



BLOOMING ROSES

The Delta Kappa Gamma Society International
Oregon State Organization -- Alpha Epsilon Chapter

Volume 63, No. 4 -- October/November 2022

Marie Mueller and Kathy Martell, Newsletter Editors

NOVEMBER 1 MEETING

What: Salem for Refugees (SFR) Tour of the facility. Discussion about education and volunteering.
When: 5 p.m.
Where: Their facility at 1400 Broadway St., NE., Salem
Who: **Sara Zaccari**, School Enrollment Coordinator for SFR; **Ari Miller**, Volunteer Coordinator at SFR

RSVP

to Kathy Martell
by October 27 so
numbers for seating
and food will be in
place.

Dinner to follow across the street at Better Than Mama's, approx. 6 p.m.

We will be inviting some prospective members to join us on our field trip and hopefully they will accept the invitation. There will be no official meeting, but we will discuss our SFR visit. Come join us! Be social at dinner, meet some prospective members, and make them feel welcome.

BOOK COLLECTION REMINDERS – Bring to any Alpha Epsilon gathering

- 1. Deb Freels** is our NICU Coordinator. This week, she took **72** new books to NICU! She will collect **NEW** books from you and deliver them to the hospital whenever you donate them. Books may range from “board books” for babies to chapter books. It’s the sound of parents’ voices that calm babies, not the content.
- 2. Shirley Lomax** is collecting 70 books to present to Ivey Uppinghouse, Yoshikai Elementary School, as the first recipient of the Mary Lynn Morgan Early-Career Literacy Award. A gift registry is on Amazon as Early Childhood Literacy Award. Ivey says that almost any age-appropriate book in the range of third grade, plus or minus a few grades, would be welcome. Shirley recommends books that reflect consideration of diversity and mental and physical issues that face students. Bring your donations to our November 1 meeting at Salem for Refugees.



CHAPTER OFFICERS

Co-Communicators: Kathy & Marie
Website: Cindy
Meeting Notetaker: Marie
Treasurer: Jill
Sunshine Lady: Sue
Social Coordinator: Lark
Program Coordinator: Kathy
Salem for Refugees: Charlotte & Kathy
Dolly Parton IL Coordinator: Kathy
NICU Coordinator: Deb
Early Career Educators: Emily
Photographers: Shirley L. and Cindy
State/International Liaison: Marie

BIRTHDAY!

Nov. 10 Marie Mueller



Due Dates

OREGON STATE

December 1

- Scholarship Applications

December 15

- Nominations for Offices and Committees

March 1

- Scholarship Applications

March 15, 2023

- Service Awards
- Order of the Rose
- Rosette Awards

April 28-30

- **SPRING CONVENTION**

INTERNATIONAL

November 1, 2022

- Chapter Treasurers file Form 990N with IRS before today.
- Cornet Seminar Professional Development Award
- Cornet Individual Professional Development Award

February 1, 2023

- International Scholarship Apps

FALL CONFERENCE 2022

Held in nearby Jefferson, the fall conference was a great deal of fun and had opportunities to learn, share, and participate. We counted heads several times and settled on 44 in attendance.

Alpha Epsilon was well represented with Kathy Martell, Dr. Cindy Ryan, Lark Abrahamson, and Marie Mueller in attendance.

Because our bookseller and her family all came down with COVID, that activity was moved to an online Christmas gift option. Kathy will see that contact information for the bookseller is distributed widely throughout Oregon. Please share with your family and friends, too, when you receive it. Not only will you get top-notch books, but they represent the diversity of our culture and language preferences. In addition, 20% of the purchase price will go to the Alpha Rho Foundation to further support education.

Our hostesses from Kappa Chapter joined right in, not only providing a great brunch and a delicious lunch, but also participating in the various sessions. Thanks, Ladies!

Not all chapters were able to send someone, but most of the state was represented. We all had fun--getting acquainted with new friends and greeting old pals. Kim Brown from Beta Beta skillfully led us to recognize the benefits of being part of the state or even international workforces. We were reminded that now is the time to volunteer or to recommend folks to become our new officers and committee chairs.

Four committees took a fresh look at Revitalization: Relevancy, Leadership, Membership, and Communications. You'll be hearing more about that as the year progresses.

President Brenda Jensen (email her at bcjdkg@gmail.com) would welcome your help on the Convention Steering Committee for the April 28-30, 2023 event. Sign up! It's close to us in Independence.

REVITALIZATION-- GROUP RECOMMENDATIONS FOR CONSIDERATION

RELEVANCY

To ensure that members and prospective members see DKG as relevant (meaningful, interesting, worthwhile) to their lives:

- Recruit members at job fairs.
- Volunteer to assist new teachers in their classrooms.
- ASK teachers what they need.
- Be there at local "New School Year Benefit Fairs" with cookies, DKG brochures, and information.
- Welcome new teachers with emails or small gifts.
- Remember: Teachers are not just in classrooms. Think yoga, first aid, CPR, librarians, Home Extension, PE, business trainers, consultants, and more. Think past K-12 and invite local community college or university personnel.
- Set up PDU's for informative programs—and advertise them in your local area.
- Set up chapter grants and scholarships for local educators. Establish methods for fundraising and solicit donations for your grants and scholarships. Advertise availability.
- People join for friendship and camaraderie. See new teachers as new friends.
- Advertise DKG. Pass out business cards and brochures.
- Provide transportation for those who cannot drive.
- Do some meetings on Zoom to extend access opportunities.

REVITALIZATION -- GROUP RECOMMENDATIONS FOR CHAPTER CONSIDERATION

MEMBERSHIP

After a bit of time discussing concerns—shrinking number of members, difficulty attracting new teachers due to their workloads, challenges of entering schools at all during the pandemic, a “non-joining” generation, and more, we settled into deciding what we could do to attract key women educators.

- Membership is tied to relevancy.
- Hospitality is essential. New and prospective members need to be welcomed with open arms. Current members need to make a conscious effort to greet, meet, talk with, ask about, and be interested in new members and their concerns. Rather than sitting with your “old pals,” sit with new members.
- Communicate in a member’s chosen way—call, text, email, etc.
- Offer to mentor new teachers (they are prospective members, too!) and members in their classrooms
- Technology assistance is available from state level to help with hybrid or Zoom meetings. Not having to go out after a day of work might help new members attend meetings.
- Use personal contacts, not just mail or email: Talk to prospective members. Invite them in person. Offer to pick them up for a meeting or activity. Encourage them to attend with a friend from work. Bring back the buddy system.
- Mention scholarships and grants, which are both major benefits of being in DKG.
- Remember: Non-classroom teachers have different mind sets—trainers, nurses, librarians. They face different obstacles at work. They do not always work with little kids or teens. They work with adults and often not in a formal classroom.

LEADERSHIP

Every organization has trouble with finding leadership, and Alpha Epsilon Chapter is no different. Sometimes we forget that we were chosen to join DKG because we were already leaders with unique skills to share.

As chapter president and co-president for many years, it was interesting to me to see the lists of answers to four questions from the Leadership Committee. As you read, think about our chapter, and decide what we are doing well and where we could improve to better meet the personal and professional needs of our members.

- A good leader will develop ways to involve all members in chapter activities.
- Create mentorships for incoming officers.
- If Coordinator reports are given regularly, rotate them at meetings with some doing oral reports and some doing written ones for the newsletters.
- If you are a Coordinator for a project or event, you can delegate jobs within the chapter. You do not have to do everything yourself. As our chapter grows, we can go back to actual committees, but for now think of the chapter as being the committee for each Coordinator.
- Co-Communicators/Presidents, give incentives for members attending state and international conferences/conventions.

The Leadership Committee examined reasons why members were reluctant to be more involved at chapter, state, or International levels.

- Do any of these reasons fit you?
- How can our chapter help you overcome your reason so you can become more actively involved?

Those answering the state questionnaire that was sent out before the Fall Conference produced these excuses

for not being more actively involved in the organization.

- New to the organization 12.2%
- Family obligations 42.2%
- Workload 20%
- Health Issues 23.3%
- Never asked to do something 1%
- Busy and active in other organizations
- Aging brings health issues
- “I’ve done it all and it’s time to sit back!”
- I need leaders to be more specific about what the responsibilities and time commitment will be for each commitment.
- I choose to devote energy to local chapter not state or International.

The questionnaire asked, “What would encourage you to be more involved?” The top three answers were:

1. I would like someone to ask me to do something. 45.7%
2. Have more mentorships. 14.3%
3. I like being encouraged. 12.9%

When asked to list one thing their chapter does well, the answers were broken into the following categories:

- Social
- Adjust times and days of gatherings to group needs.
- Do fun activities: book group, lunch groups, different interactions between meetings
- School to Chapter Connections
- Invite guests to socials and/or meetings and programs
- Check in with new teachers and share information about DKG and offer encouragement.

REVITALIZATION -- GROUP RECOMMENDATIONS FOR CHAPTER CONSIDERATION

LEADERSHIP, continued

- Invite teachers as speakers for your programs.

Communication

- Relevant use of technology
- Phone tree
- Have a website
- Send out personal invites.

Mentoring

- Outgoing officers mentor incoming officers and/or committees/committee members
- Offer to mentor new teachers in or outside of the classroom.

It is important to have a stable and inclusive leadership! Every one of our members is able to do every job in a chapter with mentoring and encouragement!

COMMUNICATIONS

Dr. Cindy Ryan

Communication is key to relationships at all levels, and that includes how we interact as chapters and an organization. As part of OSO President Brenda Jensen's revitalization charge, four groups have been working to help move this work forward: *communication, leadership, membership, and relevancy*. I had the pleasure of joining the communication committee and would like to share some reflections on this.

Working together this summer, each committee designed two questions for a state-wide survey. The communication committee's questions explored member knowledge, experience, and comfort levels with various communication tools (social media, newsletters, email . . .) where members and chapters may want support and training.

We should celebrate that we had 101 survey participants, representing 14 chapters. That is an accomplishment. Thank you to everyone who took time to complete the survey! We learned interesting demographic facts from the survey including that 94% of respondents were active members, and 85% of total respondents (86 individuals) were retired.

At our October 8th Fall Leadership Conference in Jefferson, members broke into small groups for the four revitalization areas. Our communication committee shared other interesting information. Oregon members and chapters are comfortable using email, the *Oregon Trail* state newsletter, and chapter newsletters. They rated each of these communication strategies as high in comfort and low in the need of training.

Areas where members indicated they are not as comfortable but may become so with training included (1) use of social media, and (2) creating and accessing chapter websites. Our small group discussed these needs in detail. How do we support members and chapters? Ideas included workshops to support learning how to use social media such as Twitter™ and Instagram™ and training on how to create chapter websites. As the conversation continued, our group suggested more training and practice on Google Docs™.

An important note: As we move to more digital communication, discussion emphasized **staying connected with our OSO sisters who are elderly and/or do not have access to internet, email, etc.** We could begin making "*sister connections*" within chapters, where members "adopt" a "sister" who does not have access, so the one without access can also stay connected and up to date.

On the survey, the second question that the communication committee asked was if members would use a state-wide, online, digital calendar. A version of a state-wide calendar had been developed (Thank you, Judy Brimmer!) and was shared at the Conference. Members appreciated the information and asked that it be sent to chapter presidents as a Word™ document so they could add chapter information and dates before sending it out to members.

Revitalization is defined as "the act or process of giving new life or fresh vitality or energy to someone or something." Members were excited to share and even more excited to think about how we could support each other moving forward.

Oregon DKG is picking up the mantle and taking on President Jensen's charge.

MEMBERSHIP IDEAS FOR ALPHA EPSILON

Remember! We need to recognize key women educators in our area by offering them membership. Be alert! Many talented women might just be waiting for you to ask them to join us.

Just lately, Kathy has been reaching out to some outstanding women educators that she read about or been told about. Here are the names and location of some prospects.

1. Ivey Uppinghouse teaches 3rd grade at Yoshikai Elementary. She will be the recipient of the set of classroom books we will be collecting for Shirley Lomax in honor of Mary Lynn Morgan. Many of you met Ivey at our first meeting. I have been in contact with her several times since then. We will be delivering a goodie tray and DKG information to Yoshikai's staff room next week along with an invite to the Nov. 1 field trip.
2. Kaiana Bradley teaches kindergarten at Monmouth Elementary and is the granddaughter of my friends Art and Barbara Bradley who are retired from the Salem-Keizer School District. Kathy emailed her, shared website information, invited her to our field trip on Nov. 1, and encouraged her to bring along a colleague.
3. Rebecca Rediger and Estella Davidson work in the Library at North High School. Kathy and Marie will drop off goodie bags with information about DKG to them next week. They will also be invited to our field trip on Nov. 1.
4. Dr. Elizabeth Cox Brand, Oregon Community College Association, Executive Director of Student Success.
5. Kathy and Marie will drop off a goodie tray to the Science Department at North High. The department has four women, including Emily. We may put some DKG information with a bowl of candy in the mailroom for the rest of the staff. That's still under consideration.
6. Last night Kathy attended a performance at Willamette University titled "The Immigrant Story Live!" It was an incredible night of stirring stories shared by immigrants from Syria, Bosnia, and South Korea. To start the evening, they had a masterful musician who played a Japanese instrument called a Koto. Her name is Masumi Timson, and she teaches Japanese language and culture at Chemeketa Community College. This morning Kathy sent her an email complimenting her performance and sharing information about DKG. She also would be a great addition to our chapter.
7. Please let Marie and me know if you have any other prospective members for us to contact.

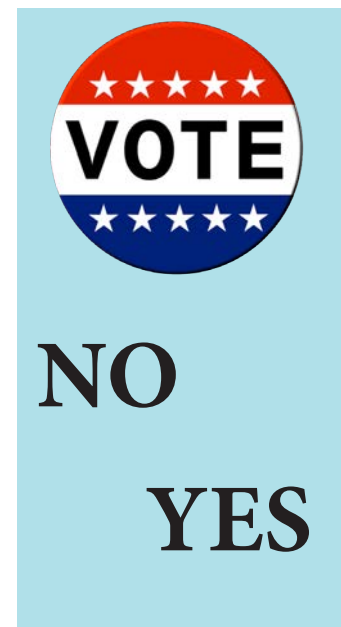
DOLLY PARTON IMAGINATION LIBRARY UPDATE

Kathy Martell & the HUB Staff

As of October 18, **543** children are signed up in our four zip codes. Statewide, 37,124+ children are enrolled.

Nice, too, is the bill that is being written for the next state legislative session to make the program available all over Oregon with state matching funds.

Stay tuned for further news as it occurs.



VOTE

**SCHOOLS
WOMEN
CHILDREN**

