On behalf of District Three International, I extend an invitation to the 63rd Annual Conference to be held in Tampa, Florida April 28th through April 30th. This year’s theme is “Reaching For The Stars” and will be hosted by Altrusa International of Gainesville, Florida, under the direction of Conference Co-Chairs Myra Morgan and Kim Pace. The Westshore Marriott Hotel in Tampa is the venue for the conference and is located near some great shopping malls...International Plaza and Westshore Plaza. It is also located near Tampa International Airport and many area attractions.

I always say that District Conference is where you get the “big picture” of Altrusa. You see the leadership in action and meet Altrusans from all over the District. It’s an excellent opportunity to make new friends and learn skills and tips that you can take back home to your Club. Let me encourage all of you to attend and Club Presidents, please be sure to send your allotted delegates so that you will have a voice in the decisions made on behalf of the whole membership. There’s a special incentive for those who have never attended...your registration is reduced by $25! There’s also a First-Timer’s event on Thursday afternoon. Directors Jane Gray, Rhonda Moorefield and Scott Tice will have some special challenges for you. You certainly don’t want to miss that!

Our District Three Leaders are hard at work to help make this the best conference ever. Governor-Elect Christy Bryant is planning and coordinating the Flag Ceremony; Vice Governor Angela Perry and District Foundation Trustee Teresa Young have been busy collecting and coordinating the awards; District Foundation Trustees Linda Robinson and Michelle Smith have been collecting grant and scholarship applications, and the Directors, are making sure that they make First-Timers feel a special welcome. The Directors are also in charge of coordinating our Spirit Award.

We are honored again this year to have as our International Representative President-Elect Leanne Milligan. Leanne will travel all the way from Te Awamutu, New Zealand to be with us. Those of you who have met and spent time with Leanne know that she is delightful and will certainly add to our District conference.

This issue of the DSB will have all the detailed information about conference including “Schedule At A Glance”, registration and hotel Information, a description of all the great workshops and the conference service project, Altrusa House. We will be holding elections for the Nominating Committee and District Foundation Trustees. You will see a list of the candidates for these positions with their bios.

I look forward to seeing all of you in Tampa where we will be “Reaching For The Stars” together because...**Together We Make A Difference.**

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“Attitude is a little thing that makes a big difference.”

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**Norma Teuton**

Governor
nsteuton@comcast.net

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“Together We Make A Difference.”

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Winston Churchill
The deadline for submitting awards has passed (Jan 31) and I know you’re thankful to have checked that task off of your To-Do list. Thank you to every club who took the time to evaluate the criteria of the awards and submit a project to be recognized.

The Award ceremony is going to be like no other so plan to attend. See you there!
Not only does the Citrus County club’s Blessings project have an impact on their community and their club members but it will help feed children’s bodies, souls and minds. The project developed out of a club program awareness of the service that the Blessings program provides for Citrus County school children. Last year at a “Woman of Impact” award ceremony the Altrusa club members learned more about this program (some club members had previously been helping with packing food for the program) The program provides weekend food for public school children who qualify for assisted meal programs – a staggering 67% of public schools in Citrus County are on meal programs. The programs help feed children who otherwise would not have food between Friday afternoons and Monday mornings when they return to school. The Blessings program works in cooperation with guidance counselors to identify the most needy children from these schools. This needed food not only provides nourishment for the children but also an opportunity to focus on learning instead of how hungry they are when food is not provided for them when they are out of school.

Citrus County is a rural area and lacks easy access for parents to get public transportation to be able to get to food pantries or food banks. The Blessings program serves 1,250 children and as the economy in Citrus County continues to diminish, the number of children who need this food increases.

The club’s International Foundation Grant application requested $2,000 for the Blessings project for food costs. This amount would provide a full year of meals for 16 students. Weekend costs per student is about $125 per child per year. Although the club did not receive the full $2,000 requested, the $1,600 the club was awarded will accommodate about 12 or 13 children who will not go hungry for a year during the weekends.

Club members will be learning more about the Blessings program from a representative who will also explain what the member’s participation will be. Teams will be assigned to days and locations and participate in food packing assembly lines. Teams are needed every week for the entire school year and club members will be able to select times that best suit their schedules. Each bag is packed with items for breakfast, entree, meat, fruit snacks and beverages. One of their Altrusa members will be the main contact person to the Blessings organization to be sure expectations are being met from both groups. The club will later report on an evaluation on the financial and community impact as well as the impact the program has on the students and their club members.

Keep packing Citrus County members to help feed those children’s bodies, souls and minds and congratulations for winning the $1,600 grant to do so. Thank you for sharing your project information with us.

Find more information on this great project on the Citrus County Altrusa Facebook page: “Citrus Altrusa” and website page: www.citrusaltrusa.org
INTERNATIONAL ASTRA SCHOLARSHIPS

ASTRA Scholarships are possible because of the generosity of the International Foundation. The Foundation budgets funds every year to fund four (4) ASTRA Scholarships that are awarded to graduating high school seniors who are also ASTRA Club members. Two scholarships are for $2,000 each and two scholarships are for $500 each. The applications must be received by the March 15th deadline and are scored by a seven-judge awards committee consisting of at least five non-Altrusans. Feedback from the judges for the past several years indicates that they have been very impressed with the applications and the service of our ASTRA members.

Information regarding the International ASTRA Scholarship application form was published in last month’s Altrusa Compass. The form is available on the International website under the Committees Tab...Standing Committees...ASTRA Clubs...ASTRA Resources. The form is also available in Spanish. If you have trouble finding it, please contact me at scottaltrusa@gmail.com and I will be happy to email you the application form.

If you have been not done so already, I encourage you to reach out to your ASTRA Club sponsors and provide them with the scholarship form. Wouldn’t it be great if at least one scholarship recipient came from District Three? Remember – March 15th is the deadline!
Call to Conference

Altrusa International 63rd Annual District Three Conference
April 28-30, 2016
gainesville.altrusa.org/2016DistrictThreeConference.aspx

The Gainesville club is serving as host to the 2016 District Three Conference at the Marriott Westshore hotel in Tampa, Florida. The hotel is conveniently located near Tampa International Airport and close to many wonderful area attractions. Let’s come together to “Reach for the Stars” with other Altrusans. Meet colleagues, establish and grow relationships, and discover new ways to enhance and strengthen your club. Take advantage of the conference hotel rate and come early and stay longer to enjoy all that the Tampa area has to offer.

We kick things off on Thursday, April 28 with the opening ceremony and the traditional parade of flags. The Friday afternoon workshops will inspire and invigorate all of you. Please make an effort to attend at least one. Take a look at the “Schedule at a Glance” in this issue to get an overview of all conference events.

Friday evening’s “fun night” will take place at the hotel itself in lovely poolside tropical oasis. Come to the “Party by the Pool” for an entertaining and relaxing time with music, food, and all your Altrusan friends.

On Saturday afternoon you will have a free afternoon to explore the Tampa Bay area. The Marriott is close to two terrific shopping malls – International Plaza and Westshore Plaza. You are only 20 miles from gorgeous Clearwater Beach, and minutes away from with city of St. Petersburg across Tampa Bay which provides even more opportunities for fun. Whether you are a golfer, a nature lover, shopping devotee, history buff, water sports enthusiast, or all of the above, you will find something to make you happy in the Tampa area.

The Governor’s Banquet will take place on Saturday evening and will provide an elegant conclusion to our conference.

Our service project this year is Altrusa House, a facility that provides adult day care to elderly or disabled individuals as an alternative to full-time nursing home care. Altrusa House provides flexible options to alleviate the stress on families who cannot care for a loved one during the day. More information about Altrusa House as well as the items that can be donated are listed on the Service Project page in this bulletin.

We have found a variety of outstanding artists and craftspeople to provide many wonderful things to buy at our vendor tables. The Altrusa Store will also be available and will be stocked full of official Altrusa merchandise. The District Three Foundation will hold silent auctions and provide bidding opportunities throughout the conference.

Hotel reservations are available now on the conference website. Don’t hesitate to reserve your room. Registration is available online on the conference website as well.

http://gainesville.altrusa.org/2016DistrictThreeConference.aspx

We’re looking forward to seeing you in April as we Reach for the Stars together!

Myra Morgan
Co-Chair

Kim Pace
Co-Chair
2016 DISTRICT THREE CONFERENCE SERVICE PROJECT

Altrusa House has been selected as this year’s conference service project. During the conference, we will be collecting donations to benefit the special needs clients that attend Altrusa House.

Altrusa House of Gainesville is a licensed adult day health care program that provides an affordable alternative to nursing home, group home or in-home care for adults. Altrusa House serves individuals 18 and up who may have a physical or developmental disability, cognitive disorder (Alzheimer’s or dementia), Parkinson’s, recovering from a stroke or other special needs.

Altrusa House facilitates a therapeutic, person-centered activity program designed to stimulate and engage individuals physically, cognitively, and socially. Altrusa House promotes an active lifestyle despite limitations and serves as a support system for those providing care. It is a place where people who are isolated because of health problems can come to make new friends and remain active. It is a place where people stay while their caregivers are working or attending to their own needs.

Altrusa House is an alternative to nursing home placement for the family that is committed to keeping their loved ones at home. While individuals are attending Altrusa House, caregivers and family members are able to return to work, run errands, make appointments, or take a much needed break with the peace of mind that their loved one will receive quality care in a safe, stimulating environment.

Adult day health care is a concept that meets the needs of a society faced with increasing older populations and diminished social and financial resources to care for them. It provides a protective environment and preventative, remedial, and restorative services for elderly adults who need care during the day for some part of the week. Altrusa House strives to keep the cost of their care affordable, even providing scholarships to those in need. Sponsor organizations like Altrusa International of Gainesville and Easter Seals provide significant support, but the need is great to provide quality, affordable care for the community.

Altrusa House would like to expand its arts and wellness program with more creative art activities. Your donations would enable us to obtain the resources and supplies needed for our members to create beautiful and meaningful projects.

Altrusa House of Gainesville would appreciate the following contributions:

• Gift cards for art supplies (Michaels, Hobby Lobby)
• Art supplies (paint canvas, acrylic paints, sponge brushes, clay, modge podge)

## SCHEDULE AT A GLANCE

### 2016 District Three Conference

#### Wednesday, April 27, 2016
7:00—11:00pm Pre-Conference District Board Meeting

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#### Thursday, April 28, 2016
8:00am – Noon Pre-Conference District Board Meeting  
Noon – 6:00pm Registration and Credentials  
Vendors and Exhibitors  
3:00—4:00pm Flag Ceremony Rehearsal  
5:00—6:00pm First Timers’ Orientation  
5:30—7:00pm Welcome Reception  
7:30—9:00pm Opening Ceremony

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#### Friday, April 29, 2016
7:00 – 8:00am Registration and Credentials  
8:00am – Noon Conference Opening Breakfast  
9:30am-6:00pm Vendors and Exhibitors  
9:30am-6:00pm Altrusa Store  
**Foundation Auction Items Displayed**  
9:45am-11:45am First Conference Business Meeting  
Noon—2:00pm Foundation Luncheon & Annual Meeting  
1:45—2:45pm Registration and Credentials  
**Workshop Session I:**  
2:15—3:30pm Membership and Recruitment Roundtable  
2:15—3:30pm Preparing the Leaders: Presidents Workshop  
2:15—3:30pm Preparing the Leaders: Treasurers Workshop  
2:15—3:30pm Cultivating Leadership and Engagement in Your Club

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#### Saturday, April 30, 2016
7:00—8:00am Registration and Credentials  
8:00—9:45am Awards Breakfast  
10:00-12:15pm 2nd All Conference Business Meeting  
12:15—6:00pm Free Time  
12:30—2:00pm Past Governor’s Luncheon  
6:00—7:00pm Cocktail Reception  
7:00—9:30pm Governor’s Banquet

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#### Sunday, May 1, 2016
8:00—Noon Post Conference Board Meeting  
*The above schedule is subject to change. Registration, Vendors and Altrusa Store will be closed during business meetings.*

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2016 District Three Conference Workshops, Friday, April 29, 2016

2:15-3:30: Presidents’ Workshop

2:15-3:30: Treasurers’ Workshop

2:15-3:30: Cultivating Leadership and Engagement in your Club

Benny Alligood (Gainesville Altrusa Past President)

Many clubs devote large amounts of time and effort to recruiting new members. But once the recruitment phase is concluded, engagement must be fostered or new members may soon become former members. Creating a culture of engagement and involvement in a club, especially with new members, is critical to a club’s success. Additionally, clubs should always be working towards developing future club leaders. Additionally, if clubs do find themselves in need of Club Revitalization, this session will provide resources and advice to help. Benny Alligood, an expert on leadership development, and District Three Leadership Chair Gina Lieberman will provide a workshop on recognizing the best ways to engage new members of your club in ways that will result in an enhanced experience for all.

2:15 – 3:45pm: Membership and Recruitment Roundtable

Ruth Wathen (District Three Membership Chair) and Barbara Bengston (Gainesville Altrusa Membership Chair)

Club membership chairs provide information on successful membership recruitment techniques, sharing ideas and advice on best practices for club membership recruitment and retention. Learn about creative and effective ways to reach out to and secure new members. Attendees will be asked to share their experiences and will be provided ideas to assist them in their recruitment efforts.

3:45-5:00: Fundraising Roundtable

Sara Freeborn (Gainesville Altrusa President)

Club fundraising has become more and more important over the years. Come to this clearinghouse for ideas for fundraising projects to share and learn about projects other clubs have successfully implemented. No idea is too small or too big to consider. See what has worked well – and get some of advice on projects that have not fared well. Participants will come away with fresh ideas and creative projects for their club’s success.

3:45-5:00pm: Narrowing My Focus: Appreciating Science in Nature

Justine Vaughen

Narrowing My Focus is an exploration of the wonders of small things in Nature. Through her photography, Dr. Justine Vaughen helps people become aware of these small wonders and, in the process, shows us the beauty of math, science, and symmetry in her art. In addition to being a talented photographer, Dr. Vaughen has worked tirelessly to found and support Altrusa House in Gainesville through her service on the Altrusa House Board of Trustees and also her work with Altrusa International of Gainesville, FL. Dr. Vaughen frequently contributes her artwork towards Altrusa House fundraising events and provides numerous donations in support of many charitable causes.

3:45-5:00pm: The ASTRA Connection: Strengthening Altrusa Club Ties with ASTRA and Growing Future Altrusans

Kitty McElhaney (District Three ASTRA Chair) and Donna Johnson (Gainesville Altrusa ASTRA Advisor)

Longtime ASTRA Advisor, Donna Johnson and District Three ASTRA Chair Kitty McElhaney will provide tips, advice, and ideas for understanding our ASTRA clubs and cultivating future Altrusa members. The future of Altrusa lies in many of our current ASTRA members. Donna will provide ideas on how to enhance your ASTRA relationship with your club and strengthen the ASTRA-Altrusa bond.

3:45-5:00pm: Know and Grow Your Strengths

Kim Pace

StrengthsQuest is an assessment tool developed by Gallup as part of a development and engagement program to help people achieve success and fulfillment in academics, career and life. StrengthsQuest gives people the opportunity to develop strengths by building on our greatest talents – things we are naturally good at. Strengths is based on the Clifton StrengthsFinder and has helped millions of people achieve personal and professional success. Kim Pace, a seasoned StrengthsQuest facilitator, will lead a workshop on knowing and growing your Strengths to achieve maximum happiness and achievement. It is recommended that attendees take the Strengths assessment ($9.99 at http://www.strengthsquest.com/content/cms.aspx?space=SQ&ci=141212&ti=Purchase) prior to attending, but not required. The discussion will remain general enough for those who have not yet found their Strengths.
Leanne Milligan
International President-Elect
Altrusa International, Inc. of Te Awamutu,
New Zealand District Fifteen

Leanne currently serves as our International President-Elect. A member of Altrusa since 1994, over the years Leanne has undertaken roles at all levels of Altrusa. She has held many offices in her club and is currently the Literacy Committee Chair, and on the District level, she served as District Governor 2009-2011. Also on the International level, she was a member of the 2001-2003 Bylaws Resolutions and Recommendations Committee and in 2003-2005 chaired the Service Development Committee. In addition, she was a member of the 2009-2011 International Long Range Strategic Planning Committee and Co-chair of the Governor's Council. Leanne has served on the International Board as Treasurer and also Vice President.

Leanne is a fully qualified Chartered Accountant since 1994 (equivalent of the United States CPA), working in corporate, public practice and audit sectors in manufacturing, agribusiness, property development, retail and distribution industries. For these past sixteen years, she has been working for Waitomo Petroleum Ltd. as the Chief Financial Officer and is responsible for financial reporting, systems development and strategic/business planning.

In addition to her other professional interests, she is involved with the Chartered Accountants Australia New Zealand, currently serving on the Trans-Tasman Corporate Sector Advisory group. Recently Leanne was awarded a Fellowship for her service to the profession. She has served locally on the Kainga Aroha Community House Management Committee, the Te Awamutu Museum Trust Board and the Waikato Relay for Life Committee. Leanne recently became a member of the New Zealand Institute of Directors.

She has lived in Te Awamutu for the past twenty one years and is single with one very spoiled cat. She enjoys scrapbooking, card making, and cake decorating, walking, reading and if time permits gardening. Her main passion, (some might call it an obsession) is collecting soft toys, with over 5,800 in her collection (it is anticipated that the 6,000 mark will be crossed in 2016).
Nancy Lewis is the Center Director for Easter Seals Altrusa House, an adult day healthcare center in Gainesville, Florida established by the Altrusa International Club of Gainesville in 1994.

She received a B.A. in Elementary Education and Exceptional Student Education from Flagler College and a M.Ed. with an emphasis in Social / Emotional Disorders from the University of Florida.

Nancy has worked and served the special needs population as an educator, community advocate, expert witness and administrator for over twenty years.

Nancy established a non-profit in the Florida Keys providing training and advocacy for people with disabilities using service animals. As a special education teacher with the Florida Department of Corrections, she increased the inmate GED passing rate and developed a re-entry employability program to equip inmates returning to society with basic employment and interviewing skills. Nancy is very passionate about serving others and brings this energy to Altrusa House where she has revitalized the program and developed a like-minded and zealous team.

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**Important Note from District Three Secretary, Susy Meier**

We need information on your club members for conference. Please provide the following information to Susy Meier:

Members reaching the 25- and 50-year membership milestones in 2016. Any members that have passed away since May 2015. Please forward this information to Susy Meier at susymeier@gmail.com. If you have questions regarding this information, please contact Susy at susymeier@gmail.com.
Candidates for Nominating Committee

The candidate receiving the most votes at conference will chair this committee’s work.

Margaret Cannon, Altrusa International of Caldwell County, NC
mhccannon@aol.com
Member of the Caldwell County, NC Club since 1974. Served as President, Vice President, Treasurer, Secretary, Scrapbook & Yearbook. At the District level, served as Treasurer, Director, Governor-Elect and Governor. Currently serves as Vice President and Treasurer of Caldwell County.

Lori Farfaglia, Altrusa International of Lake County, FL
lfarfaglia@gmail.com
Member of the Lake County, FL Club since 2005. Served as President, Vice President and Scholarship Committee Chairperson. At the District level, served as Director.

Yolander Hunter, Altrusa International of Charlotte, NC
hunteryb@bellsouth.net
Member of the Charlotte, NC Club since 2002. Served as President, Recording Secretary, Fellowship Committee Chair, Information Committee Chair, Club Photographer. At the District Level, served as Conference Photographer (three conferences) and Conference Registration

Robert Klusmeier, Altrusa International of Orlando-Winter Park, FL
Gators1307@aol.com
Member of the Orlando-Winter Park, FL Club since 1991. Served as President, Director, Recording Secretary and Corresponding Secretary.

Gayle Magruder, Altrusa International of Spartanburg, SC
ggmagruder@charter.net
Member of the Spartanburg, SC Club since 1999. Served as President, Director, Chair of Community Service Committee, Local Foundation President, Vice President, Secretary and Director. At the District Level, Chaired Elections and Credentials Committees, served on Nominating Committee & Co-Chaired a Conference. Served as Chair, Vice-Chair, Secretary and Director of District Three Foundation. At International Level, served on Elections Committee at 2013 convention
Things to do in the Tampa Area...

Here are just a few of the many attractions and things to do in the beautiful Tampa Bay area. Come early or stay late and enjoy – there is something for everybody.

The Florida Aquarium (http://www.flaquarium.org/)

Come see why The Florida Aquarium is one of the top aquariums in the country! Experience sharks, alligators, lemurs, penguins and much more! Rediscover adventure at the newly expanded Wetlands Trail where you will venture past alligators - infested waters to the river streams where playful otters explore. Continue your adventure up to the Aquarium’s newest exhibit, Journey to Madagascar. Be sure to make a stop at Stingray Beach where you can touch stingrays and sharks. After exploring all the exhibits inside, splash away outside at Explore A Shore, the outdoor water adventure zone for children!

Busch Gardens (https://seaworldparks.com/buschgardens-tampa/)

Busch Gardens® Tampa is the ultimate family adventure, offering 297 acres of fascinating attractions based on exotic explorations around the world. A unique blend of thrilling rides, one of the country’s premier zoos with more than 12,000 animals, live shows, restaurants, shops and games, Busch Gardens Tampa provides unrivaled excitement for guests of every age.

Museum of Science and Industry (MOSI) (http://www.mosi.org/)

Tampa’s Museum of Science and Industry, affectionately known as MOSI, is the largest science center in the south at over 300,000 square feet. In addition to being home to Florida’s only IMAX Dome Theatre, MOSI also boasts Kids in Charge!, the newest and largest children’s science center in the United States. Situated on a 74-acre plot of land across the street from the Tampa campus of the University of South Florida, MOSI’s permanent exhibits include Disasterville, featuring WeatherQuest; The Amazing You, a presentation on medical health sponsored by Metropolitan Life Foundation, and Our Place in the Universe.

International Plaza Mall (http://www.shopinternationalplaza.com/)

Just minutes from the conference hotel, the International Plaza, adjacent to Tampa International Airport, is the most distinctive shopping and dining destination of Florida’s West Coast. Three fashionable department stores, over 200 specialty shops and Bay Street at the Plaza an open-air village of fine restaurants and small boutiques.

Ybor City (http://ybor.org/)

Ybor City is one of only two National Historic Landmark Districts in Florida. Founded in 1886 by Vicente Martinez-Ybor when he moved his cigar factory from Key West to Tampa, Ybor City holds a unique place in Florida’s social and economic history as our state’s “first industrial town.” Known as Tampa’s Latin Quarter for over a century, Ybor City is an exotic blend of aromas, flavors, sights and sounds. From the scent of roasting Cuban coffee early in the morning to the rhythms of Latin music late into the night, Ybor is a feast for the senses.

Tampa Bay Area Beaches (http://www.tampabaybeaches.com/)

The Tampa Bay area is home to some of the most beautiful beaches in Florida. From pristine, natural beaches to fantastic nightlife, there’s something for everyone here.
Conference Registration

Registration for the Altrusa International District Three conference is quick and easy!

Just go to the Conference Website: http://gainesville.altrusa.org/2016DistrictThreeConference.aspx

and enter in your information online and mail in your check for the conference amount.

The deadline for registration is April 6.

The online form can be found here: https://districtthreeconference.regfox.com/d3conf.

Full Registration: $190.00
First timers receive a $25 discount!

Once you have completed your online registration, mail in your check to:

Altrusa International of Gainesville, FL
c/o Donna Johnson
PO Box 536
Hawthorne, FL 32640-0536

Checks should be made payable to Altrusa International Inc. District Conference

If you have questions about registration or need help, please call Donna Johnson at (352) 231-0590, johnsodc01@gmail.com or Kim Pace at kimmiepace@yahoo.com.

Conference Website: http://gainesville.altrusa.org/2016DistrictThreeConference.aspx
**Conference Hotel Information**

Reserve your hotel room now for the District Three Conference! At the fabulous rate of just $124 per night, these rooms will go fast. Hotel registration cut off is April 6. Unbooked rooms will be released for sale to the general public after that date. Altrusa reservations will continue to be accepted until room block is sold. Once our block is full any available rooms will be at prevailing hotel rates.

Our Conference will take place at the lovely and conveniently located Tampa Marriott Westshore (1001 N. Westshore Boulevard, Tampa, Florida 33607), located just minutes from Tampa International Airport and convenient to shopping, restaurants, and many area attractions. Hotel information can be found here: [Tampa Marriott Westshore](https://gainesville.altrusa.org/2016DistrictThreeConference.aspx) and follow the link to book your room today:

**Room rate: $124** This special conference room rate is available for 3 days prior to and also following the conference.

**Book your room today:** [Altrusa 2016 District Three Conference](https://gainesville.altrusa.org/2016DistrictThreeConference.aspx)
Invitation to Newcomers for the 2016 District Three Conference

It’s more than a meeting!

There are many reasons why you might think attending conference is not for you. Perhaps you have a very busy schedule and don’t think it is worth the time, effort and expense to attend. But going to Conference will change your perspective. You’ll receive a much broader view of the Altrusa organization and have a wonderful time meeting other Altrusans who are all very inspiring. You’ll return energized from the new experience and have a host of fresh ideas for helping your club and community.

Find meaning in being an Altrusan!

Going to conference brings us together in a unique way and gives much valued meaning as to why we are all Altrusans. Start new relationships and strengthen established ones. Learn what other clubs are doing and share what you’re doing with other clubs. Your appreciation for Altrusa and Altrusans will only grow stronger.

This wonderful experience starts on Thursday with the first-timers’ event. You will learn then how to get the most of your District conference experience.

Reach for the Stars and mark your calendar for the District Three 2016 Conference! We hope to see you April 28-30 in Tampa, Florida. First Timers to conference receive a $25 registration discount and get to attend the First Timers’ event.

We are all looking forward to seeing you at conference!

Jane Gray: janegray@nc.rr.com

Rhonda Moorefield: rhondamoorefield@aol.com

Scott Tice: scottaltrusa@gmail.com

“If you never did you should. These things are fun, and fun is good.” — Dr. Seuss
Nominations for Foundation Trustees

Mantha Young

I am a currently serving as Vice-Chair of the Altrusa District Three Foundation Board. This two-year term was my first time serving and it is now time for re-election. Wow, time really does fly! Our current board has continued to build on the foundation the previous board so diligently laid. With that thought in mind, I am asking for another two-year term to complete the work we have in progress. Plans are being finalized to bring all endowments to a fully funded level, as well as educating our Altrusa members for charitable gifts through our Progressive Levels of Giving Program. A Facebook page has also been created for digital communication – goodness – we are rolling high! If re-elected this term, my goal is to help oversee the endowments being brought into a fully funded level and possible local/corporate scholarships being sought to help this cause.

I have served my Lake City club as president, secretary, brand ambassador and chair of several committees since becoming a member in 2008. Altrusa allows me to give back to my community and sow seeds of knowledge, goodness and generosity, to just name a few. As an Altrusan, we want people to know that we truly are “Leading to a Better Community!” A quote from the very precious Mother Teresa “I alone cannot change the world, but I can cast a stone across the waters to create many ripples.” This is the essence of being an Altrusan and your Foundation Board strives to assist all District Three clubs in this endeavor.

May I add that have one wonderful husband, three loving children and seven spectacular grandchildren!

Gail Hackett

I became an Altrusan to serve and give back to the community where I grew up. I want to serve on the District Foundation to support our District clubs and partner with them to make their service projects successful through grants. In this way, I hope to change lives for the better as someone once did for me.

I have served in the following positions for my Spartanburg Club: Secretary 2011-2012; President-Elect 2012-2013; President 2013-2015; Immediate Past President 2015- present. 2015-2016: Yearbook editor; Altrusa Cares Co-Chair; Literacy Co-Chair and I have served on most of our committees since joining the club in 2009. For the Foundation: Ex Officio 2012-2013; Director 2013-2015; Treasurer 2015- present. I also served on Registration Committee for Asheville NC Conference

Teresa Young

Thank you, Altrusans, for your consideration on my “re-nomination” to the District Three Foundation Board of Directors!

As a member of the Durham, North Carolina club, I have served in numerous committee and officer positions. During the 2009-2011 biennium, I served as District Director under Governor Robin Hall. I was Chair of the Nominating Committee while serving Governor Beverly Hardy, during the 2011-2013 biennium. Under the leadership of Governor Colleen Duris, I was Chair of the Revitalization Committee.

I look forward to continued work with members of the Foundation Board. There is a rich history and dedication of Board Members that precede me. As a member of a small under-charter club, I have a unique insight into how the Altrusa District Three Foundation can assist smaller clubs in their efforts for fiscal growth and how clubs can financially support community projects. We currently have, what I think are a variety of talents on the Foundation Board. We work very well together to accomplish our goals for fundraising and financially supporting grants and awards.

On a personal level, I enjoy the benefits of living in North Carolina. During the summer I spend most weekends at Atlantic Beach, NC and during the winter months I enjoy snow skiing in Boone, NC. All year long, I enjoy being actively involved in my church and shag dancing.
Altrusa Cares Service Program

Happy 2016. As we approach our conference a short four months away, it is important that I hear of the clubs progress on Altrusa Cares. So far only 7 clubs have contacted me in regards to their progress in this project or the club’s contact person. I would very much like to have clubs be in touch so I can report to our Governor how you are all moving forward.

I found an article written in the Anderson, SC newsletter of an event over the holidays that was amazing to share. Altrusan Mary Linne Otter and Janet McPhail sprang into action when they found out sending greeting cards to Walter Reed Hospital was no longer possible. The clubs members signed Christmas/Holiday cards supplied by Janet as an Altrusa Cares project benefiting the Red Cross 2015 Holiday Mail for Heroes campaign which is conducted in local communities across the U.S. The members (with the help of friends in Janet’s car club) personalized 555 cards for distribution to current and retired military members.

Those clubs I have not heard from yet, please send in an email your clubs Altrusa Cares contact person to carol.thomas1211@gmail.com. I will be sure to share all amazing efforts at the next District DSB.
Our Spartanburg, South Carolina Altrusa Club adopted Tommy D., a 37-year-old veteran with three sons, Daniel (14), Joseph (13), and Aaron (11). They have been living on the streets, in shelters and in Mission homes. When we contacted them, they were living in a transient motel room that was equipped with a microwave and a small dormitory-type refrigerator.

Tommy is working at a minimum wage job and earns approximately $290/week but his rent is $200/week so that does not leave much left for other expenses. Gail Hackett became our team leader and contacted Tommy and explained the Altrusa Project and that we would be willing to adopt his family and help them. He seemed to welcome the opportunity to have our help.

She interviewed Tommy and decided to help get him a permanent place to live, some food stamps and a driver's license. She gave up several days doing grocery shopping and taking Tommy to various departments to get him help. Evelyn Blakely worked on getting him a permanent place to live. Anje Hawkins donated a lot of things since she has a family of boys. Gail found the oldest boy Joseph wasn't able to play in the concert band due to not having proper attire, so she took him shopping for shoes, white shirt, bow tie and black slacks. The night of the concert Gail picked up a very handsome Joseph and the boys and took them to the school, while Martha Clark brought their dad when he got off work. After the concert, Gail took them out to eat.

Juanita Thaxton, a friend of Altrusa, took them to Old Navy for a shopping trip. MaryAnn Riley gathered other new clothing so they had a variety in their wardrobe. After the shopping trips, they were taken out to eat at various restaurants which was a new experience for them. Gail, Evelyn and MaryAnn bought groceries, prepared meals and took them out to eat.

For Thanksgiving, they were given gift card to eat at a local nearby restaurant but they used them for take out because they could get more food. MaryAnn arranged for a Thanksgiving Dinner to be delivered to them by the Knights of Columbus. So they had a wonderful Thanksgiving weekend.

At Christmas, the boys were each given a gift they requested. One wanted a MP3 player, one wanted Nerf stuff and one wanted a skateboard and also received accessories. They were each given a blanket with their name on it. They received a football, a soccer ball, board games, and gift certificates and two of them got new shoes. They really had a great holiday. In addition, the rent was paid for a week. They were very grateful for all they got and ended up giving hugs.

Throughout the time it was very difficult to get in touch with Tommy. He had a cell phone but did not always answer it so it was difficult to continue with the family. We had spent our budget plus others had spent a great deal of time and money and we felt the father was pulling away from us. So we felt that we needed to terminate our help.

Our committee felt we had met our goal to outfit them with warm coats, decent and appropriate clothes, underwear and socks and new shoes that fit. Previously none of them had shoes that fit them correctly. We were able to give them a wonderful Thanksgiving and a memorable Christmas. However, on a positive note, we feel we have made a positive influence on these boys. They realize there are people who are willing to give time and money for a hand up and we have left a door open if they need a friend, and our group had a rewarding experience.
In keeping with Altrusa’s emphasis on supporting military veterans, the Raleigh club set a goal of selecting and carrying out a veteran-related service project. We met that goal this winter when we “adopted” Li’Terry Branham, who has served our country in the Middle East.

Li’Terry found time in her busy schedule to attend our club meeting and dinner on December 8. Members enjoyed getting to know her and her infant daughter. We also held a “shower” to present books, diapers, and other gifts for the baby, and we intend to offer further support in the future.

On January 9, Altrusa of Raleigh held its annual membership tea. Club members prepared a variety of refreshments. We invited prospective members to gather with us for socializing and to learn about Altrusa.

At the tea, guests had a chance to participate in a service project. We prepared Valentine’s Day gift bags for the 40 residents of Helen Wright Center, a shelter for homeless women in Raleigh that our club supports in various ways. The cheerful red bags contained sundries such as handmade earrings, tissues, hand sanitizer, toothbrushes and toothpaste, and Valentine candy.

The 2016 membership tea proved to be a big success, as two of the six guests decided to join Altrusa of Raleigh!
Here are 10 reasons why the Conference Business Meetings are important:

1. Any member attending can ask questions and have their voice heard as long as proper procedure is followed. Instructions are given at Conference on the procedure.

2. The District’s Budget and Long Range Strategic Plan are presented and adopted. Financial reports are presented.

3. Candidates are presented for elections, floor nominations are called for, the candidates’ forum is held, and election results are announced.

4. Important information is presented that delegates, alternates and attendees take back and share with their clubs.

5. It’s an opportunity to watch your District Three leadership in action.

6. The International Representative speaks on what is happening, always a high point.

7. New initiatives and reports from Committees are presented.

8. Attendees can learn more about parliamentary law by observing how the business meetings are conducted.

9. You never know what you might miss - like when Past Governor Colleen Duris, a Florida State University Seminole, put on a University of Florida Gator cap to thank Gainesville for hosting this upcoming 2016 Conference. Some things are worth repeating, although I imagine Past Governor Colleen hopes we would forget!

10. We need you there to participate – this is your Conference, your District. Please make the business meetings a priority, we love seeing a full house!
Opportunities to Find New Altrusans!

Identify potential membership sources: Here are some tips—

- Consider using lists that have already been compiled. Look for organizations and businesses that share common interests with your Altrusa club.

- Hold a brainstorming session with your club members. Ask each member to write down the names of three businesses, groups or organizations that could be good sources of members. Be sure any list includes either a physical address or email addresses, depending on your club’s method of sending out invitations. Phone numbers are a plus for follow-up purposes.

- Make personal visits to local businesses and offices. Speak with the business owners or managers about their interest in joining, and ask for their permission to speak with their employees about joining.

Decide where and when to recruit

Decide what recruiting activities best fit your club and community. Altrusa can provide promotional materials for your use in recruiting new members. Here are some additional recruiting suggestions:

- Hold an informational meeting. Invite your target members and conduct a short prepared program to let people know what your club does and who you are. Serve light refreshments and be sure Altrusans are available to talk one-on-one or in small groups.

- Sponsor a community event or set up a booth at a special event. When recruiting at an event, prepare a standard 30 second to two minute speech about your club and its impact in the community for your members to use. If prospective members are interested in learning more, invite them to your monthly meeting or your next event as well as your club website. Does your Club have a Facebook page? If you have an informational meeting scheduled, provide an invitation containing the location, date and time for those who show interest.

- Invite prospective members to a service project. Be sure to have Altrusans available at the project to speak with prospective members and answer questions, as well as providing service!

Capitalize on your club member’s strengths

Although everyone in your club should be encouraged to help recruit new members, a membership development team should be selected to guide the recruitment effort. Each member has strengths and preferences. Make the most of these by encouraging your members to take on roles in the recruiting process. Important roles include:

- Organizing – Some members are planners; they see each step and can prioritize what needs to be done. These Altrusans should focus on guiding your club’s recruiting effort.

- Promoting – Tech-savvy and creative members can create brochures, issue your press releases, and update your website and social media networks.

- Reaching Out – These are your Altrusans that like to talk, especially about your club. Encourage them to promote Altrusa to your target groups and get them on the phone with prospective new members.

- Welcoming new members – Conduct a new member orientation. Coordinate mentoring will ensure your new members feel welcome and quickly settle into your club.

“Some painters transform the sun into a yellow spot, others transform a yellow spot into the sun.”

- Pablo Picasso
All Altrusans are probably aware that all local clubs were required by International to file incorporation papers in their respective states by December 31, 2015. The question has now arisen as to what the Districts should do. The Districts are NOT covered by the incorporation of International. One, District Eight, filed incorporation papers last year in Missouri. The question of whether District Three should follow suit will be before the delegates at our Conference in Tampa.

Why incorporate? The simple answer is that it provides protection from legal liability for the members of the incorporating organization. Does the organization engage in activities? It’s hard to deny that our clubs engage in many activities ranging from fund raisers to public service projects. What if someone who came to an Altrusa event to which they were invited was injured? The person could seek remedies against the corporation, but not against the individual members. District Three has more limited activities, but does hold our Conference every year. The Conference includes a variety of activities including some interesting things for Fun Night! I’ve been an Altrusan since 1993 and am unaware of anyone ever filing a lawsuit against any club, but I recall the woman in Ocala who “crashed” our Conference party late one afternoon and having had a bit too much to drink, fell off a horse that had been brought to the hotel for Altrusans to ride! Nothing happened (maybe she didn’t remember!), but it could have been a problem.

Where do things stand? At the mid-year Board meeting, the Board voted to put the question before the delegates and the recommendation is to file incorporation papers for District Three in the state of Florida. There are initial filing fees and annual reports that must be made, but as local clubs have discovered, it’s not burdensome. We will have the assistance of Altrusa lawyers licensed in Florida to see it through.

Questions? Comments? Feel free to send them to me or any member of the Board and we will get answers for you.
WHY ALTRUSA DISTRICT CONFERENCE NEEDS FIRST-TIMERS (AND OLD-TIMERS):

Every person has their own ideas about why they should attend Altrusa District Conference. Here’s why I think all Altrusa members (but especially first-timers) should plan on going:

1. To make new friends and reconnect with old friends.
2. To learn more about Altrusa.
3. To learn new things in your world and to learn new things outside your world.
4. To improve productivity of your club and learn current strategies that work for other clubs.
5. To get out of your comfort zone and network with amazing people with similar goals and challenges.
6. To invest in yourself and your club.
7. To feel the energy of like-minded people.
8. To share your new ideas and impressions.
9. To get involved and get motivated.
10. To see what other clubs are doing and applaud the recognition of your own club’s activities.
11. To rest and reflect but also to HAVE FUN!

And did I mention the shopping? I look forward to seeing everyone in Tampa on April 28-30.
SOOOOO WHAT CAN WE DO FOR YOU?

Don’t you wish everyone was of this mindset, well look no further……. the Altrusa District Three Foundation was founded just to aid our District Clubs with their fundraising efforts. So please ask us “what we can do for you”, as helping you is our sole purpose. Now you ask, why should I open an account with the District Three Foundation? Well, first I would explain that during the course of your Club’s fundraising you receive donations, of course this is the life blood of our existence so that we may help others in our communities. But did you know that many of your sponsors believe they are providing you with a “Tax Deductible” donation? In most instances this is not the case unless the donation is going into a 501(c)3. While most Clubs do not have this status, the District Three Foundation does. We also provide your Club with all the necessary accounting for your funds free of charge for the life of your account with us. (There is a one-time processing fee of $25.00) We take care of all the legalities, giving your fundraising a “Tax Exempt” status, no need for your Club to create its own “Foundation”, requiring a separate Board of Directors or yearly fee payments. We free up your valuable time as a Club while being good stewards of your funds. You are also keeping your funds within your Altrusa Family, interest earned comes back to you, as it helps to aid District Three thru our Awards and Grants programs.

For more information on how the Foundation can work for your club, please visit the District Three website at www.districtthree.altrusa.org or contact me at seszippy@aol.com
Thank you to all of the clubs that completed the manual version of the Club Annual Report! We realize it was much more challenging this year. So far, we have 19 clubs (73%) who have submitted reports. We’ve received responses from 5 of the remaining 7 that work is underway and they plan to complete the report. Any club that submitted their report to International as of December 11th can check the website in the ‘Publications’ tab to see if their club received recognition as a ‘Distinguished Club’:

Link: [http://members.altrusa.org/Publications/Distinguishedclubs.aspx](http://members.altrusa.org/Publications/Distinguishedclubs.aspx)

Just remember, if your club has not submitted their report, it’s not too late. The information provided helps the District, International Boards and the International Long-Range Strategic Planning Committee better serve the Clubs. If you have any questions, please feel free to contact me at christybryant@windstream.net.

### 2015 – 2018 District Three Strategic Plan

A draft of the 2015-2018 District Three Strategic Plan is attached as an appendix to this DSB. A preliminary review and update has been completed by the District Three Board. Clubs and members are requested to review the plan. The voting delegates at the District Three conference held in Tampa, FL. will provide final approval.

Leadership Development Chair, Gina Lieberman & Christy Bryant, Governor-Elect - Leadership Development Committee Liaison
### Altrusa International Inc.
#### District Three Membership
#### As of December 31, 2015

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<td>Mary Bonhomme</td>
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<td><strong>Total Membership</strong></td>
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**SUMMARY RECAP:**
- Active Members 736
- Emeritus Members 32
- Life Members* 2
- Affiliate Members 2
- **Total Membership** 770

Cathie Schanz  
District Three Treasurer, 
districtthreetreasurer@gmail.com
Altrusa International Inc.
District Three Membership
October 1—December 31, 2015

<table>
<thead>
<tr>
<th>New Member</th>
<th>Sponsor</th>
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<tbody>
<tr>
<td>Nancy Lewis</td>
<td>Gainesville, FL</td>
</tr>
<tr>
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<td>Linda Henderson, Sara Freeborn</td>
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<td>Stephanie Douglas</td>
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<td>Holly Frazier</td>
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<td>Lauren Sleasman</td>
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<td>Spartanburg, SC</td>
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<td>Jean Sydnor</td>
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<td>Diane Appel</td>
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<td>Sharon Huey</td>
<td>Starke, FL</td>
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<td>Margaret Anderson, Beverly Hardy</td>
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A New Member Event, combined with our annual Scholarship Winners Award Dinner, was held on December 17th at the Piedmont Club in Spartanburg, SC. Altrusa International of Spartanburg, SC Inc. hosted this spectacular evening.

Six Eula Sherman Scholarships were awarded to non-traditional students. These winners are usually people who are seeking to improve their employment opportunities, or who, for many reasons, were unable to complete college immediately after high school. All of the winners this year were ladies who are very talented in their fields of study. For example, two are art majors and two are education majors. One is a very talented violinist.

Another aspect of this evening was the inviting of 33 prospective new members. Twenty of those invited attended and showed interest in joining our Club. The Membership committee has continued to follow up with these prospects and, hopefully, the effort will pay off with new members joining and eager to participate!
Ninety seven years ago a beautiful little girl named Edith Francis was brought into this world on June 27, 1918. Little did anyone know that baby girl Edith was about to create a legacy for herself. Edith was married in 1941 to Earl and had one daughter named Marilyn. In 1957 Edith married and had a daughter Debra. Edith is also a grandmother to five grandchildren who all reside in Florida. Edith worked for many years for the Navy assisting with payroll and various other administrative tasks. Edith worked for the Cancer Society for 31 years in the accounts payable department.

At the age of 35 Edith became a member of Altrusa to a new chapter that was started in Tampa, FL in 1953. She was one of four charter members.

Throughout the years Edith has had some fond memories with fellow Altrusans such as: selling pecans, helping with meals for fundraising events for the Judeo Christian Medical Clinic and playing Bingo in Temple Terrace which “was always a lot of fun”. Fellow Altrusan Eileen Hines and Edith have been friends for many years and among their stories include: rooming together in Orlando for an Altrusa Conference, bingo events at Laurel Manor and decorating cakes at a conference in Gainesville with Mary and Eileen. When talking with Edith she has very fond memories of journeys she has made attending conferences all over the world. She has attended conferences in Dublin, Ireland (1988); Seattle, Washington (1999); New Zealand (2015) and her journeys were far and wide but the experiences she gained and the people she met she shared that she, “enjoyed everything”.

Edith held many positions over the 63 years as an Altrusan such as:

- Club President - 1985, 1986

Each year the committee designates one member for the Altrusan of the Year award. This award is given to an Altrusa member who exemplifies outstanding achievements. The committee focuses on meeting attendance, participating in service projects, willing to serve on committees, and/or an officer of the chapter. In 1992 Edith was recognized as Altrusan of the Year as an acknowledgement of her dedication to the chapter.

On Saturday, January 11, 2014 more than 70 Altrusans, family members, friends, and supporters joined together at the Floridan Palace Hotel in downtown Tampa, home of the club’s charter dinner in 1953, to celebrate Altrusa International of Tampa Bay’s 60th Anniversary. Honored guests included three charter members: Edith Francis, Marie Garrett, and Margaret Wilson who were presented with certificates of appreciation and District Three Governor Colleen Duris from Ocala, Florida. District Three sister club members from six clubs across Florida and Georgia joined in the celebration which included a look at the past, present, and future of the organization in Tampa Bay.

Edith Francis just celebrated her 97th birthday this June and currently resides in Sun City, Florida.

During a “pins and brags” at her local meeting in October she shared, “I’m so thankful to still be able to come to the meetings”
DECKING THE HALLS

Every year right before Thanksgiving, Altrusa’s Christmas Elves arrive at the Orlando Historic Downtown Train Station (opened in 1926) to transform it into a Holiday Wonderland and this year was no exception. Roberta Klusmeier, Charlotte Simpson, Sue Slaman, Betsy Sushinsky, Linda Wright and I arrived there early on a Wednesday afternoon and set to work. We all admired the recently completed renovations to the station that included new windows and a new entrance on the north side of the station closest to the parking lot.

As usual the station staff was very helpful in bringing out the decorations that they store for us. Since the renovations had been completed, we were able to put up the tree and garland this year along with the wreaths on the windows and the decorations atop the phone booth. You remember what those things are, right?... or are we showing our age! As many of you can appreciate, we were challenged with the ever-present dilemma of which light bulb on the tree wasn’t working that caused a whole section not to light. Nevertheless, we persisted and you can see how beautiful the tree turned out.

We faced one other obstacle unfortunately. The staff could not locate a ladder tall enough for those of us who are “vertically challenged” to hang the garland over the doorways. One can only stretch so far on tippy toes and not fall on one’s face. Many thanks to Betsy and her husband Peter, and Linda and her husband Don (who brought along the required ladder). They returned later in the week to hang the garland. Betsy assured me that the garland looks wonderful and adding the new entrance really brightens the station.

Once again, thanks to the Amtrak staff but especially to our Sister Altrusans who took the time out of their busy schedules to share in our annual holiday task. It’s great fun! Come and join us next November!

Maryanne Kravitz
Altrusa of Orlando-Winter Park
President
mkravitz42@hotmail.com
HER HOUSE OF HOPE

Her House of Hope is a home for women transitioning from prison or off the streets. It is a faith-based program which gives women a safe place to live while they develop life skills with the help of staff and volunteers. After setting up a library at Her House for Make a Difference Day 2014, we invited the director, Jennifer Smith, to do a presentation for one of our luncheon meetings. She was so earnest and inspiring that we decided this was a group we wanted to help in any ways we could.

Our Vocational Committee started by collecting paper goods and other supplies that were needed. We then scheduled a cooking demonstration for the ladies and delivered the supplies we had collected at the same time. We prepared a five course meal with their assistance and then sat down to dine together. The evening was as much about enjoying fellowship as it was about cooking. We found the ladies to be gracious and open in talking with us.

For our next event we scheduled a Christmas cookie baking and decorating party. To avoid major sugar overload we started out with a big pot of soup and then enjoyed the cookies. We presented each of the ladies with a Christmas gift bag of fancy toiletries from a bath shop, which were much appreciated. I think all of our members involved would agree that this was another one of those Altrusa experiences which makes you feel you are gaining at least as much as you are giving. We plan to make Her House of Hope an ongoing project.
Lake Altrusans took the task of wrapping holiday gifts to a new level. When the Literacy Committee needed help wrapping more than 500 books destined for area school children, the members turned it into a party.

Member Lauri Grizzard hosted the gathering where about a dozen members set up an assembly line to put together baskets of books packaged with cellophane and ribbon. Members enjoyed delicious appetizers and wine while gift wrapping. “We identified reading coaches at a few of our local elementary schools to give the baskets to as well as the local Head Start school and others,” said Sharon Wooten, Literacy Committee chair. “The coaches were encouraged to use the baskets as they deemed appropriate.” Additionally, pajamas and sticker books were distributed to area children. The reading coach at Rimes Early Learning Center in Leesburg, FL contacted Altrusa after the holiday break to express her thanks.

“I had a Home for the Holidays contest for the students who used our web-based program and used some of the gift bags from Altrusa as prizes,” said Mary Dickinson. “The students were so excited. Please thank everyone for me.”

Come “Roll” with Lake Altrusa

Lake Altrusans are ready for their biggest fundraiser: 7th Annual Bunco Party on Tuesday, January 26, 2016

All Altrusans are invited to join in on the fun. Proceeds from the event will support domestic violence prevention and awareness, scholarships and literacy projects throughout Lake County that are facilitated by Altrusa.

“Last year’s Altrusa Bunco tournament raised more than $6,000 for Altrusa programs that benefit the community,” said Traci Gamble, the event organizer. Information about the event can be found by visiting www.AltrusaLakeCounty.org
On January 19, Waynesville Altrusans gathered for their 19th Annual Soup and Cornbread scholarship fundraiser. (Actually a lot of them gathered on the 18th too, but more about that part later!)

This event is the “brain child” of Altrusan Mary Millar, way back then, to raise money to give scholarships to Haywood County students. Over the years we have been able to give many thousands of dollars to students from around the area, enabling them to go on to higher education, where many of them wouldn’t have been able to do so.

We receive tremendous support from our community, with nearly 1,000 lunches and dinners served from 11 am to 7 pm. For only $8, guests enjoyed a bowl of vegetable beef or potato soup, hot fresh cornbread, home-made dessert and beverage. We even offer takeout service! (And it was definitely soup weather here, with the high for the day about 28°!)  

We also enjoy support from the many small businesses in the area, who purchase sponsorships. In return for their purchase, they get a certain number of tickets and free publicity on all of our advertising.

Of course, none of this would happen without the support of all of our members, and other members of the community, who donate supplies and time. (We even get spouses, boyfriends and children to help out!) Members gathered the day before to make the soup, which is no small feat with all those potatoes and veggies to chop! Have potato peeler? We’ll put you to work!

It is a long day and members work all day, starting early to help set up the dining room, start heating soup, making cornbread, making coffee and tea all day. Everyone goes home well satisfied, however, with a great feeling of accomplishment (and those who have pets get a very warm welcome since they smell like—soup!)

Altrusa International • District Three Service Bulletin • Winter 2016 • 33
### District Three Board of Directors 2015 — 2017

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>Norma Teuton</td>
<td><a href="mailto:nsteuton@comcast.net">nsteuton@comcast.net</a></td>
</tr>
<tr>
<td>Governor-Elect</td>
<td>Christy Bryant</td>
<td><a href="mailto:christybryant@windstream.com">christybryant@windstream.com</a></td>
</tr>
<tr>
<td>Vice Governor</td>
<td>Angela Perry</td>
<td><a href="mailto:alperry98@gmail.com">alperry98@gmail.com</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Cathie Schanz</td>
<td><a href="mailto:districtthreetreasurer@gmail.com">districtthreetreasurer@gmail.com</a></td>
</tr>
<tr>
<td>Director</td>
<td>Jane Gray</td>
<td><a href="mailto:janegray@nc.rr.com">janegray@nc.rr.com</a></td>
</tr>
<tr>
<td>Director</td>
<td>Rhonda Moorefield</td>
<td><a href="mailto:rhondamoorefield@aol.com">rhondamoorefield@aol.com</a></td>
</tr>
<tr>
<td>Director</td>
<td>Scott Tice</td>
<td><a href="mailto:scottaltrusa@gmail.com">scottaltrusa@gmail.com</a></td>
</tr>
<tr>
<td>Secretary</td>
<td>Susy Meier</td>
<td><a href="mailto:susymeier@gmail.com">susymeier@gmail.com</a></td>
</tr>
<tr>
<td>Parliamentarian</td>
<td>Lida Coffman</td>
<td><a href="mailto:lidacoffman@hotmail.com">lidacoffman@hotmail.com</a></td>
</tr>
</tbody>
</table>

### District Three Committee Chairs 2015 — 2017

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASTRA</td>
<td>Kitty McElhaney</td>
<td><a href="mailto:kemcelhaney@comcast.net">kemcelhaney@comcast.net</a></td>
</tr>
<tr>
<td>Bylaws, Resolutions &amp; Recommendations</td>
<td>Margaret Anderson</td>
<td><a href="mailto:attymaggie@aol.com">attymaggie@aol.com</a></td>
</tr>
<tr>
<td>Club Revitalization</td>
<td>Lucy Quinn</td>
<td><a href="mailto:lbqaltrusa@gmail.com">lbqaltrusa@gmail.com</a></td>
</tr>
<tr>
<td>Communications</td>
<td>Kim Pace</td>
<td><a href="mailto:kimmiepace@yahoo.com">kimmiepace@yahoo.com</a></td>
</tr>
<tr>
<td>District Service Bulletin</td>
<td>Pat Janke</td>
<td><a href="mailto:pat@hairyputter.com">pat@hairyputter.com</a></td>
</tr>
<tr>
<td>Finances</td>
<td>Shannon Shell</td>
<td><a href="mailto:Seszippy@aol.com">Seszippy@aol.com</a></td>
</tr>
<tr>
<td>International Foundation Liaison</td>
<td>Nancy Mott</td>
<td><a href="mailto:njmott@att.net">njmott@att.net</a></td>
</tr>
<tr>
<td>Leadership Development</td>
<td>Gina Lieberman</td>
<td><a href="mailto:gmliebs@gmail.com">gmliebs@gmail.com</a></td>
</tr>
<tr>
<td>Membership Development</td>
<td>Ruth Wathen</td>
<td><a href="mailto:ruth.wathen@comcast.net">ruth.wathen@comcast.net</a></td>
</tr>
<tr>
<td>New Club Building</td>
<td>Cheryl Meyers</td>
<td><a href="mailto:greatsmoky70@gmail.com">greatsmoky70@gmail.com</a></td>
</tr>
<tr>
<td>Service Development</td>
<td>Carol Thomas</td>
<td><a href="mailto:Carol.thomas1211@gmail.com">Carol.thomas1211@gmail.com</a></td>
</tr>
<tr>
<td>Program Coordinator</td>
<td>Tammy Hall</td>
<td><a href="mailto:tammy@odommoses.com">tammy@odommoses.com</a></td>
</tr>
<tr>
<td>Webmaster</td>
<td>Carroll Myers</td>
<td><a href="mailto:carrollmyers@aol.com">carrollmyers@aol.com</a></td>
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</table>
Altrusa International, Inc.  
District Three Strategic Plan  
2015 – 2018 (Pending District Approval)

Vision Statement

Altrusa is a leader among international organizations improving communities through a network of member clubs.

Mission Statement

To improve communities world wide by providing service, developing leadership, fostering international understanding and encouraging fellowship through an international network of dedicated volunteers.

| GOAL 1: MEMBERSHIP– Show a positive membership growth |  |
|---|---|---|---|---|---|---|
| Objectives | Strategies | Action Plan | Responsible | Timeline | Remarks/Evaluation |
| **1.1** Increase the net number of members by 100, an average net gain of 4 members per club, 2 members per year during 2015 – 2018 beginning April 30, 2015. | **1.1.1** Schedule district wide membership drive annually based on international schedule. Encourage participation at the district and club levels of the organization. | a. Communicate with club presidents regarding “Add an Altrusan Month.”  
b. Provide program of activities that can be used during “Add an Altrusan Month.”  
c. Share membership recruiting ideas ‘best practices’ from other clubs.  
d. Solicit and publish club activities for “Add an Altrusan” month in DSB. | District Board, Membership Committee, Communications Committee | Annually |  |
|  | **1.1.2** Encourage clubs to set membership targets. | a. Conduct a survey which includes what membership targets clubs have set and share the strategies that have been successful.  
b. Share the Club Membership Development Guide with clubs on the District website. | Membership Committee, District Board | Each year of the biennium |  |
|  | **1.1.3** Increase awareness of need for diversification. | a. Publish survey results (see 1.1.2) on ways of bringing in diversification.  
b. Provide articles in DSB on building a diverse membership. | Membership Committee, District Board | Ongoing in DSB |  |
<p>|  | <strong>1.1.4</strong> Encourage submission of Club Annual Report. | a. Use clubs’ annual membership reports to highlight successful recruitment activities. | Membership Committee, District Board | Ongoing in DSB |  |</p>
<table>
<thead>
<tr>
<th>Objectives</th>
<th>Strategies</th>
<th>Action Plan</th>
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<th>Timeline</th>
<th>Remarks/Evaluation</th>
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</thead>
<tbody>
<tr>
<td>1.1.5</td>
<td>Provide International and District recognition.</td>
<td>a. Recognize members who sponsor a member.</td>
<td>Governor, Membership Committee, District Club Liaison</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>1.2 Retain 97% of existing members during 2015 – 2018.</td>
<td>1.2.1 Support Club Revitalization.</td>
<td>a. Provide financial assistance to clubs that qualify.</td>
<td>Revitalization Committee, Membership Committee, a Past Governor and board liaison appointed by the Governor</td>
<td>Each year of the biennium</td>
<td>Club Revitalization and New Club Building Manuals published in 2010 (available online at no cost)</td>
</tr>
<tr>
<td></td>
<td>1.2.2 Identify member needs and provide clubs tools to meet these needs.</td>
<td>a. Use International resources to help with retention, recruitment, orientation, re-orientation and mentoring.</td>
<td>Membership Committee, District Board</td>
<td>Ongoing</td>
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<td></td>
<td></td>
<td>b. Insure clubs provide information to International for members who resign or do not renew membership.</td>
<td>Membership Committee, District Board</td>
<td>Ongoing</td>
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<td></td>
<td></td>
<td>c. Conduct workshops at district conference.</td>
<td>Membership Committee, District Board</td>
<td>Annually at District Conference</td>
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<td>1.2.3 Provide opportunities for personal and professional development. Encourage nurture of individual members.</td>
<td>a. Utilize Membership Committee to develop workshops to enhance membership skills in communication, leadership and community service.</td>
<td>Membership Committee, District Board</td>
<td>Ongoing</td>
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<td>b. Recognize members’ milestone anniversaries in the club newsletter or DSB.</td>
<td>Membership Committee, District Board</td>
<td>Ongoing</td>
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<td></td>
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<td>c. Encourage inclusion of meeting programs that focus on personal development.</td>
<td>Membership Committee, District Board</td>
<td>Ongoing</td>
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<td></td>
<td></td>
<td>d. Solicit and publish tools and resources in DSB and on website</td>
<td>Membership Committee, District Board</td>
<td>Ongoing in DSB</td>
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<td></td>
<td>1.2.4 Encourage attendance at district conferences and international conventions.</td>
<td>District to recognize the top two clubs attending conference based on percentage and numbers.</td>
<td>District Board</td>
<td>Ongoing</td>
<td></td>
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<td></td>
<td>1.2.5 Encourage clubs to notify District when a member moves within the District where there is a club.</td>
<td>Governor’s Monthly Letter. Membership Chair/New Club Building Chair to send out emails to club presidents requesting they send this information along as needed.</td>
<td>District Board, Membership Chair, New Club Building Chair</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>1.3 Increase number of members in the 25-50 age category by 10% beginning April 30, 2015 through June, 2018.</td>
<td>1.3.1 Identify the needs of younger members and how to meet them.</td>
<td>a. Conduct workshop at district conference using materials developed by International on generational recruiting.</td>
<td>District Board, Membership Committee, Communications Committee, Club Presidents, District Treasurer</td>
<td>April 2016 April 2018</td>
<td>Ongoing</td>
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<td>b. Highlight clubs that have been successful in attracting younger members. Encourage younger family members.</td>
<td>District Board, Membership Committee, Communications Committee, Club Presidents, District Treasurer</td>
<td>Ongoing</td>
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<tr>
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<td>c. Club will report and the District Treasurer will report.</td>
<td>District Board, Membership Committee, Communications Committee, Club Presidents, District Treasurer</td>
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<tr>
<td>Objectives</td>
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<td>1.3.2 Use social networks to make connections with potential members.</td>
<td>a. District to review options and make recommendation to clubs. b. District to develop social media policy. c. Share information and communication, best practices on member diversification, recruiting young millennials.</td>
<td>District Board, Communications Committee</td>
<td>Pre-Conference 2016 Pre-Conference 2018</td>
<td></td>
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</tr>
<tr>
<td>1.4 Increase the net number of clubs by 1 during 2015 – 2018</td>
<td>1.4.1 Communicate and promote the New Club Building Incentive program.</td>
<td>a. Celebrate creation of new clubs and their sponsors via Altrusa publications, on the District website, district conferences and recognition at convention.</td>
<td>District Board, New Club Building Committee</td>
<td>April 30, 2015 - June 2018</td>
<td></td>
</tr>
<tr>
<td>1.4.2 Increase communication with clubs with the intent to develop ONE club in each state.</td>
<td>a. Evaluate effectiveness of District New Club Building plan; update and provide copy to international (per Policy 20). b. Engage International resources for additional strategies.</td>
<td>District Board, New Club Building Committee</td>
<td>Provide by June of each year.</td>
<td></td>
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<tr>
<td>1.4.3 Identify target cities and localities.</td>
<td>a. Develop a process to capture target cities and localities. b. Encourage clubs to notify District when a member moves within the District where no club exists. c. Utilize New Club Building Consultant to provide resources and support. d. Take steps to charter new clubs.</td>
<td>New Club Building Committee, Past Governors’ Action Council</td>
<td>Ongoing</td>
<td>Target Cities identified: Columbia, SC; Tallahassee, FL; Savannah, GA; Callaway Gardens, GA; Beaufort, SC; the Villages, FL</td>
<td></td>
</tr>
<tr>
<td>1.4.4 Retain existing clubs.</td>
<td>a. Conduct workshop at district conference with focus on club revitalization.</td>
<td>District Board, Membership Committee, Leadership Development Committee</td>
<td>Annually at District Conference</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.4.5 Make clubs aware of the “sister club program.”</td>
<td>a. Submit an article in the DSB on sister club relationships.</td>
<td>District Board</td>
<td>Ongoing in DSB</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.5 Decrease the number of under charter strength clubs by 2 during 2015 – 2018.</td>
<td>1.5.1 Provide assistance to clubs needing help with revitalization.</td>
<td>a. Create and evaluate effectiveness of District Revitalization Action Plan; update and monitor progress. b. Use Check Up document to determine club’s strengths and weaknesses. c. Identify clubs that need assistance. d. Provide clubs under charter strength with tools and resources.</td>
<td>District Board, Membership Committee, Leadership Development Committee and Club Revitalization Committee</td>
<td>August 2013 – June 2016</td>
<td>Ongoing</td>
</tr>
</tbody>
</table>
## GOAL 2: SERVICE – Improve Quality of Life in our Worldwide Community

<table>
<thead>
<tr>
<th>Objectives</th>
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<th>Action Plan</th>
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<th>Timeline</th>
<th>Remarks/ Evaluation</th>
</tr>
</thead>
</table>
| **2.1** Encourage clubs to have one major service project.                | **2.1.1** Recognize clubs for their service projects. Provide ideas to clubs regarding successful community service projects. | **a.** Highlight successful service projects in district newsletters and at conferences.  
**b.** Publish ‘Cool Ideas’ on the website (this will turn into listing service projects on website.)  
**c.** Recognize clubs’ participation in a “Make a Difference Day” project. | District Board, Service Development Committee | April 30, 2015 - June 2018.  
Ongoing DSB |                     |
| **2.2** Increase number of clubs submitting entries for International, District and District Foundation awards by a total increase of 10% for the biennium effective January 30, 2014. | **2.2.1** Communicate to clubs the benefits of submitting award applications.                  | **a.** Provide ideas, submission and promotion timelines, best practices, and template questionnaires for promoting service projects and receipt of awards.  
**b.** Communicate via the web to clubs: seek out service chairs and communicate with them and the presidents.  
**c.** Board members to follow-up with clubs. | District Board, Service Committee, Communications Committee | Begin October 2015 and end March 2018 |                     |
| **2.3** Increase the number of ASTRA clubs by one during 2013 – 2016.     | **2.3.1** Share information on existing ASTRA clubs and sponsoring clubs.                      | **a.** Share directory of ASTRA clubs, sponsoring Altrusa clubs and their contact details. | ASTRA Committee, District Board | April 30, 2015 - June 2018 |                     |
| **2.3.2** Enhance sharing of ASTRA club successes and ASTRA service projects. |                                                                                               | **a.** Spotlight ASTRA club formation successes in the District publication. | ASTRA Committee, District Board | April, 2015 - June 2018 |                     |
| **2.4** Altrusa Cares                                                    | **2.4.1** Encourage each club to adopt a wounded veteran in their community and help to lend support to the family of that veteran | **a.** Provide ideas for ways to support the family of each veteran, including spouse and children | Service Development Committee Chair | April, 2015 - June, 2018 |                     |

**Objectives**

- 1.5.2 Celebrate clubs that regain charter strength.
- 2.1 Encourage clubs to have one major service project.
- 2.2 Increase number of clubs submitting entries for International, District and District Foundation awards by a total increase of 10% for the biennium effective January 30, 2014.
- 2.3 Increase the number of ASTRA clubs by one during 2013 – 2016.
- 2.4 Altrusa Cares

**Strategies**

- a. Recognize clubs that regain charter strength.
- b. Communicate to clubs the benefits of submitting award applications.
- c. Share information on existing ASTRA clubs and sponsoring clubs.
- d. Encourage each club to adopt a wounded veteran in their community.

**Action Plan**

- a. Highlight successful service projects in district newsletters and at conferences.
- b. Publish ‘Cool Ideas’ on the website.
- c. Share directory of ASTRA clubs, sponsoring Altrusa clubs and their contact details.
- d. Provide ideas for ways to support the family of each veteran.

**Responsible**

- District Board
- District Board, Service Development Committee
- ASTRA Committee, District Board
- Service Development Committee Chair

**Timeline**

- Annually at District Conference
- Ongoing DSB
- Begin October 2015 and end March 2018
- April, 2015 - June 2018
- April, 2015 - June, 2018
<table>
<thead>
<tr>
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<th>Timeline</th>
<th>Remarks/Evaluation</th>
</tr>
</thead>
</table>
| 2.5 Honor the 100th Anniversary of Altrusa | 2.5.1 Encourage each club to adopt a new service project or host a special membership event during the biennium | a. Encourage clubs to read about service projects other clubs have implemented.  
b. Provide information on how other clubs have chosen to celebrate the anniversary. | Service Development Committee Chair | April, 2015 – June, 2018 | |

**GOAL 3: MARKETING – Enhance our Image and Increase Visibility**

<table>
<thead>
<tr>
<th>Objectives</th>
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</tr>
</thead>
</table>
| 3.1 Continue to broaden exposure of Altrusa as a global volunteer service organization of women and men. | 3.1.1 Encourage utilization of marketing materials. Encourage each club to appoint a communications liaison. | a. Insure all clubs know how to access and use marketing materials.  
b. Provide detailed information to club communications liaison for implementation, as received by International.  
c. Conduct workshops as needed; via internet, phone or at conference.  
d. Communications Committee to develop a marketing plan.  
e. Launch new District Three website. | Communications Committee, Service Committee, District Board | April 30, 2015 – January, 2018 | |
| | 3.1.2 Encourage clubs to become more visible in their local communities. | a. Encourage clubs to use local media and social media outlets to publicize participation in Make a Difference Day (MADD) and in service and fundraising projects.  
b. Review social media options and make recommendations for District and clubs.  
c. Encourage clubs to review and adhere to the District Social Media policy.  
d. Publish club articles in District publication. | Communications Committee, Service Committee, District Board | April 30, 2015 – April 2018 | Ongoing |
| | 3.1.3 Educate members about wide possibilities for media exposure. | a. Encourage clubs to use local media and social media outlets to publicize participation in Make a Difference Day (MADD).  
b. Insure use of the Altrusa Media Guide by clubs.  
c. Provide training at District conference on utilizing current technologies in club public relations. (add webinars). | Communications Committee, Service Development Committee | April 30, 2015 – April 2018 | At District Conference |

**GOAL 4: MEMBERSHIP BENEFITS – Provide opportunities for personal and club development**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>2015 - 2018 District Three Strategic Plan (Pending District Approval)</td>
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<tr>
<td>Objectives</td>
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<td>Timeline</td>
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<tr>
<td>4.1</td>
<td>4.1.1</td>
<td>a. Provide information on personal development programs desired at conference and convention. &lt;br&gt;b. District to provide $25 discount off registration for first time conference attendees.</td>
<td>District Board, clubs (everyone)</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>4.1</td>
<td>4.1.2</td>
<td>a. Publish ideas in the DSB on generating funds.</td>
<td>Clubs and District</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>4.2</td>
<td>4.2.1</td>
<td>a. Encourage clubs to submit grant applications and Foundation awards. &lt;br&gt;b. Provide workshops at conference.</td>
<td>District Board, International Foundation Liaison, District Three Foundation Board</td>
<td>Ongoing</td>
<td>At District Conference and International Conventions</td>
</tr>
<tr>
<td>4.2</td>
<td>4.2.2</td>
<td>a. Highlight Foundation activities in district newsletters, at conference and club visits. &lt;br&gt;b. Request clubs to provide auction items.</td>
<td>District Board, International Foundation Liaison, District Three Foundation Board</td>
<td>Ongoing</td>
<td></td>
</tr>
<tr>
<td>4.3</td>
<td>4.3.1</td>
<td>a. Governor provides communication to club presidents. &lt;br&gt;b. Publish articles in the DSB focusing on leadership development including all levels.</td>
<td>District Board, Leadership Committee</td>
<td>Monthly</td>
<td>Ongoing</td>
</tr>
<tr>
<td>4.3</td>
<td>4.3.2</td>
<td>a. Update District Board and Committee Chair Job Descriptions as needed. &lt;br&gt;b. Highlight district leadership positions at club visits.</td>
<td>District Board, Leadership Committee</td>
<td>As needed</td>
<td>Club visits during the biennium</td>
</tr>
<tr>
<td>4.3</td>
<td>4.3.3</td>
<td>a. Club liaisons will identify potential leaders on the district level for future leadership positions.</td>
<td>District Board</td>
<td>Club visits during the biennium</td>
<td></td>
</tr>
<tr>
<td>4.3</td>
<td>4.3.4</td>
<td>a. Utilize district committee chairs and board members to assist clubs in succession plan development.</td>
<td>District Board, Committee Chairs</td>
<td>Ongoing</td>
<td></td>
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</tbody>
</table>
### GOAL 5: ORGANIZATION – Maintain Sufficient Organizational and Financial Resources to Support Programs & Objectives

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<thead>
<tr>
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<th>Timeline</th>
<th>Remarks/ Evaluation</th>
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</table>
| 5.1 Maintain a balanced financial plan that supports the programs and services for our membership. | 5.1.1 Maximize use of available funds.  
5.1.2 Look for opportunities to reduce expenses.  
5.1.3 Research other sources of revenues. | a. Strive to maintain a balanced budget.  
b. Conduct comparisons of budget to actual. | District Board | Review Semi-annually. Approve budget annually | |
| 5.2 Maintain investment of district reserves at no less than six months. | 5.2.1 Review existing reserves. | a. Review and monitor current investments.  
b. Committee needed to determine what six month reserves are. | District Board, Finance Committee | Quarterly | |
| 5.3 Maximize club contact by district board liaison. | 5.3.1 Market increased services from district committees.  
5.3.2 Provide strategic planning assistance.  
5.3.3 Develop effective communication and marketing strategies. | a. Communicate resources available to clubs.  
b. Obtain input and feedback requiring board attention.  
c. Maximize benefit of one visit in two years with a club visit program format.  
d. Electronic and telephone communications from board liaisons to clubs on regular (monthly) basis. Track through District Board reports. | District Board Club Liaison | Ongoing  
On task | |
<table>
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<tr>
<th>Objectives</th>
<th>Strategies</th>
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<td>5.4 Provide quality conferences resulting in a 90% overall satisfaction rating.</td>
<td>5.4.1 Direct involvement of district committee members in conference program, as needed. 5.4.2 Review of conference program by Board at mid-year meeting.</td>
<td>a. Review/update standardized conference evaluation forms based on conference committee feedback. b. Develop priority conference topics and format as identified by the membership. c. Coordinate professional workshop presenters, both internal and external to Altrusa, with conference committee. d. Inventory what was done at conference that worked, what brought satisfaction and good results.</td>
<td>District Board, Conference Committee</td>
<td>Annually</td>
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<td>5.5 Regularly and systematically review the District Three Strategic Plan.</td>
<td>5.5.1 Periodically review and update the district strategic plan.</td>
<td>a. Engage a Strategic Planning committee consisting of an existing committee chair and board member to be appointed by the governor and approved by the District Three board. b. Solicit feedback and update the plan annually. c. Review the current strategic plan at each district board meeting. d. Provide an annual update in the District Service Bulletin (DSB.) e. Provide conference workshop with information from international convention</td>
<td>District Board, Strategic Planning Committee</td>
<td>Bi-annually. Board Review Fall 2015 DSB issue January 2016 Approval May, 2016 Review Fall 2016</td>
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<td>5.6 Encourage club strategic planning.</td>
<td>5.6.1 Encourage regular and systematic review of club strategic plans. 5.6.2 Assist clubs in the developing and implementing of a strategic plan.</td>
<td>a. Update club strategic plan template. b. Request club strategic plans. c. Offer strategic planning workshops at conference.</td>
<td>Leadership Development District Consultant, District Liaison</td>
<td>Annually</td>
<td></td>
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2015 - 2018 District Three Strategic Plan  (Pending District Approval)