International Anna H. Settle Community Leadership Award

By Dawn Manville

On behalf of member Denise Burry, it was the Lake County Florida club’s great honor to accept the Anna H. Settle Community Leadership Award this year at the Altrusa International Foundation dinner in Reno, NV. We could not be more proud of her and her leadership of the Forward Paths Foundation. If you didn’t get a chance to see the short video Denise put together to present to attendees, please take a moment to view it on the International Foundation’s website.

Denise formed Forward Paths Foundation, Inc. in 2013 in response to an unmet need in our community that she noticed while serving as a certified Guardian Ad Litem. She observed many youths at risk who had aged out of foster care at age 18. They often became homeless, with no adult support (unaccompanied), little or no financial means, and a slim chance of obtaining their educational goals. They were left with nowhere to go and had no one to turn to for help. The system was letting them down. They needed a ‘forward path’.

Her foundation assists by providing transitional housing so these young adults can concentrate on getting an education and learning to live independently, so they can positively contribute to society. Each young person in the Forward Paths program is required to either have a full-time job or work part-time while attending school. The program offers one-on-one mentors and tutors to work with the youth to obtain a GED, diploma, or certifications.

Denise volunteers countless hours at Forward Paths, working tirelessly since its inception, all while never taking a paycheck. She’s even housed youngsters in her home when she could not find outside resources. Denise relies on volunteers with a variety of backgrounds and expertise to help. She quickly learned how to apply for grants, organize volunteers and identify local agencies that would partner with Forward Paths to make it successful. Two of our Lake County Altrusans are on the Board of Directors at Forward Paths. In support of this wonderful organization, our members volunteer with the youth, participate on projects, give donations, and support its fundraisers.

We agree with the Foundation judges who scored her application for this award with a perfect 100%. No one is more deserving and our community is truly blessed by her presence and tireless, heartfelt efforts. The $2,000 award will be put to great use by Denise and The Forward Paths Foundation Inc.

Submitted humbly by:
Dawn Manville
President, Altrusa Int’l of Lake County FL
What an interesting adventure and knowledge-increasing event at the 56th Altrusa International Convention at Reno, Nevada! It was my first ever convention experience as an Altrusan and as the District Three Membership Chair. The best part was the two workshops related to Membership. The first was “Virtual Clubs and Clubs at Large at a Glance” and the second was “Thinking Outside the Box with Membership”. Each Workshop provide a lot of information and worksheets, especially the workshop “Thinking Outside the Box with Membership”.

With “Virtual Clubs and Clubs at Large at a Glance” workshop, a lot of discussion centered around getting younger members, working professionals, or house bound individuals. It was mention about looking at having “Club” within a Club. This approach would allow those who cannot attend a General Club meeting to meet through the use of teleconference/Facetime/Skype during a their “lunch time” (a fixed time period). This would allow them flexibility to identify their own project(s) or supplement the Club’s projects within the limited boundaries they have. However, it is necessary to think through this approach with either a leader reporting to the Club’s Board and General Club or having the President or Vice President participating during the teleconference. The goal to ensure that this “Club” within a Club is considered a valued part of the Club.

The “Thinking Outside the Box with Membership” workshop presented a lot of great ideas and provided worksheets for Club Membership Chairs and Club Members to considered for growing their Club. Below are key areas the workshop covered:

1. Develop a Prospective Members Worksheet. This worksheet should identify people that represent your diverse community.
2. Develop a Strategy Plan Using the Worksheet information.
3. Invite the Prospective Member to the Desired Event.
4. Follow up after the event.
5. Celebrate the prospective member when they JOIN!!!
6. Connect with Club and Community.

The presenter also talked about a New Member Kit containing information as such an Altrusa International Brochure, Welcome from the International President, Altrusa Foundation Brochure, Altrusa Resource Guide, Club 21 Brochure, Club 21 Membership form, Club Yearbook, Newsletter, Business Card and/or Certificate. I took this suggestion at looked at it from a viewpoint about a Welcome Package for new prospective members. The Welcome Package could contain a personal note from the Club’s President thanking the guest for attending the Club’s meeting, putting a copy of the latest Club’s newsletter, and Business Card of the Club’s Membership Chair. Thus, making it more welcoming and personal to that new prospective member.

I will share through upcoming emails to Club’s Membership Chairs and Presidents the briefing and worksheets from the Membership workshops. In closing, I want to leave you with a thought by Margaret Mead – “Never doubt that a small group of thoughtful, committed, citizens can change the world. Indeed, it is the only thing that ever has.”
Introduction to International
By Mary Kramer

Upon attending the Altrusa International Convention for the first time, I was amazed! I have attended District Conference a few times, and the two events have several similarities. Convention was highly informative, and I felt like my presence mattered. In addition, I met new people and visited with old friends. I served as a Delegate for District Three, and felt that my vote made a difference.

The highlight of International was the installation of our very own, Beverly Hardy. A member from the Starke, FL club in District Three is president of Altrusa International! Our club members are so proud!

The next International Convention is in 2021 and will take place in Quebec City, Quebec. I am already looking forward to it and highly recommend everyone to attend.

Mary Kramer
Starke, FL

My First Time Attending the Altrusa International Convention
By Karen Wishart, Director, Gainesville, Florida

I was excited to be attending the Altrusa International Convention in Reno, Nevada. Having never been to an International Convention, I wasn’t sure what to expect. The agenda noted there would be business meetings, workshops and votes on bylaw changes, but I found so much more than what was listed in the program.

The Presentation of the Flags ceremony at the opening banquet was awe-inspiring. I was so proud to be a member of an organization with ties to so many areas of the world. It felt as if we were a mini United Nations, working together to help our fellow man. The flags included in the presentation were the United States, Puerto Rico, Canada, Bermuda, The Republic of Ireland, India, New Zealand, Russia, and Ukraine.

Business meetings were filled with committee reports, executive reports and bylaw resolutions and recommendations. We elected the 2019–2021 International Board of Directors, the 2019–2021 International Nominating Committee, and the 2019–2021 International Foundation Board of Trustees. Along with business meetings, there was a plethora of workshops offered to enhance our understanding of all things Altrusa. I learned about Group Talley, what to do as a treasurer, the role of Altrusa at the United Nations, Days for Girls and personal safety. (Thank you to Sheriff Gordon Smith for some great ideas on staying safe!)

Throughout my time at the convention, I met wonderful members from clubs around the world as well as close to home and made numerous new friends. District Three had a large contingent of representatives whom I enjoyed getting to know and learning about their club activities. I even received a warm invite to a Texas club for their major service project. I had a wonderful week, and can hardly wait until the next convention in Quebec City, and I invite everyone to join me in 2021!
At the recent International Convention, delegates considered twenty-four proposed revisions to International, District and Club bylaws. Several revisions slightly changed the wording to clarify the bylaws but did not change the substance. The changes that were approved directly affecting Club bylaws are summarized below.

Agenda Item 19-22 (Club Bylaws Article XII, Section 6 (e)) deleted the requirement that the Club Treasurer submit a membership dues report on a form provided by International. Instead, this information shall be submitted by use of the “International electronic membership database,” a reference to Group Tally. Item 19-24 (Club Bylaws, Article XVIII, Section 2 (b)) also replaced the requirement that a Club provide membership information on designated forms with submission by use of Group Tally. These revisions reflect the current practices.

Club Bylaw Article IV, Section 1 (Agenda Item 19-19) defined club members as “Active, Emeritus and Honorary.” It was revised to include Life members.

Agenda Item 19–20 was approved, revising Club Bylaw Article VIII, Section 2. Previously, the term of office for a Director was two years. Now, a term may be one or two years. For those serving a two-year term, elections will continue to be staggered, with some Directors designated for election in even years and the others in odd-numbered years. Clubs will also now have the option of setting the terms for officers at one or two years. Club Bylaw Article XI, Section 2 was revised in Agenda Item 29-21 to reflect this change.

Club Bylaw Article XIV, Section 2 was revised as proposed in Agenda Item 19-23, incorporating a change related to the election of the Nominating Committee. The committee shall now be elected at least 60 days “prior to elections to be held the first regular meeting in March.” The former requirement called for election of the committee a minimum of eight weeks before the March business meeting.

The revisions are effective immediately. Information on all proposed bylaw changes considered at the convention may be found at https://login.altrusa.org/convention/.

DSB Articles
Send DSB articles to Sandy Thompson
EMAIL Address: sandy@organizemehappy.com

- Please add DSB and article name in the subject line
- Please send the article in word format
- Please identify any individuals in pictures provided
- Please provide the full contact information of the submitter or author of the article
With over 300 Altrusans from around the world plus family and friends in attendance at the 56th Altrusa International Convention, Beverly Hardy from Starke, FL was installed as the Altrusa International President for the 2019–2021 biennium. The installation was conducted by Immediate Past District Three Governor, Christy Bryant from Charlotte, NC assisted by District Three Governor, Kitty McElhaney from Lake City, FL on Saturday, July 20, 2019 at the Grand Sierra Resort in Reno, Nevada.

Altrusans are a light of the world. The tables were decorated with a globe in the center and tea lights at each place to represent the many places that Altrusans are making a positive impact in the communities in which we serve and the vast potential we have, to further impact the entire world. The globes and lights were featured throughout the installation. In a darkened room, Districts lit their lights when called on and the newly installed officers placed their lights around a centrally located globe. Incoming International President Beverly Hardy was pinned by close friend Past International President Dona Garretson and added the final light to complete the circle around the globe.

But a special surprise highlighting her biennium theme “Team Work Makes the Dream Work” awaited President Beverly. Music – Justin Timberlake – CAN’T STOP THE FEELING! started to play. While the music played, District Governors and International Committee Chairs and Vice Chairs in the audience stood, one by one to spell out: “TEAMWORK 2019 - 2021.”
Linda Robison
Installed as
Altrusa International Foundation Chair
By Mary Kane

As many members of District Three looked on, our own Past Governor Linda Robison was installed as the newest Chair of the Altrusa International Foundation. This occurred at the Foundation Luncheon on July 19, in Reno, Nevada, at the 56th Altrusa International Convention. Linda is a former Governor of District Three. She also served on the District Three Foundation Board and has remained active in Foundation work. After the death of her son Joey Robison several years ago, Linda established a scholarship in his honor with the District Foundation. She targets non-traditional students and has awarded scholarships to quite a few students as they endeavor to advance their education.

At the luncheon we also viewed a video of all the many disasters this past Biennium where the International Foundation and local Altrusa Clubs and Districts lended hands on as well as financial help. We heard three speakers tell us the details of major disasters in their Districts.

Linda Moore, Immediate Past Governor of District Nine, which is the entire state of Texas, told of the devastating floods to hit her state. This was secondary to a hurricane that stalled and dumped over 60 inches of rain in the Houston and coastal area. The Foundation gave financial support to rebuild libraries at two elementary schools that suffered heavy damage in the flooding.

April Smith, Club President of San Luis Obispo County, CA, from District Eleven, spoke of the horrific wild fires in her area that resulted in many deaths and even more homes lost to the fires. The Foundation helped monetarily with a public library and another donation to the Golden Valley Community Fund.

Maria E. Negron, Altrusa Club of San Sebastian, Puerto Rico, told of the unbelievable damage to the entire Island from hurricane Maria. The entire island territory was without power, potable water or communications. Roads were swept away isolating some rural areas. The Foundation donated to the local Salvation Army there, the Foundation Stefano Steenbakkers and the Iniciativa Comunitaria, as well as donating 300 solar powered Luci Lights.

The Foundation also supported disaster relief efforts in District Three after a hurricane damaged a large area of coastal Florida, and in District Seven when heavy rains followed large snow melts which caused massive flooding to several areas there. The International Foundation distributed $41,847 in disaster relief to these five Districts.

In addition to disaster relief the Foundation distributed $345,769 in grants to local clubs to support their local community service projects and supported the Club 21 program with a total of $51,865. The Altrusa International Foundation distributed a grand total of $455,681 thought the 2017-2019 biennium. We all felt proud to be Altrusans and proud to see Linda installed as the Chair for the next biennium.
District Awards Criteria for 2020

By Dimple Overstreet, District Three Vice Governor

It’s Not Too Early...District Awards

Have you started thinking about District Awards for the next Conference? January 31st is the deadline!

The Mamie L. Bass Service Award

The Mamie L. Bass Community Service Award was established by the International Board of Directors in July 1963, as a memorial to the first National President of Altrusa. The name was changed to the Mamie L. Bass Service Award by the International Board of Directors in July 1975.

OBJECTIVES

1. To stimulate interest in developing action programs in the community that fall within the scope of Altrusa’s program of service.
2. To encourage members of local Clubs to participate actively in service projects designed to meet specific local needs.
3. To recognize outstanding Club achievement in service to the community.

The Letha H. Brown Literacy Award

The Letha H. Brown Literacy Award was established by the International Board of Directors in July 1993, to honor Past International President Letha H. Brown, who, in 1977, introduced literacy as a major emphasis of the organization.

OBJECTIVES

1. To stimulate interest in developing active literacy projects to serve their community.
2. To create an awareness of Altrusa and its commitment to literacy.
3. To encourage members of local Clubs to participate actively in literacy projects designed to meet specific community needs.
4. To recognize outstanding Club achievement in service to the community.

Dr. Nina Fay Calhoun International Relations Award

The Dr. Nina Fay Calhoun International Relations Award was adopted in 2003 as a memorial to the only International President who served two terms and who focused on the International aspect of our organization.

OBJECTIVES

1. To encourage and to stimulate international relations
2. To create an awareness of other cultures and people of the world
3. To recognize outstanding club achievement in international relations

DISTRICT AND INTERNATIONAL COMPETITION

1. Service projects nominated for the Dr. Nina Fay Calhoun International Relations Award are judged each year at District Conferences. First-place winners from each District are entered in the competition at the International level. Established judging criteria are used by Districts and by International.
2. One (1) service project from Clubs-At-Large is included in the competition by International. The International Membership Committee organizes the selection process for projects for Clubs-At-Large.
Ernestine Milner Program Excellence Award

**Purpose** – This award is based on the concept that good program planning is the key to a successful club. Ideally, programming should provide Altrusans with opportunities for fellowship, service, personal and professional growth in addition to influencing member participation and attendance.

Outstanding Community Service Award

**Purpose of the Award**

- To stimulate each club to make community service a priority focus of their club by demonstrating at least a minimum percentage of membership participation, finances and volunteer time in their community service activities.
- To recognize each club that achieves these goals on an annual basis.

**Criteria**

- At least 75% of the total membership must have volunteered a minimum average of three (3) hours each during the course of the year on the club’s community service or fund-raising events.
- The club, as a whole, must have provided at least 300 hours of volunteer time during the course of the year in providing direct service through projects in their community or in raising funds to underwrite the cost of the community service projects.
- The club must have given at least $1,000 during the course of the year to underwrite the costs of the community service projects or to make charitable donations to community non-profit organizations.

Newsletter Award

**Purpose:**
To promote effective communication within and beyond the club. Club newsletters are intended to be timely, concise and reader-friendly ways of communicating with current and potential members of Altrusa International, Inc. Electronic distribution makes that cost effective, timely, and possible for all. Note*: All club newsletter editors would do well to use the judging criteria as a planning guide from the beginning of the club year.

**Criteria:**
Criteria of the award – Four areas – Content (60 points), Format (13 points), Readability (10 points) and Distribution (18 points) for a total of 101 points per judge or 303 overall.

Todd Jordan Yearbook Award

**Purpose:**
A yearbook serves as a reference tool in which members can find pertinent information. This award is presented to clubs who publish a yearbook and submitted a completed award submission form by January 31, 2019. The District Three Board encourages each club to produce a yearbook as a much needed communication tool. The club yearbook should contain local, district and international information.

**Criteria:**
Six areas – Format/Usability (10 points), Club Information (60 points), District Information (12 points), International Information (13 points), Altrusa Information (8 points) and Distribution (10 points) for a total of 113 points per judge or 339 overall.
### 2019 District Awards Grid

<table>
<thead>
<tr>
<th>Name of Award</th>
<th>Description</th>
<th>Due Date</th>
<th>Please note</th>
<th>Send to name/address</th>
<th>Judging Committee</th>
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</thead>
<tbody>
<tr>
<td>Mamie L. Bass Service Award</td>
<td>Encourage interest in developing hands-on projects that benefit the community</td>
<td>1/31/2019</td>
<td>District winner is submitted to International for competition in the millennium Convention year.</td>
<td>Awards Chair/Vice Governor Dimple Overstreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimple@embarqmail.com">dimple@embarqmail.com</a></td>
<td>3 prominent members of the general public</td>
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<tr>
<td>Litha H. Brown Literacy Award</td>
<td>Encourage interest in developing literacy programs that benefit the community</td>
<td>1/31/2019</td>
<td>District winner is submitted to International for competition in the millennium Convention year.</td>
<td>Awards Chair/Vice Governor Dimple Overstreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimple@embarqmail.com">dimple@embarqmail.com</a></td>
<td>3 prominent members of the general public</td>
</tr>
<tr>
<td>Ernestine Milner Program Excellence Award</td>
<td>Encourage good program planning</td>
<td>1/31/2019</td>
<td></td>
<td>Awards Chair/Vice Governor Dimple Overstreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimple@embarqmail.com">dimple@embarqmail.com</a></td>
<td>3 prominent members of the general public</td>
</tr>
<tr>
<td>Dr. Nina Fay Calhoun International Relations Award</td>
<td>Encourage &amp; stimulate international relations</td>
<td>1/31/2019</td>
<td>District winner is submitted to International for competition in the millennium Convention year.</td>
<td>Awards Chair/Vice Governor Dimple Overstreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimple@embarqmail.com">dimple@embarqmail.com</a></td>
<td>3 prominent members of the general public</td>
</tr>
<tr>
<td>Outstanding Community Service Award</td>
<td>Demonstrate member commitment to service projects as a Club priority</td>
<td>1/31/2019</td>
<td></td>
<td>Awards Chair/Vice Governor Dimple Overstreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimple@embarqmail.com">dimple@embarqmail.com</a></td>
<td>Submission that meet criteria are recognized</td>
</tr>
<tr>
<td>Newsletter Award</td>
<td>Encourage publication of timely and informative club newsletters</td>
<td>1/31/2019</td>
<td>Send 3 consecutive issues from previous calendar year</td>
<td>Awards Chair/Vice Governor Dimple Overstreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimple@embarqmail.com">dimple@embarqmail.com</a></td>
<td>3 prominent members of the general public</td>
</tr>
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</table>
### 2019 District Three Awards

<table>
<thead>
<tr>
<th>Name of Award</th>
<th>Description</th>
<th>Due Date</th>
<th>Please note</th>
<th>Send to name/address</th>
<th>Judging Committee</th>
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</thead>
<tbody>
<tr>
<td>Todd Jordan Yearbook Award</td>
<td>Encourage publication of an annual club yearbook</td>
<td>District Three</td>
<td>1/31/2019</td>
<td>Send electronic copy of yearbook in PDF format to Awards Chair</td>
<td>Awards Chair/Vice Governor Dimple Overtreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimplej@embarrqmail.com">dimplej@embarrqmail.com</a></td>
</tr>
<tr>
<td>Governor's Outstanding Club</td>
<td>Special recognition by Governor</td>
<td>District Three</td>
<td>2/28/2019</td>
<td></td>
<td>Governor Christy Bryant 8940 Providence Estates Court Charlotte, NC 28246 <a href="mailto:christybryant@windstream.net">christybryant@windstream.net</a></td>
</tr>
<tr>
<td>Extension Award</td>
<td>Award for chartering new club</td>
<td>District Three</td>
<td>No application required</td>
<td>Determined from District records</td>
<td>Awards Chair/Vice Governor Dimple Overtreet 436 S Water St. Starke, FL 32091 <a href="mailto:dimplej@embarrqmail.com">dimplej@embarrqmail.com</a></td>
</tr>
<tr>
<td>Myrtle H. Price Membership Award</td>
<td>Encourage Clubs to make membership a high priority</td>
<td>District Three</td>
<td>No application required</td>
<td>Computation obtained from District Treasurer's records as of 1/31/2019</td>
<td>Send membership changes to District Three Treasurer Shannon Schell 3141 Willow Brook Ln. The Villages, Fl 32162 <a href="mailto:districtthreetreasurer@gmail.com">districtthreetreasurer@gmail.com</a></td>
</tr>
<tr>
<td>New Member Incentive Award</td>
<td>Credit award to be used toward Conference registration fee</td>
<td>District Three</td>
<td>No application required</td>
<td>Computation obtained from District Treasurer's records as of 1/31/2019</td>
<td>Send membership changes to District Three Treasurer Shannon Schell 3141 Willow Brook Ln. The Villages, Fl 32162 <a href="mailto:districtthreetreasurer@gmail.com">districtthreetreasurer@gmail.com</a></td>
</tr>
<tr>
<td>Membership–Greatest Net Gain</td>
<td>Based on membership gains between 2/1 and 1/31 of the previous year</td>
<td>District Three</td>
<td>No application required</td>
<td>Determined from District Treasurer's records as of 1/31/2019</td>
<td>Send membership changes to District Three Treasurer Shannon Schell 3141 Willow Brook Ln. The Villages, Fl 32162 <a href="mailto:districtthreetreasurer@gmail.com">districtthreetreasurer@gmail.com</a></td>
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</tbody>
</table>
Pretty Panties – Year Two

By Sandy Furches
Altrusa of Lake City Florida

Altrusa of Lake City chose to donate $100 to the Care Center of Springfield’s Welfare Ministry in the mountains of Montego Bay, Jamaica West Indies, the winning District Three Project last year for International Service.

The money was received by 5 of the women who organize the Care Center ministry.

Elaine Ellis (in red on far right of pic below) is the coordinator currently and has recently completed more education which has given her an extra measure of self confidence in her leadership skills. An extension of Altrusa goal of being a “builder of women!”

The contagious giving spirit

In the picture (on left), Sandy is reminding the volunteers who operate the Springfield Care Center about Altrusa and explaining the source of their 116 pair of new panties with notes of encouragement from Altrusa International of Orlando Winter–Park this year. The ladies are each holding bags of their gifts with sizes kept together as they were sent!

The second pic (on right) is presentation of the $100 Nina Fay Calhoun cash award received at District Three Conference by Altrusa International of Lake City. It will be used for sizes/styles/specialty undergarments that may be needed. Our club is very happy that Orlando–Winter Park members were inspired by our project last year and joined us in blessing these ladies in this simple and very special way this year.
For the third consecutive year, Altrusa International of Lake City had the privilege of assisting the Columbia County School District welcome all 6th graders to the Richardson Sixth Grade Academy with a fun filled day of activities. The event began with over 165 sixth graders entering their new school down the “red carpet”. They were then split into teams to adventure on to three activities: Human Hungry Hippos, STEM (science, technology, engineering and math) Slime Lab and a School Safety/Social Media presentation. The event concluded with a combined lunch.

Through these events, students were able to make new friends, build team spirit and learn about their new campus. Often there is a great anxiety when students transition from the elementary school setting to a middle school environment. As Altrusans, it gives us great pride to work with RGSA to provide these students with a warm welcome to their new school, in a fun and inviting environment.
CASA, Court Appointed Special Advocates, are community volunteers who stand up and speak out to help abused and neglected children. Forsyth County’s program belongs to a network of 951 community-based programs around the United States that recruit, train and support citizen volunteers to advocate for the best interests of abused and neglected children in courtrooms and communities.

Altrusa International of North Georgia supports this worthwhile organization in many ways. Quarterly, we provide a luncheon for the volunteers as they meet with the Juvenile Court Judges. This not only saves CASA money but valuable time that is best spent in helping the children that they serve. We volunteer and sponsor various fundraisers including The Superhero Run, which is their largest event. Every year they provide backpacks for all the children in Foster Care. This year our club donated many of the supplies including 100 sets of earbuds for this project. Every Christmas $250 is given to Angels over Forsyth which helps to provide gifts for these children. We also donated $300 to purchase gift cards to be given to a foster parent when they receive a new child.

What we are most proud of is our ability to provide special items as needed by the foster parents. To date we have given tickets to an exhibit and a hockey game, sneakers, a weighted blanket and even a bed! The CASA supervisors know that we are eager to support them in their mission to help these abused and neglected children and they appreciate all we do for them.
Altrusans in Action: The Pony Express ride of the conference bags from Augusta, GA to Marianna, FL

By Joanne Brown
Altrusa of Monticello Florida

Altrusa Intl. of Marianna was not able to send anyone to the district conference due to the massive destruction in their community from Hurricane Michael in October 2018. District 3 decided to bring a piece of the conference to them. The day after the conference the excess conference bags (32) started their journey to Marianna, FL. District 3 Director Joanne Brown loaded them in her car and took them to Monticello, FL. Anita Ashworth then put her in touch with Edna Riley from the Marianna club. Together they came up with a plan for Joanne to get them to a Marianna member’s daughter in Tallahassee who would then take them to Marianna the following weekend. The bags were delivered and distributed to the Early Head Start Program at the end of the school year.

All of the recipients were greatly appreciative of the bags and the generosity of Altrusans.

Edna Riley giving one of the canvas conference bags and a goodie bag to Early Head Start parent Mrs. Oliver.
Altrusa International of Statesboro, Georgia, has at its core a passion for literacy. Over the past seven years, Statesboro Altrusans have distributed over 55,000 children’s books to low-income children in Bulloch County. School children in grades K-5, along with children in pre-K programs and those in a free-lunch program through the Food Bank, called Rebecca’s Café, have received new or gently used books.

Every Friday, over 700 children from low-income families in Bulloch County schools receive easy to open food items that are discreetly placed in their backpacks. This Backpack Buddies food program began when it was discovered how many children were arriving hungry at school on Monday mornings. Local churches banded together to collect and distribute healthy food items. Fellow Altrusan Ruth MacKinnon saw an opportunity. She knew the importance of getting books into the homes of the children. If we could get those children to fall in love with reading, she said, they would be on their way to success both in school and in life. We needed to put books into those backpacks.

Grants were written, organizations like Kiwanis, Rotary, and the Hospital Auxiliary offered financial support, and sites were researched where books could be purchased at discounted prices. The Books for Backpack Buddies program was born. Now, every year, club members go through all the books and insert grade level AR codes and points inside the covers. Then, each month, an age-appropriate book is slipped into a bag with the food items. Children love the Fridays when they receive their own books to keep. Teachers report improvement in reading levels of the children receiving the books, which tells us our efforts are making a difference.
A unique aspect of our book distribution is our partnership with Georgia Southern University. In March of 2014, while working as an academic advisor at the university, I became aware of an effort to give incoming freshmen and transfer students an opportunity to show leadership in a community service project. I put together a proposal asking the Admissions Office to partner with us by requesting students to bring new or gently used children’s books for our Books for Backpack Buddies project. They loved the idea. I told the office we were interested in creating new Georgia Southern Eagles! They were sold! They placed information about our Books for Backpack Buddies project on their Sign-Up for SOAR website. Now in its fifth year, new students continue to bring children’s books to SOAR. A sticker is placed in every SOAR book telling local families that the book has been donated by Georgia Southern students.

By partnering with Georgia Southern University and community civic clubs, and through the generous support of Altrusa International grants, we have been able to sustain the Backpack Program for seven years. We look forward to many more years of getting books into homes, reading to children and preparing little ones to move out of poverty.
Altrusa International of Ocala collaborated with the Early Learning Coalition of Marion County, the United Way Success by 6 program and Marion County Parks & Recreation to create a new Born Learning Trail (the second one sponsored by Altrusa in Marion County) at Liberty Community Park in Ocala, Florida.

The members worked on the installation of the trail with the Early Learning Coalition and presented books and refreshments at the ribbon cutting ceremony. The Trail is a series of 10 interactive signs that provide parents and care givers with an interactive opportunity to bond with and to help their children develop mentally, physically and socially.

The brightly colored signs (branded with logos of each partnering entity) help with the recognition of colors, shapes and animals. The sidewalk activities help with the recognition of colors, shapes and animals. In addition, they help with number recognition and counting. The sidewalk activities/games associated with each station help with muscle development, balance and coordination. The club also installed a “Little Free Library” in the park to encourage lifelong reading. The project was accomplished with Club Foundation funds along with a $2,000 grant from the Altrusa International Foundation.
STRATEGIC PLANNING
AN ESSENTIAL ALTRUSA LEADERSHIP TOOL
By Judy Perkin, Leadership Chair, Altrusa District Three, Inc.

Strategic Planning is critical to provide direction for leadership and to ensure that there is a measurable plan which can assess whether goals and objectives are met. One of the Altrusa District Three goals for this biennium for is to ensure that all clubs have a Strategic Plan. The following Clubs currently have Strategic Plans:

1. Durham, NC
2. Orlando–Winter Park, FLA
3. St. Augustine, FLA
4. Charlotte, NC
5. Ocala, FLA
6. Raleigh NC
7. Starke, FLA
8. Lake City, FLA
9. Atlanta, GA
10. Lake County, FLA
11. Spartanburg, SC.

The Altrusa International Member Section includes an example Strategic Plan and a Strategic Plan template available in the following link- https://login.altrusa.org/leadership/. These are excellent resources for your club. Please call (1-727-612-3149) or Email me at batesperkin@gmail.com if you would like assistance in developing or reviewing your Club’s Strategic Plan.

Club plans look at five areas to support the Vision and Mission of Altrusa – Service, Marketing, Members, Leaders, and Member Service. The plan not only identifies goals and objectives but strategies as well.

It is important to remember that the Club’s Strategic Plan is a guiding document. It is vital to obtain measurements annually in order to assess your progress in meeting your goals. I would suggest that you specifically link measurements to each goal and assign an officer or committee member by position to be responsible for the measurement and bringing it to a strategic planning session each year. This helps ensure accountability. We have done this in the Starke Club and will be having a Board workshop on this topic with all members invited. After measurement is accomplished you may wish to adjust your objectives or strategies so that your goals can be accomplished. Report your annual review and update of your Strategic Plan to the membership at meetings and in newsletters.

Here is a link about the process of strategic planning which may be of assistance to your efforts.

Governing for Results and Accountability: Strategic Planning and Performance Measurement, The Urban Institute, 2000.

## Altrusa International District Three, Inc. Strategic Plan - 2018-2020

**Vision:** Altrusa is a leader among international organizations improving communities worldwide through a network of member clubs.

**Mission:** To improve communities worldwide by providing service, developing leadership, fostering international understanding and encouraging fellowship through an international network of dedicated volunteers.

**Brand:** Leading to a Better Community

**Brand Anchors:** Flexibility, Inclusion, Clarity

**Measures:**
1. Member Numbers
2. Member Satisfaction Rating
3. Service Hours and Fundraising $
4. Website hits
5. Social Media Connections

### Service
- Inspire profile enhancing Service Projects
- Facilitate the sharing of service project ideas
- Support a District Service Project
- Seek out new opportunities for addressing Literacy needs in our communities
- Inspire service projects/fundraisers through a data base/tool kit
- Encourage new, more flexible & inclusive service projects

### Marketing
- Enhance the flow of Altrusa information internally and with external parties
- Enhance bi-directional flow of information within Altrusa
- Share information through the District Service Bulletin
- Collect feedback via on-line surveys (Members to District)
- Develop a comprehensive marketing plan including best practice guides/tool kits
- Enhance the social media strategy/policy to communicate with prospects & members
- Enhance the District Three website for potential members & intuitive one for members

### Members
- Increase membership
- Numbers to 1,000 members by 2020
- Recruit & Retain a diverse membership
- Embrace change and diversity
- Expansion of ASTRA clubs with focus on transition to Altrusa
- Improve resources for the effective recruiting of new members
- Promote activities that are attractive to potential and younger members
- Engage members in their Altrusa journey via service & personal interactions

### Leaders
- Create a pipeline of strong Altrusa Leaders
- Develop leadership at all levels of Altrusa
- Cultivate a training track for new leaders (train the trainers)
- Create tools/best practice guidelines to build new leaders
- Support a mentoring programme
- Remove barriers to growing new leaders

### Member Service
- Inform, Update and Educate members
- Respond to member needs in a timely manner
- Enhance collection and reporting of membership data through Group Tally
- Produce tools/resources to support District/Clubs and members
- Provide District Service Bulletin, District Website, District workshops, email communications and other services
# Directors and Committee Chairs

## District Three Board of Directors

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>Location</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>Kitty McElhaney</td>
<td>Lake City, FL</td>
<td>altruaskan <a href="mailto:kitty@comcast.net">kitty@comcast.net</a></td>
</tr>
<tr>
<td>Governor-Elect</td>
<td>Shannon Schell</td>
<td>Lake County, FL</td>
<td><a href="mailto:sesziappy@aol.com">sesziappy@aol.com</a></td>
</tr>
<tr>
<td>Vice Governor</td>
<td>Dimple Overstreet</td>
<td>Starke, FL</td>
<td><a href="mailto:dimplej@embarqmail.com">dimplej@embarqmail.com</a></td>
</tr>
<tr>
<td>Treasurer</td>
<td>Mary Kirley</td>
<td>North Georgia, GA</td>
<td><a href="mailto:justbreathe@bellsouth.net">justbreathe@bellsouth.net</a></td>
</tr>
<tr>
<td>Director</td>
<td>Joanne Brown</td>
<td>Monticello, FL</td>
<td><a href="mailto:fourwindsfarmhouse@centurylink.net">fourwindsfarmhouse@centurylink.net</a></td>
</tr>
<tr>
<td>Director</td>
<td>Nanci Schwartz</td>
<td>Lake County, FL</td>
<td><a href="mailto:napschwartz@gmail.com">napschwartz@gmail.com</a></td>
</tr>
<tr>
<td>Director</td>
<td>Karen Wishart</td>
<td>Gainesville, FL</td>
<td><a href="mailto:karenataltrusa@gmail.com">karenataltrusa@gmail.com</a></td>
</tr>
<tr>
<td>Secretary</td>
<td>Mantha Young</td>
<td>Lake City, FL</td>
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</tr>
<tr>
<td>Parliamentarian</td>
<td>Jane Gray</td>
<td>Raleigh, NC</td>
<td><a href="mailto:judgejanie49@gmail.com">judgejanie49@gmail.com</a></td>
</tr>
</tbody>
</table>

## District Three Board of Directors Club Assignments

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<tr>
<td>Governor</td>
<td>Kitty McElhaney</td>
<td>Durham, Raleigh, Salisbury, Spartanburg</td>
</tr>
<tr>
<td>Governor-Elect</td>
<td>Shannon Schell</td>
<td>Charlotte, Gaffney, Statesboro, Waynesville</td>
</tr>
<tr>
<td>Vice Governor</td>
<td>Dimple Overstreet</td>
<td>Atlanta, Caldwell County, Gastonia, North Georgia</td>
</tr>
<tr>
<td>Director</td>
<td>Joanne Brown</td>
<td>Lake County, St Augustine, Gainesville, Starke</td>
</tr>
<tr>
<td>Director</td>
<td>Nanci Schwartz</td>
<td>Citrus, Ocala, Orlando-Winter Park, Tampa</td>
</tr>
<tr>
<td>Director</td>
<td>Karen Wishart</td>
<td>Live Oak, Lake City, Marianna, Monticello</td>
</tr>
</tbody>
</table>

## District Three Committee Chairs

<table>
<thead>
<tr>
<th>Committee</th>
<th>Chair</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASTRA</td>
<td>Scott Tice</td>
<td><a href="mailto:scottaltrusa@gmail.com">scottaltrusa@gmail.com</a></td>
</tr>
<tr>
<td>Bylaws, Resolution &amp; Recommendations</td>
<td>Penny Penn</td>
<td><a href="mailto:ppenn04@yahoo.com">ppenn04@yahoo.com</a></td>
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<tr>
<td>Club Revitalization</td>
<td>Nancy Shumaker</td>
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<tr>
<td>Communications</td>
<td>Jody Frieser</td>
<td><a href="mailto:mjosiefrieser@gmail.com">mjosiefrieser@gmail.com</a></td>
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<tr>
<td>District Service Bulletin</td>
<td>Sandy Thompson</td>
<td><a href="mailto:sandy@organizemehappy.com">sandy@organizemehappy.com</a></td>
</tr>
<tr>
<td>Finance</td>
<td>Mary Kirley</td>
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</tr>
<tr>
<td>International Foundation Liaison</td>
<td>Nancy Mott</td>
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</tr>
<tr>
<td>Leadership</td>
<td>Judy Perkings</td>
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</tr>
<tr>
<td>Membership</td>
<td>Randi Kahl</td>
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</tr>
<tr>
<td>Program Coordinator</td>
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<td><a href="mailto:thall@odommooses.com">thall@odommooses.com</a></td>
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<tr>
<td>Service Program Development</td>
<td>Hilma Hicks-Gaskins</td>
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</tr>
<tr>
<td>Webmaster</td>
<td>Susy Meier</td>
<td><a href="mailto:susymeier@gmail.com">susymeier@gmail.com</a></td>
</tr>
</tbody>
</table>