

C MPASS



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What an exciting time to be an Altrusan. Kids are back in school, Fall has hit and your new Altrusa club year is under way with new Club Boards in place and exciting new opportunities of service ahead. Let me take this opportunity to thank you for embracing our Literacy Challenge. Literacy is so important to me and seeing you jump on board is heartwarming. We are well on our way to reaching our goal of one million books in the hands of one million children by the end of this biennium but there is so much more to do. Look for creative ways to incorporate literacy into your projects. Look for creative ways to engage your membership and get them on board with the challenge. It can be fun, exciting, and a way to bond with your fellow club members. Be inspired and have fun with it! Please remember to track the number of books and service hours associated with your literacy projects and send this information to the International Service Committee. If you don't give us your numbers we can't add them into our totals for the biennium. Check under the Service tab on the International website for information.

Please remember to also stay focused on your member recruitment and member retention. Never forget that member retention is just as vital as your recruitment efforts. So once you have new members in your club please stay connected with them and make sure they have the proper information on the workings of the club to stay interested and engaged. It's difficult to stay connected to a club when you don't understand what's going on.

This past July our Governors-Elect spent time training in Austin, Texas under the leadership of Linda Moore and Nancy Kuenzig. They spent a couple of intense days working together, building relationships, and preparing for their new role as District Governor. A big thank you to the International Leadership team for putting together such a remarkable training event.

In just nine short months we will be gathering in San Antonio, Texas for the 58th Altrusa International Convention – VIVA ALTRUSA!! Eight months may seem like a long way off but it's never too early to start planning. The event will be held at the Grand Hyatt Hotel which is located on the famous San Antonio Riverwalk just steps away from shops, restaurants, and entertainment. Of course more information will be shared with you later on but for now please mark these dates July 19 – 22, 2023 on your calendar and start making plans to join us for a fiesta of all times.

It has been a wild couple of weeks – weather wise – with hurricanes hitting both Puerto Rico and Florida. Please keep our Altrusa family in your thoughts as they work to recover from the devastation that has occurred in their communities.

...continued on page 2

The Altrusa Compass

My first year as your International President has been challenging at times but an experience I will not soon forget. Thank you for giving me the opportunity to serve you in this capacity. And a big thank you to the members of our International Board, Program Team, and our office staff for the work accomplished the last 10 months. I look forward to seeing what comes next.

And never forget that United We Can achieve much!!

Kathy Folley
International President
Altrusa International, Inc.

New Clubs

As new club building chair for Altrusa International, Inc. myself and our Altrusa International membership committee would like to welcome Altrusa International of Thibodaux, LA and Altrusa International of Hatillo, Puerto Rico.

Altrusa International of Thibodaux, LA is in District Four and was chartered last October with 16 members. President Gillian Allen is to be commended for moving to a new community and starting a new club. She had been a member in Texas prior to moving to Louisiana.



Altrusa International of Hatillo, Puerto Rico is in District Fourteen and was chartered this spring. Club President is Emely Rodriguez Perez. This club chartered with 18 members.

Our committee has heard that new clubs are being discussed in District Eight and District Twelve. We would be happy to assist any District with starting a new club. Each District has been assigned a member of the Altrusa International membership committee to check with District membership chairs to see what assistance they need.

The New Club Building Manual has been updated and is now available on the International website.

Let's continue to charter new clubs, as well as retain members and recruit new ones to make our current clubs even stronger.

In Altrusa service,

Brenda R. Smith
Altrusa International, Inc.
New Club Building Chair/Membership Committee

Important Reminder to Clubs:

The names “Little Free Library,” “Little Free Libraries,” “Little Library,” and similar are trademarked. If you are a Little Free Library steward who has a registered Library with charter sign, you may use the trademarked name for activities associated with that particular Library.

For all other situations, express permission is required from Little Free Library. Permission forms can be found on its website: <https://littlefreelibrary.org>

Pat Woodward
International Legal Advisor

Navigating the Web...

- Important websites to know!
 - www.altrusa.org (click Member Login in the upper right)
 - login.altrusa.org (go directly to the members area)
 - www.altrusastore.com (purchase Altrusa branded items including pins and banners)
 - www.altrusaservice.org (browse and share your club's service projects)
- Give us some feedback and share your thoughts on improving Altrusa with the [Suggestion Box](#).
- If you have forgotten your password to the site please send an e-mail to Altrusa@altrusa.org or call the International Office for assistance.

Important Dates

November 16 International Day for Tolerance
November 25 International Day for the Elimination of Violence Against Women
December 1 Altrusa Half-Year Dues are in Effect
December 3 International Day of Persons with Disabilities
December 10 Human Rights Day

Succession Planning - What is it? How can it work for Altrusa?

Rebecca Wood, International Leadership Development Committee

Definition: Succession planning is a process and strategy for replacement planning or passing on leadership roles. It is used to identify and develop new potential leaders who can move into leadership roles when they become vacant.

A key part of succession planning is being able to think ahead at least three to five years. To have continued visibility, a succession plan should be part of every Altrusa Club and District strategic plan.

We have all experienced the panic in trying to fill leadership positions and the emergency position fills when a member has to resign. Thoughtful succession planning will relieve future stress and will ensure that your Altrusa Club or District is successful.

Here are three best practices to help you stay ahead of the curve.

1. Cultivate a pipeline of talent

Take the time to understand what you will be looking for in terms of roles to fill, requirements for those roles and what is important for success of your Altrusa Club or District.

When you start talking about succession planning (positions on the Board), members get nervous because they feel apprehensive about long term commitment. Be upfront about expectations and support.

2. Invest in the ongoing development of leaders

Simply having a pipeline isn't enough for succession planning. Altrusa also needs to invest in the leaders they've identified and make sure they're prepared for leadership roles when they become available. This means helping members develop relevant leadership skills and giving them the opportunities to be exposed to various roles and responsibilities.

One of the best ways to invest in the growth and development of these leaders is to offer mentoring and leadership coaching programs. The majority of mentees say that their confidence in handling challenges has improved and increased their skill level for the job. (Thought: Each Board members should have at least one mentee)

3. Regularly monitor and assess your leadership bench

Altrusa and its members are constantly evolving. That's why it's necessary to regularly monitor and assess your leaders. This process ensures the leaders in your pipeline are still committed and interested in the leadership of Altrusa. It can also help you identify any new or rising leaders.

As Altrusans, we are all responsible for cultivating the next generation of leaders. By developing leadership within the organization, we will ensure Altrusa is strong and resilient for the future.

Challenge: Look inside your club or district for potential leaders and be their champion.

"A good leader inspires people to have confidence in the leader, a great leader inspires people to have confidence in themselves." Eleanor Roosevelt

Altrusa Communication 101

Holly McCoy, International Communications Committee

There are many types of communication in our world, including verbal, non-verbal, written, and visual. In each of these areas, there are standard “best practices” available at your fingertips online by searching “ABCs of Communication.” With the explosion of technological communication in the past two years, we have learned to zoom and have learned a whole new communication skill set as well.

Some important factors to remember when communicating about Altrusa include:



VERBAL COMMUNICATION:

- There may be possible barriers to good verbal communication to consider, such as cultural or language styles that might make communication difficult.
- Avoid using “like” and “um” when constructing your thoughts. Silence is okay and gives you credibility.

NON-VERBAL COMMUNICATION:

- Be cognizant of your facial expressions. The human face is extremely expressive, able to convey countless emotions without saying a word.
- Make eye contact and LISTEN. Listening is just as important as speaking effectively.

WRITTEN COMMUNICATION:

- EMAIL: Respond to email in a timely manner, even if it is to let the sender know you are working on a task. This tells them you value their time. Also, include your contact information in your signature line to help the receiver communicate with you by phone if needed
- CLARITY: Both within your club and to the community, expectations should always be communicated clearly and concisely. Read your written document out loud or ask another person to review it over for clarity.

VISUAL COMMUNICATIONS:

- In meetings held by zoom or other electronic platform, utilize the record feature to help capture ideas in fast-paced meetings.
- Utilize “Coffee Break” meetings - Use your zoom (or other electronic meeting platform) to your advantage. You may find it very useful to have a 10 minute “mini-meeting” with a committee, team, or small group just to check-in on a project or plan.

CONSISTENCY:

- BRANDING: It is important to always use the Altrusa Logo in any written or visual communication from your club. Consistent use of our logo and tagline will help associate Altrusa with the wonderful projects and experiences you do for the community. **Remember, we are the communication designers of Altrusa. The messages and services we design create the conditions for people’s experiences—how they identify, interpret, instruct and persuade.**
- PURPOSE: Keep the purpose, or the “why” in the forefront of communication to stay on track and convey the message efficiently.

Altrusa Foundation ASTRA Scholarships

Lorraine Brewer and Scott Tice, International ASTRA Committee

Thanks to the continued financial support of the Altrusa International Foundation, we are able to provide four scholarships to recognize outstanding graduating high school seniors who are active ASTRA Club members and will be attending an institution of higher learning (college, university, technical school, etc.) in the next academic year. These amazing students demonstrate exemplary altruism within their community, and we are pleased to congratulate the following **ASTRA High School Scholarship Recipients for 2022!**

| | |
|-------------------------|--------------------------------------|
| Lucy Oyama | ASTRA Club of Pendleton |
| James Karidis-Schneider | ASTRA Southlake Carroll Service Club |
| Kendall Moore | ASTRA Club of Pendleton |
| Mitibella LeNguyen | ASTRA Southlake Carroll Service Club |

There also is a relatively new ASTRA College/University Scholarship designed to recognize college and university ASTRA members who are actively participating in an ASTRA Club, have exemplified a genuine concern for the welfare of others in their community, and have grown through service in ASTRA. These applicants must be enrolled in and currently attending an institution of higher learning as of the March 15th deadline for application. We are pleased to congratulate the following **ASTRA College/University Scholarship Recipients for 2022!**

| | |
|----------------|---|
| Chloe Connelly | University of Arkansas ASTRA Club |
| Bobbi NeJedly | Moberly Area Community College ASTRA Club |

We want to thank the two judging panels, one for high school and one for college/university scholarships. Each panel consisted of three non-Altrusa and two Altrusa judges. Altrusans did not serve as judges if they had an association with an ASTRA Club with a potential applicant. We appreciate our judging panels for their commitment to ASTRA members and their time evaluating the applications.

We invite you to check out the June issue of the **ASTRAGram** to learn more about these amazing scholars and ASTRA members!



Mitibella LeNguyen will study biology at Nova Southeastern University.

James Karidis-Schneider will pursue a business degree at the University of Alabama.



Kendall Moore will attend the University of Idaho to study business.



Lucy Oyama will attend Southern Utah University majoring in chemistry and secondary education.

Bobbi NeJedly will earn her RN in December of 2023 and plans to continue at a university to obtain her BSN.



Chloe Connelly is entering her senior year of college as a biology major and is applying to medical school.

Plans for the 58th Altrusa International Convention are fully underway. Convention will be held at the beautiful Grand Hyatt Hotel Riverwalk, San Antonio, Texas, which is only steps away from the famous San Antonio Riverwalk featuring shopping, clubs, and amazing dining opportunities. Please look for information about the hotel after the first of the year along with more Convention information. In the meantime please mark the dates on your calendar and start making plans to attend this exciting event. You don't want to miss out!!



The UNs SDGs and How We Can Help

Faye Snodgrass,

Altrusa Representative to the United Nation's

Department of Global Communications, Civil Society Unit/NGO

Altrusa has been a recognized non-government organization (NGO) to the United Nations Department of Global Communications, Civil Society Unit for decades. However, Club leaders and members may not realize how the goals of the UN align with the community service performed by our Clubs and the additional steps Clubs can take to support the partnership. Many of the activities performed by Clubs already help advance the [UN's 17 Sustainable Development Goals \(SDG\)](#). The Goals are a universal call to action to end poverty, protect the planet, and ensure that all people enjoy equity, peace, and prosperity. Here are three of the 17 goals and some suggestions for advancing them.

Goal 11: Sustainable Cities and Communities - Since 2007, more than half of the world's population has been living in cities, which account for about 70 percent of global carbon emissions. With 9 out of 10 urban residents breathing polluted air that causes 2 million deaths each year, reducing emissions is very important. Some ways to reduce emissions is to walk, bike or take public transportation. Given the success of Clubs holding meetings and gatherings on Zoom during Covid, online meetings could be used for board and committee meetings and even some club meetings, eliminating the carbon emissions from members driving their cars to and from gatherings. Carpooling to service events, meetings, and conferences also reduces carbon emissions. When possible, turning down the heat and/or turning up the air conditioning saves energy.

Goal 12: Responsible Consumption and Production - At the current rate of consumption, we will need 3 earths to sustain our current lifestyles. It probably won't surprise you to learn that the U.S. is the world's leader in consuming stuff! Whether it is new shoes, something for the house, or a new car. Each American generates 70 pounds of textile waste each year. Before every shopping trip, we need to be asking ourselves if the purchase is a need or a want and can the item be purchased from Goodwill or another thrift or second-hand store. As a Club, send agendas and budgets online instead of printing them out. Members can bring reusable water bottles and coffee cups to meetings and events. While looking for supplies for Club events and projects, check Goodwill and other stores with used items. When decorating for an event or fundraiser, consider using natural materials-such as leaves, pumpkins, flowers, which can be composted, or reusable items. Adding a discussion about consumption to a meeting agenda, especially before the holidays, can help members to pause and reflect on what is important- family time or buying stuff for gifts.

Goal 14: Life Below Water - The US is the world leader in plastic waste generation. Plastics kills over one million seabirds annually. By 2050, there will be more plastic in the ocean than fish. Currently, scientists estimate there is more than 5 trillion pieces of plastic debris in the ocean. Even if you don't live by a large body of water, plastic items find their way into streams, rivers, and lakes, killing aquatic life as it moves along. Clubs can work with the restaurant where monthly meetings are held to eliminate the use of plastics. Instead of individual packets or plastic containers of salad dressing, condiments, and coffee cream, they can be served in dishes. Eliminate the use of straws and plastic bags as part of Club dinners and meetings. Members can bring Tupperware to take home any leftovers instead of using Styrofoam containers, which are very bad for the environment. Clubs can organize trash pickup events in public places and encourage local restaurants to switch to compostable products and containers.

Service projects that support multiple UN SDGs: Many Altrusa Clubs support and/or help make kits for girls and women through Days for Girls. Through our participation in the project Altrusans are helping to address Goal 5, Gender Equality. As a result of girls being able to attend school regularly and to have job opportunities, however, we also are advancing other goals including Goal 1: No Poverty, Goal 10: Reducing Inequalities, and Goal 8: Decent Work. Just as many problems are interrelated, so are the solutions.

As we consider current and future challenges facing our communities and the work of our Clubs to mitigate them, the words of Margaret Mead can provide us with inspiration. "Never doubt that a small group of thoughtful, committed individuals can change the world. In fact, it's the only thing that ever has."



DfG At A Glance

by Linda Dorr
Altrusa International Service
Development Committee



Since 2017, Altrusa International has partnered with Days for Girls International in the organization's efforts to "shatter stigma and limitations associated with menstruation for improved health, education and livelihoods." Altrusans continue to support DfG in numerous ways. You are making a difference around the world in advancing equity, health, education, dignity and opportunity for All. DfG is transforming periods into pathways and YOU are part of this movement.

Did You Know?

- You are part of an organization reaching more than 2.5 million women and girls with 226,876 Days for Girls Kits and education in 148 countries with menstrual health solutions and education.
- DfG has trained 200 enterprise leaders and mobilized 682 volunteer chapters, teams and clubs around the world.
- There are currently 135 Enterprises in 31 countries.
- Days for Girls is Turning Periods into Pathways by increasing access to menstrual supplies; shattering stigma through education; elevating menstrual health; and advocating for Global Policy Change.
- Altrusans have made monetary donations totaling \$72,243 since adopting DfG as our International Service Project at the Nashville Convention in 2017.
- You have contributed countless numbers of washcloths, bars of soap, pads, drawstring bags, panties, and care and use informational guides.
- DfG is an award-winning NGO dedicated to ending period poverty.
- In just three short months, the DfG "She Can Do It" Spring Campaign raised \$210,000 to reach 21,000 women and girls with vital health education and it's thanks to all the supporters of DfG.
- The Days for Girls Podcast is officially ranked as one of the most popular podcasts in the world. Not only is it in the top 1.5% of podcasts out of 2 plus million globally, they also earned a spot on Welp Magazine's "20 Best International Development Podcasts of 2021."
- Most recently, YOU helped with the collection of 10,000 panties (in just three weeks) as part of the Chad Humanitarian Project.

DfG Resources

[HERE](#) is a fun list of where DfG has been featured in the news.

[HERE](#) are some Blog Posts that give some fun in-depth MH info.

[HERE](#) are some great video's about DfG

[HERE](#) is some information for people who want to engage as Impact Partners.

[HERE](#) is an updated Media Kit with updated Logos, brand guidelines, etc.

If you aren't signed up for the DfG Newsletter sign up [HERE](#).



Call for Nominations for the Altrusa International Foundation Board of Trustees

Eligible Districts shall select nominees, a slate of which will be presented to the delegate body at the International Convention. A District may be represented by no more than one of its members on the Board of Trustees, although this limitation does not apply to the Immediate Past Finance Chair and the Immediate Past Chairperson. The Governor of an eligible District will make a single nomination to the Foundation.

Qualifications: 1) Be an active or retired active member in good standing; 2) Have current or prior experience with a nonprofit serving in an elected or appointed role with policymaking responsibility; 3) Served as a full-term Altrusa Club President or President/Chairman of an Altrusa Club Foundation, and 4) During the term of election, must not serve as Association Officer, Board member, standing committee member or special appointee.

Please send a color head shot, an express representation that the nominee qualifies as provided in Article III, Section 3(b), and a maximum 1-page typed biography of the nominee to Dr. Kantrice Rose, Executive Director, at foundation@altrusa.org **no later than January 15, 2023.**

Cycle One Grants Updates



In the spirit of service, we recognize Altrusans' commitment to build and support their local communities. The Foundation received 63 grant applications totaling \$193,630 from Altrusa Clubs and international organizations during the Cycle One Grants period which closed on September 15. Grant applications are currently under review, and award announcements will be made following the Board of Trustees meeting on October 27.

6 for 60 Campaign

Help us celebrate the 60th anniversary of the Altrusa International Foundation with a special gift November 1, 2022 through July 2023.



In honor of this milestone, we ask members to make a contribution in the amount of \$60, \$160, \$260, \$560, \$860, and \$1,060. All gifts will be recognized with special commemorative ribbons at each level.



Mark your calendars!
Giving Tuesday, November 29

More exciting news to come in the November Impact newsletter!

Altrusa Party on the Riverwalk, San Antonio, Texas

What are your plans for July 19-22, 2023? I hope they are to attend the biennial Altrusa International Convention at the Grand Hyatt on the Riverwalk in San Antonio. Hundreds of Altrusans will gather to celebrate the accomplishments of the 2021-2023 biennium and to kick off the new 2023-2025 biennium.

President Kathy Folley has secured some outstanding keynote speakers, two of whom will also do workshops for us. The Altrusa program team for 2023-2025 will kick-off their biennium during the program presentation. These new committees will be presenting great workshops related to ASTRA, Communications, Leadership, Membership, Service, and the UN. We'll also have a session on Group Tally; come get all our questions answered about the great things you can get from Group Tally. Need some help with parliamentary procedure? That will be provided, also. Other workshops are still in the works so come see what you can learn!

There will be an AWESOME Friday night event at the hotel that will benefit the Foundation. You will not want to miss this one!

To top it all off, you will be able to renew friendships with Altrusans you met at other Convention as well as make new Altrusa friends. First Timers, we will have a special welcome and workshop for you. Besides the service we do as Altrusans, friendships you make throughout the organization are a wonderful side benefit. Let's all make new friends in San Antonio!

See you in San Antonio, July 19-22, 2023!

Linda K. Smith
President Elect



Record Retention

Sue Whitaker, International Director

Some of the questions most often asked by clubs and districts are: What records do I need to keep, where should I keep them and how long should they be kept? A Record Retention Committee was appointed and charged with coming up with recommendations for what and where these records should be kept for clubs and districts. A one-page chart was developed to identify the records that must be kept and where they should be kept. Since it is not necessary for all records to be kept in perpetuity, a time frame for keeping was also identified. The International Board approved the document at the July 2022 board meeting. The document can be found on the international website under the Governance Tab. Scroll down to the District Treasurer's Guides and Forms. [Link: <https://login.altrusa.org/files/2022/07/Altrusa-Records-Retention-Guidelines.pdf>]

Remember these are recommendations for what and where to keep your Altrusa documents. Each club or district may want to adapt these to fit their individual needs. Whatever is decided by the club or district, it will be important to make sure the location of these documents is kept and passed along to the incoming club president or district governor.



Altrusa International of Branch County, MI gave out free books at the community's annual Applefest.



Altrusa International of Highland County, OH distributing books at Kamp Dovetail.



Altrusa International of Dayton, Oh donated books to the Sleep Center at Dayton's Children's Hospital along with a bookmark outlining the benefits of reading before bed.

District Five

Michigan & Ohio



Altrusa International of Troy provided grant to the Troy Juneteenth Committee to supply books to youth for the celebration.



Altrusa International of Battle Creek, MI recently celebrated their 100th anniversary with a brunch. On the right is their dis-



Altrusa International of Columbus, OH Collecting, sorting, and distributing books, and creating book-marks: fulfilling and surpassing goal of 500 books this biennium. And we aren't done yet!

Colorado
New Mexico
Utah
Wyoming

District Ten



Board Members and International President Kathy Folley



Grand Junction, CO putting beautiful smiles on every project they touch in the community.



Palisade, CO sure know how to host an amazing District Conference in their wine country town.



Montrose, CO initiated great new members to help with the Family Literacy Festival in the park.



Portales, NM donating funds to decorate the new Women's Clinic at the hospital



Ruidoso, NM helping make the Infusion Center a reality at Lincoln County Medical Center as well as offering the Low Cost Mammograms for the women of Lincoln County for the 34th year.



Tucumcari, NM love giving back to their community. They picked up trash from La City to Highway 54.



Pueblo, CO pack Christmas boxes for resident of low-income housing every year. Easter baskets are also packed for the children.



Ogden, UT hands out a “Book of My Own” at the elementary school.



Artesia, NM ready to serve red chili enchiladas to the community as a fundraiser.



Roswell, NM installed two new Little Free Libraries for World Literacy Day.



Past Governors (aka Lifesavers) of District Ten attending 2022 District Conference.



Dive deep for the hidden treasure that you seek.

ASTRA to Altrusa Program

Volume 6 Issue 5

Ileana Pacheco and Traci Squarcette, International ASTRA Committee

How can we make the ASTRA to ALTRUSA connection work?

We are so proud of our ASTRA members because of their talent, leadership, and community service. However, the time comes for our ASTRA members to graduate. How can we help them find an ASTRA Club or an Altrusa Club wherever they will locate next? As you may know, one of our ASTRA International Committee goals is to promote the transition from ASTRA to Altrusa. It is important to keep a record of ASTRA members as they graduate from high school or college and then to share this important information in order to facilitate the ASTRA to Altrusa transition for our ASTRA alumni. Here are steps that will help this effort:

1. Keep updated records of the ASTRA members in your ASTRA Clubs. The ASTRA Committee in your Altrusa Club can help achieve this objective.
2. The ASTRA Club Advisors and ASTRA committee members can create a data base to be shared at the Altrusa Club board/committee transition time.
3. The ASTRA Alumni information sheet can be filled out by graduating members who are at least 18 years old, and it's available on the ASTRA International web page. This information will enable us to continue connections with them as they move on into employment and/or future educational endeavors. Please send the information to your District ASTRA Chair and to Altrusa International. Celebrate ASTRA members' graduation by asking the Altrusa International office to send graduation cords for your ASTRA graduates.
4. ASTRA members and alumni enjoy being invited by your Altrusa Club to volunteer with you or to participate in some of your Altrusa Club and Altrusa District activities.
5. Altrusa Clubs will receive a letter from the ASTRA International Committee through your District ASTRA Chair providing you with names of ASTRA alumni that are in your local area, so you can reach out to them.

Here's one example from Altrusa International of Temple, TX (District Nine) illustrating the connections that can help make this transition from ASTRA to Altrusa so amazing.

Kennedi Fettig was a charter member of the District Nine, ASTRA Club of Belton High School back in 2014. Kennedi served as President of the club as a Senior. Many times, she would bring her mother, Tommi Fettig, to serve with her. It was such a great opportunity to get to know Tommi over the years. Altrusa Temple member and Immediate Past Club President, Michelle DiGaetano, became an Altrusan in 2013 and immediately planted the seed by telling her granddaughter about the newly formed ASTRA Club. The relationship cultivated over the next seven years as Kennedi graduated high school and then college. Michelle kept planting the seeds and as a result, I had the privilege of initiating Kennedi and Tommi as Altrusans during my Presidential year in 2020. Since 2020, Kennedi and Tommi have been active members and Kennedi is now working with the ASTRA Club of Belton High School once again in a different role as a club sponsor. Kennedi also currently serves on the District Nine ASTRA Committee.



It is such a blessing that these talented women get to serve alongside each other. The future is bright, and all it takes is each Altrusan planting the seeds.



Identifying and Removing Barriers to Fostering Future Leaders

Nancy Kuenzig, International Leadership Development Committee, Co-Chair

Writing an article about identifying the barriers to fostering future leaders is a tough article to write. I believe there are many potential barriers that get in the way of taking a leadership role. For our younger members it may be lack of confidence, experience, exposure, or time. For other members that have been in our clubs longer it may be lack of confidence, fear of failure, lack of experience, lack of exposure or time. Or it may just be fear of the unknown.



So how do we tackle these barriers? We first must identify the members we are asking to take on the leadership role. Once they are identified, you can see if there is hesitation. Then you can start to determine what the barriers might be. Sometimes there are more than one barrier. If so, start to ask questions. By asking questions you can begin to know your members strengths and weaknesses. See if the obstacles determined can be easily solved or if more time will be needed to help the member grown into the position. Be patient.

Recently I attended the Governor-Elect training and there were so many valuable resources in the manual. I would like to share some of the excerpts with you now. One such idea is found under the leadership section which states that “followers need a clear idea of where you’re leading them, and they need to understand why that goal is valuable to them. Your role as a leader is to provide that vision.” By providing that, you can show potential leaders a direct path.

Another item found in the Governor-Elect training manual that though was interesting was the idea of delegation. “It has been said that delegating empowers the member and helps in the development of future leaders. It is a method of getting work done with each member doing her or his part. Through delegating, a part of the responsibility is assigned to others who will help to find the solution. By doing this, we also develop leadership for the future.”

Once you have identified the barriers, what can you do to help to resolve them? Do you assign the member another person to mentor them? Do you assign small projects to help the member build confidence? Do you assign a chair and co-chair to help with the time constraints? Do you pair a new member with a long-time member to buddy together and get exposure to club projects and experience? ‘

I will leave you with one last thought that I really liked from the Governor-Elect manual which states, “Don’t worry. Nothing apocalyptic will come out of any decision that is made. Being a leader means constant learning. Remember to ask for help as needed.” If we work with future leaders and help them remember these thoughts, it will make taking risks and taking on a leadership role easier.

Becoming a leader can be scary but from my personal experience it has made me a better person and I have grown so much. I wish that for all of you.

To Zoom or Not to Zoom

Violet Sims, International Communications Committee

To Zoom or not to Zoom? Like most things in life, the answer is, "it depends". Let's step back and think about what we want out of our Altrusa club meetings. Some things we probably all want are great attendance, member engagement, collaboration, and for all members to have opportunities to share their ideas. All of those things can happen in in-person, hybrid, or online/remote formats depending on what fits your club's needs for a given meeting. When planning a meeting, below are some things to consider when choosing a format.



***Costs:** with virtual meetings, participants can save money on gas, paying for meeting space (if applicable), childcare, food, and other expenses related to hosting or attending in-person meetings. On the flipside, virtual platforms like Zoom do cost money if you want some helpful features such as unlimited time for meetings.

***Access:** virtual meetings can provide access to people with limited mobility; people whose busy schedules can benefit from cutting out commuting time; and people with family responsibilities such as caring for children, persons with disabilities, or elderly relatives. Virtual meetings also provide options such as recording meetings so that they can be revisited or shared with people who missed out, and accommodations like closed captioning. A consideration is that people need internet access, devices, and a basic level of digital proficiency to participate in virtual meetings.

***Time/session length:** some meetings may include deliberate time for socializing and building community. However, if you want to maximize time during a planning or business meeting, a virtual option can help the group stay on task. The format is also conducive to meetings that have a short agenda or where you only need to have a quick discussion. People can log in quickly and from anywhere, then go on about their business when the meeting is over.

If you consider the above within the context of the make-up of your club and needs of the members, you are on your way to planning meetings using formats that maximize all members' opportunities to participate. You'll notice, "we've always done it this way" is not on the list of considerations. This is especially true if you want to attract and retain new members. Flexibility and responsiveness to people's needs are key to great meetings and member engagement; this includes alternating meeting formats, meeting days, and times where possible.