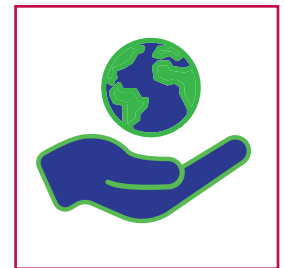
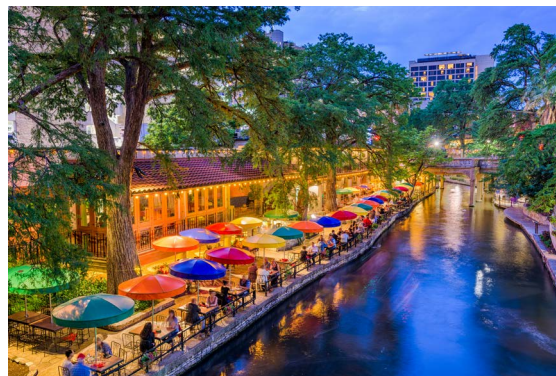


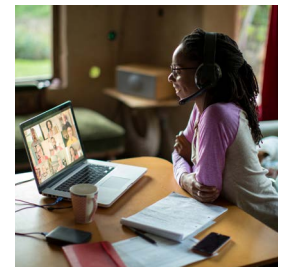
Leading Women Educators Impacting Education Worldwide



Conference Workshop Proposal Forms



Trio of Choices for 2021 International Conferences



Committees Adapt, Meet in News Ways

Annie Webb Blanton's vision for our Society will come alive at three international conferences in July 2021. Plans are underway for the events in Portland, Oregon (July 7-10); San Antonio, Texas (July 21-24); and Tampere, Finland (July 28-31). The two conferences in the United States will celebrate the benefits realized by members through DKG: *Opportunities, Contributions, and Impact*. The conference in Europe will focus on the theme *Well-being and Sustainability in our Changing World*.

San Antonio: The San Antonio Marriott Rivercenter Hotel is in a premier downtown

location offering stunning views of the city and the picturesque River Walk. Under the collaborative direction of Southeast Regional Director Candi Martin and Northeast Regional Director Dr. Debbie LeBlanc, the conference will feature engaging and real-world speakers, informative and timely workshops, and short presentations, exhibits, and vendors.

San Antonio is a destination for many, with several sites to visit while in the area. Indulge in shopping at the El Mercado/Market Square, enjoy the beauty of the San Antonio Missions National Historical Park, relive the history of the Alamo, *See CONF. p. 3*



DKGIEF Column



International Update: Europe

Board Focuses on Nimbleness, Foresight, and Transparency

By **Becky Sadowski**

2020-2022 International President

The 2020-2022 Administrative Board began the biennium with a discussion about effective board governance. In preparation for that discussion, board members were asked to read *The Will to Govern Well*, a book that describes the roles of knowledge, trust, and nimbleness in governance.

Nimbleness...refers to an organization's ability to recognize opportunities and act on them in a timely and efficient way.

"Knowledge" and "trust" are familiar terms used in describing the culture of associations. The word "nimble" often brings to mind other words like "quick" or "agile." However, in the world of associations, it refers to an organization's ability to recognize opportunities and act on them in a timely and efficient way. For example, in a recent board meeting, members discovered an opportunity to demonstrate nimbleness in decision making while discussing a dilemma facing many state organizations. Because those state organizations had to cancel their state conventions scheduled during the spring and summer of 2020, they were unable to conduct business because their bylaws did not include provisions for electronic voting. After lengthy discussion and careful consideration, board members passed a motion providing for a pilot project to allow those state organizations to conduct their business electronically and move forward. The effectiveness of the pilot project will be evaluated at the end of the biennium.

Another characteristic of successful organizations is the use of foresight in planning for the future. DKG has long recognized the need to anticipate change by looking ahead and developing a plan to guide the organization.

The 2015-2025 Society Strategic Plan serves that purpose and continues to evolve during each biennium as administrative board members review the plan at each board meeting. Implementing the plan more efficiently is a goal for the current biennium. To accomplish this, the administrative board's strategic plan committee recommended specific parts of the plan to each international committee, jury, and board for their focus during the next 2 years. This action will ensure a more coordinated effort to address all goals at the international level.

Many members make an effort to be aware of the work and actions of the administrative board by reading the list of board actions publicized on the DKG website. In their August meeting, board members discussed additional ways to ensure more transparency regarding decisions that impact members. A suggestion was made not only to list the actions taken during a meeting but also to provide a brief rationale or context surrounding those decisions.

The administrative board is committed to serving Society members. Board members are optimistic that providing DKG members fuller information about the work of the organization will result in engaged members pursuing their passions and stepping up to leadership wherever they are.

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The DKG Strategic Plan can be found on the DKG website under **Governing Docs>Strategic Plan.**

2020-2022 ADMINISTRATIVE BOARD

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NEWS Editor | *Judith R. Merz, Ed.D.*

Assistant Editor and Graphic Designer | *Taylor Osborn*

From CONF, p. 1 visit the oldest religious community in the state of Texas at the San Fernando De Bexar Cathedral, and be sure to plan a trip to the McNay Art Museum, which specializes in 19th- and 20th-century European and American art. Everything is bigger in Texas, and this conference is no exception!

Portland: Catch the spirit of the Pacific Northwest at the Marriott Portland Downtown Waterfront Hotel adjacent to a waterfront park on the Willamette River. Northwest Regional Director Barbara Clausen and Southwest Regional Director Janis Barr are collaborating to plan a stimulating conference with inspiring speakers, informative workshops and takeaways, and fun in the art gallery, exhibits, and vendors!

Consider a trip to the Columbia River Gorge with Multnomah Falls, venture to the first western settlement along the Pacific Ocean (Astoria), and sightsee the beautiful Rose, Japanese, and Chinese gardens in the city of Portland. Shopping at the home of Nike, Columbia Crest, Adidas, and Pendleton Woolen Mills will delight. Plan NOW for your DKG future in the Rose City!

Tampere: The third and final conference of summer 2021 will be held in Tampere, the “sauna capital of the world,” located approximately 100 miles north of Helsinki. Europe Regional Director Margarita Hanschmidt is planning a conference rich in opportunities for personal and professional growth.

Among sites to see in and near Tampere are the multiple museums within Museum Vapriikkii, Pynnikki Observation Tower, Tampere Cathedral, and Särkänniemi Park. The largest inland city in Scandinavia, Tampere is located between two large lakes and has numerous rivers and smaller lakes for water activities. Tampere Market Hall, dating back to 1901, is bound to have just the right gift or souvenir!

Members are eligible and welcome to attend any or all of these conferences! Check the DKG website for the most current information, including applications to present, which are due by January 8, 2021. See [page 5](#) for a link to these applications!

Collaboration=Efficiency + Effectiveness: Your International Committees at Work

Although committees usually meet and network face-to-face in Austin, during the pandemic, DKG has fully incorporated the power of technology to allow a new way of functioning that is both efficient and productive.

At the beginning of this new biennium, the International Expansion Committee and International Membership Committee had the opportunity to engage jointly in a virtual meeting. This experiment of bringing together two newly appointed international committees was a first for DKG. Under the leadership of chairs Lois Vogel and Kay Stuart, the two committees spent the entire day working as a unit. Carefully guided through the intricacies of bringing together two groups with varying objectives, the committee members almost immediately identified the natural overlaps in the work of the two groups.

Committee members discussed proposed amendments to the *Constitution* that were to have been considered in July, specifically the elimination of the Expansion Committee and the revision of the Membership Committee. The rationale behind these proposed changes was to create efficiency and effectiveness. An example of such efficiency was the brainstorming that occurred while the committees were working together to create SMART goals for Membership's objective 3.B.3 (offer mentoring oppor-

tunities) and Expansion's objective 2.B.6 (find meaningful ways to support global connections for state organizations and chapters in other countries). It was quickly decided that these two objectives had more similarities than differences, and the resulting SMART goals work in tandem to support both mentoring and global connections:

- explore the possibility of creating access to e-DKG opportunities, and
- develop guidelines to assist state organizations in expansion within the 2020-2022 biennium.

This experiment in collaboration provided the opportunity for eight committee members, two chairs, one headquarters liaison, and one international president, representing all regions of DKG, to come together and to think outside the box, brainstorming new ideas and reflecting on the positive outcomes of the current pandemic. The ideas of creating global connections and mentoring dovetailed seamlessly as 6 hours were spent on a Saturday in a virtual meeting including members from Sweden and all areas of the United States – all from the comfort of their very own living rooms. Perhaps this model of collaboration is the “new normal,” and the international committee structure is already embracing it!

Ideas and Input Needed!

The 2020-2022 International Communications and Marketing Committee seeks your valuable member input via its [Communications and Marketing Survey](#). Deadline for completion is November 20.

Responses are requested from state organization and chapter editors, webmasters, and communications chairs, as well as from all DKG members. Please complete all sections that apply to you.

Information from the survey will drive the work of this international committee for the next 2 years. Input will help the group develop resources and strategies to address members' communication and marketing needs.



Designing DKG

from your Members-at-Large

Motoring through the Society Strategic Plan: 2015-2025

The Strategic Plan is the *road map* for DKG. The Strategic Plan includes four broad goals designed to strengthen the Society by improving the DKG experience for members: Support Members, Provide Global Opportunities, Develop Leaders, and Build Resources.

In August 2020, the Administrative Board's (AB) Strategic Plan Committee, the Society *mechanics*, closely analyzed the Strategic Plan and aligned the goals, initiatives, and objectives with Society work. The AB, the Society *steering wheel*, invited international committees to focus on specific objectives for this biennium. Then, the international committees, the Society *gas pedals*, were asked to create SMART goals (specific, measurable, achievable, relevant, and time-bound) to define action steps and outcomes for each of their chosen objectives.

In 2020, implementation of the DKG Strategic Plan will be new, different, and both challenging and exciting. A new normality exists in the Society, with opportunities to *test drive* virtual events/meetings, new ideas, and partnerships. The Strategic Plan Committee and AB are committed to collaborating with the international committees to carry out the Strategic Plan and are convinced that, with the extensive knowledge, trust, nimbleness, and above all, engagement in each of these committee meeting rooms (and Zooms), the results will be both measurable and innovative.

Destinations can be reached via a variety of routes. How is your state organization and chapter *test driving* strategic planning?

Workshop Proposal Forms for 2021 International Conferences

Members interested in leading a presentation at any of the 3 International Conferences to be held in 2021 should complete the form for each conference at which they wish to present. Deadlines to submit proposals are January 8, 2021.

Portland, Oregon

July 7-10, 2021



San Antonio, Texas

July 21-24, 2021



Tampere, Finland

July 28-31, 2021



DEADLINES

November 1

DKGIEF Cornetet CSPD applications

November 10

SOPs to request an international speaker from International Speakers Fund

November 15

U.S. Treasurers to file IRS 990

December 15

Bulletin: Collegial Exchange submissions

January 3

DKGIEF Cornetet CIPD applications

January 15

Submission window opens for Spring Fine Arts Gallery

HQ CLOSED

November 23-27

December 19-January 3

Submit to the
DKG Fine Arts
Gallery: January
15-February 15



DKG INTERNATIONAL EDUCATORS FOUNDATION COLUMN

DKGIEF: One From Many

A new era of “oneness” begins with the merger of the DKG Supporting Corporation and the DKG Educational Foundation to form the DKG International Educators Foundation (DKGIEF). A new website, a new logo, and a new contribution form mark the birth of this new entity in our Society. Now, by going to the DKGIEF page on the Society website and clicking on DONATE, members can access ALL nine funds housed under the Foundation: Cornetet Award, Educational Projects, Educators Award, Emergency, Eunah Temple Holden Leadership, Golden Gift, International Speakers, Scholarship, and World Fellowship. Information about each fund, including its history and the work of the Society that it supports, is readily available. Then, by clicking on LEARN MORE to load additional notes, one can learn how to apply to that fund to take advantage of the opportunities it provides. Downloadable flyers on each fund page provide the means to share information with members and those outside the Society who may wish to support a cause addressed by the DKGIEF funds.

Donating online is a breeze! Complete the standard information as requested on the form for each fund you wish to support. Enter your credit card billing information and submit. Your donation will be acknowledged when processed at Society Headquarters. As a special “kick off” to the inaugural biennium of DKGIEF, members will find a contribution envelope/donation form within the upcoming issue of the *Collegial Exchange*, set to arrive in mailboxes during late November. Complete and mail back without having to access the website. You can begin the 2020-2022 biennium by supporting projects that run year round.

Throughout the biennium, the Public Relations Committee of DKGIEF will spotlight each fund via articles in the *DKG NEWS*. Look for updates on events and deadlines connected with opportunities the fund provides, details of collaboration with the international committees associated with each fund, and stories from recipients of the funding. The articles will also serve to share how the generosity of DKG members and other donors educates the world by supporting educational pursuits, charitable activities, and the professional growth of educators.

IRS 990 Due Nov. 15

Reminder: U.S. entities with bank accounts MUST file Form 990 each year by November 15. Entities with less than \$50,000 in cash receipts during the fiscal year of July 1 to June 30 may file Form 990N. File electronically for free through the direct IRS connection on the Society website or at www.irs.gov. 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.

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 Peggy Jonas at peggyj@dkg.org.





*Nita R. Scott, CAE
Executive Director*

From the Desk of the Director

Even though the world has not returned to normal quite yet, the Society Headquarters team is back in the building on an “almost normal” schedule. We are thankful for your patience throughout this time!

While we cannot reopen the building with full capacity due to local mandates still in place, we have reopened phone lines for the usual hours of 7:30 a.m. to 6:30 p.m. Central Time. The building is operating at 50% capacity on alternating days, and staff members are working remotely when not scheduled to be in the building. Some are working in the building early in the day, and some stay later. Of course, appropriate precautions are in place for the health and safety of staff, and the building remains closed to the public.

So, what does this mean for you? The phone lines will be answered by a member of the staff during business hours. And although you might not be able to reach a specific staff member on the day you call, you will receive a call back the next business day.

Because staff are working on alternate days at home, please continue to be patient as a staff member may reach out to you via a personal phone line. In that circumstance, you may receive a message and be asked to return the call. Of course, please call the office at 512-478-5748 with any concerns, and we will be happy to assist you. Chats, emails, website contact forms, and social media messages continue to be monitored as well.

Staying connected with you is our priority during this difficult time. We certainly hope you are finding ways to stay connected with each other – as members, as chapters, and as state organizations. While a few state organizations have continued to use the Society’s GoToMeeting licenses, we realize most are using Zoom or Teams. Unfortunately, we do not currently have Zoom licenses to offer for your use, but we can certainly assist you with some tips and techniques if you need a little advice. We look forward to hearing how you are doing, so keep in touch!

ILOM Held Virtually in August

Call it a step forward or maybe a step up to meet the challenges of the day; either way, the 2020-2022 Administrative Board members, DKG International Educators Foundation Board of Directors, and the international committee, board, jury, and forum chairs gathered virtually for orientation, collaboration, and training despite facing both an early meeting date and a pandemic. Usually a face-to-face meeting that takes place over the course of a week, the International Leaders Orientation Meeting (ILOM) engaged these key international leaders in a series of Zoom meetings during the last week of August.

Members of both boards received training in organizational structure, strategic governance, and parliamentary procedure. Committee chairs learned about best practices, Society procedures, and committee responsibilities. Throughout the final day, *Bulletin* editor Dr. Judith Merz led participants in exploring strategies for effective communication and tips for writing articles regarding the work of their committee or group.

In collaboration with the Administrative Board, each committee is accepting the challenge to implement Strategic Plan goals into their work and evaluate results in 2022. Look for more information about each committee’s work in this and other Society publications in the future.

Although expenses were less this year, the Holden Fund Committee continues to sponsor the ILOM each biennium. Many thanks to the committee and the many ways the legacy of Eunah Temple Holden lives on through the work of the Eunah Temple Holden Leadership Fund under the management of the Holden Fund Committee.

INTERNATIONAL UPDATE: EUROPE *This column is submitted on a rotating basis by the Europe Regional Director, the area representatives for Canada and Latin America, and the Japan State Organization President.*

Dual Roads for Europe’s Regional Director

As the Europe Regional Director (2020-2022), I have to travel on two roads. **One road** connects with the eight state organizations in Europe – Estonia, Finland, Germany, Great Britain, Iceland, The Netherlands, Norway, and Sweden – in order to support their activities and their growth in DKG.

Through Zoom meetings with the eight state organization presidents, their board members, and their chapter presidents, I will encourage their good ideas of how the Europe Region can continue to move forward into the next biennium. My main goals as the Europe Regional Director are

- to stay closely connected to the state organizations using electronic platforms such as Zoom or Teams (and perhaps with face-to-face meetings in the second year of the biennium);
- to share best practices and collect interesting presentations under *Educational Topics* on the DKG Europe webpage;
- to foster greater understanding of the diversity of our Society and to get more connected with non-European state organizations in our global DKG Society; and
- to encourage membership growth and seek opportunities to recruit collegiate members during the biennium.

As the Europe Regional Director, I consider it an honor and a great responsibility to facilitate continuing collaboration among the DKG Europe state organizations.

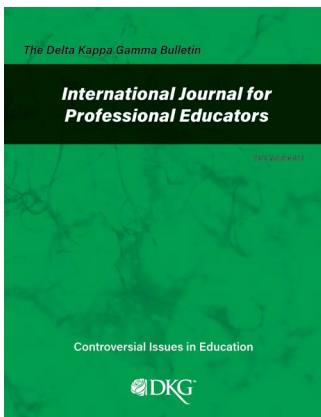
The second road I travel is to connect with the members of the Finnish steering committee in order to plan and implement the international conference in Tampere, Finland, on July 28–31, 2021. The theme of the conference is *Well-being and Sustainability in Our Changing World*.

The steering committee for the conference has had multiple Zoom meetings and a face-to-face meeting in Tampere to get acquainted with the onsite facilities. It is too soon to know if the international conference in Tampere will be onsite or will have to be “virtual.” In Europe, each country has its own restrictions and rules regarding the pandemic, and Finland’s policies are quite strict. The Finnish government adopted a resolution that requires those arriving from higher-incidence countries to show a certificate of a negative COVID-19 test result before entering Finland. But the steering committee and I are ready to adjust to whatever way the conference will be held.

Successful international conferences in the United States and in Europe will secure the future of this important worldwide educational organization to which we belong.

Coming together is a beginning; keeping together is progress; working together brings success.

DKG in Print: The *Bulletin*



Newly redesigned *Journal 87-1* (left) is online and upcoming *Collegial Exchange 87-2* with pandemic features (right) will be distributed in late November. [dkg.org>Publications](http://dkg.org/Publications)

DKG on Social Media



Click icon to visit site