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**HAPPY NEW YEAR!!** I hope that each and every one of you enjoyed a joyous holiday season.

We have much to be thankful for and our communities have much to be thankful for because of the work you are doing. Please know you **ARE** making a difference

Now is the time to elect your Club nominating committee which is the first step to take as you establish future leadership and future goals for your club.

Where are you on your Membership goal? Altrusa is an amazing gift that should be shared so please continue your recruitment and retention efforts. Are you making sure the needs of your members are being met? A club evaluation will help you figure out your strengths and weaknesses. This is an invaluable tool for you. If you need help your International Membership Committee is here to work with you.

We are in the countdown for the 2023 International Convention to be held in San Antonio, TX. The dates are July 19 – 22, 2023. There is additional information in this newsletter. Please check it out and start making your plans now because you will not want to miss this event.

As I said, this is the time of year for reflection and to give thanks for all we are grateful for... please know how grateful I am for my association with Altrusa. I am grateful for the work that you are doing in your communities. I am grateful to know that Altrusa is making an impact in the lives of others. I am grateful for your support and I am grateful for you.

Never forget that **United We Can** achieve much!

*Kathy Folley*

International President  
Altrusa International, Inc.



## 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](http://www.altrusa.org) (click Member Login in the upper right)
  - [login.altrusa.org](http://login.altrusa.org) (go directly to the members area)
  - [www.altrusastore.com](http://www.altrusastore.com) (purchase Altrusa branded items including pins and banners)
  - [www.altrusaservice.org](http://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](mailto:Altrusa@altrusa.org) or call the International Office for assistance.

## Important Dates

- February 4 World Cancer Day
- February 20 World Day of Social Justice
- March 1 Zero Discrimination Day
- March 22 World Water Day
- April 7 World Health Day

## Ready... Set... MENTOR

*Susan M. Hawes, International Leadership Development Committee*

In this writing I present to all Altrusans, Clubs, Districts and International one of the most important tools that we must have to retain membership. That tool being a well thought out and planned mentoring program. This writing will present the definition and attributes of a successful mentor, the types of mentoring, Do's and Don'ts of a mentoring program and tips for the training of mentors.



A mentor could be defined as an experienced and trusted person or friend who guides a less experienced person by building trust and modeling positive behaviors, who advises and trains, a younger colleague, or a new member to the organization.

### Mentor versus Teacher

A teacher provides knowledge and information. A mentor provides life lessons from their own life and professional experiences and provides guidance on how to use them in the mentee's life of development and growth within the organization. This is accomplished through guidance, motivation, emotional support, and role modeling through sharing their information about their own growth within the organization.

There are three types of mentoring:

1. Traditional Model – A one to one relationship. In this relationship the mentor and mentee are matched through a program or by interactions a activities and meetings and forming this relationship on their own.
2. Distance Model – The two parties are in separate locations. The relationship is formed as above.
3. Group Model – This model matches a single mentee with a cohort of mentees and a single or several mentors.

Three Cs of Mentorship are: Clarity, Communication and Commitment. Clarity of purpose is vital to the success of your program. Communicating support of the mentoring program ensures identifying the right mentors. Organizational support of the program should be shown by clear distinct objectives and measures to evaluate the impact and success of the program. Communicate the program to all members of the organization. This communication should clarify all roles of those within the organization. The program needs to be marketed which shows commitment of the organization to make the program a success. When ready to begin building your mentor pool, keep in mind the difference in a business coach and a mentor. A business coach usually has a single purpose and will focus on that. For our purposes we want the mentor to develop a more personal and holistic relationship with the mentee as they develop and grow in the organization.

Qualities you should seek in your organization's mentors are respect, ability to listen, to be challenging, to collaborate, ability to celebrate truth, safety, and empathy. The most important of these is Active Listening.

The basic responsibilities you should expect from the mentors chosen are that they will provide to the assigned mentee: guidance, advice, feedback, and support.

Two Key functions of mentors:

1. Be empowered and encouraged in personal development.
2. Assist in identifying and achieving goals.

Expectations for mentors:

1. Meet early and often.
2. Be available in person, email, video, or other means.
3. Provide honest and constructive feedback.
4. Listen to feedback from mentee.

Do's and Don'ts for Mentors:

1. Do Dedicate Time
2. Do not be over critical
3. Do assign tasks to stretch the mentee
4. Do not talk when you should listen
5. Do set performance bar high
6. Do not undermine the mentee's trust

Crucial to the success of the mentoring program is well trained mentors. The training program should ensure that they have the right skills and assist them in enhancing their skills. Key components of the program:

1. Building Trust and Rapport
2. Effective Listening – Use your ears, eyes, instincts, and heart
3. Questioning
4. Feedback

The finished Mentoring Program should be shared organization wide and promoted as a tool for our toolbox. The sooner it can be implemented the sooner we all can reap the rewards! Who would not want a higher percent of member retention and a higher percent of membership satisfaction? We all can benefit from more Champions for who we are and what we stand for.

READY...SET...MENTOR!





## **Include Altrusa in your New Year's Resolutions**

*Sylvia Juarbe, International Membership Committee, Vice Chair*

After sharing with family and friends the Holiday Season, I tried to make down to Earth New Year's Resolutions. As I review my list I realize some are just simple things I would like to work on, and guess what... several happen to be related to the person I would like to be as an Altrusa member.



- Be patient - OMG, I need to work on this one! There are so many things we can't control. Sometimes my mind is in turbo speed but reality is not. Things are not always as planned so we need to have in mind alternate strategies. Maybe, trying to see things from a different perspective can broaden our point of view of the situation.
- Be kind to others - We all go through so many situations and each deal with them using different methods. To have empathy toward others can help us understand the unknown and allow us embrace diversity.
- Be encouraging – Having the ability to help others and inspire them to make good decisions is a tremendous quality. Being a good role model is a great responsibility that requires constant attention. That's when mentoring becomes so relevant and helps us make a difference amongst ourselves.
- Trust myself – Believing in oneself is often taken for granted. This capacity will make us powerful and courageous enough to handle whatever life throws our way, and help us prevail.
- Learn more about technology – This could be a tricky one, but there are so many things we can do with our smartphones, tablets and computers. There are countless apps to communicate with friends and family, to create documents, and so much more. We definitely have to be updated in this matter. Giving ourselves the opportunity to learn something new is a challenge we all should accept. We are not quitters!

I'm sure you can relate to some of these and have several others that, once you really think about them, are things you can master with just a little bit of attention. So, whatever your resolutions might be for 2023 remember to include: follow your heart and enjoy being an Altrusa member. The more time we share with one another, whether it may be in club/committee meetings or in service activities, more in love we will be with our organization. Surely, you will have the opportunity to make new and everlasting friendships as you serve your communities. It is a win-win situation.

May you all have a great 2023 and continue to enjoy your membership!

Abrazos (hugs),

Sylvia E. Juarbe

# 2023 Call to Convention

I'm very excited to share just a tidbit about our upcoming 2023 International Convention to be held in San Antonio this coming July.

San Antonio is a city rich in heritage, rich in culture, and rich in food. The city was founded as a Spanish mission in 1718 and became the first chartered civil settlement in what is now present-day Texas. Since then it has become one of the top ten fastest growing cities in the United States. And what a great backdrop for all of us as we gather together for our International Convention. Please know how excited your International Board and our Host District, District Nine, are to welcome "All Y'all" to the Lone Star State and the city of San Antonio.

We have lined up for you informative workshops, inspirational and motivational speakers, a fun-filled Opening Banquet, and an inspiring Installation to round off our time together. But you will also have some free time so you can explore the famous San Antonio Riverwalk, located just steps from our hotel. On top of all this a special event is planned for Friday night in the hotel with proceeds benefitting our International Foundation. You will want to be here for that... I promise.

You will find out much more about our plans for Convention in the Call to Convention publication that should go out to all members mid February. As I said we have lots to celebrate and I can't wait to see you as we gather to do the work of Altrusa and relish in the joy that is Altrusa!! So make your plans now to join us in San Antonio in July.

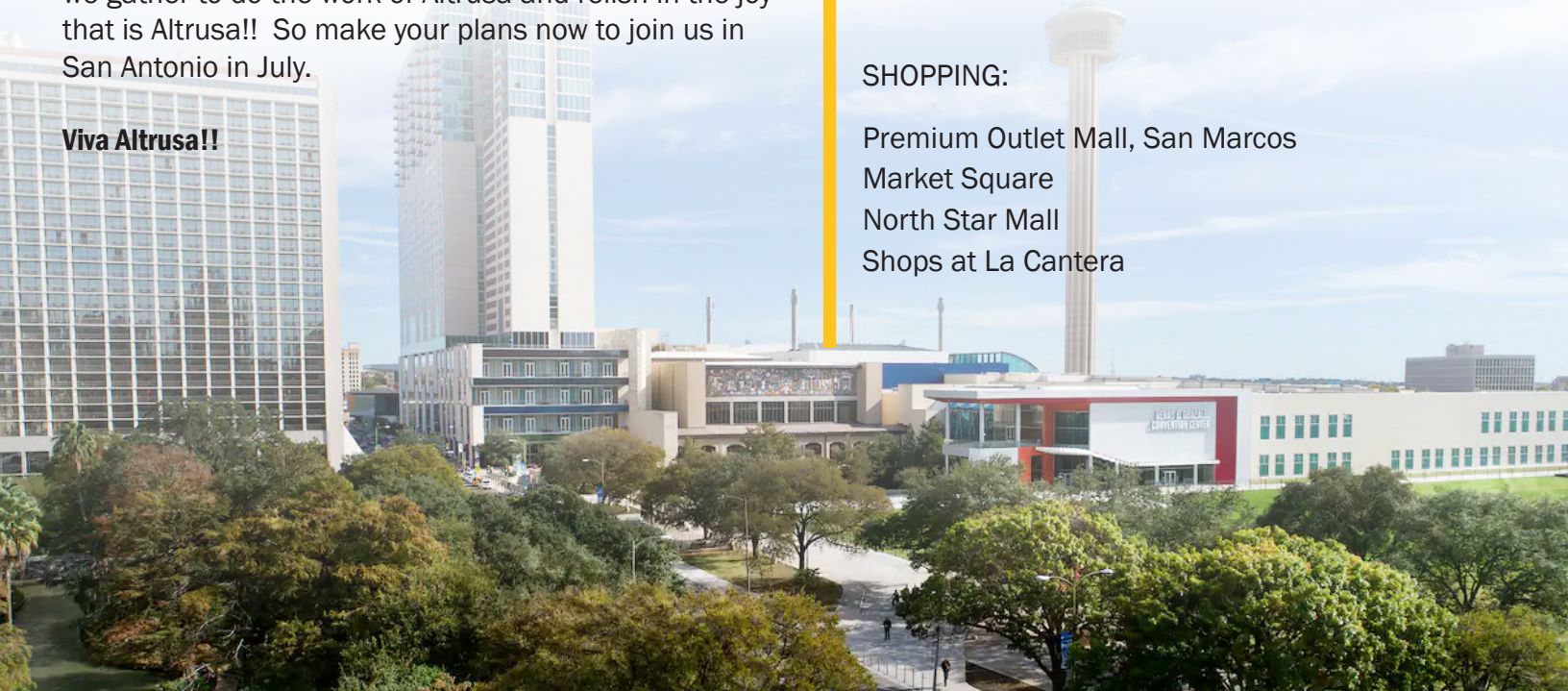
**Viva Altrusa!!**

## THINGS TO SEE AND DO:

The Alamo  
 Briscoe Western Art Museum  
 Buckhorn Saloon and Museum  
 Historic Market Square  
 Historic Riverwalk just steps outside our hotel (15 miles long)  
 Institute of Texan Cultures  
 LaVillita  
 Majestic Theatre  
 McNay Art Museum  
 The Menger Hotel  
 The Pearl  
 Riverwalk Boat Tours  
 San Antonio Botanical Gardens  
 San Antonio Missions National Historical Park  
 San Antonio Museum of Art  
 San Antonio National Historical Park  
 San Antonio Zoo  
 San Fernando Cathedral  
 Sea World  
 Six Flags/Fiesta Texas  
 Spanish Governor's Palace  
 The Tower of the Americans  
 World Heritage Missions  
 The Witte Museum

## SHOPPING:

Premium Outlet Mall, San Marcos  
 Market Square  
 North Star Mall  
 Shops at La Cantera





**Our 58th Altrusa International Convention is taking place in the beautiful Grand Hyatt Hotel Riverwalk, San Antonio, Texas.**



**Area Attractions:**

[The Alamo](#)

[La Villita](#)

[UNESCO World Heritage Missions](#)

[Briscoe Western Art Museum](#)

[Japanese Tea Garden](#)

[McNay Art Museum](#)

[San Antonio Museum of Art](#)

[San Antonio Botanical Garden](#)

[The Buckhorn Saloon and Museum](#)

[GO RIO: River Walk Boat Tours](#)

[Arneson River Theatre](#)

Amenities



Free Internet Access



Electric Vehicle Charging



On-Site Restaurant



Fitness Center



Pool



Pet Friendly



Digital Key



Digital Check-In



In-Room Chromecast



Business Services



Laundry



Concierge



## Project Toolkit - Tools for a Successful Project

Shari Gomez, International Service Program Development Committee, Chair

When my husband is fixing something around the house he always asks me to get into the toolbox for the tool he needs. As I'm sure we all know, having the right tool is essential to the success of any task. If your club is familiar with Project Toolkit available in the member area of the Altrusa International website, then you are ahead of the curve!

The Project Toolkit has some excellent tools for clubs to use to ensure their service projects are a success! The ABCs of Altrusa Project Guides includes ten questions to ask when beginning a service project. The first few questions begin with the purpose and description of the activity. If the purpose of the project isn't clear, how can it be successful? Creating a clear purpose and description allow everyone to keep a laser focus so planning discussions avoid those time-wasting rabbit holes!

### The ABCs of Altrusa Project Guides



The next few questions deal with manpower and materials that will be needed. With responsibilities of members identified, as well as materials, the next question deals with potential problems. Coming up with potential problems and solutions to them is an essential part of any project so everyone knows Plan B.

As planning continues, the next question helps identify income and expenses. Funding must come from some place, either by donations, club members, or the club budget; identifying the financial expectations is necessary for success and transparency. Planning the activity would not be complete without a list of steps needed to complete the project. What needs to happen first, second, and so on so the project goal is met? The next questions helps develop that list of specific steps that will help everyone know what needs to be done and when.

What has changed? While going through these questions and developing the project, keeping track of what has changed or evolved in the project's development is important for the future. Taking note of how the goal, description, or even the funding changes can be beneficial for the club tackling this project next year. After the project, one of the last questions reflects on the project. What suggestions would participants provide for those planning the project the next year? This can be a great help for the next Service Chair and committee members.

And lastly, the last question deals with the goal set forth for the project. What were the results of the goal(s)? Did the project do what was expected of it?

There are several examples throughout this guide, but one statement that stood out: If you fail to obtain a goal, does this mean that your project has failed? Absolutely not! Anytime you complete a project, it is a success.

Another tool in the Project Toolkit is the Altrusa Project Guide. This document provides a template to help clubs plan, step by step, following the ABCs described above. Using the ten questions in this guide, clubs can identify their goal(s), create the project description, identify manpower and materials, and continue to develop the steps and responsibilities needed for a successful project.

Having the best tool for the job is vital to any project's success. So, when starting your club's next project, log into our Altrusa International membership site, navigate to Service, and scroll down to the section Service Project Toolkit. The tools are there, we just need to open the toolbox!

**Altrusa Project Guide**

Club Name \_\_\_\_\_ District \_\_\_\_\_

Project Name \_\_\_\_\_

Chairperson's Name \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP \_\_\_\_\_

Home phone \_\_\_\_\_ Business phone \_\_\_\_\_

Email address \_\_\_\_\_

USE OF THE PROJECT GUIDE: Good advanced planning and record-keeping will assure success. Use this guide in planning and conducting the project by answering each of the following questions.

## **ASTRA: What it means!**

*Linda Dysart, International ASTRA Committee*

ASTRA may mean nothing to you even if you've been a member of ALTRUSA for years. If you have not engaged with ASTRA youth, or have little knowledge about this ALTRUSA offspring,

I hope the following paragraphs will inform and inspire you to get involved with ASTRA.

Altrusa International, Inc. appointed a special Youth Group Committee in July of 1965 to identify and develop a youth group sponsored by Altrusa clubs. The committee decided that the youth group should be called ASTRA and anyone, ages 12 to 25 years old could belong. The ASTRA name is an acronym for:

- **Ability** – to know that all of us have special talents to share with others.
- **Service** – to improve the lives of those in the community.
- **Training** – to develop leadership ability and potential.
- **Responsibility** – to learn to accept obligations and know the satisfaction of seeing a project to fruition.
- **Achievement** – to experience success; to know that together we can achieve more than any one individual.

The plans and the wording look wonderful on paper, but as a five-year ASTRA sponsor, seeing my club members in action makes these words electric! There are currently around 70 ASTRA clubs internationally, so imagine how much energy that is collectively!

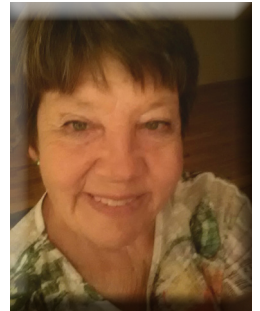
My ASTRA group of about 25 members has the ability to create, manage, and succeed at all of their projects. First of all, young people have an incredible amount of energy. My group served about 300 people at an Altrusa banquet in under 20 minutes. At Christmas, they lit over 100 luminaries in about 10 minutes. They gathered over 1,000 rocks for a grade school rock painting project in a couple of hours. ASTRA members have huge hearts, and most join because they want to serve and help those around them. For that reason, one of our projects is to serve supper meals to the homeless at the local homeless shelter.

Most young people are way better than I am when it comes to computers, technology, and social media. They have great brain power and can think out of the box to solve problems. An example: My group figured out how they can have lunch meetings at school even though they don't all have the same lunch period.

Most of my members are already gifted leaders, but it is very important to me for them to be boosted up and mentored by other adult leaders. That is why I think it is imperative for them to work alongside Altrusa members. The projects we do together, like serving with Altrusa at the yearly banquet, are so important for leadership training.

We all know that wonderful feeling that comes with a job well done. Responsibility and achievement become important words for success. Therefore, I encourage the ASTRA club to decide the yearly projects that they would like to do and take charge of their own achievements. January will be a time of uniting our club once again as we are back post Covid, and it's time to choose projects for the rest of the school year and summer.

ASTRA sponsorship has been a wonderful journey for me because of all the amazing young people I get to work with and meet. If you are now inspired to get involved with your ASTRA club, I know that you will be included as a very welcome partner!!



# Altrusa International Foundation, Inc.

We look forward to seeing you at the 2023 International Convention in San Antonio!

## Silent Auction

Don't forget to bring your items for the Foundation **Silent Auction**. Think of items that represent your Altrusa Club, District, and you! Your donation will help make this special Convention fundraiser a success.



Keep in mind donated auction items should be easily able to travel home with their lucky winner.

## Your Donations Make an Impact

Through your continued support, Foundation programs provide grants to Altrusans that support their efforts to build better communities. In 2022, the Foundation awarded \$408,108 in grants and Disaster Relief Aid. To select an area of impact that is most meaningful to you, your donations may be designated to the Grants Program, Disaster Relief Aid, Endowment, Club 21, or Where Needed Most.

## 6 For 60 Giving Campaign

The Foundation launched the new 2-year Giving Campaign, 6 for 60, in the fall of 2022 to commemorate the Foundation's 60th anniversary. This exciting new giving challenge encourages Altrusans and friends to contribute at one or more of the six suggested giving levels:



1. \$60 (Light Blue)
2. \$160 (White)
3. \$260 (Teal)
4. \$560 (Dark Blue)
5. \$860 (Maroon)
6. \$1,060 (Gold)

All gifts will receive a special commemorative color-matched ribbon. Recognition ribbons can be worn on your Convention name badge to proudly display your support of the Foundation and this giving campaign.

Credit towards annual Club service awards will be given for gifts made in each fiscal year (June 1, 2022 - May 31, 2023 and June 1, 2023 - May 31, 2024). Cumulative gifts, with the exception of Club 21, over \$500 USD will also be eligible for Lamplighter recognition.

Thank you for your continued support of your Altrusa Foundation and its programs.



Altrusa International Foundation, Inc.  
(312) 427-4410 | [foundation@altrusa.org](mailto:foundation@altrusa.org)



## International Days of Observances

*Kathy Schrein,*

*Altrusa Representative to the United Nation's*

*Department of Global Communications, Civil Society Unit/NGO, Chair*

Altrusa International is one of 1500+ Non-Governmental Organizations (NGO) affiliated with the United Nations. As an active NGO, our UN mission is "communicating the ideals and work of the United Nations to the world, interacting and partnering with diverse audiences; and building support for peace, development and human rights for all."



One of Altrusa's most continuous NGO activities is the publication of the UN's International Days and Weeks of Observances. Members will find a listing of these special dates in most Clubs' newsletters and observed in many clubs with special speakers and projects.

One of the most celebrated Days of Observances will be held March 8, 2023 - International Women's Day (IWD). The 2023 theme will be "#EmbraceEquity" with the visual expression of a woman in a huge self-embrace.

This special call to action for accelerating equality first gathered attention on 3/8/1908 when 15,000 women workers in the "needle" trade marched through NYC, Lower East side, to protest child labor, sweatshops, worker conditions and demanding women's voting. This day was later initially honored in 1911, belonging to ALL groups collectively worldwide.

"#EmbraceEquity" means creating a fair and equal world. Being included and belonging feels good! On this special IWD, Altrusans are asked to challenge gender stereotypes, call out discrimination, draw attention to equity, and seek out inclusions-- host club speakers or perhaps conduct a special project.

Encourage club members to make every day a UN's IWD. Does YOUR club do its part to ensure the future for girls is bright, equal, safe and rewarding?

Thus, the UN's Days of Observance highlights topics of world's concerns. Celebrate one of these special days; for example, International Women's Day, March 8, 2023 -- make a difference, think globally and act locally!

Resources -

<https://internationalwomensday.com/>

<https://internationalwomensday.com/EventPacks> (FREE)

<https://internationalwomensday.com/Resources>



## **District Two: Mentoring Makes All the Difference**

*Brenda Ruby, District Two Leadership Development and Training, Chair*

All of us are leaders at one time or another. Obviously if you're a supervisor, you're a leader, but you're also a leader if you have children. You're a leader if you teach, even if it's in an informal setting. You probably don't even notice that you're leading when you're in your comfort zone; it's only when you step outside that zone that Leadership seems like a scary proposition.

Every member in your club – EVERY member – should be in one of three stages of leadership (or two, or all at once). They are:

1. Training to be a leader. Maybe you're the "new kid," maybe you've been in the club for a while, but just by being a member you are learning how meetings are run, the steps to designing and participating in projects, and how much money it takes to have a successful event. Look to your current leaders for role models, of what to do (and not to do). You're soaking it all in without even trying, plus you have all your personal and work experiences, so take an extra step and attend a board meeting, volunteer to chair a project, or take the time to do a little extra reading – of your newsletter, your yearbook, or online at altrusa.org – and pick up a little more knowledge. It's amazing what you can learn.
2. Leading! This is not just telling people what to do, and you don't have to be the President to lead; there are committees, directors, secretaries, treasurers that all have a part to play, and it is your DUTY as an Altrusan to take an active role when able. Don't sell yourself short ("I couldn't be President, I wouldn't know how"); we all suffer from "impostor syndrome" from time to time, and we all have different styles of leading. Leadership takes courage, self-awareness, and an acceptance that we are always learning. You might think, "I don't want to be President because I don't want the aggravation." Believe me, it can be very frustrating, but also very rewarding, and you can have a lot of fun doing it! If it's time to step up, please do so; we shouldn't have to have members be President (or secretary, or treasurer) over and over again because nobody else "wants" to do it or "has the time." That indicates a stagnant club.
3. Teaching others to lead. Once you have some knowledge, share it! Don't just think "OK, I've done my part." Take a new member under your wing, and take the time to explain why we do what we do. Groom the next leader. You don't have to be an ex-board member, either; every member has something to pass on. When you mentor, you share the load and build a bright future for the club.

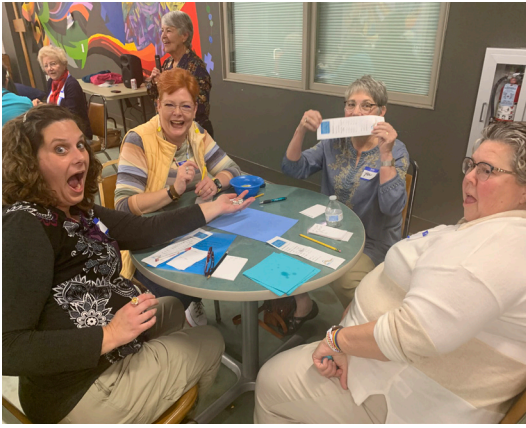
### SEVEN STEPS TO SUCCESSION PLANNING

1. Be proactive with succession planning. Identify and mentor potential leaders within the club.
2. Keep an open mind! Don't assume someone wouldn't be good at it, wouldn't be interested, etc.
3. Make the vision known. Include new leaders in strategy conversations.
4. Offer feedback to future leaders – acknowledge their ideas.
5. Provide training! Make sure they have the tools they need.
6. Do a trial run of your succession plan; when you have a current leader absent, ask a future leader to step in.
7. Use your plan to develop/stay on track with your Long Range Strategic Plan.

We've learned how important it is to stretch our bodies to keep fit and flexible, but it's just as important to stretch our minds and our comfort zones. Pick an opportunity and STRETCH!



# District Two Highlights



**Bunco Night Fundraiser**



**Landscaping Holly's Home  
(hospice home for low-income families)**



**Road cleanup.**



**Book Boats for kids to read in.**





## **ASTRA & ME: What Does it Mean**

*Margaret P. Hill, District Two ASTRA Committee, Chair*

When I first joined Altrusa International of Richmond, VA in 2009, working for a school division, I knew that involving myself with ASTRA was exactly what I wanted to do.

Learning that ASTRA was an acronym for Ability, Service, Training, Responsibility and Achievement what better attributes to teach our students right now than that. We want them to have a positive impact on their communities. We want them to know that there is so much more out there in the world other than social media. There is so much community service driven opportunities for our students that is untapped.

So, as I began to dig deep into the ASTRA history I fell in love with the principals set forth by the Altrusa International Board of Directors.

1. Altrusa's participation in the area of youth groups should not duplicate what is already being done by other organizations.
2. Altrusa's participation should be unique in purpose.

So as our Altrusan group began to set up our ASTRA High School Club these are the principals that we used. There are so many clubs out there now for students to involve themselves with and so many of them are so similar. With our ASTRA Club being strictly a community service organization, the students seemed to flock to be a part of it. If community service opportunities weren't enough the benefits they could gain pulled it all together.

We talked to the club members about how they could become strong leaders in their schools and their communities. How they could make a positive impact in the world while they were developing leadership, problem solving, teamwork and organizational skills. You could see their eyes wide open, they were like sponges wanting to hear more and do some hands-on community service work.

The other thing about ASTRA Clubs that I love is that the clubs are run by its members. Our club has an advisor who oversees how the club operates and assists in planning what the students are doing. However, the projects and decisions are planned by the ASTRA members and they learn to have fun while having their ideas heard and watching them come to fruition.

Now there are so many ways out there to have ASTRA Clubs. It's not all about meeting in a school or center anymore. There are still the Middle School, High School, Vocational School, Community and Jr. College and College and University Clubs. However, there are also Community Clubs, Home School Clubs and Virtual Clubs. Opportunities like these for students to meet covers the gamut and makes it so much easier for clubs to pop up.

I presented at our District Two Conference held in Pennsylvania last April, encouraging other clubs to start ASTRA Clubs within their Altrusa Clubs. At the end of my presentation I had included a video of some of our students that had graduated from high school and college and they talked about how being a part of ASTRA helped them in their everyday life. I was so proud to hear and have the other Altrusa Clubs hear what awesome young men and women they had become. It was truly a wonderful feeling knowing that I could have had a part of that positiveness, just by offering them the chance to be an ASTRA Club member.

My hope is that this bit of information will encourage the Altrusa Clubs in my district and other districts to start an ASTRA Club. There is so much information out there on the Altrusa International website. All you have to do is pull the information up and follow.