



## Convention Set to Showcase DKG and Philadelphia

*Busy scenes fill Reading Terminal Market in Philly!*

**T**he 2020 DKG International Convention promises to showcase the many historical and cultural facets of Philadelphia, Pennsylvania, along with those of DKG! Tuesday's opening session on July 7 will begin at 6 p.m. with the biennial procession of the flags representing the many countries and cultures of members in our Society. Welcomes delivered by such U.S. historical personages as Ben Franklin and Betsy Ross will set the tone for a week devoted to historical sights just outside the doors of the Marriott Downtown Hotel, site of the convention. Other performances to introduce convention attendees to the diversity of Philadelphia are also in the works.

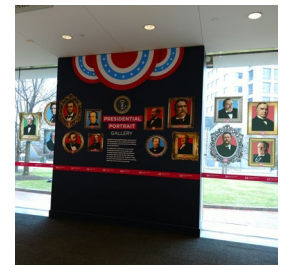
Shortly after 7 p.m., the ticketed event at the Reading Terminal Market directly across from the hotel's main entrance begins. Don't

eat before you go! Food vendors and Molly Malone's beverage stations will give you cause to pause as you sample culinary treats typical of the many cultures that call Philadelphia "home." Expect to graze freely as you wander the sales stalls and are entertained by local musicians. It's the perfect venue to reconnect with DKG friends from past international events and to make new connections — all with no transportation "to or from" needed.

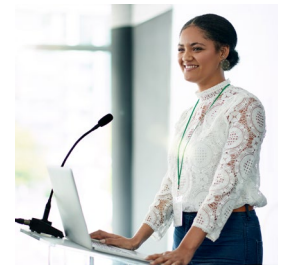
Tickets for the opening night event at the Reading Terminal Market will be available for purchase on the convention registration form, scheduled for posting on the DKG website by January 6. The hotel room block will be available for reservations December 1.



*2020-2022  
Nominations for  
International Officers*



*DKGEF Preconference  
Event*



*New Convention  
Presentation Formats*

**Registration  
is now open  
for CTAUN.**

**February 28, 2020**

[Click here  
to register.](#)

# In Search of a Unified Culture

By Cathy P. Daugherty, RP

2018-2020 International President



**H**ave you ever felt that the answer to a huge question, a pressing dilemma, or an ongoing problem was just out of reach, hiding amid your little gray cells? For years, and especially this last year, I've grappled with

why some chapters thrive and others don't, why the multiple generations represented in our Society often resist acceptance of one another, and why many members are at opposite poles on any number of nonissues that must be resolved amicably to sustain DKG for future generations. For someone who has not experienced these concerns in her own chapter, it is indeed baffling to behold – and even more baffling to address to the satisfaction of all.

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***Collaboration is key at all levels, as is repeated, constant communication of the group's core values.***

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On two occasions this fall, members working on different tasks revealed clues and ultimately answers I'd long sought. Editorial Board discussions led one member to note succinctly that DKG was based on a "culture of relationships." It was an "Ah-ha" moment! Finally, someone had put into words what I had been trying to grasp for years. Later, when the 2019 DKGNext participants were discussing the relevance of our seven Purposes, several women reiterated similar thoughts and added that DKG was not only a culture based on relationships but, more importantly, on both personal relationships and professional relationships. Was that dichotomy – more accurately, our unspoken

quest as individuals to seek one over the other, personal versus professional – directly determining the ultimate success or demise of chapters? Recognizing the dilemma and working toward a more unified view of our culture – not exclusively professional or personal – might be a first step to rectifying situations hampering DKG's evolution.

The general notion held by many DKG members has newer members seeking more professional chapter environments while veteran members revere the social aspects of a chapter meeting. The majority of chapters don't face this predicament at all, but for others it defines their DKG experience. Some have already recognized that they gravitate to a particular chapter environment and are periodically sharing the strengths of each of their "chapter cultures" via joint meetings. This is problem solving at its best and offers the added possibility of sustaining some chapters who have difficulty in filling leadership positions and are facing extinction.

An organization's culture encompasses its beliefs, core values, and purposes along with such factors as traditions, history, and behaviors expected within the group. Successful cultures must have leaders whose decisions are led by the goals of the organization with input from the membership. Collaboration is key at all levels, as is repeated, constant communication of the group's core values. Most importantly, an organization's culture has much to do with how the members react to each other, work with each other, and view each other. Dual cultures complicate the picture and generate tension. Seeking "oneness" in purpose allows both members and the organization to evolve while maintaining the relevancy of the group. Perhaps it's time for DKG to cultivate a unified culture at all levels that meshes both the personal and the professional, not one to the exclusion of the other.

## 2018-2020 ADMINISTRATIVE BOARD

### International President

Cathy P. Daugherty, RP, Virginia  
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### First Vice President

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### Second Vice President

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### Executive Director

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### Parliamentarian

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#### 2018-2022

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#### Latin America

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## Nominees for 2020-2022 International Elected Offices

**T**he Nominations Committee has announced candidates for international elected offices! Check the DKG website for photos and short bios and the Jan/Feb edition of the *DKG NEWS* for details about each nominee.

### President

*Rebecca (Becky) Sadowski*

### First Vice President

*Dr. Lace Marie Brogden*

### Second Vice President

*June M. Bowers*

### Second Vice President

*Jane D. Tanner*

### Member-at-Large

*Cynthia (Cyndy) Moore*

### EU Regional Director

*Margarita Hanschmidt*

### NE Regional Director

*Dr. Debra (Debbie) LeBlanc*

### NW Regional Director

*Barbara Clausen*

### SE Regional Director

*Candace (Candi) Martin*

### SW Regional Director

*Janis Barr*

### Area Representative (Canada)

*Marjorie Sinclair*

### Area Representative (Latin America)

*Grace Rodriguez-Mesa*

### Finance

*Nancy Davis*

### Finance

*Glenda Reynolds*

### Finance

*Shelia Wilkinson*

### NE Nominations

*Karen Crumley*

### NW Nominations

*Dr. Phyllis VanBuren*

### SE Nominations

*Carrie Frye*

### SW Nominations

*Dr. Karen M. Duke*

### EU Nominations

*To Be Determined*

### Educational Foundation

*Dr. Judith (Judy) Carlson*

### Educational Foundation

*Sandra (Sandi) Causey*

[Click here for details](#)



*Nita R. Scott, CAE  
Executive Director*

## From the Desk of the Director

In the last issue of the *DKG NEWS*, we explored the process of planning international conventions and conferences as well as a few of the challenges and concerns that emerge along the way (See [Volume 76-5](#), p. 5). So, how might event planning look in the future? Are there more efficient and effective ways to plan for conventions and conferences?

Although conferences are currently transitioning into a new look and feel, we are certainly using historical data where possible to determine expected attendance, calculate food and beverage minimums, and set room blocks. Of course, even though we use mathematical equations to project these data into the future with trend analysis, it is still quite an uncertain science. Attendance can be unpredictable from year to year as a result of many factors.

Evaluation data from previous conferences and conventions help to determine future planning wherever possible. Members' responses to surveys and polls play a critical role in deciding on sites, venues, and program content. You can be confident that your voice is heard! Keep that feedback coming because 2021 is still in the planning

stages, and your feedback will be critical in shaping those conference events.

However, contracts in the U.S. must be signed years in advance in order to "lock in" the best prices for rooms and obtain meeting spaces large enough to accommodate our group, especially for conventions. Thus, contracts become a critical factor and also a bit of a gamble. If signed too many years in advance, the contract can be restrictive when changes are needed or suggested. If signed too close to the event date, it may not provide the space needed at a desirable cost.

We have currently been working with the Marriott family of hotels to develop opportunities for improved negotiating power and stronger concessions. By working with a global representative who knows our history, understands our needs, and can seek proposals, we can minimize pre-contract time, energy, and costs (that is the job of the global representative) but still maintain control when it is time to negotiate a contract (that is the job of your executive director).

So, fill my inbox with your thoughts! The more we know about your vision for the future, the better choices we can make on behalf of the Society.

## The Gift of Diversity

Does your chapter membership reflect the demographics of your area? Different viewpoints, backgrounds, and interests add pizzazz to a chapter! Do you have educators from pre-K to high school and college levels? Do you have preservice members as well as those actively teaching and those who are retired? Are all races and religions in your area represented? Are all school districts and colleges and universities nearby represented? If not, it is time to go looking for these potential members.

Excellent educators are gifts that come in a wide variety of beautiful wrappings. If your chapter membership is composed entirely of the same wrapping, now is the time to start gifting your chapter with a bounty of new members. The membership plan and other helpful membership documents can be located on the international website under the [Resources](#) tab and then [Chapter Tools](#).

## Ask Annie

Dear Annie,

At our state organization convention, my state treasurer worked with me and other chapter treasurers to show us how to navigate the new dues processing system. Working side by side made it easier to support each other. Yay for teamwork! I think it is going to be wonderful when all the bugs are worked out. I would love to know how other state organizations have fared. Do you have any results from the online survey?

— *Excited chapter treasurer, Emily*

Dear Emily,

Thanks for your enthusiasm and patience in learning and using the new system. After training, the vast majority of state and chapter treasurers said they found the process easy to use. Like you, they appreciated the support from their state treasurer and our Headquarters staff, along with the online Chat



feature. I heard the PowerPoints and instructions were very useful. The comments that were shared will be valuable in helping refine the process going forward. Find a preliminary summary on pages 8-9 of this *NEWS* and watch the website for the final report.

Thank you for your dedicated work for DKG!

*Annie Webb Blanton*

## Membership Spotlight

**T**he International Membership Committee seeks your assistance in nominating a member, group, state organization, and/or chapter to be recognized for outstanding work through inclusion in the Member Spotlight on the international website. Criteria to determine which nominee(s) are honored include DKG involvement and promotion of the Society; community involvement; innovative/creative action; leadership; and overall impact on education. Nominate potential subjects by going to the Membership Spotlight on [dkg.org](http://dkg.org) and clicking the [continue reading](#) button. A form link then appears at the top of the page beneath the Membership Spotlight banner. A direct link to the form is available by [clicking here](#). Please help to shine the light on these distinguished members.

## DEADLINES

### November 10

State Organization Presidents to request an international speaker from ISF

### November 15

All treasurers to file IRS 990 (US only)

### December 1

DKG Ignite (formerly LMS) application

### December 15

Bulletin: Collegial Exchange submissions

### January 3

DKGEF Project application

### January 6

Presentation proposals for convention

### April 15

Vendor applications for marketplace at convention

## HQ CLOSED

### November 25-29

Thanksgiving holidays

### December 21-January 5

Winter holidays

## NEWS EDITOR

*Judith R. Merz, Ed.D.*

## ASSISTANT EDITOR & GRAPHIC DESIGN

*Taylor Osborn*

# Editorial Board Promotes Growth Opportunities!

**W**riting for publication is a key way to promote personal and professional growth and excellence in education. With this in mind, the DKG Editorial Board is working to minimize barriers to members' willingness or ability to submit articles to our key publications, the *DKG Bulletin: Journal* and the *Collegial Exchange* magazine. Potential approaches include:

- Adding another issue of the magazine, beginning with the next volume of the *Bulletin*. This would result in three online issues of the journal and three print issues of the magazine, the latter in response to popular demand.
- Providing more clarity about journal themes by replacing current lists of one-word prompts with questions and probing prompts to help stimulate thinking.
- Eliminating the featured theme for Issue 3 of each volume of the *Journal* in order to encourage articles on a broader range of educational interests.
- Expanding the submission process to include two options: submission through Google Forms or via email attachments at [bulletin@dkg.org](mailto:bulletin@dkg.org).
- Piloting solicitation and sponsoring of submissions by non-members who may want to publish in the *Journal*. Inviting such authors will expand collegiality, name recognition for DKG, breadth of expertise, and pool of potential members.

Working with Headquarters personnel and other international committees, the Editorial Board is also exploring ways to maximize coordination between and among all DKG publications. Efforts in this area include:

- Revising the Publication Plan to ensure timely coordination of information-sharing.
- Inclusion of *Journal* article abstracts in the magazine.
- Inclusion of *DKG NEWS* summaries or highlights in the magazine.
- Increased attention to notifying members when the *Bulletin* becomes available online.

Stay tuned for more details as the new plans and processes evolve!

## New York City Getaway

**July 12- July 16, 2020**

When you attend the 2020 International Convention in Philadelphia, PA, consider taking a side trip to New York City after the event. Enjoy round-trip train travel from the convention hotel and 4 nights' stay in the City. Visit the Museum of Modern Art, 9/11 Memorial, Statue of Liberty, Ellis Island, Empire State Building, Broadway shows, Midtown, and Central Park. More information can be found on the DKG website at [Events > Go Ahead Tours](#). Click on the [New York City](#) banner.

## IRS Mandate

**R**eminder: U.S. entities with bank accounts MUST file a 990 each year by November 15. All entities that receive less than \$50,000 during the fiscal year of July 1 to June 30 may file electronically for free through the [direct IRS connection](#) on the Society website. Make sure the fiscal year is correct: July 1-June 30. If the fiscal year is incorrect, do not file right away. Contact Phyllis Hickey at [phyllish@dkg.org](mailto:phyllish@dkg.org) or Peggy Jonas at [peggyj@dkg.org](mailto:peggyj@dkg.org).

Confirmations of filing for chapters and for coordinating council accounts with separate EINs must be sent to the state organization president. All state organizations must send copies or confirmation of state filings to Phyllis Hickey at [phyllish@dkg.org](mailto:phyllish@dkg.org). Any entity that does not complete successful filing for 3 consecutive years will lose its tax exempt status and fall from under the umbrella of DKG.

## DKGEF at Convention

**A**re you arriving early for the 2020 International Convention and want to participate in a unique activity? Plan to attend an educational event at the National Constitution Center, “an interactive museum, national town hall, and civic education headquarters dedicated to the U.S. Constitution and its legacy of freedom” ([constitutioncenter.org/](http://constitutioncenter.org/)). The DKG Educational Foundation is sponsoring a full day of activities, available at a reduced rate to the first 360 members who preregister when the Convention Registration Form is available. The cost will include private, personally-guided, small-group tours (30 members each); a show in the round; box



*The National Constitution Center in Philadelphia, PA*

lunch; and access to the “hop on hop off” bus for the entire day. The cost will be minimal with no tax deduction available. The program is offered as a service to those attending the DKG International Convention.

The National Constitution Center serves as America’s leading platform for constitutional education and debate, fulfilling the U.S. congressional charter “to disseminate information about the United States Constitution on a non-partisan basis in order to increase awareness and understanding of the Constitution among the American people.”

## Convention Presentation Formats: What Fits Your Style?

**C**onvention presenters and attendees will have six (6) different presentation formats from which to choose at the 2020 DKG International Convention in Philadelphia. Traditional breakout and take-a-way sessions have given way to accommodate a variety of presentation/learning styles and time frames for both presenters and their audiences. Here’s what to expect:

**POLICY FORUM** (60 minutes): *AV available upon request.*

A diverse and focused discussion around critical policy issues in education. The presenter presents the issue and the audience not only discusses the issue but shares experiences, considers solutions/next steps, etc.

**PANEL** (60 minutes): *AV available upon request.*

A discussion around a particular topic led by a panel of up to three people organized by a moderator who poses the initial round of questions. The audience is given time to ask questions.

**CAMPFIRE** (45 minutes): *AV available upon request.*

An open conversation by a speaker who has set the topic ahead of time and brings research-based information to the discussion she leads. All attendees participate in the conversation around the topic.

**WORKSHOPS** (45 minutes): *AV available upon request.*

An in-depth, instructional program in keeping with the traditional workshop format used at previous international events.

*See STYLES p. 10*

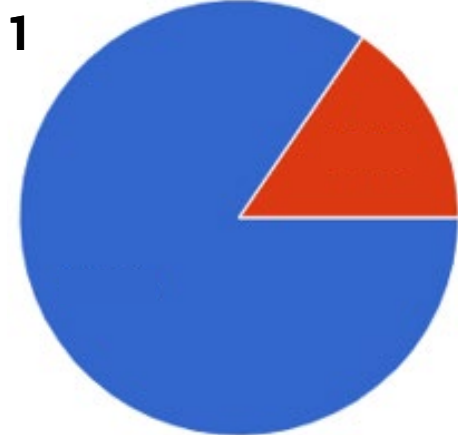
# Reviewing the Dues Process

A survey sent in September to all state organization and chapter treasurers gleaned responses from 852 treasurers representing 63 state organizations. Their feedback on the new dues system implemented this

fiscal year will be presented to the 2018-2020 Administrative Board in November as part of the evaluation process of this pilot program. Overall, many believed the new system was a great first step, found it easy to use,

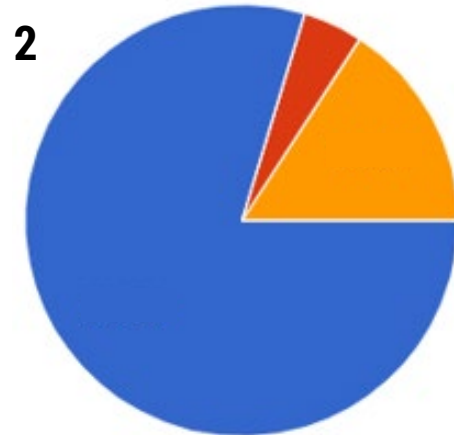
and were thankful to forgo the additional paperwork involved in the previously required Form 18s. Questions and responses are provided below.

Did you use the training PPTs and PDFs found in your Chapter or State Connect?



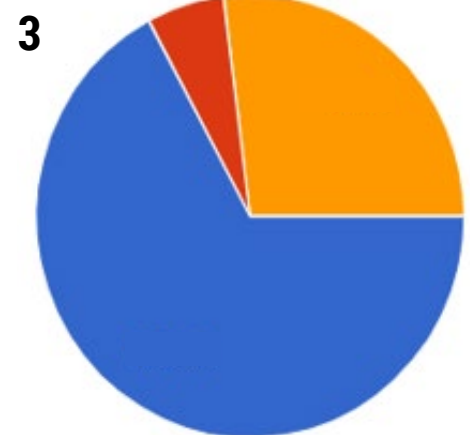
84.5% YES 15.5% NO

If so, did you find the PPTs and PDFs useful to assist you in the new dues online system?



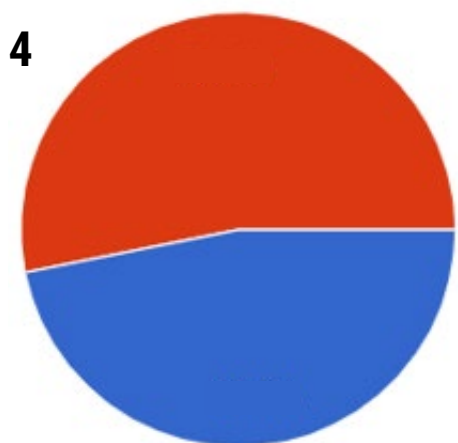
79.7% YES 15.8% N/A 4.5% NO

Did you find the new dues online process easy to use?



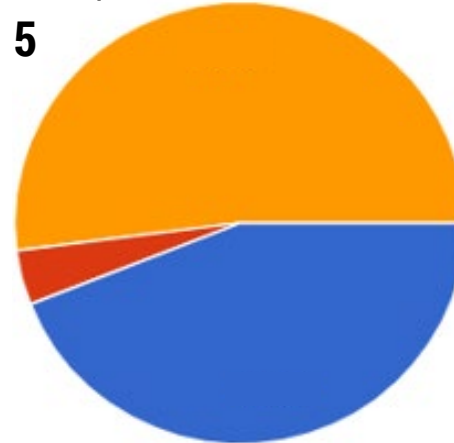
67.1% YES 5.9% NO  
27% SOMEWHAT

Did you attend the treasurer training offered at your state convention?



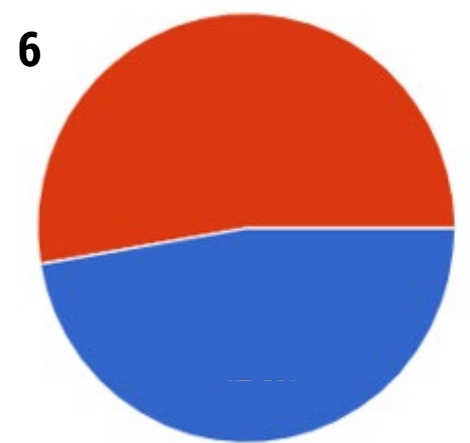
46.8% YES 53.2% NO

Did you find that training helpful as you entered dues payments in the online portal?



44% YES 4% NO  
52% DID NO ATTEND

Did you contact HQ at any time for assistance with the online system?



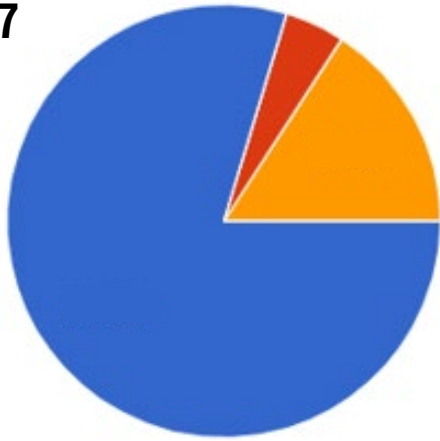
47.3% YES 52.7% NO

See **DUES** p.9

From *DUES* p.8

Did you find HQ assistance helpful?

7



45.7% YES 52.3% N/A 2% NO

Treasurers also had the opportunity to recommend changes to the program. Suggestions included adding an online payment/draft to HQ for the dues to avoid written checks, including a field for ID numbers to ease a search for members, and the offering of training at other times than conventions.

When asked to share issues experienced while using the dues portal, the majority believed it was a simple system and liked it. A concern shared among all treasurers was the considerable delay in the actual posting of checks at HQ due to the sheer volume of checks received. Other common technological issues included long-deceased members appearing in the portal and duplicate accounts created by difficulties locating some reinstated members.

Many thanks to the treasurers for their time and honest responses to the survey.

## Core Values: Transcending Time

**W**hat are the Core Values of Delta Kappa Gamma? This important question was put to the test during a recent Think Tank weekend of DKGNext 2019. Comprised of 14 DKG members, this group was selected to represent a cross-section of the overall membership. Although DKG has a strong set of seven Purposes as well as a mission and vision statement that are regularly addressed, its Core Values have not been revisited in some time. Core Values are beliefs that guide an organization's actions, unite its members, and define its brand. The DKG professional staff and international president guided the DKGNext 2019 team through a rigorous process by breaking down the seven Purposes and exploring characteristics that the model member embodies. The result was the establishment of five Core Values for our Society: **collegiality, professional/personal growth, leadership, philanthropy/service, and international diversity.**



*DKGNext members meet in Austin, TX*

*promotes professional and personal growth of women educators and excellence in education.)* and **Vision Statement** (*Leading Women Educators Impacting Education Worldwide*). Perhaps the most interesting discovery was that these Core Values also align with the Charter Objective written in 1929 by our Founders, which reads as follows: *This corporation is formed for educational and benevolent purposes, particularly for extending aid to women teachers and students by means of founding scholarships for study, for developing loyalty and high ideals in the teaching profession, and for conferring distinction upon women members of the teaching profession.*

Revisiting our Society's Core Values from time to time not only enhances the work already being done but also assists in guiding today's DKG as we look forward to another 90 years as a viable organization.

The Core Values are easily aligned to the **Strategic Plan** goals (*Support Members, Provide Global Opportunities, Develop Leaders, and Build Resources*) as well as to the **Mission Statement** (*The Delta Kappa Gamma Society International*

From *STYLES* p.7

### **LEARNING LOUNGES** (20 minutes): *No AV provided.*

An informal talk highlighting trends and insights regarding a topic chosen by the presenter(s).

### **SHOW & TELL** (20 minutes): *No AV provided.*

A Society-based presentation designed to showcase ideas that are making a difference for DKG.

Presentations will be scheduled in 2- to 3-hour blocks of time from Wednesday through Friday of the convention. Those interested in submitting a proposal to share their expertise and/or organize a session based on one of these six formats will find the Google application form on the DKG website in early November. **ALL PROPOSALS are due by 11:59 p.m. CST, January 6, 2020.** AV needs, where presentation format permits, must be indicated on the submitted form.

### **MAKING TRACKS Through the DKG 2020 Convention**

Not only will members be able to use a variety of presentation formats at the 2020 convention but they will also have a choice in the strands that will organize break-out sessions. Six different TRACKS will allow members to focus on areas in which their interests lie and on topics that broaden their learning experiences: **Education Today and Tomorrow, Taking the Lead, STEM/STEAM/TECH, Global in Scope, Personal Growth, Society Topics.**

**Education Today and Tomorrow** sessions will focus on best practices in both current classroom settings and settings envisioned for the future. Leadership topics relating to one's personal, professional, or Society endeavors will

fill the **Taking the Lead** TRACK. Technology-specific topics, both curriculum-driven and software-related, will be noted in the **STEM/STEAM/TECH** TRACK. **Global in Scope** sessions will relate to member countries and general international topics and issues. Finding one's passion and building on it will be central to presentations billed as **Personal Growth**. The arts and humanities will be included in that TRACK, too. The **Society Topics** TRACK will provide a venue to explore DKG issues from membership to programs for meetings at all levels to updates on members' benefits.

**PROPOSALS DUE JAN. 6, 2020. SUBMIT HERE**

## Doctoral Recognition in Philadelphia

**M**embers who have completed their doctoral degrees between July 1, 2018 - June 30, 2020, will be recognized and honored at the 2020 DKG International Convention in Philadelphia. To be recognized, members must submit the following documentation by April 30, 2020:

1. A copy of the dissertation inside cover page with the appropriate faculty signatures.
2. A copy of the inside cover page with the name of the author, title of the dissertation, particular degree earned, and date it was conferred.

This information may be sent in any of the three following ways:

1. An electronic file source such as Proquest.
2. An email attachment sent to [lishf@dkg.org](mailto:lishf@dkg.org).
3. Printed copies sent to The Delta Kappa Gamma Society International, attn: Phyllis Hickey, 416 W. 12th St., Austin, TX 78701.

## Submit Recommendations for the Educators Book Award!


**A**ttention all female authors! It is again time to consider submissions for the Educators Book Award. Last year's winners have been announced, so the search is back on for books that meet the following [requirements](#):

- written by a woman author(s);
- subject relates directly or indirectly to a field in education;
- scope of the book is global, not local; and
- copyright date of 2019.

Copies must be sent to all members of the committee, with submissions postmarked by February 1, 2020.

If you have questions, [contact Trish Woodley](#), Educators Book Award Committee Liaison. Monetary contributions can also be made to the Educators Book Award to continue the honoring of a woman author writing on an education-related topic. For information on how to make a donation, visit the [Donate page](#) of the DKG website.

## Become a Founding Luminary



**T**he DKG Educational Foundation is looking for 50 women to be designated as a “DKG Founding Luminary.” YOU will make a difference for educators when you contribute. Your contribution significantly brightens the career path for educators – DKG members and nonmembers. Your contribution gives light to the Society vision: Leading women educators impacting education worldwide.

A DKG member contributing \$1,000 or more to the DKG Educational Foundation between June 1, 2019, and June 1, 2020, will be named a “DKG Founding Luminary” and recognized as such during the 2020 DKG International Convention.

Please join others today by writing a check, using a credit card, or giving cash to the DKG Educational Foundation. Celebrate educators and education worldwide when you make contributions online at [dkgef.org](http://dkgef.org) or by mailing your check to 416 W. 12th St. Austin, TX 78730.

## INTERNATIONAL UPDATE: CANADA

*This column is submitted on a rotating basis by the Europe Regional Director, the area representatives for Canada and Latin America, and Japan.*

**C**elebrating and sharing in forums at three international conferences — in Iowa, Iceland, and Connecticut — made 2019 historic for Canadian members who networked, celebrated special events, and shared new goals for 2019-2021. Members recommitted to Year 2 of the made-in-Canada project, ArtsCan Circle, which raised \$3890 this year to bring musical instruments and the visual arts to aboriginal youth living in remote, fly-in communities of northern Canada.

**ISF Speakers** - **Dianea Phillips** (QB), **Ardis Root** (QB), and **Angela Hutton** (SK), newly appointed to the 2019-2021 International Speakers Fund list, join **Cynthia Moore** (AB), who continues as an ISF Speaker for 2019-2020.

**British Columbia** - President **Norma Westrom** outlined goals of improving BC's membership and connecting with more working teachers. Fraser Shores began a two-part program on Indigenous Education, "Contributing as an Educator towards Truth, Reconciliation and Healing," to be followed by a visit and tour at Stó:lō First Nation in Chilliwack, BC, in November.

**Alberta** boasts an increase in membership in all four Alberta chapters, with 22 new members over the past 2 years. Led by new member **Dr. Sherry Martens**, Beta Chapter is partnering with Ambrose University to establish a mentoring program for students in their third and fourth years. The project is designed to develop a foundation for success of early-career educators, positive relationships, and rewarding professional experiences for mentors and proteges alike.

**Saskatchewan** - President **Angela Hutton** has three goals: celebrating the accomplishments and success of Saskatchewan women leaders in education; removing the stigma of mental health; and building membership. Efforts to rebuild the Saskatoon chapter began at the 2019 AGM in Regina, and revitalization efforts will include inviting potential members to the AGM in May, as well as a "professional development road trip to Saskatoon" in May 2020.

**Manitoba** - At a Harvest Luncheon for all three chapters, President Heather Meginbir challenged members to take roles in leadership and mentorship. Manitoba continues several initiatives, including very successful projects that aid the community, scholarships for women educators to continue their education, and initial planning for a conference next year.

**Ontario** - President **Debbie Rodaway** encouraged members to support the two excellent projects chosen at their AGM in May. Project 1, "Friends of Haiti," continues work to help build a school in Anse-a-Pitres, Haiti. The goal is to include six classrooms, a cafeteria, washrooms, courtyard, and a teacher planning room. With the participation of all Ontario chapters, they hope to reach their goal of raising \$4,000. Project 2, "Hosanna Children, Romania," supports abandoned and poor families in Romania.

**Quebec** - The highly successful "It's My Day' Wellness Conference for Educators," with funding from an Educational Foundation grant, offered outstanding professional speakers, workshops, and activities to increase personal resilience in dealing with the stresses of professional practice. Members also shared a lively "Homecoming" in September with a potluck dinner hosted by Quebec President **Sylvie Bastien-Doss**, who introduced the 2019-2020 Quebec Speaker Series, a program of exciting topics and excellent speakers for the year.

**New Brunswick** - A remarkable relationship exists between members in New Brunswick and Maine, who have maintained 60 plus years of friendship and professional and personal connections over the years. In October, "Friendships across the Borders" was celebrated by 40 members of New Brunswick and Maine at a professional development conference. "Stepping Back in Time: Reliving our History," a project made possible by an Educational Foundation grant, included a tour of historic Kings Landing, a 19th century community of historic homes, farm animals, and costumed villagers who interpreted real stories from New Brunswick's colorful past.