

## International President's Message

Welcome to the first issue of the Altrusa Compass for 2018. As this is circulated we will be 1/6th of the way through the year – isn't that a scary thought. It is the time of year that a lot of clubs have service projects and fundraisers under way as we race to the end of another productive Altrusa year. Altrusans will be reaching out in service throughout our organization and we are great at doing this. We need to work harder on telling people about what we do and then inviting others to join. This issue of the compass has several articles that focus on growing the membership of Altrusa. Our International Membership committee has also been hard at work revamping materials for a new Membership Tool Kit on our website – now is a great time to take a look at what is available here to help you grow Altrusa. You can find it under the Publications tab, under Toolkits.

It is also the time of year when clubs are looking to elect their next club leadership team. If you are approached to take up a role as a club board member or a committee chair I can only advise that you say "yes". We never know where this three-letter word will lead – but with Altrusa you know that you can say "yes" and there will be a team of supportive and willing volunteers behind you doing their best to make your experience as a leader a positive one.



Leanne Milligan  
International President 2017-2019



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Get a glimpse of the city hosting our 2019 International Convention by viewing the video on the website.



Read more about Reno in our feature on page 13.

# Whats going on at International?

Well 2018 has been off to a busy start. The International Board and Office team have been busy working on action points that came out of our January 27th board meeting. The International Program team and task forces have been off and running making steady progress on tasks and strategic programs. And the office staff – well they have been busy finalizing documents, posting items onto our website and preparing communications for members. Here are some of the highlights:

- Work is underway on the revision of Policy 10, providing greater guidance for Governor's and Clubs when a club decides to disband.
- We have revised the Club Treasurers Guide (should be released soon) and the Financial Procedures manual (in final review stage) and a team is developing a new District Treasurers guide.
- We are preparing new Group Tally guides with accompanying videos to help members using Group Tally.
- Convention Planning for Reno 2019 is underway with the timetable outline prepared and the hunt for key note speakers is on.
- A "suggestion box" has been created in the Member area of the International website which will allow members to suggest ideas for improving Altrusa 24/7.
- The new membership tool kit has been updated by the International Membership Committee and is now available on the Website.
- The International Service committee are busy finalizing details for the roll out of the Days for Girl s program.
- The International ASTRA committee have revised the Scholarship Application process for 2018.
- The Website Task force are working furiously on the development of a new website on a new platform hosted by a new host and we hope to have something ready for "show and tell" at Conferences in April/ May.
- The Board and the International BRR committee are working on a program of reviewing all International policies. We are on target for completion in October this year (it's a big job!!).
- New task forces have been set up to investigate "Member Initiatives", developing new programs that are attractive to new members and "Gender Neutrality" in our documents to continue our commitment to greater diversity.
- A survey has been sent out to our Clubs at Large so that we can investigate ways to increase our support of these clubs and another one has been sent to members seeking information to help with the development of a mentoring program.
- We have a team looking at how we can improve Group Tally, both in data collected, how we collect it and how we report it back to the office and Districts.
- New questions have been developed for the Club Annual Report and these have been sent out to Club presidents. We are currently working on converting this into a survey format, so we can collect our 2017/2018 report in this way.
- The New Club Building and Virtual Club task forces have been busy streamlining the process for building clubs and developing new forms and tools to help us build more clubs. Its exciting to see so many clubs/districts out there working on extension efforts at the moment.
- Katie McKenzie has been appointed as our Altrusa UN Youth representative. Welcome to the team Katie.
- New templates for elections and conference evaluations have been developed in Survey Monkey for our Districts to use.

## New Club Building....Then and Now

*Norma S. Teuton, International Membership Committee – New Club Building*

Just imagine that you move to another city, maybe 40 miles north of where you're living. You are a relatively new Altrusan and continue to return to your Club for meetings/service projects for the next 2 ½ years. After being asked many times "What is Altrusa and what do you do?" and "Why don't you start a club here?" you decide to contact the District Governor. Of course, she is thrilled because the District has not chartered a new club for several years. And so, the process begins...



You study the New Club Building Manual and discover that the first step is to submit to the District Governor, for approval, a completed Community Assessment Survey form. Once approved, you set up an organizational meeting and invite all who have expressed an interest in being a part of this new venture. You invite the District New Club Building Chair and any former Altrusans in the area. At the first meeting, you talk about the history of Altrusa, organizational structure, ideals and mission. You answer questions, and there are many. Everyone is excited! You set the next organizational meeting date and ask all who attend to invite others who might be interested to the meeting.

At the second meeting there are even more excited people interested in this new club. At this meeting, you establish regular monthly meeting date(s) and begin talking about a first service project. You even begin talking about a name for the club. Of course, there's much more that takes place in the process but this is how quickly you can go from first organizational meeting to charter in just five months.

The great news is that many changes are taking place to simplify new club building since my experience almost thirteen years ago. The biggest change is that at the International Convention in July 2017, the membership voted to change charter strength from 20 to 15. The Community Assessment Survey is now called New Club Building Proposal and is one page rather than five and there is a new Affiliate Membership Form. President Leanne Milligan has appointed a New Club Building Task Force that has been charged with streamlining the process for building new clubs. So stay tuned for even more exciting changes to new club building.

## Important Dates

- March 1** Zero Discrimination Day
- March 15** ASTRA Scholarship Applications deadline  
Grant Program Application deadline  
Club 21 Program Application deadline
- March 22** World Water Day
- April** Add an Altrusan Month
- April 7** World Health Day
- April 11** Altrusa's Anniversary
- May 15** International Day of Families  
Eleanor Roosevelt Humanitarian Award Nominations deadline

## “How to Attract Men to Altrusa”

*Scott Tice, Membership Development Committee*

There is no set-in-stone way to attract men into becoming a member of your local Altrusa club. It requires open minds and a willingness to accept males as members by your fellow club members. Below are several ways to start the process of diversifying your club membership by adding male members.



The easiest way to attract men into joining your club is to reach out to the male friends, family and co-workers of your current club members. These potential members are probably already familiar with Altrusa and the great work we do. You could also reach out to those male individuals who have helped or supported your club projects over the years. Again, they will be familiar with Altrusa and have first-hand experience of the impact you are making in your community.

Another avenue to explore to attract men into Altrusa is by reaching out to those males you interact with at work and play. This could include fathers of fellow sports team participants, through other social activities and/or organizations you belong to. These individuals will probably be less familiar with Altrusa but it should be easy to approach them since you already have some type of interaction with them. This type of invitation may require asking more than one time and may involve more educating the individual about Altrusa and your club before they will make the commitment to attend a club meeting.

A third way to attract men into Altrusa is by asking those males you interact with on a professional level. Think about your banker, marketing team, accountant, vendor and supplier, just to name a few. Also included in this group could be employees from sponsors of your events. The sponsors are already familiar with Altrusa and they may be willing to encourage their employee(s) to get involved with your club!

While it's important to focus on attracting men into Altrusa, it's also just as important to think about the environment of your club and how comfortable those males will be attending your meetings. You want to make sure those potential male members feel welcome and included in your club. Club members should be open minded to having the opposite sex as members, be willing to encourage their involvement and include them in discussions and decisions regarding your club matters.

Attracting men into Altrusa is an uncharted path for many clubs. What was once promoted as a “Women Only” organization now has male members and we see the value of increasing our membership through the addition of male members. However, changing Club Culture is not an easy process and it requires total participation of all members.



## Changing the World Together

*By Jyll Smith, Service Program Development Committee Chair*

Altrusa International, Inc. and Days for Girls have come together in partnership to improve the lives of women and girls internationally. At the International Convention in July, the membership voted to support an international project followed by the International Board approving a partnership with Days for Girls (DfG). Having an international service project that clubs can choose to participate in not only makes it easier for clubs to be a part of a global project, but also raises the visibility of Altrusa International by having our logo on DfG website and promoted through DfG marketing channels.

Let us imagine a world where every woman and girl has ready access to hygiene solutions. Hygiene solutions are a little thing that becomes a big thing quickly, when millions of women and girls suddenly have what they need to attend and stay in school, pursue opportunity, and succeed. Members of Altrusa International, Inc. has a unique opportunity to make a difference by offering girls and women with new life choices through providing sustainable hygiene solutions, health education, and income-generation opportunities.

### **Who is Days for Girls?**

Days for Girls is creating a world with dignity, health, and opportunity for all, through sustainable menstrual care solutions and health education. The DfG movement has reached more than one million girls and women and counting. They envision a world where girls can attend school, pursue opportunities and succeed even when they have their periods. Together with DfG and other participating organizations, we can help reach “Every Girl, Everywhere, Period.”

The DfG movement has reached more than one million women and girls and counting. DfG promotes sustainable development on multiple levels: 1) their kits last 2-3 years, replacing an estimated 360 disposable pads and 2) enable women to earn an income and ensures program continuity.

### **How can clubs participate?**

This spring and at District conferences, we will share details on how clubs can participate in this exciting new partnership. We have identified four ways clubs can be involved: 1) Set up an online fundraising page (see an example), 2) Gather supplies for kits, 3) Get involved and help collect supplies with local DfG chapters and 4) Start their own Days for Girls team to sew either bags or the entire kit. Clubs can choose their own level of involvement.

There are lots of things in this world that are hard to change. Together we can provide girls and women in the world with essential health education and sustainable and affordable feminine products and break the silence of shame and change the narrative to one of celebration and pride. Imagine by working together what we can do on behalf of women and girls around the world. Let’s Do It!

## **How to Influence During Succession Planning**

Altrusa develops leaders and the skills we learn as Altrusans should also be useful as we work in other areas of our communities and in our workplaces, so we hope you enjoy reading these ideas. And remember, all these can also be brought to Altrusa in our clubs and districts.

It's that time of the year. Most organizations are going through their talent review cycles and succession planning discussions. During these discussions leaders decide on their succession pipeline. Will you be promoted into the next opening? Will you hang out in the box that says, "Ready in 1-2 Years"? Do you know which box you are in?

One simple thing that can raise awareness of you to the "Ready Now" box is to reach out and make a personal connection with the key people you need to influence.

A succession plan conversation can derail in one of two ways. A person's name is brought up as a potential successor for a role by their sponsor. The sponsor may have enough power in the group to single-handedly get them promoted. Most often that is not the case. Often, the sponsor will look for broad support by the group making the decision. This is where the conversation can derail.

The first derailer is active dissent. Some of the other people in the room have perceptions of you (from their people, or from that one time they heard you present, or sat next to you at a work event). They bring up their "first impression" belief about you and you get put in the "Ready 1-2 Years" box with some vague follow-up on "needs to develop executive presence". Your opportunity is lost.

The second derailer is silence. Many of the other people in the room don't really know you. They may have heard your name, but without direct and positive experience, they are unwilling to throw their political power in your direction. Your opportunity is lost.

Here are three steps you can take now to be a succession plan star (and make your sponsor's job easier).

One, get clarity on what next role you aspire to. Talk with your boss/leader and boss's boss/their leader. What position excites you where you can bring your talent, contribute, and also learn and grow?

Two, do an honest self-assessment of your own strengths as well as your growth areas in order for you to be able to perform well in that next role. Get feedback from others.

Three, reach out to your own sponsor and ask for their support. Your sponsor (it could be your boss/a leader of your service club or organization, or their boss/leader) plays a critical role in two ways. They understand your skills and advocate for you. They also know who are the people who matter in these succession plan conversations for that next role.

This is your challenge. Don't let a succession planning cycle opportunity pass. Follow-through on these three steps so you can bring your talents and strengths to the opportunities that matter for you!

Author: Henna Inam

<http://www.transformleaders.tv/>

## Is It New Officer Time for Your Club?

*Linda K. Smith, International Director*



Some clubs elect officers for a two-year term to coincide with the Altrusa International, Inc. and the District biennium. Some clubs elect officers each year. If your Club is one of the latter, then it is time to be electing your new officers.

Does your Club have a succession plan in place? Do you train your officers so they can move up, perhaps from a Director to a Vice President, from Vice President or President-Elect to President? Or do you just elect whoever will volunteer for the job? If you do not have a plan, I encourage you to develop one and train your members to be leaders. Otherwise, you will have the same officers repeating office over and over. How many times have you had to serve as President (or any other office for that matter) because no one else felt qualified or wanted to hold the office?

If you elect officers this year, by now you should have a Club Nominating Committee elected to be recruiting a slate of officers. Ideally, officers should be elected in March or April, installed in May and take office on June 1, the beginning of the new Altrusa year. It is always a good idea to elect your new officers in time for them to attend officer training workshops at your District Conferences. Most District Conferences have training for at least President, Treasurer and Secretary. Some also have training for other officers and/or committee chairs. Don't miss out on your officers getting the training they need by delaying elections.

Thinking maybe you would like to serve your Club as an officer but don't know the duties of the different officers? Check your club bylaws for officer duties or check out the Altrusa International, Inc. Bylaws at [www.altrusa.org](http://www.altrusa.org). There is an entire section of Club bylaws that list officer duties. Remember, you don't have to wait to be asked to serve. Most Nominating Committees are thrilled when they have volunteers for office!! Remember that Altrusa has a whole network of leaders more than willing to help you succeed as a Club officer.

Once your officers are elected, don't forget to send an updated list of officers to your District Governor and District Treasurer as well as update your Club officers on Group Tally on the Altrusa International website.

## Clubs In Formation

*Norma S. Teuton, International Membership Committee – New Club Building*

District Three is still working on starting a new club in Mooresville, NC and a Virtual Club.

District Six is in the process of completing the Community Needs Assessment for a new club in Bloomington/Normal, IL.

District Seven has a possible new club or a virtual club. The Iowa School of the Deaf ASTRA Club graduates would like to continue with Altrusa. The District is looking at either a new club, including them in the Council Bluff, Iowa Club or creating a Virtual Club.

District Nine has a Club in Formation in Tyler, Texas. They already have five strong members. Congratulations Tyler and District Nine!

District Ten is working on starting a new club in San Luis Valley, CO (covering the communities of Monte Vista and Alamosa).

District Eleven is working on starting a new club in Reno, NV. Lynn Bethel Short, a former member of the Eastern Sierra Club, is the Organizer and Gail Swain is the Chair of the project for the Eastern Sierra Club. We're in the process of scheduling a conference call to discuss the beginning steps. Good Luck to Lynn and Gail!

Good news from our Clubs at Large; Altrusan Parvathy Viswanath is interested in starting a new club in India. We have contacted Parvathy to offer our assistance.

## **The Frozen Middle: A Barrier to Change**

*Leanne Milligan, International President*

*At the Service Club Leaders Conference in November last year I learned something about a phenomenon known as “The Frozen Middle”. It provoked thought as to how this same phenomenon might be affecting Altrusa, at all levels of our organisation. This article introduces you to the concept of the “Frozen Middle” and how it might be affecting your club, district or our organisation as a whole. Note that the Frozen Middle has been identified as an issue in many profit making entities and I suspect that this will possibly have relevance to you not only in your Altrusa life but also in your workplace.*

It is sometimes said that the only constant thing in life these days is change. And the pace of change seems to be getting faster and faster. Organisations of both the profit and non profit type need to be agile to survive. Altrusa is no exception. In this world of never ending change appreciating diversity of thought, embracing new ideas and encouraging innovation is essential to our survival. However, there is a barrier to successful change – our biggest Challenge is “The Frozen Middle”.

In many organisations you will see senior leadership see the need for change, and you will see many of the newer recruits see the need for change but somewhere in the middle is a group that is “frozen”. This middle group are often conservative and resistant to change. They prefer the safety of the tried and true – doing things the way they have always done things, because they do not see why change should happen. The frozen middle will tend to recruit people just like them as this helps them to keep the status quo, their comfortable place. In the work place they often hold middle management roles and are bogged down with day to day operational matters that naturally reduces the time and energy they have for dealing with strategy and change. In order to cope they try and keep as many things in a comfortable spot as they can and become “frozen”. In Altrusa we may hear “that’s not the way we do things around here” or “we’ve tried that before and it didn’t work so let’s just move on and do it like last time”. Both these statements show a desire to stay with the tried and true; doubt that new ideas will work; and push away the notion that the world is changing around them and perhaps another attempt at changing things might work.

We need to encourage diversity and accept differences in view points and ideas. It is not just a case of talking about increasing diversity – we need to walk the walk. The need to diversify was identified when we rebranded Altrusa - but how good are we at making this happen? In order to survive an organisation must deliver on its promises, especially to new recruits, otherwise they will move on and find another opportunity. We need to work to encourage all members to embrace new ideas and new ways of doing things. Baby steps are often required. There is often some wisdom in old sayings “don’t throw the baby out with the bathwater” for example- but that does not mean we can’t try a new brand of soap every now and then! We need to look at small things we can do to help facilitate change in a non-threatening and yet effective manner. Perhaps a topic for discussion at a future club meeting?

As an organisation we need to motivate our frozen middle to take risks and try change. They can change if they want to and see an opportunity to learn and develop their club and members. Understanding there are four types of “frozen middle” and that what motivates them differs will help you work through their barriers. First there is the “cynic” – the person who has been through lots of change and not all of this experience has been positive. Sometimes they are suffering burn out from a constant series of changes. For these people leaders need to build trust and take the time to explain why further change is necessary. For these members it is important to encourage a “work together” approach in order to achieve successful change and therefore the “Why” is vital to these members and once they understand this they can become effective members of your club as it evolves.

Then there are those that are “comfortable” – they are happy with where things are at – they have been there and done that and simply don’t want to do it any more. Often they are past leaders. So how do you work with the “comfortable”? Often they simply need to be encouraged to go on the change journey but need to be assured that they don’t have to lead the change process. The third type of “frozen middle” are those that are in the “twilight”. They are the most seasoned members, nearing retirement and are not motivated to reinvent or re-energise the organization. These members need to be encouraged to help develop the next generation of leaders.

The last group are the “self saboteurs”. They don’t see the big picture, they lack practical answers and just don’t want to be involved. Often through their action or sometimes inaction they serve to defeat the change but at the same time hinder their own progress and development. In a work environment self saboteurs are often left behind, don’t get promotions and can get frustrated. This can end up in them leaving or being moved on. For these members they can be coached to build their self awareness of their behaviour and its consequences and in doing so help them understand how they can assist the organisation with required change. But how do we deal with this type of “Frozen Middle” in a non-profit scenario? One option could be a buddy programme between a member who is frozen with a member who is not with the aim to increase the frozen members self awareness and their awareness of how they are affecting the club – not an easy thing to do – however necessary if we wish to effect changes in our clubs.

Leaders need to light a fire for change underneath the Frozen Middle to create an environment supportive of change. In order to thaw the frozen middle senior leaders need to continue to think strategically and prepare the organisation for the future. Senior leaders need to create buy in for the changes that they wish to implement. Most importantly they need to invest in the next generation of leaders. It is important to build an organisation that is ready to try ideas and to risk failure. Remember that FAIL is an acronym for First Attempt In Learning. It is often through failure that we learn and then develop an idea further to create success. It is important to encourage the Frozen Middle to thaw and create an environment that is supportive of exploring and testing new ideas; rather than an environment that withholds resources and support for new ideas so that less successful change creates an opportunity for the Frozen Middle to say “I told you so”. We need to encourage all members to become engaged in moving the organisation forward and to exercise. Yes, exercise – time to dust off our “change muscles” and exercise them. Like any other muscle your “change muscles” benefit from regular exercise and build strength from effective use. It is time to face our fears and reach out and embrace change.

*I hope that this article has provided you with some food for thought? It certainly has been buzzing around in my mind for a few months and I find myself from time to time thinking when I respond to a new idea – am I becoming frozen! I see it sometimes when looking at issues at work and found myself telling another manager that we have been doing things this way for 20 odd years and saw no reason to change. Oh no – here I am becoming part of the frozen middle. I used that moment to reconsider and take another look at the issue....not sure what the outcome is going to be yet but at least we didn’t just write the idea off and are going to work through things. Perhaps knowing a little more about the Frozen Middle might help you too!*

## **ASTRA**

*April Smith, International ASTRA Chair*

If you are involved with ASTRA at either your Club or District level, you will soon receive the first ASTRA Newsletter from the International office. If you do not receive it, please contact the International office to get a copy and be added to the email list. We are planning to put another edition out at the end of summer in preparation for the fall semester. We are hoping to make this a twice a year publication.



One of things the committee had been working on was updating the Policy 4 ASTRA language to make it more relative to todays current issues. The new language has been reviewed by the BRR Committee and approved by the International Board. Please be sure to review it and take note of some of the updates and changes.

Another major item that has just been approved and has been distributed is a revised Scholarship Application with some changes to the application guidelines and process. We are trying to make this a user-friendly document and it is our goal by 2019 to have it available to fill out and submit on-line. Please, if you are helping your ASTRA Club members with this application this year give us feedback so we can make any improvements for next year if needed. Please note the application deadline is March 15, 2018.

There is a good chance the ASTRA Club Service Awards process will be revised and ready to implement for the 2019 District Conferences. Our committee is working on making recommendations to the International Board to reinstate the way the awards were managed before it was changed to a random drawing. We will keep all the ASTRA chairs, advisors and clubs informed on all the details once we have board approval.

In working on our recommendations for the ASTRA Club Service Awards we are also looking at the effectiveness of the current End of Year Club Activity Report and making it a more efficient tool to collect and compile data on all our ASTRA Clubs. We will use the existing form this year with a due deadline of April 1, 2018 to be eligible for the ASTRA Service Club Awards drawing. We hope to get approval and a revised report form done for 2019, which will not be due until May 31st each year. This later deadline will give all the U.S. and Puerto Rico clubs an opportunity to report activity through the end of their school year.

The ASTRA committee is very excited about all the new changes and improvements being worked on for the International website. Sylvia Juarbe, Vice Chair, is a member of the Website Task Force and is focusing on what the specific needs are for ASTRA.

So, as you can see the committee has been very busy. We have a very experienced and dedicated group who are all passionate about our ASTRA Clubs and helping ASTRA to grow throughout Altrusa International.



# The Reach of the Disaster Relief Fund

## District Nine



*Little Cypress  
Elementary  
School,  
Orange TX*

After nine days, nearly 40 inches of rainfall, and sustained winds of 130 mph, the path of Hurricane Harvey left over 200 hundred schools damaged and unable to open at the start of the school year.

District Nine Governor Linda Moore recognized the need in her communities and requested two grants from the Disaster Relief Fund be disbursed to Little Cypress Elementary and Oak Forest Elementary Schools.

In early February 2018, both schools received \$5,075 in funding to rebuild their school libraries after floodwater left them severely damaged.

*Oak Forest  
Elementary  
School,  
Vidor TX*



## District Fourteen



In November 2017, the Disaster Relief Fund granted \$2,000 to each of the organizations identified as providing immediate support to residents by District Fourteen Governor Annette Martinez.

- Salvation Army-Mayaguez Chapter
- Fundación Stefano Steenbakkers
- Iniciativa Comunitaria

In January 2018, three hundred solar powered lights in the amount of \$2,430 were granted through the Disaster Relief Fund, shipped to Puerto Rico and distributed by Altrusans. At the time, 45% of residents were still without power.



*Don't forget...*

### Grants Program and Club 21 Program

#### *Application Deadline*

Altrusa Clubs may apply for funding their community service projects through the Grants Program. The guidelines and applications for both individual and project grants may be found by [clicking here](#).

If your Altrusa Club is aware of a local camp supporting children affected by disease and disability, please ask that they submit a grant application for the Club 21 Program during Cycle 2.

Remember: the application must be completed by the organization, not an Altrusa Club.

Club 21 Program materials may be found by [clicking here](#).

**Applications for the Grants Program and Club 21 Program are due to the Foundation office by March 15, 2018**

<i>Funding Cycle</i>	<i>Applications Due</i>	<i>Funding Decision</i>	<i>Grants Awarded</i>	<i>Follow Up Due</i>
Cycle 1	September 15	October 31	November 30	May 31
Cycle 2	March 15	April 30	May 15	November 30

# Website Updates

- You can now find the Membership Toolkit on the website under the Publications tab.
- Give Altrusa feedback and share your thoughts on improving Altrusa with the new Suggestion Box, also on the website under Publications.
- The ASTRA Scholarship application has been updated, and is now available on the Forms page. Deadline is March 15!
- District Conference information, including DSBs is available under the Events tab.
- 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.

## International Board Members

Leanne Milligan International President	Linda Smith International Director
Beverly Hardy President Elect	Tanika Wilson Executive Director
Kathy Folley Vice President	Sandra Miller Foundation Representative
Judy Stubbs Treasurer	Patricia A. Woodward, JD Legal Advisor
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Chris DeVlieger International Director	Sandi Miller Foundation Representative
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Dr. Linda C. Nusbaum Grants Chair	Shawna Kaiser Secretary Foundation Administrator
Susan A. Carpenter Finance Committee Trustee	Beverly Hardy Association Representative

# Altrusa International Convention 2019

## Lake Tahoe Sunset Dinner Cruise

Put on your dancing shoes! The Lake Tahoe Sunset Dinner Cruise includes not only breathtaking scenery as you watch the sun set in the West but a four-course dinner, narrated tour, dancing to a live band or just strolling on the starlit deck. You will see beautiful Lake Tahoe, the dramatic Sierras, Emerald Bay, Fannette Island and the unique Vikingsholm Castle on this 3-hour cruise. This optional evening event is sure to be a highlight of convention 2019!



## Pre, Post and Partners tours

### Virginia City



Visit the richest mining town in the world (in the 1800's)! Virginia City was established in 1859 and the Comstock lode helped build San Francisco and partially finance the Civil War.

Stroll the wooden sidewalks, visit the restored mansions, the Old West Saloons and even tour a mine. Did you know that Mark Twain began his writing career at Virginia City's "Territorial Enterprise?" Learn more about this mining city with a guided day tour.

### Carson City, Nevada Railroad Museum, Nevada State Museum & the Capitol Grounds

Start the day with a visit to the beautiful Capitol grounds and explore the buildings and the capitol dome. Take a walk through the Historic Carson City Mint where coins were minted from 1870 to 1893. The 57 issues of silver all bore the "CC" mint mark and a complete set of Carson City Morgan dollars and Coin Press No.1 are on display train ride.



Visit the Railroad Museum to explore the last locomotive purchased by the Virginia and Truckee Railroad that arrived in 1913 from Philadelphia. This museum will take you through the sights, sounds and sensations of a train ride.

Included is lunch in a local restaurant.