

C MPASS



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Greetings Altrusa Members,

As we live through these turbulent times, I feel my heart swell as I witness the amazing activities that our individual clubs and members are doing to reach out and help those in need during this global pandemic. I have received emails and pictures of Altrusans throughout our organization who are doing extremely helpful things. You are making protective products for health care workers, first responders and others who are in need of your masks, etc. Additionally, food is being provided along with financial assistance to people who have been devastated by COVID-19.

Your International Board met this past Saturday, April 25th. As promised, our major focus was how we could best assist you, our Altrusa membership, during this difficult time. We engaged in very lively discussions on each topic we felt needed our immediate attention! Every Board Member spoke their opinion, thereby assuring you, our membership, that our decisions were made by the entire Board, not just a few. The following are the results:

1. In light of the COVID-19 pandemic the Board made adjusted provisions of Policy 10B(a) to offer members the **option**, for the 2020-2021 dues cycle, of payment in the following manner: one half ($\frac{1}{2}$, \$27.50) by July 1st 2020, and the remaining one-half ($\frac{1}{2}$, \$27.50) by November 30th 2020.
2. Clubs at Large and Young Professionals will continue to pay half dues (\$27.50) but will have the **option** of payment no later than November 30th, 2020.
3. In regards to our International Members (non-US citizens), the Board adjusted provisions of Policy 10B(ai) to offer members the **option**, for the 2020-2021 dues cycle, paying by currency other than US Dollars, a twenty-five percent (25%) reduction in dues (to \$41.25 US Dollars) if the exchange rate is greater than \$1.00. Due one-half ($\frac{1}{2}$) by July 1st 2020, and the remaining one-half ($\frac{1}{2}$) by November 30th, 2020.
4. The International Board approved to waive late fees, delinquency notices and reinstatement processing fees as provided for in Policy 10B(a)(ix) for the 2020-2021 dues cycle.

I sincerely hope, you our membership, are happy with the options we have given you on this dues cycle. As you may or may not realize, our organization operates on a very slim budget in order to successfully pay our required bills. In a perfect world, we would love to offer larger reductions in dues. However, in order to remain financially solvent this is not an option we can offer at this time. Those members who are **not** financially compromised are encouraged to send their full dues in by June 1st. This will enable us to function better in our International Office regarding rent, payroll and other required expenses that must be paid each month. Our only source of income is our dues.

On a positive note, I sent out an E- blast regarding our Sponsor Pins. As I said in that blast, a huge “shout out” to our members who sponsored new members. These are the members who are helping to keep our organization alive and thriving. We are sending out 600+ pins internationally! Good job and keep up the great recruiting!

Executive Director Tanika Wilson and I reworked the CAR (Club Annual Report) for the 2019-2020 year so that it was applicable to our current circumstances during this very unusual time. We did the same with the Annual Governors Report for 2019-2020.

I know we are all very disappointed that 12 of our 14 Districts have had to cancel their District Conferences. Our Governors (The Dreamweavers) along with their District Board members and Conference Committees literally pulled “Rabbits out of Hats” by working with hotels to cancel their venues without huge losses of funds to their Districts. Please know we all owe enormous gratitude to them for their tireless efforts in protecting our membership!

All my love and respect to everyone in our Altrusa Nation.



Beverly Hardy, International President 2019-2021

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.

Clubs-at-Large is in Our Future

Silvia Silverman, International Membership Development Committee, Vice-Chair, Past International President

Clubs at Large is part of the Membership Development Committee. Not only is it working to help existing Clubs at Large feel part of the organization as a whole, but it is also working on New Club Building outside of the boundaries of current Districts.

At the direction of President Beverly and with the help of our two clubs in India, Madras & Bangalore, this year we will be visiting six new locations in an attempt to organize additional clubs in that promising country. If you have contacts in areas of South India please send the names and contact information to the International Office altrusa@altrusa.org and they will make sure we receive the information.



In addition to India, we have received an expression of interest in forming a club from a person in the Philippines; Membership Chair Christy Bryant has already been in contact with her and is awaiting a response.

We also want to make sure that we find out what the needs our Clubs at Large in Ireland are so that we help them grow as well.

There is a great big world and Altrusa must have a presence if we are to achieve our Vision and promote our Mission.

Highlights

- Sponsorship reports have been completed and pins will be going out soon.
- **Half year dues ended March 31, 2020.**
- The Club Annual Report is available now and due June 15, 2020. See the Leadership page of the website for a PDF of the questions and a link to the survey.
- Can't find what you need on the website? You must log in first, then you can use the search bar on the upper right corner of the page. Type in the document, person, or key word you are looking for to see what is available on the site.

Important Dates

May 15 International Day of Families
June 6 World Environment Day
June 23 UN Public Service Day
July 30 International Day of Friendship
August 12 International Youth Day
September 8 International Literacy Day

Georgette B. Rondeau, International Communications Committee



A translator also learns that translating word for word could lead to some nonsense as the same word in the source language often refers to a very different meaning in the other language. That is why one of the first things you learn in translation is that you must refer to the meaning of words more than to the dictionaries and choose depending on the context and the idea conveyed by the author.

Modern translators may refer to many terminology banks and translation tools, most found on the Web. When used properly, they are very useful, even essential to convey the message as faithfully as possible. Automatic translation may sometimes help but very often, if used by someone who doesn't know the target language, it will result in incorrect and confused translation often found in translation of manufacturers' user guides.

In other words, a translator is a curious person, has a solid background in general culture, a good interpersonal skill and adaptable nature, a very good knowledge of the language into which he translates and strong writing skills in his own language.



Translation a fabulous way of reaching out to others because it makes other cultures available and connects people to each other and thus, enable a better understanding. That is why I consider it is a privilege to be able to share the thoughts of others in my own language.

ASTRA: Growing in Service

Germaine Vonderhaar, International ASTRA Committee & District Five ASTRA Chair

Two of the acronyms for ASTRA are “**S**ervice” and “**A**chievement”. The motto of ASTRA is “Growing in Service”.

SERVICE in ASTRA is to improve the lives of those less fortunate in your community. Service can be done in many ways, small and large, in our ASTRA Clubs. Some service projects consist of:



- Filling a bus with non-perishable food for local food pantries.
- Helping to fill backpacks for less fortunate grade school children. Those backpacks are filled with food for the weekend to help sustain the child's strength over that time.
- Adopting a family for Christmas by obtaining the ages of the children and some of their “special requests” for toys and clothing along with gift cards for local restaurants for the parents.
- Helping with food drives in their communities.
- Helping with activities in nursing homes, such as planting flowers around the building in the springtime to allow residents to enjoy or helping serve holiday meals
- Donating hygiene supplies to Veterans Homes along with “thank you for your service” cards.
- Creating “treat” packages and mailing them throughout the year to Veterans who are serving in the military abroad.

This is just a short list of hundreds of service projects that are being performed by our ASTRA Club members in Altrusa throughout the world.

ASTRA members can create their own club service projects but also volunteer to help with Altrusa service projects. Their projects may help their community, state, nation or even somewhere else in the world.

New this year, ASTRA clubs now also have the opportunity like Altrusa clubs to apply to the Altrusa International Foundation for one service grant per cycle in each fiscal year, for an amount up to \$4000.

Our Universal ASTRA Service Project is “The World Needs More Love: Letters to Strangers” and during the coronavirus pandemic, we are encouraging all ASTRA members to make a difference at this challenging time by writing and mailing letters to people who may “need more love” –health care workers, EMT's, grocery store employees, elderly neighbors and others. Altrusans are invited to join us!

ACHIEVEMENT in ASTRA is to experience success; to know that a group can accomplish so much more than any one individual.

ASTRA Club members are thankful for the opportunities that service projects provide them to do the activities in their communities. Service is probably the main reason that ASTRA members join!

- ASTRA promotes fellowship and helps develop relationships with Altrusa member in individual clubs.
- ASTRA provides a way for the members to develop leadership skills and improves self-esteem.

Our ASTRA members have an opportunity to apply for scholarships both on the high school and college level and be recognized for their achievements. These are funded by the Altrusa International Foundation. So far, we know of at least 24 ASTRA Alumni who have become Altrusans, in nine of our districts!

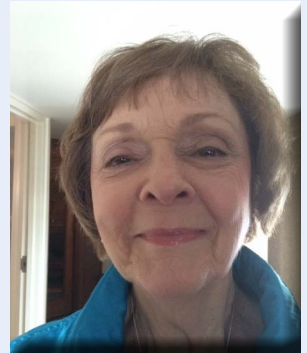
Turning Promises into Action

Sandi Craig, Vice Chair

*Altrusa Representative to the United Nations,
Department of Global Communications, Civil Society Unit*

Gender Equality in the 2030 United Nations Agenda for Sustainable Development -
Sustainable Development Goal #5 - Gender Equality

United Nations' Women or UN WOMEN (the UN organization listed under the United Nations High Commissioner for Human Rights) focuses on the empowerment of women and gender equality globally as well as within and among individual countries. UN member states created this entity in 2010, bringing together and building upon the important work of four previous groups: Division for the Advancement of Women (DAW); International Research and Training Institute for the Advancement of Women (INSTRAW); Office of the Special adviser on Gender Issues and Advancement of Women (OSAGI); and United Nations Development Fund for Women (UNIFEM).



Gender equality has huge socio-economic ramifications. It fuels thriving economies, increases productivity and growth. Gender inequalities result in women lacking access to decent work, being denied access to basic education and health care. UN Women was created to address such challenges and to be a strong advocate for women and girls. It works for:

- the elimination of discrimination against women and girls,
- empowerment of women,
- achievement of equality between women and men as partners and beneficiaries of human rights, development, humanitarian action and peace and security.

UN Women is located at
220 E. 42 Street, New York City 10017
Tel: 646-781-4400
Fax: 646-781-4444
Website is unwomen.org

Retaining is Maintaining

Karyn Evans, International Director

It is no secret that Altrusa has had a dwindling membership for a number of years. We can choose for this to continue until we disappear, or we can choose to take the necessary steps to first retain our members, then increase membership. We must identify the issues and develop a thoughtful and systematic plan to save the organization we love.

Retention starts at recruitment! Taking in ten new members is different from initiating ten new Altrusans. As we consider who to invite into our clubs, we must do our due diligence and be forthcoming about the expectations of membership. Potential members deserve to be informed including the amount of dues, the opportunities for service and leadership, and the time commitment to meetings, service, and fund-raising. When a potential member makes the decision based a data, commitment can follow. When the decision is made based on “Come join us. You’ll love it!” they may find they cannot afford the dues, do not have the time to meet expectations, are not interested in the service, leadership, or fund-raising. At the end of the year, they do not pay dues and another member is gone.



Following initiation, new members must be nurtured; a mentor should be assigned to welcome, sit with, and answer questions. Before or soon after initiation, a specific orientation should take place. If your club does not have an orientation, consider developing one. Other clubs can share what they use to get you started. Early on, see that new members are assigned to a committee or task.

New or seasoned, members want respect, meaningful use of their time, relevant service, appreciation, and a voice in decisions. Ask yourself these questions about your club:

- When was the last time membership was surveyed about service projects and fund-raisers?
- Do cliques exist?
- Do you personally make an effort to sit with different members or do you always sit with the same friends?
- Do you, as a club, show respect for new ideas?
- When the president is conducting the meetings, are members attentive and respectful?
- Is everyone given equal opportunity to speak — and be heard?
- Does your club have a succession plan that is guiding it into the future? Are new leaders being developed? Is everyone encouraged to become involved?

Just as maintenance is crucial for our cars, we have an obligation to maintain our members and our clubs. To secure our future, it is essential to bring in new members and retain members. For the good of those members, take an analytical look at what is working and where improvements could take place in your club. Need help or a good listener? Members of the International Board are available to work with you. Let’s all move forward — TOGETHER!

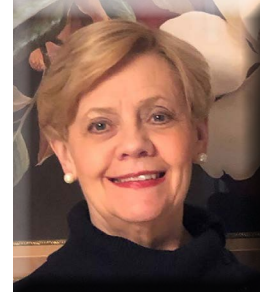
The Altrusa Compass

Altrusans Answer the Call

During these unprecedented times, Altrusa Clubs across the country are participating in projects to help their communities. Altrusans are answering the call to love and care for our neighbors. Many clubs are making masks for local healthcare workers, first responders, and other essential service individuals. Altrusans are providing much needed shelter for healthcare workers, supporting food banks and participating in the Days for Girls Masks4Millions Project.



Lisa Boyd
Chair



Linda Dorr
Vice-Chair

These are just a few examples how Altrusans have “answered the call to serve.” Here are some of their amazing stories of service!

District Seven: The Altrusa House typically plays the role of the “home away from home” for families of hospital patients who have traveled to Green Bay for medical care. In light of the coronavirus pandemic, it has been switching gears to care for hospital workers. “They’re going to be able to find a little bit of home away from home,” Annie Bongiorno, Executive Director of Altrusa House said, “a little bit of peace and serenity.” Healthcare workers at Bellin and Prevea Health walk past the brick house every day on their way to and from work, but they will soon be welcome to stop in for a break. The idea to help out healthcare workers came after the house’s normal residency slowed due to the pandemic. The healthcare providers will be able to stay close by the hospital in case they are needed, and their families will be safe and sound.



Altrusa House, Green Bay, Wisconsin



District One: Altrusa International of Carroll County, NH: Here we are, finding ways to keep busy waiting for COVID-19 to go away. What are you doing to keep yourself busy? If you like knitting, or sewing there are a couple of opportunities to” volunteer in place.” Some of us are collecting knit and/or crochet baby hats and donating them to Memorial Hospital. Knots of Love Chapter in Ossipee continues to collect knitted and crocheted hats for Cancer patients. If you sew, making cotton face masks is another idea. Check with local VNA or town health officers to determine if there is a phone call list to check in with people who are isolated and alone. Check with Meals on Wheels for volunteer opportunities. Our monthly project, End 68 hours of hunger, is still packing meals weekly. Altrusa has committed to pack the 4th Thursday of the month.



District Eleven: Altrusa International Reno/Sparks: While we are social distancing we wanted to find a way to help! Thank you to Cookies for Kindness and Thomas Hill for giving us an opportunity to help get meals to the Eddy House for the homeless youth in our community!

Thomas is able to cook and deliver the meals and we are helping to get him the funds for the supplies needed. We are ready to get back to volunteering but this helps us make a difference from home. Thomas had already committed to making 6 meals! Thank you Thomas for this opportunity to help give back during this challenging time.

Delivered to the Eddy House! Chicken nuggets, salad, Mac n cheese, cupcakes and 20 bag lunches !!! All sponsored by Reno/Sparks Chapter of Altrusa, Katie Grace Weingartner Foundation and prepared by Cookies for Kindness !!!



District Eight: Altrusa International Bentonville/Bella Vista - We enjoy volunteering with our local Days For Girls Rogers Chapter - Lorrie Healy is the Chapter Lead as well as the Arkansas Director for DFG Intl. At the beginning of the national pandemic when DFG Intl. put out the call for chapters all over the country to participate in Masks4Millions our local Chapter answered the call to make medical masks!!! We're so proud of their efforts!! #altrusagr8

District Twelve: Darlene Baird shared that the team in Olympia, WA has sewn 150 masks so far.

District Fourteen: Iris N. Ramos made the commitment to make 100 masks for the Days for Girls Masks4Millions Project. She did them and distributed between an elderly nursing home and a women's shelter in her hometown of Humacao.

District Two: Members of the Tidewater Club have been busy sewing away on masks! Fran and Ellen have already completed countless dozens. We've recently received a request from one of our local hospitals to provide facemasks. They are requesting 200 per week! This is such a tall order but we will do our best. I reached out into the community and have found eight additional sewers to help out. I am reaching out to all club members to help out with cutting and providing supplies. This is really a good way to spend the social distancing time. Sentara Princess Anne Hospital, where one member works, suggested we use the well fitting pattern found at craftpassion.com and focus on the adult, teen and men's size for patients and staff. Others have received rectangles pleated. Military personnel are asking for plain cotton black ones. It's a situation we never asked for, but we believe we can make a difference by staying home, using our skills and doing our part.



Members of the Tidewater Club wearing the masks they made.



Completed masks from the Portland, Maine Club.

Mentoring During a Pandemic

Bev Herzog, Leadership Development & Training Committee

Last year, we rolled out a new Altrusa Mentoring Program. All documents related to the program are available on the Altrusa website under the leadership tab. Right now, many of us are staying at home and our clubs are not meeting. This may be the perfect time to start a mentoring program in your club, especially if you have welcomed new members in the past year. The first goal of the mentoring program is to “develop a better community through engaging new members and increasing the retention rate of current Altrusa members achieved through connections with members and the community.” As we are ending a club year and looking at membership renewal, we need to be sure our new members are engaged in Altrusa. Club Presidents may ask the new members to pick a mentor or they may assign a mentor to the new member. This a good to time make sure the new member knows more about Altrusa and to make sure s/he has felt welcome to your club.



New members are a great source of new ideas. They aren't restricted by “the way we've always done it” and right now we can't do it the way we've always done it. The second goal of the program is to “help Altrusans develop the skills, knowledge, and confidence to pursue leadership opportunities in Altrusa.” Maybe some of our mentees have ideas on how your club can continue to serve while social distancing. We know of clubs that are sending notes to residents of various live-in facilities they serve. Others are providing food to be handed out by social service agencies they serve. What other ideas do your new members have? With new projects in a new environment, new project leaders are needed. This is a great opportunity to start developing your new members as project leaders. Let's take this as an opportunity to start building new leaders as we think of new ways to lead to a better community.

FOCUS ON SERVICE

Linda Dorr, International Service Program & Development Committee, Vice-Chair

Altrusa International District Nine

Altrusa International of Coperas Cove, Central Texas, and Temple, Texas

Altrusa International of Copperas Cove represented by Edith Freyer, Linda Bode, and Debbie Llacuna, participated in Days for Girls workday in collaboration with Altrusa International of Central Texas and Altrusa International of Temple on Saturday, November 16, 2019. Altrusa International and Days for Girls have come together in partnership to improve the lives of women and girls internationally.

Days for Girls (DfG) is creating a world with dignity, health, and opportunity for all, through sustainable menstrual care solutions and health education. DfG, in partnership with organizations globally, envisions a world where girls can attend school, pursue opportunities and succeed even when they have their periods. Together, Altrusa and DfG can provide girls and women in the world with essential health education, sustainable and affordable feminine products, break the silence of shame, and change the narrative to one of celebration and pride.

Altrusa clubs can support DfG through online fundraising, collecting supplies for kits, connecting with local DfG chapters, or sewing DfG kits. The DfG movement has reached more than one million girls and women and counting! Altrusa International will help to reach “Every Girl, Everywhere, Period.”



Bragging Rights: District Eight

Volume 5 Issue 3



Pocket Service Flags
Mexico, MO Club



Sweet Cases for Foster Kids
Salina, KS Club



Women's Aware Conference
Poplar Bluff, MO Club



Kases for Kenya
Fayetteville, AR Club



Hear a Book, Take a Book
Greater Kansas City Club



Handmade Masks
Stillwater, OK Club



Mugs and Biscotti for Teachers
Lawrence, KS Club



Cookies for Fire Depts.
Sikeston, MO Club



Dental Clinic
Rogers, AR Club



State Fair CC Adult Literacy
Sedalia, MO Club



Senior Expo Registration
Jonesboro, AR Club



Hawthorn House Christmas Gifts
St. Louis, MO Club



Backpack Distribution
Bentonville/Bella Vista, AR Club



Northwest Arkansas Food Bank
Washington County, AR Club



Symphony Guild Children's Concert
Hot Springs Village, AR Club

District Eight - Dare to L.E.A.D. – Love, Empower, Assist, and Dignify

Bragging Rights: District Five



Battle Creek celebrated Make a Difference Day by working with Charitable Union to host a coat distribution.



Columbus makes cookies for Ronald McDonald House



Highland County Little Free Library



Branch County's Happy Feet Project



Licking County Love Me Bears

CLUB FUNDRAISERS

- Apple Festival
- Spring Bash
- Spring Flower Sales
- Poinsettia Sales
- Diamond Raffle
- Harvest Festival
- High Tea



Akron's Prom dress give away.



Chillicothe Christmas Bazaar



Springfield's Spelling Bee

- CLUB SERVICE PROJECTS
- Dr. Seuss Book Swap
- Habitat for Humanity Book Fair
- Scholarships
- Spelling Bees
- Tools for Schools

- * Days For Girls
- * PJ Party for Domestic Violence Shelter
- * Mother's Day Flower Sale
- * Operation Christmas Child
- * Plant The Seed to Read

Altrusa International Foundation, Inc.

DISASTER RELIEF FUND & COVID-19

The Trustees of Altrusa International Foundation wish you all safety and good health in navigating the days ahead. The Disaster Relief Fund is ready to support our communities during these unpredictable times.

Disaster Relief Funds are available to aid local relief organizations serving those affected by COVID-19.

[Click here for guidelines on how to apply for funding.](#)

Since June 1st 2019, the Disaster Relief Fund has distributed:

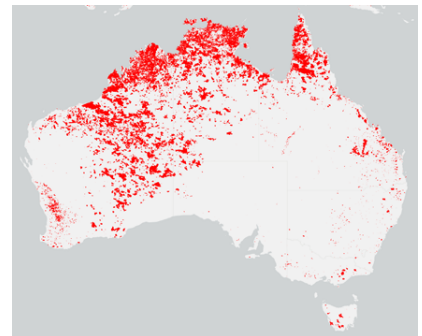
- * \$8,778 for (300) basic Luci lights to District Fourteen, (300) to Medicine For Mali, and (150) to the Ghana Health & Education Initiative
- * \$2,160 for (160) Luci lights with USB ports to District Fourteen
- * \$1,000 to Douglas County Community Foundation after tornadoes in District Eight
- * \$1,000 to Network of Community Ministries after tornadoes in District Nine
- * \$1,000 to Global Giving after wildfires in Australia
- * \$1,000 to Pathways of Hope serving residents displaced due to COVID-19 in District Eleven



Tornadoes in Texas, District Nine



COVID-19 in California, District Eleven



Wildfires in Australia

ANNUAL GIVING TO THE ALTRUSA INTERNATIONAL FOUNDATION, INC.

As you might expect, the Foundation will lose major income due to the canceled 2020 District Conferences. Yet needs continue. Therefore, we ask you to please consider making a contribution to support your International Foundation programs.

You may [click here to make a contribution](#) to the Club 21 Program, Grants Program, Endowment Fund, Disaster Relief Fund, Lamplighter Program, or Where Needed Most. The Luci lights are also available for purchase to benefit the Disaster Relief Fund.

Gifts made to the Foundation from United States citizens and companies are tax-deductible.

Thank you for your support.



(312) 427-4410



foundation@altrusa.org