

Governor's Message

Inside

- Governor's Message1
- Are you Reading the DSB?.....2
- In Memoriam2
- Club Annual Report3
- District Awards4-5
- Membership Report6
- New Members Report7
- Leadership8
- Membership8
- Communication Skills.....9
- Effective Decision Making.....10
- Parliamentary Pointer11
- District Three Foundation Update.....12
- Virtual Club in Formation3-14
- Intl Foundations and Grants14
- Intl Foundation Trustee15
- Club Revitalization Grants.....15
- S.O.S. Project16
- 2021 International Convention16
- Operation Homefront17-18
- Flexibility During Pandemic18
- Home Again19
- Altrusa House and Easter Seals ..20-21
- Strategic Plan22
- Directors & Committee Chairs23

What does a “new normal” mean? Our world has been permanently altered over the past several months and will continue to change as we move forward. As Altrusans, it provides a platform to apply in our communications, our brand drivers, adopted during the International Presidency of our very own Donna Johnson.

Clarity provides a foundation as we embrace our changing environment. As Altrusans, we are confident in who we are, what we are about, what we stand for and what the organizational focus is. The **Clarity** of our mission will not change in light of this “new normal”. We are still committed to improving communities at home and abroad.

Implementing **Flexibility**, clubs are meeting the needs of members and their community, as adaptations are made to ensure club members are valued and community needs are being met. Various approaches are being utilized to conduct club meetings. Some clubs are meeting face to face, some via Zoom and some use a combination of the two. Likewise, service projects are looked at in new ways. Some Board members are also being flexible in club visits, participating via Zoom. A face-to-face visit is best; however, what is important is to continue the connection with clubs, using the most effective means possible.

Inclusion is illustrated by the communication methods clubs are using to ensure members are valued. Members who may feel more comfortable meeting via Zoom provides an avenue to ensure they are part of the club, and are appreciated. While experiencing the changes we are encountering, look to the Altrusa Principles penned by our founder, Mamie L. Bass. “*Altrusa is practical idealism. Its service consists, not in saying great things, but in daily earnest of its principles.*” Through this Altrusa Principle #5, Altrusans not only take action to improve things, but also develop the standards that direct and guide that action. In this time of flux, it is more important than ever to take this Principle to heart. Service in the community may be a different need and approached through alternative methods.



Kitty McElhaney

As we approach the world with a different perspective, the 2021 Conference Theme, “Stepping Outside the Box” is applicable! Interestingly, the theme was created prior to the considerable changes in our world.

Continue to stay safe and healthy. These are extraordinarily times and there is no simple solution. You are all needed more than ever for our communities and each other as we work together toward a better future.

Your dedication to Altrusa and its Principles is appreciated!

With much love and in Altrusa Service,

Kitty McElhaney

District Three Governor

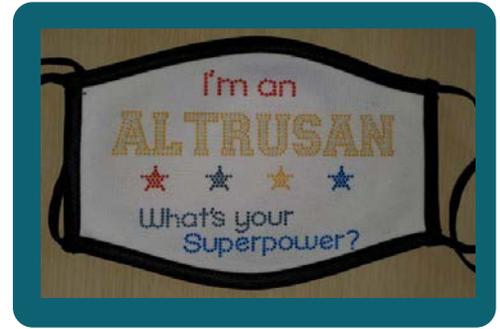




Are you Reading the DSB???

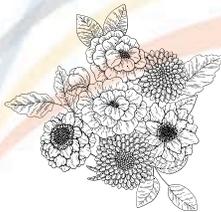


Included in this edition of the DSB, there are three hidden words that relate to Altrusa. The first five District Three members who send the three words to me, at my new email address, will receive a face mask. If the submission includes how it relates to Altrusa, a bonus item will be sent. Happy Reading! Governor Kitty



Hidden Words:

- Efficacy
- Nationalism
- Ministrations



In Memoriam



Edith Francis

Valeree Browning, New Club Building Chair

A member who was inadvertently omitted in the last DSB we want to remember is Edith Francis. She was 101 years of age at her passing in September 2019.

Past Governor Sandy Furches shares: Edith had a very sweet servant's heart. She was my liaison to the Tampa club when we would buy pecans from them to help them with their fundraiser. Quite a lady! Past Governor and International President Beverly Hardy commented: Edith was such an inspiration to all that knew her. Would that we could all live such a life as she did Edith is still missed by her Tampa Bay, Florida Club members.



Club Annual Report Summary

By Shannon Schell, Governor-Elect



Shannon Schell

Thank You to all the clubs who completed and submitted their Club Annual Report this year. This was the 3rd year for submitting the reports electronically via Survey Monkey. This year eighteen (18) of our twenty-four (24) District Three Clubs submitted their reports, giving us a 75% submission rate. This is a slight improvement over last year's stats, so let me say way-to-go and a big thumbs up to Atlanta, GA, Caldwell County, NC, Charlotte, NC, Durham, NC, Lake City, FL, Lake County, FL, Live Oak, FL, Marianna, FL, Monticello, FL, North Georgia, GA, Ocala, FL, Orlando-Winter Park, FL, Raleigh, NC, Salisbury, NC, Spartanburg, SC, St Augustine, FL, Starke, FL and Statesboro, GA for completing and submitting their reports for 2019-2020.

I am also very pleased to announce and congratulate in alphabetical order, the 7 clubs that submitted their reports by the July 1 deadline and scored above 65% to attain the Distinguished Club Award:

1. Charlotte, NC
2. Lake City, FL
3. Lake County, FL
4. North Georgia, GA
5. Ocala, FL
6. Starke, FL
7. Statesboro, GA

The data in these reports is very valuable to our District and International, it is a "progress report" of how we are doing in each of our communities. This year we improved our participation numbers from 17 to 18 clubs. Let's see if next year we can achieve an even greater number. So, a huge "Thank You" to each and every club that submitted a report and keep up the great work you are doing!



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
- Nationalism is the loyalty and devotion to a nation, to support its interest



It's Not Too Early.. District Awards

By Dimple Overstreet, District Three Vice Governor, Starke, FL



Have you started thinking about District Awards for the next Conference? January 31st is the deadline! With our lives being changed by this pandemic, we have been forced to *Step Outside the Box*. Let's do the best we can with the challenges that we are facing.

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.



Dimple Overstreet

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.



It's Not Too Early.. District Awards Continued



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.

Altrusa International District Three, Inc.

Membership Report

By Mary Kirley
District Three Treasurer



Altrusa International District Three, Inc.

MEMBERSHIP REPORT as of August 15, 2020

CLUB	Paid Members	Emeritus	Lifetime	TOTAL MEMBERS
Florida				
1 Citrus County	26			26
2 Gainesville	61	8		69
3 Lake City	106	1		107
4 Lake County	21	1		22
5 Live Oak	28	1		29
6 Marianna	22	2		24
7 Monticello	17	1		18
8 Ocala	35	1		36
9 Orlando-Winter Park	25	2		27
10 St Augustine	15			15
11 Starke	43	2		45
12 Tampa Bay	12	3		15
TOTAL FL	411	22	0	433
Georgia				
1 Atlanta	6			6
2 North Georgia	28	3		31
3 Statesboro	39	1		40
TOTAL GA	73	4	0	77
North Carolina				
1 Caldwell County	1	1		2
2 Charlotte	26	3		29
3 Durham	6			6
4 Gastonia	11			11
5 Raleigh	14		1	15
6 Salisbury	11	1		12
7 Waynesville	25			25
TOTAL NC	94	5	1	100
South Carolina				
1 Gaffney	6			6
2 Spartanburg	28	2		30
TOTAL SC	34	2	0	36
Affiliate Virtual Club in Formation	2			2
Affiliate Members	3			3
Emeritus No Club Affiliation		4		4
REPORT SUMMARY:				
Active Members	614			
Emeritus Members	37			
Lifetime Members	1			
Affiliate Members	3			
TOTAL MEMBERSHIP	655			



District Three New Members

By Mary Kirley
District Three Treasurer

Altrusa International District Three, Inc.
NEW MEMBERS May 16-August 15, 2020



New Member	Sponsor	Joined
GAINESVILLE, FL Dalzell McDilda	Carolyn Harrell/Winifres Dobson	May
LAKE CITY, FL Rachel Butler Holly Cowen Katherine Pruden Sarah Wheeler	Leandra Johnson/Gigi Register Georgia Jones/Gigi Register Sandy Thompson/Debbie French Jenn Lussier/Tammy Hall	May May May May
LIVE OAK, FL Joan Corbett Jennisfer Kinsey Paula Thomas	Denise Martin/Vicky Talmadge Glenda B. Williams/Millie Schneider Mindy Janousek/Denny Tompkins	May May May
LAKE COUNTY, FL Elizabeth Jozsi	Meredith Kirste/Sharon Wooten	May
WAYNESVILLE, NC Rebecca Browsers Kelly Miller	Linda Arnold Robbin Brody	June June
STATESBORO, GA Jill Mock Nevil Cathy Shriver	Pam Lavender/Karen Lavender Pam Lavender/Kara Holland	June June
CHARLOTTE, NC Gary Thompson	Ann Wilson-Thompson/Christy Bryant	June
CITRUS COUNTY, FL Shauna Burdette Ethel Mathena Sharon Perry Melissa Southerland	Lindsay Phillips Jackie Long Sally Long Traci Phillips	June June June June



Leadership

By Randi Khal, District Three Membership Chair



The purpose of "Collaborative Leadership" or Co-Leadership is to value the ideas and opinions of team members by giving everyone a possibility to contribute to the project. How does that translate to Altrusa?

One of the key elements is to grow leaders within the Club. To take on the different roles whether it is on the Board or as a Committee Chair within the Club can be daunting for a new member. That is where the "Co-Leadership" approach comes in. Collaborative Leadership allows for mutual support, collective knowledge, and taking on different roles within the objective of position whether it is on the Board or as a Committee Chair.

The keys to Co-Leadership is:

- Be sure to share the same goal
- Division of labor with clear objectives
- Keep no secrets Give & receive constructive feedback
- Work on motivation and trust Co-Leadership is not easy.

It is a mentorship process with trust. But done right, the Club will have new members stepping up to take on the different roles within the Club.



Randi Khal



Membership

By Randi Khal, District Three Membership Chair



Many Clubs are grappling with how to "hold" a meeting when COVID-19 is causing to meet differently by social distancing. Many are either doing meetings virtual by ZOOM or TEAMS or telephonically by a group telephone conference. For these methods to run smoothly, participants must follow certain rules of etiquette while on a teleconference or virtual meeting. Basically "Minding Your Manners!"

These few tips are the foundation for providing an enjoyable and beneficial experience for all the participants.



Randi Khal

1. Choose a quiet location. Everyone on the "call" hears every noise you make. Close your door and consider putting a "Do Not Disturb – Teleconference or Virtual Meeting in Session" on the door.
2. Use the Mute Button. Even if you are behind a closed door in your private office, there is the possibility of noise. This is particularly true if you simply "multi-tasking" during the session. [Be truthfully, we all do it!] The keyboard sounds, movement of paper, the whispering to someone, or walking around the room or outdoor can be heard by everyone even though you think is not. The technology of the microphones within computers and cellphones is pretty amazing and it will pick-up a noise in the background, so please use the mute button on your phone or app.
3. Avoid cordless phones for a teleconference. If you need to be moving around that much during a conference call avoid using a cordless phone. The potential static and poor connections of these types of phones are likely to have lower quality and static on the line. And using the speakerphone feature adds or creates a "hallow" or "tunnel" sound on the call.
4. Identify yourself before speaking. The lack of visual cues makes this essential especially in a large group if using teleconference calls or not using video for virtual meetings. Just state your name and simply ask a question or make a remark. Be sure to direct questions to a specific person instead of posing them to the audience at large because other participants may have trouble determining who's is being addressed.
5. Cross over Talk. Develop a means within the group to let everyone know that you are finished with a conversation. Within the Army, the etiquette on the radio is to say "Over" at the end of your conversation so the other parties know it is "Okay" to respond or talk.

The bottom-line is It is very frustrating to not to hear the conversation because one single person can impact the time of everyone else on the call or virtual meeting by being careless about "etiquette". Follow one or two of these simple tips for a great Club meeting for all.

Essential Elements of Communication Skills

By Randi Khal, District Three Membership Chair



1

Listening



Strong observational skills to fully understand the message being conveyed.

2

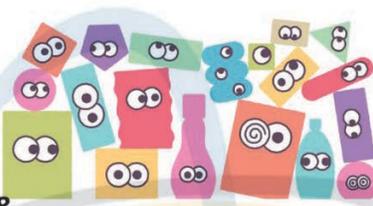
Non-Verbal Communication



Use Positive Body Language like posture, gestures, and eye movement

3

Being Clear & Concise



Choose the right words to deliver a message that's easy to understand and Use fewer, well-chosen words to convey your message

4

Being Confident & Personable



The right message tailored to the appropriate audience. Use a friendly tone along with a simple smile.

Essential Elements of Communication Skills

5

Be Patient



Do not rush when conveying your message, pace yourself to ensure the message is being received



Steps To Effective Decision Making

By Randi Khal, District Three Membership Chair



Randi Khal

1	• Define the Problem	<ul style="list-style-type: none"> - Understand the issue or situation - Clearly define the nature of decision to be made (This first step is very important)
2	• Gather Information	<ul style="list-style-type: none"> - Collect information - Ask questions and research data
3	• Develop Alternatives	<ul style="list-style-type: none"> - List all possible and desirable paths of action - "Think Outside the Box"
4	• Evaluate the Alternatives	<ul style="list-style-type: none"> - Determine if the "problem" would be resolved through the use of each alternative
5	• Make the Decision	<ul style="list-style-type: none"> - Select "BEST" alternative (and note - it might be a combination of alternatives!)
6	• Implement the Solution	<ul style="list-style-type: none"> - Take Action (Trust your decision)
7	• Monitor Your Solution	<ul style="list-style-type: none"> - Follow-up and assess the outcome (Be willing to modify decision)



Steps To Effective Decision Making



Altrusan projects and service are effective by the ministrations of its members !



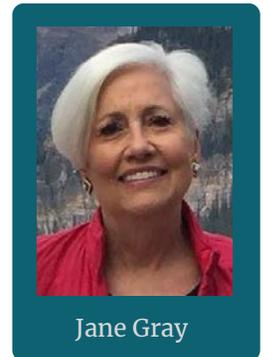


Parliamentary Pointer: Why Use Parliamentary Procedures?



By Jane Gray, District Three Parliamentarian

I found some great answers to this question courtesy of a Professional Registered Parliamentarian named Janice Strand and think you will find them helpful. In the article I wrote about the origins of parliamentary procedure I told you how they started because of a fist fight at a church meeting and thank goodness, when we talk about maintaining order today, we hope it's never because of a fight! Here is Janice's list:



Jane Gray

The use of parliamentary procedure:

1. **Helps an organization achieve its purpose.** The organization will focus on its purposes stated in the Bylaws.
2. **Provides equal treatment for all.** Each person has the right to speak; rules determine how many times and for how long.
3. **Expedites business and saves time.** Members are not allowed to introduce dilatory issues; the skilled presiding officer keeps the meeting moving.
4. **Maintains order.** Rules allow the skilled presiding officer to guide the meeting in an orderly fashion. Members who know the rules help keep order as well.
5. **Protects the right of the majority to decide.** Business before the body is adopted by a majority or two-thirds vote.
6. **Protects the right of the minority to be heard.** Debate can be conducted in a way that allows both sides of an issue an equal time to be heard. Minority reports are heard on some votes.
7. **Protects the rights of members.** Members have the right to make motions or introduce resolutions, to debate, and to vote.
8. **Protects the rights of absentees.** Minutes of the meetings inform absentees of the proceedings. Previous notice is required for some types of motions.
9. **Helps members understand the universal rules that are useful in any organization.** This is true for large formal meetings though smaller groups or committees may be less formal.
10. **Makes for meetings that members want to attend.** When there is order and business is accomplished within a reasonable amount of time, members are willing to attend and participate.

Be safe and healthy til we see each other in person!

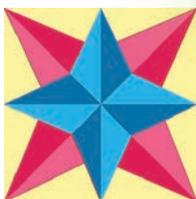
Jane Gray

District Three Parliamentarian 2019-2021

ALTRUSA | Leading to a Better Community

International

UPDATED!



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 Lake City, Florida 32055
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District Three Foundation Update



By: Julie Keiper, District Three Nominating Committee Chair

Greetings! The District Three Foundation Board of Directors would like to thank everyone for their support and participation with our 2020 online fundraiser – the successful **Pajama Gala – No Show Auction** which was held from April 15–20, 2020. This event was supported via generous donations from sponsors. We are grateful to Click-Bid Online for pro bono use of their mobile bidding platform to host our virtual auction event (an \$1,195 value). We had twenty-six wonderful items in the auction with a total of 80 bids raising \$1,355.00 (including \$545 of direct donations). The most popular items included the Kennedy Space Center guest passes, pearl and diamond earrings, and Altrusa-branded gifts. We are looking forward to planning for our fundraiser at the next District Three Conference with our silent and live auction – hopefully in 2021! The club-sponsored themed gift baskets are immensely popular as well as local attraction passes, jewelry, gifts, and online services and subscriptions. We did have success requesting donations during the pandemic from larger corporations and attractions – so consider reaching out for donations for the next auction!



In light of the current situation, the District Three Foundation Board has reviewed all award and grant applications in advance of the 2021 award cycle. The current applications can be found at: <https://districtthree.altrusa.org/district-foundation>. Clubs can think creatively to come up with ideas for projects to submit for grants and awards during the pandemic. Here are links to numerous online service and volunteer opportunities:

1. [United Nations Volunteers](#)
2. [Catchafire](#)
3. [Smithsonian Digital Volunteers](#)
4. [Amnesty Decoders](#)
5. [Translators Without Borders](#)
6. [Crisis Text Line](#)
7. [Zooniverse](#)
8. [Project Gutenberg](#)
9. [DoSomething.org](#)
10. [VolunteerMatch](#)

We are continuing our fundraising mission to bring the District Three Foundation Grants Fund to the \$50,000 level so that future grants will be provided from interest and it will be self-sustaining in perpetuity. At this time, we are proud to share that we are more than half way to that goal! Keep the foundation in mind if you would like to honor an Altrusan or loved one with a donation. If your employer sponsors United Way payroll deductions, you may have the option to participate and to select the District Three Foundation as the direct recipient. You can host an individual fundraiser online through platforms such as CrowdRise or a Facebook fundraiser. #GivingTuesday on the Tuesday after Thanksgiving could be a kick-off for your fundraiser! You can also support the Foundation through AmazonSmile – both through the website and the Amazon app. Visit smile.amazon.com, sign in with your Amazon.com credentials, and search to select Altrusa District Three Foundation as your designated charity.

Thank you for your ongoing generosity and support of the District Three Foundation! We look forward to seeing all of you at the next District Three event –in-person or online. Take care and be well!



New Virtual Club in Formation

Is this a great fit for someone you know?



By: Christy Bryant, District Three Nominating Committee Chair



Christy Bryant

I'm very passionate about Virtual Clubs and I can't wait to get our first club chartered. However, I need your help to recruit more members! A Virtual Club provides just another membership opportunity for Altrusa and can go a long way towards sustaining Altrusa into the future. If you are like many others, you have a few questions about 'Virtual Clubs'. Let me see if I can clarify a few points.

Did you know?

- The requirements for chartering a new Virtual club are the same as a land-based club (15 members).
- Members are initially setup as affiliate members (see link below) and only International and District dues are paid. Generally, no club dues are assessed during the chartering phase due to financial support provided by International (4 installments of \$125 at key points in the process).
- Virtual club membership can be a transition for the chartering of an eventual land-based club.

Are there any advantages?

- There are great opportunities and flexibility in getting program speakers from across the globe since it only involves dialing in or 'Zooming' into the meeting.
- You can utilize free conference call lines, conduct webinars and utilize social media more.
- There is flexibility on when and how often to meet.
- No meal fees or meeting room expenses that may be passed on to club members.
- Reduced paper and printing expenses, as most communications and documentation are provided electronically.

What about membership in a Virtual Club?

- Membership in a virtual club can come from all district locations, not just District Three.
- Ideal candidates for membership:
 - Where there is no land-based club in the area in which they live.
 - A current land-based club meeting schedule does not work (e.g., work-related conflicts, etc.).
 - Ideal for members who experience transportation challenges getting to and from club meetings and/or club activities.
 - Available to members with other constraints (e.g., childcare, driving at night, medical-related limitations, etc.).
- Opportunity for more diverse members - young professionals, men, couples who like the idea of being able to do service projects together, etc.

What about Service in a Virtual Club?

- Members perform their service locally, based on their personal interest and passion.
- Virtual club members can choose to support a local initiative of another club member.
- The same opportunities exist to support our international project, Day for Girls, and other international efforts like Support our Soldiers (SOS), Heifer International, malaria nets, etc.
- Virtual club members can support another land-based club's service project.

Similar to a land-based club, it's still all about relationships. It is helpful to have another member in the area for fellowship and service project opportunities. It's also good to know, that if a land-based club is in the area, the Virtual Club member can contact the club President and make arrangements to attend a meeting and/or participate in their service project.

Do you have family members and/or friends in locations outside of District Three that you would love to get involved with Altrusa? Do you know of a former Altrusan that may find the flexibility of a Virtual club a good fit? This is the club for them! I know there are some who feel it may take members from a land-based club. However, remember that 'Flexibility' is one of our brand drivers. If moving to a Virtual Club keeps a member in Altrusa vs leaving, then I think we have a win/win situation.



New Virtual Club in Formation

Is this a great fit for someone you know?

Continued



The Virtual Club in formation in District Three meets the third Thursday of each month at 12:00 noon for 1 hour. The dial in number is 319-527-2787, Access Code 147982#.

If you have any questions or you know of someone you can refer to this club, please do not hesitate to contact me. Affiliate Member application: <https://login.altrusa.org/files/2018/06/Affiliate-Membership-Form.pdf>

Christy Bryant, christybryant@windstream.net Immediate Past District Three Governor District Three Virtual Club



International Foundations and Grants: Don't Go It Alone



By Nancy Mott, Altrusa International Foundation Liaison

Does your club know of an individual who could use assistance? Is your club currently working on or considering a project that could benefit from additional funding? Help could be on its way! Contact Altrusa International Foundation to see what the Foundation can do to help your club

The Statesboro GA club knew not to “go it alone”. They received a \$2,000 grant in May from the International Foundation for their Back Pack Buddies project. **CONGRATULATIONS STATESBORO!** A grand total of \$99,000 was awarded this year. Some of these funds might also have gone to your club’s project. But you first must apply – just as Statesboro did. Check out the Altrusa Foundation website for details



Nancy Mott

While you are on the International Foundation website be sure to give your and/or your club’s support to the Club 21 program if you haven’t done so this year. You can give on-line - it’s that easy. As your district liaison my goal is to have all District Three members or District Three clubs join the Club 21 program. The children in these camps need our support.

And, thank you to all of our District Three clubs and members who gave to the Altrusa Foundation Day of Giving fundraiser this year. It is amazing that a total of \$54,688 was raised considering most Districts were not able to hold their annual conference this year when International Foundation fundraisers are normally held.

Here is what you can find on the Altrusa International Foundation website:

- Club 21 Program
- Individual Grants
- Project Grants
- Foundation Newsletter
- Disaster Relief Funding
- Endowment Fund
- Lamplighter Program
- Spotlight of an Altrusa Club
- The Impact newsletter

The International Foundation is Altrusa’s Foundation – so let’s all support it, and in turn, let it help support District Three club projects. **Don’t go it alone** – apply for a Project or Individual grant from the International Foundation. See details on: foundation@altrusa.org.



International Foundation Trustee

By Kitty McElhaney, District Three Governor



District Three has the opportunity to support a member for a trustee position on the Altrusa International Foundation Board. Election will take place in Quebec at the Altrusa International Convention in July 2021.

Meetings are held via conference call, with the exception of meeting at Convention and the fall immediately following Convention. If you are interested in receiving **more information**, please contact me at kittyaltrusa@gmail.com.



An Altrusans efficacy is increased by the quality of its members



District Three Club Revitalization Grants

By Nancy Shumaker, District Three Club Revitalization Committee Chair



In these challenging times, we all are concerned about maintaining our membership. For some clubs, the challenges are even greater because their membership is under charter strength, which is defined as fewer than 15 members. Our District Three leadership is concerned that all clubs get the support they need to stay strong and healthy. We are reminded of that every time we receive a monthly newsletter from our District Governor. Fortunately, there is special support from the District Three Board of Directors for those clubs currently under charter strength.



Nancy Shumaker

All under charter strength clubs in District Three may submit a Club Revitalization grant proposal for consideration by the Board of Directors. Funds provided by the grant may be used for such things as printing brochures and invitations to recruitment events, postage, ads in local media, the purchase of Altrusa membership kits and pins, etc. Clubs are encouraged to be creative in their requests.

Letters and copies of the application and grant guidelines have been sent to the Presidents of current under charter strength clubs to advise them of the grants and to encourage those clubs to submit grant applications. E-mail applications are acceptable as long as they are sent by the club president.

Applications should be sent to Nancy Shumaker, P.O. Box 413, Statesboro, GA 30459 or by e-mail to nwshumaker@yahoo.com. Grant applications are due by **September 1, 2020**.



S.O.S. Project



By Hilma H. Gaskins, District Three Service
Program Development/SOS Committee Chair

Little did we know when we began our Support Our Soldiers project last year that a pandemic would hit our country and make us have to revisit the plans we put in place to show our appreciation to our active military and our veterans. We've had to make adjustments to the way we go about our daily activities, keeping ourselves and families safe and healthy, spending time with our friends and staying committed to serving our local and international areas, through Support Our Soldiers and Days For Girls projects. But then, we are Altrusans and when life treats us tough, we get tougher together!



Hilma H. Gaskins

Many of our projects required spending our time in close contact with our vets and now we are reaching out in a different manner.

If your project is on a temporary hold, consider making care kits for the homeless (many of whom are vets), and take them to a shelter in your community. Our Starke Club sent goodies to troops that were activated to serve the citizens affected by the Covid 19 outbreak in Central Florida. We donated gently used clothing to "Cabin In The Woods" in Lake City, which is operated by **Volunteers of America** for veterans. Our Lake City Club dropped off items at the local United Way for distribution to our vets.

If you are looking for a way to help, check with your local VA or National Guard Armory and ask how you may serve them in your area. Other organizations to consider are **Disabled American Veterans**, and **U.S. VETS**.

Thank you so very much for all you do keep your SOS project active, and all the wonderful things your club does to bless so many in your community.



2021 International Convention Quebec City, Canada



The 2021 International Convention, scheduled for July 21-24, 2021 will take place in Quebec City, Quebec, in Canada, For those who will be traveling from countries together that Canada, you will need a passport. If you need to know how and where to apply, simply do a Google search for "how do I apply for a passport."

For detailed instructions visit: <https://travel.state.gov/content/travel.html>



Club Initiatives

Operation Homefront Back-To-School Brigade – 2020

By Traci Jones
Altrusa International of Orlando-Winter Park, Florida

Despite the challenges due to Covid-19, Altrusa of Orlando – Winter Park club was able to contribute to the success of the annual Back-To-School Brigade 2020 program coordinated by Operation Homefront. Operation Homefront is a national nonprofit organization that promotes strong, stable, and secure military families through a mix of programs that address both short-term critical assistance with funding for food, utilities, and help with rent/mortgage; as well as promoting long term stability with the award of mortgage-free homes. In addition, Operation Homefront partners with numerous local and national businesses to provide continued family support with annual Back-to-School, Holiday Meals, Baby Showers, and Toy Drive programs.

Altrusa of Orlando – Winter Park members have actively assisted Operation Homefront programs for the last 5 years by assembling back packs for the Back-to-School Brigade; filling tote bags for Baby Showers; purchasing gift cards for perishable food items for Holiday Meal kits; and stuffing stockings for the Toy Drive.

This year's Back-To-School Brigade started as usual with an email notice from the Operation Homefront's "Rally Point" web site announcing the 2020 school drive would run from July 5th through August 6th. Volunteers, Roberta Klusmeier and Cheryl Malloy, were asked if they wanted to continue collecting from their assigned Dollar Tree stores. We pick up from three assigned local Dollar Tree stores each week during the campaign. School supplies are donated by customers at check-out through \$1.00 donations.

Roberta and Cheryl sort items collected from their stores and box them for transport to a central location where school back packs are assembled. Beth McGregor, Program Coordinator for Operation Homefront in Florida makes arrangements for a location and coordinates shipment of the back packs which are supplied by a corporate sponsor. Each year we assemble between 125-150 back packs.

This year has been filled with uncertainty. The number of items we collect from Dollar Tree was down by about half since the economy has really taken a beating and many people are unemployed. In addition, both the Legion Hall in Orlando where we normally assemble the back packs and the Home Depot where we usually distribute the back packs backed out of hosting the event this year due to the rise in Covid cases in Central Florida.



Club Initiatives

Operation Homefront Back-To-School Brigade - 2020 Continued...

By Traci Jones

Altrusa International of Orlando-Winter Park, Florida

Fortunately Beth McGregor was able to secure a new location. So on July 22nd we met from 10:00 - 12:00 at the Florida Army National Guard facility located at 8385 Daetwyler Dr, Orlando, FL 32827. Seven volunteers from our club were joined by Beth McGregor of Operation Homefront plus Joe Torres, Director of Programs, for Camaraderie Foundation. In addition to manpower, our club members also donated \$500 worth of school supplies to supplement the 1400 items that had been collected from Dollar Tree. We were able to assemble 105 back packs that day.

On July 25th, we met again from 10:00 - 12:00 at the Florida Army National Guard facility to distribute the back packs to local military families. Eighty-eight children were signed up for the event. In addition to the back packs our club donated 96 children's activity books and Camaraderie Foundation provided toys and free lunch coupons to a local restaurant.

Roberta and Cheryl will continue with collection activities from assigned Dollar Tree stores through August 6th. Additional school supplies collected will be delivered to the National Guard facility for distribution at other events.

Although the Back-To-School Brigade 2020 event was scaled back from previous years, we are indebted to all those who worked diligently to outfit the children of local military families for the coming school year. We know this year will be challenging. But whether children are physically in the schools or learning from home the back packs and school supplies will be put to good use.

Club Initiatives

Altrusa Flexibility During the COVID-19 Pandemic

By

Altrusa International of Monticello, Florida

Altrusa International of Monticello has asked its members to adhere to the safety directive to stay home and stay healthy. Even under these directives, the organization has accomplished several of its major objectives during the pandemic in that it awarded three scholarships to graduating seniors to assist with their college funding and, through its care committee has continued to acknowledge issues impacting its membership. While different communication types are being utilized, these alternatives support two of the Altrusa Directives: Flexibility – meeting the needs of current and potential members; and Inclusion – making members and prospects realize they have made a difference; that they are listened to, welcomed, and appreciated.

Altrusa does not hold meetings in the summer months and there will be no impact on the organization until possibly the fall months. Altrusa's projects require coordination with our local schools, the public library, and local government which will require the Altrusa members to monitor schedules and activities for these institutions through the upcoming months. It is the intent of the membership to accomplish the goals it sets for itself for the upcoming year.

The membership will continue to look to District leadership in setting its protocol during 2020-2021 regarding membership meetings and community activities. While there may be changes in its operational pattern due to safety concerns for its membership and the community, Altrusa members are looking forward to continuing its service projects to the community and establishing concern and fellowship to all within its organization.

Club Initiatives

Home Again: "Altrusa's Newest Member Takes on the Challenge"

By Mimi Cooper
Altrusa International of St. Augustine, Florida

When there was a call from Altrusa in St. Augustine that there was a need for toiletries and other items for the homeless, our newest member, Durinda Conner took on the challenge. Durinda had just joined Altrusa this year. She shared the challenge with her fellow workers at Watson Realty in St. Augustine, and they began to help collect the needed items. Backpacks, tooth brushes, toothpaste, combs, shampoo, sun block, soap were among the many items. Altrusa St. Augustine's own members also added many items. In all, 62 backpacks and a huge bin were filled with the numerous items collected.

While the collected items were originally to be for our District 3 Conference, the COVID-19 pandemic crisis forced the cancellation of that event. But once again, Durinda found a worthy cause right here in St. Augustine – Home Again St. Johns. Home Again provides many services for the homeless here in our county and is always looking for donations. The items that Durinda, the staff at Watson's St. Augustine, and fellow Altrusans fit perfectly into those needed by the group.



*Durinda Conner is welcomed by Art Holden,
Membership Chair*



Itemd Donated to Home Again St. Johns



Club Initiatives

Altrusa House and Easter Seals

By Sara Freeborn

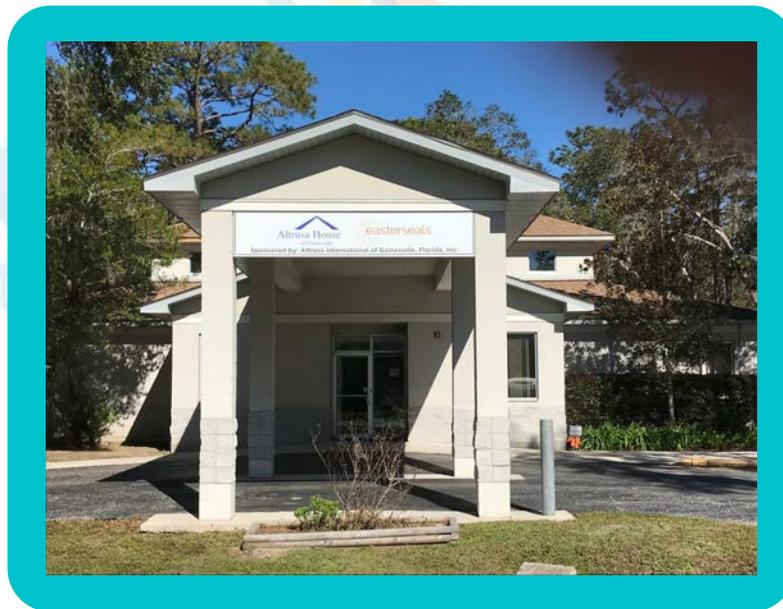
Altrusa International of Gainesville, Florida

The early seeds of an adult day health care facility in Gainesville came from a local group called D.A.R.E., which stood for Designated Alternative Resources for the Elderly. As our club member, Justine Vaughen, related to me:

“When the D.A.R.E. Board collectively agreed that Gainesville needed an adult day health care center and were working on mission and goals, visiting established centers around Florida, and needed to find an agency to run it, I remembered having referred rehab patients from my practice at Florida Hospital in Orlando, to the outpatient facility in Melbourne, Florida, which was run by Easter Seals. This was in 1983 or so. I contacted the head of Easter Seals in Tallahassee to ask about their possible interest. Turns out they had just decided they needed to expand from pediatric patients to geriatric patients, so, yes, they might be interested. They came to Gainesville, agreed it would be a good place to start one; Easter Seals agreed that if the D.A.R.E. Board could come up with a local match of \$20,000, they would establish such a center here. We could not.”

Maybe 9 or 10 years later, as Altrusa was gathering steam on the House, Justine explained that she had a light bulb moment and thought maybe Easter Seals would still be interested. And so they were.

I also got some information from another club member, Barbara Scott and she recalls that after the Altrusa club decided to adopt the development of an adult day care facility that she, Justine and Lee Johnson, a member of the D.A.R.E. Board, traveled around the center of the state visiting facilities in order to investigate various models of management. None were really providing the health care model they finally adopted. For a time the club was considering whether they could manage Altrusa House themselves. After much hand wringing, Barbara says that Justine’s moment of inspiration about Easter Seals came during one of her daily morning swims. (I’m guessing that is not the only time Justine found inspiration while in the pool).



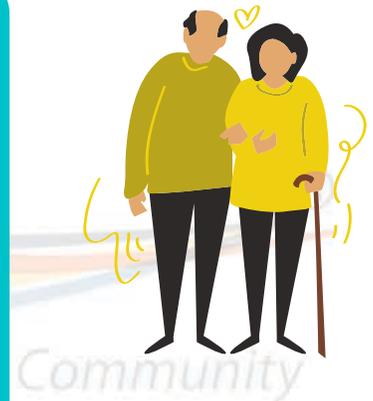
Club Initiatives

Altrusa House and Easter Seals Continued

By Sara Freeborn
Altrusa International of Gainesville, Florida

So, the Altrusa club had procured the land from the city, spent years fundraising to build the house without a mortgage and contracted with Easter Seals to manage Altrusa House under the health care model the founders developed. The House was provided, furnished and equipped, rent-free to Easter Seals. In return, they manage the day to day running of it. They hire and pay the staff, provide meals for clients, pay utilities and anything else related to managing the program. Since Altrusa owns the house, we maintain it, including such things as replacing A/C units and kitchen appliances, upkeep of the grounds, etc. The Altrusa House Board of Trustees is responsible for raising funds to do the maintenance, as well as to provide client sponsorships to help those who need our services, but can't afford it. This is why we split the proceeds from Trading Closets and other club fundraisers with the Altrusa House Board.

Easter Seals is also responsible for decisions related to running the program, including when the House was shut down due to the Coronavirus. They were able to obtain a grant to continue to pay the staff through the shut down and they decided when to reopen, under what restrictions and procedures and following all state and local guidelines. The House was reopened in early July. Capacity is limited to allow distancing, no one is allowed inside, other than clients and staff, and hand sanitizer is plentiful. As we near the 22nd year of Altrusa House serving our community, our collaborative relationship with Easter Seals continues to benefit all.



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



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



<p>Vision: Altrusa is a leader among international organizations improving communities worldwide through a network of member clubs.</p>	<p>Mission: To improve communities worldwide by providing service, developing leadership, fostering international understanding and encouraging fellowship through an international network of dedicated volunteers.</p>	<p>Brand: Leading to a Better Community</p> <p>Brand Anchors: Flexibility, Inclusion, Clarity</p>	<p>Measures:</p> <ol style="list-style-type: none"> 1. Member Numbers 2. Member Satisfaction Rating 3. Service Hours and Fundraising \$ 4. Website hits 5. Social Media Connections
<p>Service Inspire profile enhancing Service Projects</p>	<p>Facilitate the sharing of service project ideas</p>	<ul style="list-style-type: none"> ➤ 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 ➤ 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. ➤ 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 ➤ 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 ➤ 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 	
<p>Marketing Enhance the flow of Altrusa information internally and with external parties</p>	<p>Enhance bi-directional flow of information within Altrusa</p> <p>Promote Altrusa to communities worldwide</p>		
<p>Members Increase membership Numbers to 1,000 members by 2020</p>	<p>Recruit & Retain a diverse membership</p>		
<p>Leaders Create a pipeline of strong Altrusa Leaders</p>	<p>Develop leadership at all levels of Altrusa</p>		
<p>Member Service Inform, Update and Educate members</p>	<p>Respond to member needs in a timely manner</p>		



Directors and Committee Chairs



District Three Board of Directors			
Governor	Kitty McElhaney	Lake City, FL	kittyaltrusa@gmail.com
Governor-Elect	Shannon Schell	Lake County, FL	seszippy@aol.com
Vice Governor	Dimple Overstreet	Starke, FL	dimplej@embarqmail.com
Treasurer	Mary Kirley	North Georgia, GA	justbreathe@bellsouth.net
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Director	Nanci Schwartz	Lake County, FL	napschwartz@gmail.com
Director	Karen Wishart	Gainesville, FL	karenaltrusa@gmail.com
Secretary	Mantha Young	Lake City, FL	mantha@allthingsvisual.com
Parliamentarian	Jane Gray	Raliegh, NC	judgejanie49@gmail.com

District Three Board of Directors Club Assignments		
Governor	Kitty McElhaney	Durham, Raleigh, Salisbury, Spartanburg
Governor-Elect	Shannon Schell	Charlotte, Gaffney, Statesboro, Waynesville
Vice Governor	Dimple Overstreet	Atlanta, Caldwell County, Gastonia, North Georgia
Director	Joanne Brown	Lake County, St Augustine, Gainesville, Starke
Director	Nanci Schwartz	Citrus, Ocala, Orlando-Winter Park, Tampa
Director	Karen Wishart	Live Oak, Lake City, Marianna, Monticello

District Three Committee Chairs		
ASTRA	Scott Tice	scottaltrusa@gmail.com
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Days For Girls Contact	Shelly Bowen	bowenshelly@ymail.com
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International Foundation Liaison	Nancy Mott	njmott@att.net
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Membership	Randi Kahl	randi_altrusa@yahoo.com
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