

# THE ALTRUSA COMPASS



VOLUME 2, ISSUE 4

## FROM THE PRESIDENT'S DESK

JANUARY 28, 2016

District Conferences are just around the corner and you will soon be receiving, if you haven't already, the Call to Conference issue of your District's District Service Bulletin (DSB). Your Governors and District Boards and Committees are working hard preparing for you. They do not leave anything to chance because they want your experience at Conference to be an enjoyable and unforgettable one. If you have never attended a District Conference, I hope that you will this year, your fellow Altrusans who have participated in past District Conferences will tell you that it is a great experience, and that you will have a blast!

You are part of a worldwide organization and sometimes it is difficult to get the sense of the diversity and uniqueness of the many members and Clubs within your District. Conferences give you an opportunity to experience some of that diversity. Keep an eye out for your District's Call to Conference and get ready to participate in that great experience.

Our International Service Program Development Committee is gathering information on how Service Hours are determined. They hope to have a standard definition so that all members know exactly what a Service Hour is and how it reported. Plans are also underway for the planning of the Centenary Celebrations, you will read more about it in this and future issues of the Compass; you will all have an opportunity to hear about it in person and maybe give some input during your District Conferences.

Your International Representatives and I look forward to joining you at your District Conferences this spring, we hope to see you all there!

In Altrusa Service,

Silvia D. Silverman, President  
Altrusa International, Inc.



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Tanto las versiones en español e inglés de este boletín se pueden encontrar en línea en [http://members.altrusa.org/Publications/Altrusa\\_Compass.aspx](http://members.altrusa.org/Publications/Altrusa_Compass.aspx)

# SUCCESSION PLANNING AND SUSTAINABILITY

*A message from your 2015-2017 International Leadership Development and Training Committee*

When we think of succession planning, it's not typically a top priority. Yet how often do we hear or think there isn't time...or our club is too small and we just don't have the bench strength to tackle this right now. Other things take precedence. Service projects. Fundraisers. And sometimes quite honestly, there are mixed feelings about succession plans. Fear and concern of change. Then the inevitable happens. All of a sudden there's a vacancy in the club's leadership or the Nominating Committee is experiencing difficulty in finding candidates for Club or District Officers. What's next?



First, let's agree that succession planning is good. Think of it as a way to plan for a smooth and thoughtful transition of leadership within our Clubs, Districts and entire organization. It is a process which allows us to identify and develop people internally to execute the organization's work and consistency of purpose. Quite simply... Succession Planning = Sustainability.

Wouldn't it be easier this time of year if Nominating Committees had a long list of qualified and capable individuals? Now we know that Altrusans are "doers" and will jump in and help no matter what. But imagine how much easier it would be with a succession plan in place before there is a vacancy. Imagine having a pool of candidates to choose from. Members who are ready and energized when new leadership opportunities arise.

Creating and managing a succession plan proactively allows for a continuous supply of trained and capable members to continue providing leadership with our entire organization. Take time now to create a plan for sustainability in the years to come to help our organization thrive; it will make our Clubs, Districts and entire organization stronger than ever.

For more information about succession planning and leadership development, visit us at <https://www.facebook.com/groups/1473262272968613> or <http://altrusaleadership.blogspot.com>; or contact your District or International leaders who are always available to help.

## LEADERSHIP OPPORTUNITIES: 2017-2019 INTERNATIONAL COMMITTEES

President-Elect Leanne Milligan is currently seeking volunteers to take up roles on the International Standing Committees for the 2017 - 2019 biennium. If you have skills and time you would like to donate to Altrusa to help it serve and grow then please email [leanne@wpl.co.nz](mailto:leanne@wpl.co.nz) with your name, club, district, a brief bio outlining the skills you could bring, and the committee you would prefer to serve on. All members are able to serve on International Committees, you do not need to have been a Club President or District Governor.

- ◆ **International Communications Committee:** Skills in marketing & promotion, media relations, social media communication, publishing, copywriting editing and proof reading, French and Spanish translation.
- ◆ **International Service Program Development Committee:** Skills in event management, project management, connections with International service entities.
- ◆ **International ASTRA Committee:** Skills in youth development & training, supervision of ASTRA clubs and building of new ASTRA clubs.
- ◆ **International Membership Development Committee:** Skills and experience in revitalising under charter strength clubs, building new clubs, recruiting new members, interaction with Clubs-At-Large.
- ◆ **International Leadership Development and Training Committee:** Skills in leadership development, mentoring & supervision and training, strategic planning & implementation.

# SUMMARY MEMBERSHIP REPORT - DECEMBER 2015

Altrusa Membership Summary Report as of December 31, 2015

| District              | Members<br>12/31/2015 | Active      | Affiliate | Life      | Emeritus   | Members<br>12/31/2014 | Variance   | %             |
|-----------------------|-----------------------|-------------|-----------|-----------|------------|-----------------------|------------|---------------|
| One                   | 377                   | 371         | 0         | 2         | 4          | 405                   | -28        | -6.91%        |
| Two                   | 317                   | 299         | 0         | 1         | 17         | 324                   | -7         | -2.16%        |
| Three                 | 776                   | 736         | 3         | 2         | 35         | 778                   | -2         | -0.26%        |
| Four                  | 402                   | 392         | 0         | 1         | 9          | 427                   | -25        | -5.85%        |
| Five                  | 672                   | 640         | 0         | 2         | 30         | 661                   | 11         | 1.66%         |
| Six                   | 817                   | 758         | 1         | 2         | 56         | 857                   | -40        | -4.67%        |
| Seven                 | 733                   | 705         | 0         | 0         | 28         | 750                   | -17        | -2.27%        |
| Eight                 | 597                   | 565         | 1         | 0         | 31         | 624                   | -27        | -4.33%        |
| Nine                  | 1044                  | 979         | 26        | 1         | 38         | 940                   | 104        | 11.06%        |
| Ten                   | 370                   | 348         | 1         | 1         | 20         | 368                   | 2          | 0.54%         |
| Eleven                | 450                   | 428         | 1         | 0         | 21         | 488                   | -38        | -7.79%        |
| Twelve                | 619                   | 594         | 2         | 1         | 22         | 629                   | -10        | -1.59%        |
| Fourteen              | 610                   | 566         | 1         | 1         | 42         | 595                   | 15         | 2.52%         |
| Fifteen               | 473                   | 450         | 0         | 0         | 23         | 475                   | -2         | -0.42%        |
| Clubs-At-Large        | 58                    | 53          | 1         | 0         | 4          | 62                    | -4         | -6.45%        |
| <b>TOTAL</b>          | <b>8315</b>           | <b>7884</b> | <b>37</b> | <b>14</b> | <b>380</b> |                       |            |               |
| <b>TOTAL 12/31/14</b> | <b>8331</b>           | <b>7964</b> | <b>19</b> | <b>16</b> | <b>332</b> | <b>8331</b>           | <b>-68</b> | <b>-0.19%</b> |

Summary and detailed membership reports are available on the Altrusa website at <http://members.altrusa.org/Committees/StandingCommittees/MembershipDevelopment/Reports.aspx>.

## ALTRUSA'S CENTENARY CELEBRATIONS: WE NEED YOUR HELP!

On the 11<sup>th</sup> of April, 2017 Altrusa celebrates its 100<sup>th</sup> Birthday. International President Silvia Silverman has appointed a Centenary Celebrations Committee with representatives from each District. The Committee needs your help.

As part of the celebrations Altrusa wishes to create a coffee table book celebrating our organization's 100 years of service to our world wide community. We need members, clubs and districts to submit photos/items for the coffee table book along with a brief explanation of who is in the photo and what they are doing. We ideally would like to have photos and documents included that cover the full range of the 100 years from the very beginning to more recent years.

We need Altrusans to help with graphic art work/copy writing for the coffee table book and other publications/productions so if you have these skills or know of someone who will help us on a voluntary basis please email President-Elect Leanne Milligan at [leanne@wpl.co.nz](mailto:leanne@wpl.co.nz).

Also, the Committee is seeking photos and brief bios for Altrusans who were/are leaders in their profession or community so we are able to celebrate Altrusans achievements outside of Altrusa.

Lastly, the Committee is investigating producing some special centenary merchandise. If you have any suggestions please email President-Elect Leanne Milligan at [leanne@wpl.co.nz](mailto:leanne@wpl.co.nz).

Thank you for your assistance. We look forward to celebrating this milestone with Altrusans worldwide!

# YOUTH FUTURES INTERNATIONAL GIVES BACK IN GHANA

The Youth Futures International (YFI) organization will once again sponsor its program in Ghana, West Africa from July 15-31, 2016. YFI provides opportunities for high school students with a passion for community service to work directly with peers their age in the local Ghana schools. Who fills this role better than our ASTRA students?

“Participating students will also enjoy cultural experiences, like traditional African dancing and drumming, as well as join in a variety of games with children in the community,” Dave Butler, Executive Director of YFI, said to the Foundation Board of Trustees in October of 2015.

Altrusans continue to greatly support Youth Futures International when sharing the Club 21 Program, and are a financial sponsor through a grant provided each year from the Altrusa International Foundation, Inc.

Dave Butler shared how the leadership and development tools of the YFI program fit perfectly with the mission of ASTRA students.

At YFI’s *Serve, Learn, and Empower* program, students teach children in the community a variety of health-related topics, such as HIV education and Malaria prevention. YFI is proud their participating students are actually the leaders of the program. In this mentor-supported model of education, YFI participants enhance their leadership skills, public speaking skills, planning and development skills, and build their overall self-confidence.



“We are excited to continue working with Altrusa and hope YFI will give your students the opportunity to reach their greatest potential,” Dave Butler said.



**youth futures international**

All ASTRA and Altrusa members who are interested should visit the website at [www.ghana.yfiexperience.org](http://www.ghana.yfiexperience.org) to learn more of this program and sign up procedures.

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