personally via Zoom or through *Leadership Links* and *DKG TN News* to encourage members to submit applications for state offices and state elected committees.
2. Planned a workshop and a skit which were presented at the 2022 state convention.
3. Submitted proposed amendments to be considered by Rules & By-Laws committee
4. Submitted a proposal to the Awards Committee to add points to the Maycie Award to encourage chapters to nominate members for elected office.
5. Met via Zoom to select the slate of 2023-2025 elected officers and elected state committees.
5. Planned the installation of the 2023-2025 state officers and elected committee members for the 2023 state convention.

Recommendations: None

◆ **Personnel Committee**, Beverly Smith, Alpha Xi, Chair

Committee Members: Jeanette Brandon, Kappa; Lynn Caruthers, Zeta; Elaine McIntosh, Gamma Nu; Carol Moling, Beta Gamma; Janice Stooksberry, Alpha Rho

2021--23 Goals:

1. Revise/update all documents for related personnel
2. Support and encourage related personnel
3. Work with webmaster to update items on the state website

Accomplishments:

1. Revised and updated TNSO Personnel Manual to reflect such changes as Xi State is now TN State Organization.
2. Aligned duties/responsibilities of related personnel with *TNSO Bylaws and Rules* and Strategic Plan.
3. Evaluated current related personnel via Zoom.
4. Worked with TNSO Rules Committee to tweak proposed amendments which pertained to related personnel.
5. Updated Emergency Plans for each related personnel.

Recommendations:

1. Continue to review Personnel Manual to be sure it is aligned with TNSO governing documents and Strategic Plan.
2. When possible, assist related personnel with their tasks.
3. Continue to offer support and encouragement to related personnel.

◆ **Planning Committee**, Dr. Dovie Kimmins, Beta, Chair

Committee Members: Barbara Hinson, Alpha Rho; Sharon Schmitt-Matzen, Beta Phi; June Silver, Beta Zeta; Kathy Smith, Alpha Nu; Janice Stooksberry, Alpha Rho; Cindy Young, Phi; Elaine Vaughan (ex-officio), Alpha Epsilon; Jenni Lusk (ex-officio), Beta Xi

2021--23 Goals:

1. Emphasize the importance of planning and encourage and assist chapters in developing and regularly updating their chapter plans to the benefit of individual members, chapters, and TNSO.
2. Review and update the TNSO Strategic Plan as needed.

Accomplishments:

1. The Planning Committee facilitated a workshop at the 2022 TNSO Convention which featured a panel of younger members active in DKG to provide a forum for them to share ideas with chapters for recruiting, involving, and retaining younger members. Several chapters asked for these ideas on their chapter strategic plans, and this was organized in response. The session was to capacity and a follow-up virtual session was held via Zoom on September 15, 2022.

3. In lieu of asking incoming chapter presidents to formally submit something regarding strategic planning in the fall of the first year of their biennium as has historically been done, in consultation with the Chapter Strengthening Committee, the Planning Committee decided to do the following as communicated in the July 2022 *Leadership Links*.

“The Planning Committee will be reaching out to new chapter presidents in late summer and early fall. Before we reach out, we will again review your chapter’s strategic plan update which your chapter submitted last fall. When we reach out, we will offer our assistance in helping your chapter reach its stated goals and in addressing any concerns expressed. We look forward to getting to know you and helping you in any way we can.”

The rationale was that we did not want to overwhelm the new group of chapter presidents in the first few months of their presidency, but rather offer support. Chapters were divided among committee members and contacts were made. The Planning and Chapter Strengthening

Committees met to share information gained through these contacts, and collaboratively strategized how to help meet the expressed needs of the chapters.

4. In October 2023, President Vaughan sent a joint email from herself and Planning Chair Kimmins to each TNSO Officer, Related Personnel, and Committee Chair, reminding them of the portions of the TNSO Strategic Plan pertaining to their position and asking them to report on their status toward progress in implementing these, and also requesting suggestions for modifications, revisions, deletions, or additions to any activity line items or objectives in the Strategic Plan. In the spring in collaboration with President Vaughan, the committee updated the TNSO Strategic Plan based on these submissions and subsequent conversations.

Recommendations:

1. We recommend the continuation of the process outlined in 3) under Accomplishments.
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◆ **Scholarship Committee, Donna Campbell, Beta Pi, Chair**

Committee Members: Donna Campbell, Beta Pi; Tracy Collier, Gamma Iota; Betsy Edmond, Gamma Iota; Brenda Oldham, Beta Upsilon; Kacey Yonkovitz Whited, Beta Pi

2021--23 Goals:

1. Encourage eligible members seeking advanced degrees to apply for Tennessee State and International scholarships with articles in the Xi State News, the state website, State President's messages, communication with chapter presidents, and when possible, with eligible members themselves.
2. Select deserving awardees for Tennessee State Scholarships and present their awards at the state convention.
3. Explore ways to solicit additional funds for scholarships.
4. Request donations for the Tennessee Scholarship Fund at the Awards Luncheon at the state convention.

Accomplishments:

1. Advertised Tennessee State and International scholarship opportunities to potential applicants via Leadership Links, Xi State News, state website, and social media.
2. Awarded a scholarship to two deserving members for 2023.
3. Requested donations to the Tennessee State Scholarship Fund at the 2022 state convention.

Recommendations:

1. Continue to collect funds for scholarships.
 2. Continue to encourage members to apply for scholarships.
 3. Encourage members to be aware of submission deadline and to submit all information required in the application before the deadline
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◆ **Special Events Committee:** Allison Maynard, Alpha; Kim Thurman; Alpha Xi, Co-Chairs

Committee Members: Laura Evans, Alpha Sigma; Pamela Heintzman, Beta Upsilon; Jennifer Hood, Phi; Linda Mann, Alpha Nu; Mildred Nelson, Alpha Nu; Janet Smith, Beta Xi; Rachel Weir, Beta Sigma

2021--23 Goals:

1. Implement a variety of projects to help fund leadership activities by exploring options for iris-themed products to be sold at the State Convention.
2. Implement auction procedures for fair and equal bidding/winning opportunities at the Silent Auction at the State Convention.
3. Implement efficient procedures for winning bidders to collect auction items.
4. Identify, contact, and encourage chapters that did not participate in the 2022 Silent Auction to do so in 2023.

Accomplishments:

1. Designed a decal with TNSO DKG and an iris. They will be sold at the 2023 TNSO Convention in June.
2. Contacted chapters to encourage them to participate in the Silent Auction.
3. Amended the number and options for how chapters may earn Macy Chapter Excellence points for participating in initiatives of the State Events Committee.

Recommendations:

1. Budget more money in order to purchase iris-themed items. The iris decals have been popular, but there is not enough money in the current budget to have very many available to sell.
 2. Explore ideas, such as an online store, to sell iris notecards through chapters throughout the year.
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◆ **State Organization Projects Committee,** Fran Gregory, Beta, Chair

Committee Members: Carol Crittenden, Beta; Elizabeth Denisar, Alpha Epsilon; Dr. Janolyn King, Beta Nu; Teresa Mullen, Gamma Mu; Elizabeth Petty, Beta Upsilon; Brenda Potter, Gamma Mu; Jill Speering, Beta

2021--23 Goals:

1. Provide more awareness of the benefits of the Tennessee Electronic Library (TEL).
2. Provide a list of successful literacy events for DKG chapters to become involved in literacy efforts.
3. Create essay prompt, distribute prompt and guidelines, score essays and select the top three winners of the Tennessee State Essay Contest for elementary, middle school and high school.

Accomplishments:

1. Provided information regarding the benefits of TEL and the QR code for quick access. This was distributed across the state through the *DKG Tennessee News*.

2. Created “Literary Tidbits” for the state newsletter and shared with chapters across the state. These “tidbits” were from successful DKG chapter literacy activities.
3. Prepared and sent chapters materials for the TN State Essay Contest through the *DKG Tennessee News*, Leadership Links, and posts on the TN State website. Entries representing 22 chapters (an increase from 13 in 2022) across Tennessee were sent to the committee. The Essay Contest broadened in 2023 with the addition of an elementary tier (grades 3-5). Elementary applicants sent in fifty-one essays. Elementary prize amounts: first place - \$75, second place - \$50, and third place - \$25. There was increased interest at the other tiers: 30 (26 in 2022) entries in middle school and 38 (24 in 2022) entries in high school. Winners will be announced at the State Convention in June. Participating chapters were encouraged to recognize the student applicants from their chapter. All DKG chapters were encouraged to submit essays in the future.

Recommendations:

1. Continue to promote the Tennessee Electronic Library (TEL).
2. Continue to promote and encourage literacy activities that can be sponsored by DKG chapters. A State Projects blog designed for committee to share this information with all chapters.
3. Continue the annual Essay Contest including the new elementary tier. Encourage chapters to recognize all applicants from their area in a special way.

◆ **Vision Foundation**, Nancy Davis, Gamma Mu, Chair

Committee Members: Dr. Dianne Anderson, Gamma Alpha; Nancy Davis, Gamma Mu; Dr. Beverly Hall-Maughan, Alpha Rho; Doris Ann Hendrix, Beta; Joan Howell, Beta Epsilon; Dr. Cathy Meredith, Alpha Lambda; Dr. Elaine Vaughan, Alpha Epsilon.

2021-2023 Goals:

1. Conduct a workshop at the Tennessee State Convention.
2. Increase awareness of Vision Foundation Grants and the Professional Development Seminar Awards.
3. Increase the number of individual and chapter Visionaries.

Accomplishments:

1. Renewed the written history of the Xi State Vision Foundation and started the compilation of photos for the creation of this history in video format.
2. Updated the Vision Foundation Policies and Procedures manual.
3. Modified the Vision Foundation Grant and Vision Foundation Professional Growth Award guidelines to require that funded events occur between April 1 and March 31 following the award year.
4. Increased the Vision Foundation Sponsored Seminar line-item budget amount from \$1,000 to \$2,000 and modified the guidelines to allow for the inclusion of sponsored seminars to be virtual.

5. Established the Doris Ann Hendrix Professional Growth Award in honor of Doris Ann Hendrix, Beta, who obtained Diamond Visionary status (\$10,000).
5. Presented pins and certificates to new Visionaries during the Awards Luncheon at the 2022 and 2023 Tennessee State Conventions.
6. Conducted a breakout session titled *Vision Foundation Grants and Awards* at the 2022 Tennessee State Convention.
7. Hosted a virtual workshop on November 8, 2022, to assist ladies in understanding the project grants and professional development awards application process.
8. Contributed information to attendees at the *Informational Webinar on State Committees* held virtually on March 30, 2023.
9. Encouraged members and chapters to become Visionaries through articles in Leadership Links, *TN DKG News*, and social media.
10. Distributed eleven (11) Vision Foundation Project Grants (5 in 2022; 6 in 2023) and three (3) Professional Growth Awards (1 in 2022; 2 in 2023).
11. Maintained an active and updated list of Visionaries on the Vision Foundation tab of the state website.
12. Organized the annual Vision Foundation Coffee honoring Visionaries and presidents of Visionary Chapters at the 2022 and 2023 Tennessee State Convention.
13. Established Project Awards in honor of new Platinum Visionaries (\$5,000) Nancy F. Davis, Vicki Sewell, Dr. Elaine Vaughan, and F Kaye Williams.

Recommendations:

1. Continue to work on the creation of a virtual history including a list of board members from the establishment of the Vision Foundation.
2. Market the Vision Foundation to increase solicitation of donations and the number of grant/award applicants.
3. Continue to maintain an active and updated list of Visionaries on the Vision Foundation tab of the state website.
4. Encourage award recipients to present workshops at Tennessee State Conventions.