



Fall 2020
NC DKG Officers
& Committee Reports

FALL 2020

REPORT OF THE NC DKG PRESIDENT

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ **Ready, Set, GROW!** (Goal I, Goal II, Goal III, Goal IV, Goal V)
- Cultivate fellowship with **G**enerations of DKG members
 - Nurture membership with **R**esearch-based strategies
 - Energize members with **O**pportunities for leadership
 - Develop chapters with **W**ell-Defined programs

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Collaborate with committees, related personnel, and elected officers to ensure progress of Society Business
- ☼ Conduct virtual opportunities to ensure member awareness — New Chapter Leaders training, Fall 2020 NC DKG Executive Board Meeting, ASK Time, online voting
- ☼ Govern the use of media sources to ensure member engagement — website, Facebook, *NC DKG News*, *Eta Data*
- ☼ Monitor statewide programs/projects/initiatives to ensure effectiveness — Mentor Project, EEC Tip, Leadership Development Training
- ☼ Maintain open lines of communication to ensure member enrichment

Dr. Teresa H. Cowan

NC DKG President, Alpha Phi

FALL 2020

REPORT OF THE NC DKG FIRST VICE-PRESIDENT

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Promote EEC programs that strengthen chapter health (Goals I.B.1, II.A, II.B)
- ☼ Increase participation at the NC DKG Convention, Leadership Seminar, and New Chapter Leaders Training (Goal I.A.1)
- ☼ Provide time for networking at state events (Goal I.A.2)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Collaborate with committees, related personnel, and elected officers to ensure progress of Society Business
- ☼ Create an EEC logo and provide a space on the NC DKG website for chapter EEC Programs and Projects ideas
- ☼ Collaborate and plan a virtual New Chapter Leaders training — July 2020
- ☼ Present chapter programs focusing on EEC topics
- ☼ Coordinate workshops for the virtual Fall 2020 NC DKG Executive Board Meeting
- ☼ Plan a successful 2021 NC DKG Convention

Tobey Worthington

NC DKG First Vice-President, Mu

FALL 2020

REPORT OF THE NC DKG SECOND VICE-PRESIDENT

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Assist Regional Directors in their support of chapter presidents and chapter activities (Goal I.A.1)
- ☼ Support the NC DKG State President's goals for the 2019-2021 biennium
- ☼ Serve as liaison for the Ready, Set, GROW! Initiative
- ☼ Meet with state officers to plan for the Ready, Set, GROW! biennium
- ☼ Assist in the planning of and attend the 2019-2020 NC DKG state convention (Goals I.A.1, I.A.2)
- ☼ Represent NC DKG on the NC DKG Educational Foundation Board (Goal I.A.3)
- ☼ Plan and participate in training of the 2020-2022 Regional Directors (Goals I.A.1, III.B.2, III.B.4, III.B.5)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Update the status of required submissions of chapters' Ready, Set, GROW! slides and tri-fold displays for the NC DKG website and 2021 state convention
- ☼ Facilitate virtual New Leaders Training for Regional Directors on July 27, 2020
 - Publish Regional Director Training Manual
 - Develop Regional Map Project for marketing NC DKG and recruiting new members
- ☼ Assist in planning the virtual Fall 2020 NC DKG Executive Board Meeting

Hilda Parlér

NC DKG Second Vice-President, Gamma Theta

FALL 2020

REPORT OF THE AWARDS COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Promote and oversee awards for Chapter Achievement, Golden Key, Rising Star & Founders Awards (Goal I:A.1., GoalI: B.3., Goal III:A.1.)
- ☼ Organize and present recognition ceremonies at the NC DKG Convention (Goal I:A.1.)
- ☼ Document professional achievements of members such as NBCT, TOY, POY, Order of the Long Leaf Pine, longevity 50+ (Goal I:B.3.)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Revise and promote Chapter Achievement, Founders, Golden Key, and Rising Star Awards
- ☼ Encourage chapters to submit nominations Founders, Rising Star and Golden Key Awards
- ☼ Create digital badge to be awarded for Chapter Achievement Award recipients
- ☼ Prepare survey of chapters to document the professional achievements of their members

NC DKG AWARDS COMMITTEE:

Donna Rudisill, Chair, *Nu*

Elaine McRae, *Beta Delta*

Gloria Quick, *Eta*

Londa Von Weter, *Gamma Beta*

Michelle Wilkins Webber, *Gamma Beta*

Dr. Teresa H. Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE BEGINNING TEACHER SUPPORT COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Share strategies with chapters that can be used to support all educators (Goal III:A.)
- ☼ Share differentiated strategies with chapters that can be used to support:
 - Beginning teachers with 0-4 years of experience
 - Teachers with 5+ years of experience
- ☼ Develop criteria for an NC DKG Beginning Teacher Award (Goal III:C.)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Support beginning teachers in the 1-4 year range of experience across North Carolina
- ☼ Communicate to young educators that they are appreciated and valued using the BEE certificates . . . Beginning Educator Excelling
- ☼ Develop a Beginning Teacher Award of Excellence to be presented at the 2021 NC DKG Convention
- ☼ Request funding for the Beginning Teacher Award of Excellence from the NC DKG Finance Committee
- ☼ Present a workshop at the 2021 NC DKG Convention offering ideas to help beginning teachers network in their schools and chapters

NC DKG BEGINNING TEACHER SUPPORT COMMITTEE:

Brenda Reese, Chair *Alpha Gamma*

Elizabeth "Ashley" Barnette, *Gamma Chi*

Thomasa "Thommi" Hendricks, *Delta Iota*

Maria Johnson, *Eta*

Pam Sutton, *Omega*

Dr. Teresa H. Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE LEADERSHIP DEVELOPMENT COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Increase participation at the NC DKG Leadership Seminar (Goal I:A.1.)
- ☼ Strengthen chapters and members through leadership development (Goal 1:B.1.)
- ☼ Inspire a new generation of leaders by encouraging Leadership Development Seminar participants to serve throughout the Society (Goal III: A. 3)
- ☼ Promote leadership opportunities by increasing awareness (Goals III:B.1., III:B.2., III:B.3., III:B4., III:B5.)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Encourage gifted members to be the leaders needed to nourish the flourish of chapters
- ☼ Plan a two-day Spring Leadership Development Seminar
- ☼ Encourage first-time participants to attend the Spring Leadership Development Seminar
- ☼ Present a workshop at the 2021 NC DKG Convention with a focus for taking leadership skills to a higher level
- ☼ Include leadership opportunities for enlightenment from a variety of sources in NC DKG publications and social media

NC DKG BEGINNING TEACHER SUPPORT COMMITTEE:

Carolyn Coram, Chair, *Beta Nu*

Nancy Cox, *Beta Iota*

Lori Holguin, *Delta Chi*

Carolyn Lane, *Gamma Epsilon*

Michelle Wall, *Alpha Psi*

Tobey Worthington, NC DKG First Vice-President, EEC Chair, Consultant, *Mu*

Dr. Teresa H. Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE MEMBERSHIP/EXPANSION COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Stimulate membership growth through understanding member diversities (Goal I:B.2.)
- ☼ Strengthen chapters through membership analysis and implementation of effective strategies for member recruitment and retention (Goal I)
- ☼ Support under-performing chapters with individualized plan of action (Goal I:C.3.)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Provide virtual training on effective membership practices for new chapter membership chairs and Regional Directors I — July 2020
- ☼ Strengthen communication links with chapter membership chairs to support sustainable strategies for member development
- ☼ Initiate development of a strategic plan for chapter expansion
- ☼ Revise chapter reporting procedures for member deaths to NC DKG
- ☼ Initiate research on developing a virtual chapter

NC DKG MEMBERSHIP/EXPANSION COMMITTEE:

Elizabeth Miars, Chair, *Theta*

Aimee Anderson, *Gamma Chi*

Dr. Susan Blackburn, *Delta Chi*

Evelyn "Susie" Miller, *Gamma Delta*

Katy Todd, *Beta Gamma*

Amanda Moose, Expansion Representative, *Nu*

Doris Littlejohn, NC DKG Mentor Project Liaison, *Gamma Gamma*

Dr. Teresa H. Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE FINANCE COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Carry out responsibilities and duties of the committee as stated in the *NC DKG Bylaws* and *NC DKG Standing Rules* (Goal I:B.1.)
- ☼ Monitor NC DKG finances against adopted budget (Goal V:B.)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Determined that funds are available so the Scholarship Committee could award one \$4000 doctoral scholarship and one \$1000 masters scholarship.
- ☼ Set registration fees for the 2021 NC DKG State Organization Convention
 - Active member - \$35.00
 - Beginning teacher/collegiate member - \$25.00
 - One-day registration - \$20.00
 - Late registration fees, if postmarked after April 15 - \$15.00
- ☼ Established vendor/exhibitor fees for the 2021 Convention
 - Chapters, state committees, and NC DKG Educational Foundation - \$35.00
 - NC DKG affiliated individuals - \$85.00
 - Unaffiliated individual, company, or other organization - \$135.00

NC DKG FINANCE COMMITTEE:

Ruth Jones, Chair, *Delta*

Tammy Cullom, *Alpha Psi*

Bonnie Golden, *Alpha Phi*

Suzanne "Sue" Roberts, *Beta Tau*

Leslie Black, NC DKG Treasurer, ex officio, *Nu*

Dr. Barbara Perry-Sheldon, NC DKG Executive Secretary, Consultant, *Alpha Gamma*

Dr. Teresa H. Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE NOMINATIONS COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Promote the identification of potential state leaders (Goals III:A., III:B., III:C.)
- ☼ Present the name of at least one nominee for each elective office at the NC DKG Convention
- ☼ Prepare the ballot and conduct the election for elected officers in odd-numbered years

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Converted Nominations Recommendations Form from PDF format to a Google Form
- ☼ Designed Recommendations Form Outline to aid in the completion of the Nominations Recommendations Google Form
- ☼ Posted Nominations Recommendation form with November 15, 2020 due date on the NC DKG website
- ☼ Announced the Nominations Committee is accepting recommendations for nomination of NC DKG State Officers for the 2021-2023 biennium through the New Chapter Leaders Trainings, *Eta Data*, the fall 2020 *NC DKG News*, and the NC DKG website
- ☼ Contacted chapter presidents with Nominations Recommendations information

NC DKG NOMINATIONS COMMITTEE:

Missy Wells, Chair, 2017-2021, *Gamma Xi*

Linda "Suzi" Cabe, 2019-2023, *Alpha Iota*

Evelyn Hall, 2019-2023, *Gamma Chi*

Emily Lucas, 2019-2021, *Delta Rho*

Latoya McCrimmon, 2019-2023, *Eta*

FALL 2020

REPORT OF THE PERSONNEL COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ☼ Inform members of leadership opportunities (Goal III:B.3.)
- ☼ Encourage chapters to submit names for leadership roles (Goal III:B.4.)
- ☼ Begin succession plan for NC DKG Executive Secretary
- ☼ Conduct bi-annual personnel evaluations

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ☼ Conducted a critical review of the related personnel job descriptions
- ☼ Studied possible restructuring of related personnel infrastructure
- ☼ Modified the related personnel evaluation instrument
- ☼ Conducted virtual job assessments with the webmaster and editor
- ☼ Seek approval from the Executive Board to establish related personnel positions that encompass existing roles and responsibilities

NC DKG PERSONNEL COMMITTEE:

Lynne Leatherwood, Chair, *Alpha Lambda*

Patricia Pemberton, *Delta Rho*

Barbara Piekarski, *Gamma Phi*

Christine "Chris" Waters, *Beta Nu*

Marilyn Yoder, *Alpha Lambda*

Dr. Teresa H. Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE RULES COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- 🌸 Review NC DKG and International governing documents
- 🌸 Draft amendments to NC DKG *Bylaws* and *Standing Rules* proposed by committees, chapters, and members
- 🌸 Maintain updated governing documents in state publications and on website
- 🌸 Conduct review of chapter rules
- 🌸 Provide guidance and supportive follow-up to chapters and members (Goal I:C.)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- 🌸 Accept proposed amendments to the NC DKG State Organization *Bylaws* and *Standing Rules*
- 🌸 Complete a required 2020 (four-year cycle) state review of chapter rules

NC DKG RULES COMMITTEE:

Sheila Groves, Chair, *Beta Delta*

Delores Ali, *Eta*

Diane Pina, *Upsilon*

Linda Soble, *Alpha Lambda*

Betty Marshall, NC DKG Parliamentarian, ex officio *Gamma Theta*

Dr. Teresa Holt Cowan, NC DKG President, ex officio, *Alpha Phi*

FALL 2020

REPORT OF THE ONE MEMBER, ONE VOTE AD HOC COMMITTEE

GOALS FOR THE BIENNIUM: (includes Strategic Plan references)

- ✿ Investigate the pros and cons of every member voting on amendments to the NC DKG *Bylaws* and *Standing Rules* (Goal I)
- ✿ Investigate types of voting methods (Goal I, Goal III)
- ✿ Determine the fiscal impact of alternative voting methods (Goal I, Goal III)
- ✿ Report findings and any recommendations to the Executive Board for evaluation (Goal I, Goal III)

READY, SET, GROW! EMPHASIS FOR 2020-2021:

- ✿ Completed a test of the proposed "Every Member Vote" process with the NC DKG Executive Board and reported results in the fall 2020 *NC DKG News*
- ✿ Present final report to the NC DKG Executive Board
- ✿ Collaborate with the Rules Committee to submit appropriate change proposals to the NC DKG *Bylaws* and *Standing Rules*

NC DKG ONE MEMBER, ONE VOTE AD HOC COMMITTEE:

Ashlee Taylor Layton, Chair, *Alpha Omicron*

Betty Marshall, *Gamma Theta*

Barbara Piekarski, *Gamma Phi*

Connie Savell, *Delta Tau*

Dr. Gwen Simmons, Consultant, *Gamma Kappa*

Dr. Teresa Holt Cowan, NC DKG President, ex officio, *Alpha Phi*