INTERNATIONAL ALTRUSAN

Feel the energy!

Convention 2013 is here!
Get Ready, Get Set, Get Excited!!!

www.altrusa.org
Dear Fellow Altrusans,

Time is near, and I promise that those who attend will **Experience the Energy** of Altrusans gathered together under one roof. Heading to Rotorua, New Zealand 2013 International Convention to attend to the very important business of Altrusa’s future is indeed exciting!

Delegates will have the privilege and responsibility to make many important decisions. Please be sure your club is represented so that the club’s opinion is expressed.

- What proposed Bylaws will pass or fail?
- What will the proposed biennium budget look like after our discussions?
- Who will we elect as the future
  - International Board of Directors,
  - International Nominating Committee,
  - International Foundation Board of Trustees?

This responsibility rests on all of us. Decisions about the future of our beautiful organization are in our hands.

Altrusans will gather together from around the world to celebrate the successes, address challenges, and look toward our future accomplishments in service.

For me, this will be a farewell to my responsibilities as your International President, 2011-2013. The past two years have literally flown by, and I congratulate incoming International President Ilona Kerby as she assumes her new responsibilities. She and her team will lead us onward to growing membership and additional opportunities for service.

Please know how much I appreciate your kind support and positive outlook as we plan our future. I will have served 12 years in service on the International Board and look forward to two more as International Immediate Past President, 2013-2015. I truly think I will be “kicked out” after that time. Retirement is in the offing!

Best wishes to each and every one of you! I have had the privilege of meeting so many wonderful Altrusans and dear friends these many years and for that I will always be thankful for the everlasting beautiful memories.

In Altrusa,

Dona

Dona M. Garretson,
International President
President’s Message

4-8  Candidates For International Association Board
9    International Office Staff
10-13 Candidates for International Foundation Board
14-16 Candidates for International Nominating Committee
17    Council Bluffs, Iowa - 90 Years of Service to the Community
18-21 Convention Information
22-31 BRR Proposals for Convention
31-35 Biennium Budget
CANDIDATES

For International Association Board

Silvia Silverman for President-Elect
Altrusa International, Inc. of Montgomery County, Maryland District Two

Silvia currently serves as Vice President on the International Board for 2011-2013. She served as International Director from 2009-2011 and Governor of District Two from 2006-2008. In addition, Silvia served at the District level as Governor-Elect, and First and Second Vice Governor. In her club of Montgomery County, MD, she served as a Director, Vice President, and President. As International Vice President Silvia is part of the Executive Committee, the Personnel Committee, and the Finance Committee. As International Director, Silvia served on the Leadership Development Committee and assisted in various task forces.

Statement

For the past four years my service to Altrusa within the Board of Directors, first as a Director and now as Vice President, has been a wonderful and rewarding experience. As we all know, we, as Altrusans, make a difference in the health of our communities every day based on projects that we implement from our clubs. As a member of the Board, I am pleased to have been able to make a difference in the health of Altrusa working with the Board with vision, inspiration and leadership to review and update the policies and procedures that are so vital to the operations of our Organization.

Amazing progress was achieved under the leadership of Donna Johnson during the 2009-2011 Biennium and under the leadership of Dona Garretson during the current biennium. I have been honored to learn from these two leaders and to contribute to our Organization’s goals and project initiatives. My major contribution and continued vision for Altrusa is to promote Altrusa as a leader among international service organizations by improving communities worldwide through a network of member clubs. Altrusans have, and will continue to improve their communities worldwide and through media outreach we are beginning to receive the deserved recognition for our efforts. Regardless, we still have a significant amount of work do to sustain our momentum and to improve our expertise in these endeavors.

To support our all important community projects, Altrusa membership growth is a priority for us to increase the impact we can make within our communities. This can be achieved by retaining current members, recruiting new members through friends and other connections, by assisting smaller clubs in areas that are in need of assistance in acquiring new members, and by growing Altrusa internationally.

In conclusion, I hope that you will allow me the opportunity to continue the progress we’ve made to date, to support President Ilona in her biennium, and the opportunity to work with all of you to achieve our mutual goals and vision.
Carolyn Rash for President-Elect  
Altrusa International, Inc. of Dallas, Texas  
District Nine

Carolyn became a member of Altrusa International, Inc. of Dallas, TX in 1985, where she was President (1989-1990) and is currently the club historian. At the District level, Carolyn served in many positions, including Governor (2005-2007). Carolyn served as Director on the Altrusa International, Inc. Board of Directors (2009-2011), Leadership Development Chair (2007-2009), Governors’ Council Chair (2005-2007), and International Membership Development Chair (2003-2005).

Carolyn graduated with a BSBA degree in Marketing from the University of Arkansas. Carolyn started her career as an assistant buyer at Sanger-Harris in Dallas, TX where she worked for two years. Carolyn retired at the end of 2011 after 38 years in numerous management capacities at JCPenney. She won numerous awards and was instrumental in creating the initial characteristics for all positions within Information Technology.

She and her husband, Jack, have been married over 41 years and live in Garland, TX.

Statement
We’ve changed the face of Altrusa with our new brand. While we remain true to our principles and ideals, we must make some changes inside Altrusa, if we are to remain relevant for coming generations. Our numbers continue to dwindle as we approach our 100th year anniversary. We need to take an aggressive approach to membership recruitment and retention. By focusing on a goal of sustainable membership growth, we will perpetuate not only the principles and ideals of Altrusa, but also the tremendous good Altrusans do throughout the world. Let’s encourage all Altrusans to bring in new members. Think of the power to create change that an increased Altrusa membership would wield worldwide! We’ve put on our pretty face, now let’s put on our big girl britches and get to work on expanding our own community of Altrusa sisters and brothers.

Beverly Herzog for Vice President  
Altrusa International, Inc. of Champaign-Urbana, Illinois  
District Six

Bev has been a member of Altrusa International, Inc. of Champaign-Urbana, IL since 1995. She has served on many committees and held various offices in her club, including that of Club President, 2000-2002. She currently serves as Treasurer and chairs the Food Bank and Young Woman of Distinction service projects, the latter conducted as a partnership with the local Girl Scouts. On the District level, she served as Director, 2003-2005; First Vice Governor, 2005-2007; Governor-Elect, 2007-2009; Governor, 2009-2011; and Immediate Past Governor, 2011-2013. Bev currently serves as a Director on the International Board and served as Chair of the Task Force to combine the Club Activity and Distinguished Club Reports.

Statement
This is a challenging time for Altrusa. Thank you to Dona Garretson and Donna Johnson for leading us through it. We rolled out a new brand, including brand drivers, a new logo, and a new tag line at the convention in South Dakota two years ago. This brand was to be the basis for a new Altrusa, which recognizes our cherished traditions while welcoming the next generation of volunteers. Now is the time to be the brand by demonstrating our clarity, flexibility, and inclusiveness.

I have been privileged to serve on the International Board the last two years as we have undergone many transformations. During that time, I also served on my District and Club boards which have kept me in touch with the issues at all levels of our organization. I have seen that we have a difficult time at all levels of Altrusa getting people to volunteer for leadership positions and wonder why. Have we made these positions too onerous, are people pulled in too many directions, do we fail to provide tools to lead, are the positions not rewarding, or some combination of these? For Altrusa to thrive, we need to do more than just recruit new members. We need to understand what the barriers are to others’ volunteer leadership and try to remove them so that Altrusa can lead to a better community. I have the time and commitment to invest in a stronger Altrusa.
Leanne Milligan for Vice President
Altrusa International, Inc. of Te Awamutu, New Zealand
District Fifteen

Leanne currently serves as our International Treasurer. A member of Altrusa since 1994, over the years Leanne has undertaken roles at all levels of Altrusa. She has held many offices in her club, including that of President and is currently serving as Secretary. On the District level, she served as Treasurer, First and Second Vice Governor, Governor-Elect and in 2009-2011 as District Governor and is now coming to the end of twelve years on the District Board as she serves out her term as Immediate Past District Governor. Also on the International level, she was a member of the 2001-2003 Bylaws Resolutions and Recommendations Committee and in 2003-2005 chaired the Service Development Committee. In addition, she was a member of the 2009-2011 International Long Range Strategic Planning Committee and Co-Chair of the Governors’ Council.

Statement
Altrusa can be summed up in a single word, “opportunity”. Altrusa provides the opportunity for members to develop leadership skills, to contribute to the betterment of their local community and extend their network of friends. I believe that the future of Altrusa lies in the communication of these opportunities through sharing our own stories. Altrusa offers a supportive environment for members to develop their leadership skills and this is valuable to many young people embarking on their careers as well as more experienced people looking for personal growth. The positive experiences of Altrusans when working in their community to help others and the “warm fuzzies” we get from making a difference in someone’s life is great advertising. Our biggest challenge as an organization is membership growth. We can sit back and say that other non-profits and service clubs have this problem or we can move forward and start talking to people about the positive benefits of becoming an Altrusan. Membership in Altrusa is still by invitation so it is up to us to go out into our communities (and neighboring communities to build new clubs) and invite people to come along and experience all that Altrusa has to offer. This will take a “whole team” effort. “Someone else will do it” will not work. On a personal level some of the greatest rewards I have gained from Altrusa are watching new members I have sponsored take up leadership roles in clubs and grow through their experiences and the knowledge that new clubs that I have helped extend are now making a difference in these communities. Our challenge as an organization in the coming years is to Invite! Invite! Invite!!

Donna Johnson for International Treasurer
Altrusa International, Inc. of Gainesville, Florida
District Three

Donna has been a member of Altrusa International, Inc. of Gainesville, FL since 1984 and, in that time, has held many offices and chaired various committees. In 1990-1991, Donna served as president of her Altrusa club. Donna currently serves as Chair of the ASTRA and Strategic Planning Committees for her club. In 1994 and 2007, she was the District Three Conference Co-Chair and, in 1995, went on to become a District Director, a position she held until 1997. In 1997, she was elected to serve as Vice Governor and became District Governor in 1999-2001. Donna has served on the International Board as Vice President, President and is currently Immediate Past International President. She also serves International as Chair of the Personnel Committee and the Task Force for Data Management.

Statement
I have taken to heart the Altrusa brand drivers of clarity, flexibility and inclusion because I believe application of these concepts holds the key to modernizing Altrusa while building on her amazing history. By making clarity a priority we become more focused on who we are and how we can best lead to the betterment of our community. We also become more adept at communicating the joys and expectations that come with Altrusa membership. With the exercise of flexibility comes new ideas, new opportunities and new members. And finally inclusion retains the diversity of membership that has historically been so important to the success of Altrusa.

The challenge for Altrusans now is to put these concepts and the new marketing materials to work for us as we encourage adjustments within our clubs to meet the needs of today’s volunteers. Early in my Altrusa “career” a mentor shared with me the following refrain. If it’s to be it’s up to me. With each of us repeating that refrain, together we will grow, change and prosper as we head toward our 100th anniversary in 2017.
Cindy Schad for International Director  
Altrusa International, Inc. of Ocala, Florida  
District Three  
Cindy has been a member of Altrusa International Inc. of Ocala, FL since 1990. During the period 1992-1996 she held the offices of Treasurer, Vice President, President-Elect, and served as Club President from 1996-1997. Cindy was District Three Conference Chair for the 1999 Conference, Co-Chair for the 2010 Conference and has been continuously serving as the Club’s Community Service Chair since 2009. Cindy has held most of the offices in District Three and served as Governor during 2005-2007. She was the New Club Building Co-Chair in 2007-2009 and was the sponsor of a new club in 2008. At the International level Cindy was the Event Coordinator for the 2007 International Convention in Orlando, FL and served as the International Treasurer from 2009-2011. She is the current International Membership Development Chair.

Statement  
Altrusa has had a major influence in my life the past 23 years. Since attending my first Club meeting in 1990, I have grown in ways I never thought possible. Through positions held and encouragement from my Altrusa peers, I have learned that I can do anything I set my mind to do. I am continually amazed by what Altrusans accomplish in their Clubs and their Districts. I have not taken lightly any position I have held since first becoming the Community Service Chair for my Club in 1991, to serving my District from 1999-2007 to my current involvement on the International level since 2007.

I love Altrusa and its ideals. The experiences it has afforded me will last a lifetime. If I am elected, I will bring to the International Board of Directors the knowledge I have gained from serving as Governor 2005-2007, International Service Development Chair 2007-2009, International Treasurer 2009-2011 and currently the International Membership Development Chair 2011-2013. I would appreciate the opportunity to work with International Board of Directors, International Office Staff, Districts, Clubs and Membership doing whatever is asked of me.

Altrusa stands on the threshold of many exciting challenges and opportunities for growth during this upcoming biennium. It is vital to the future of our organization that we increase our membership. I have learned that service beyond club is good, but the real core and future of our association lies within its Clubs and its Members. I believe that if we can empower our Members and build our Clubs, we will continue to be “Leaders in Service” for many decades to come.

Kathy Carmack for International Director  
Altrusa International, Inc. of Hamilton, Ohio  
District Five  
Kathy has been a member of the Altrusa club of Hamilton, OH since 1988. She was elected as President of the Club (1994-1996), and chaired nearly every committee when asked to help. Kathy served as District Membership Chair in 1999-2001, and this started a 12 year journey as a District Director, Second Vice Governor, Vice Governor, Governor-Elect, and finally Governor in 2009-2011. She was elected to the International Nominating Committee for the 2005-2007 biennium.

Kathy is a business graduate of Miami University (Ohio). She is currently First Vice President/Trust Officer with Hamilton Bank. She has chaired and served on boards of charitable organizations including the American Red Cross, YMCA, Partners in Prime (Senior Citizens), Butler County United Way, Women’s Leadership Council, and more over the years. She has been married to her husband Gregg for 39 years and has two children, a daughter and son, and four grandchildren.

Statement  
Altrusa International provides the important framework for all of our clubs throughout the world to carry out the mission and core values of the organization. The international organization has taken some vital steps over the last few years in promoting the new face of Altrusa and now it is the membership’s responsibility to move this new revitalization effort forward in bringing new members into our ranks. We must grow our membership to survive! Let us all be ambassadors for this wonderful Altrusa International organization and have it grow to one of the largest, sought after, volunteer organizations in the world.

As nominee for International Director, I will provide leadership skills, business and banking experience, and development of core strategies to ensure the viability of our Altrusa International organization for years to come.
Diane Eberhard for International Director
Altrusa International, Inc. of Sikeston, Missouri
District Eight
Diane currently is serving (2011-2013) as the Governor of District Eight. She also served as Second (2004-2006) and First (2006-2008) Vice Governor, and from 2008-2011 as Governor-Elect. Diane provided service as District Webmaster during 2006-2008 and currently holds this position. She was the District Communications Chair from 1996-1998 and served as the District Long Range Strategic Planning Trainer. Diane was President of Altrusa International, Inc. of Sikeston, MO 1999-2000 and 2005-2006 as well as Director, Vice President and President-Elect. Diane has also served at the International level as Vice Chair for Communications 2003-2005, Elections Committee Chair 2009 and as the Governors’ Council Vice Chair 2011-2013.

Statement
Altrusa has been one of the strongest, most positive forces I have had in my life. The excitement that comes from members who have found that perfect bit of service they can do – that perfect marriage between service given and service received, that fills your servant’s heart, is like nothing else. It’s the best recruitment tool we have – being excited about service and telling everyone about it. Who doesn’t want to be part of something great? Altrusa has given me so much more than I could ever repay in leadership skills, travels – near and far and life-long friends.

I am committed to Altrusa, its continued strides toward unity, greater recognition and growth. A couple of years ago Leanne Milligan included in her statement on Altrusa a quote from Leo Rosten, “I cannot believe that the purpose of life is to be happy. I think the purpose of life is to be useful, to be responsible, and to be compassionate. It is, above all to matter, to count, to stand for something, to have made some difference that you lived at all.” Leanne, you were right on the mark; Altrusa is the perfect vehicle for all of us to make a difference in this world and to make our lives count; if we can do that by reaching out the hand of service to others, it could not be more perfect.

Ann Bauman for International Director
Altrusa International, Inc. of Los Angeles, California
District Eleven
Ann became an Altrusan in 1994 in District Ten (Ruidoso, NM) and is currently a member of Altrusa International, Inc. of Los Angeles in District Eleven where she served as First and Second Vice Governor, Governor-Elect and Governor. Ann is currently serving as the Immediate Past Governor. She has also served on several committees, made arrangements for the President’s and Treasurer’s Workshop when they were all day events and hosted the Past Governors’ Breakfast at their last District Conference. One of her most exciting experiences was to assist in the formation of two new clubs and an ASTRA club. Ann currently serves on the 2011–2013 International Membership Development Committee and has attended seven International Conventions, the most recent in 2011 in Rapid City, SD.

Statement
I began my Altrusa journey 19 years ago in District Ten, Ruidoso, New Mexico and Altrusa has been a major part of my life. I was inspired by the ideals of the organization, the principles of Altrusa set by Mamie L. Bass and by those that have followed in her footsteps.

Altrusa needs to grow to meet the increasing needs to improve our communities around the globe. To accomplish that we must look to different avenues to increase our membership and to interest those men and women who we know are out there and are willing and ready to “volunteer.” We will create new ways to grow our communities of leaders in service, via social media, the Internet, international news outlets, associations and having a well known personality as our spokesperson. I know that we can all work together to achieve this and if elected to the International Board, I promise you I will work tirelessly to the best of my ability to help to achieve this goal.
Altrusa is an international non-profit organization, making our local communities better through leadership, partnership, and service.

Take a piece of the 2013 Convention home with you. Purchase the Rotorua, New Zealand charm on your online registration form and show your Altrusa pride for years to come.
CANDIDATES
For International Foundation Board

Ida Hill
Altrusa International, Inc. of Capital City, Virginia
District Two

Ida has been a member of Altrusa International since 1993. She was the President of Altrusa International of Capital City, VA in 2000-2002 and 2006-2008 and Vice President in 1998-2000 and 2004-2006. She has also held several committee chairmanships since 1993. Ida currently serves on her Club Board, chairs the Bylaws and Strategic Planning Committee, chairs the International Relations Committee, Co-Chairs the Club Awards Committee, and chaired the affiliated 501(c)(3). She has served on the District Nominating Committee twice. When she was a member of the Richmond, VA Club, she served as the Director of a Reading Clinic.

Ida has served on the Virginia Literacy Foundation Board serving initially as an advisor to the First Lady, and was selected as a US Department of Education Ambassador to Japan. She was President of the Community Charter School Board, the Interim Director and Fundraiser of the Chesapeake Bay Governor’s School, a member of the Board of Trustees and Strategic Plan Committee of the New Community Private School, a member of the Board of the UVA Division of Continuing Education, a member of the Board of the YWCA, directed a university reading clinic, was Assistant Superintendent and fundraiser for the Virginia Department of Education, Vice President and Grant Writer for a Public TV station, Adjunct Faculty and Grant Writer at the VCU Educational Policy Institute, Grant Writer for the Ida J. Hill Scholarship Foundation, Board member of Virginia Educational Media, Board member of a Boy Scouts troop, Board member of DARE, and a member of the Virginia Society of Technology and Education. She has received the following honors: YWCA Outstanding Woman and Distinguished University Alumni Citation.

Ida’s husband is deceased. She has four siblings and a devoted niece.

Eula Tatman
Altrusa International, Inc. of Anniston, Alabama
District Four

Eula is a member of Altrusa International, Inc. of Anniston, AL. In her Club she has served as the Communications Chair (2002-2004), Vice President (2005-2006), and President (2006-2008). On the District level, she was the District Four Communications Chair in 2009-2010. Internationally, she was on the International Program Committee for one year. She is currently serving as the District Four Foundation Liaison.

Eula has over twenty-seven years of experience in non-profit administration and grant management. Her work experience has afforded her the opportunity to work for state governments, municipalities, school boards, and non-profit agencies. She holds a degree in Sociology from Western Kentucky University and has received a certificate of completion in Foundation Management from Cannon Financial Institute and Advanced Proposal and Financial Analysis from The Grantmaking School of Grand Valley State University. Eula currently works for a Community Foundation and for the past eleven years as Vice President – Grants, Scholarships, and Special Initiatives for the Community Foundation of Northeast Alabama. She is responsible for the management of the foundation’s entire grants making scholarships and special initiatives. Her experience includes grant management, technical support, supervision of review committees, data entry, software maintenance, building partnerships not-for-profits and their boards, conducting needs assessments, reviewing best practices, authorizing grant distributions and reporting, establishing and nurturing relationships with Universities and College Financial Aid Departments for scholarship distributions.

Eula is married and has one daughter, four granddaughters, and a dog.
Rebecca (Becky) Mercier  
Altrusa International, Inc. of Lexington, Kentucky  
District Six

Becky is a member of Altrusa International of Lexington, KY. She has served the Lexington Club as Co-President in 2009 and 2010, Secretary in 2008, and on the Board of Directors in 2006-2007. She was also the District Six Conference Co-Chair in 2011. Her committee work includes serving as the Scholarship Chair in 2011, Communications Chair in 2008, and Membership Co-Chair in 2012-2013, as well as spending seven years on the Service Committee, three years on the Nominating Committee, six years on the Membership Committee and three years on the Finance Committee. She received the Joyce Delabar Spirit Award in 2010.

Becky has over 30 years experience serving on non-profit boards. She joined Altrusa after retiring from a Social Service public agency. She has continued her involvement on local boards whose missions are to empower those in the community to greater heights. She has reviewed and written grants for the county government and local foundations including those for Youth and the Federal Office of Juvenile Justice and Delinquency Prevention, especially in areas of delinquency prevention, community program development and youth mentoring.

Becky retired from the county government’s Department of Social Services after 27 years. Through career promotions and professional growth she worked her way through the ranks to become Division Director. She has also worked in the local police department and has taught college level criminal justice courses. She is currently a consultant for Best Practices in Human Services and Justice.

Becky has been married for over 25 years and has three daughters, one son, five grandchildren, two golden retrievers and one cat. She enjoys gardening, Bluegrass, Mustang Car activities, Altrusa, Church, and has great hopes to travel in the future.

Barbara A. Britt
Altrusa International, of Greater Kansas City, Missouri, Inc.
District Eight

Barbara became an Altrusan in 1980 in the newly chartered club of Sikeston, MO. A few years later she moved near the Kansas City area and transferred to the Greater Kansas City Club. She has served as President and Treasurer of her club and held practically every committee chairmanship.

With an education in psychology, her work experience ranges from testing and research to grant writing. She brings extensive knowledge and background in the arena of foundation service. She served by Presidential appointment to the Altrusa International Foundation, Inc. as Marketing/Education Director from 1987-1991. She has also served as President of her local Altrusa Club Foundation, has served as President of Job Corps Community Advisory Board in Excelsior Springs, Agency Representative in Sikeston Inter-Agency Council, Member of Clay and Platte Counties Retired Senior Volunteer Program Advisory Board, Chairman of Woods Memorial Christian Church Board for two years, Chairman of Excelsior Springs Christian Women’s Club, Area Representative for Stonecroft Ministries, and Regional Coordinator for Moms In Touch International for Missouri Region Two. Her only board commitment at this time is as a member of Woods Memorial Christian Church Board of Directors.

Barbara has been married for 39 years to her husband, Mike. They have raised two children, Laura and Lee, and are now enjoying time with their only granddaughter, Venice.

Altrusa is near and dear to her heart and she would be honored to serve as your representative to the Altrusa International Foundation Board.
Bennie Estelle  
**Altrusa International, Inc. of Texarkana, Texas**  
**District Nine**

Bennie is currently serving as the President of Altrusa International, Inc. of Texarkana, TX where she also served as President from 1999-2001. She has also served as Treasurer and Secretary of her Club, and attended several District Conferences.

Bennie is a professional Realtor and Relocation Manager with ERA Raffaelli Realtors. She is on the Board of Directors for the Texarkana Real Estate Board, and was honored twice as the Texarkana Realtor of the Year.

Bennie has also served several other organizations in a volunteer capacity; she served as Treasurer and Board Chairman of the Literacy Council of Bowie County, Texas and Miller County, Arkansas. She is currently an Honorary member of the Literacy Council Board (which is an honor given to only one person yearly) but is still working on committees. She has also served on the Special Olympics Realtors Committee locally and on the Arkansas Realtors State Committee for Special Olympics.

Single, Bennie has a daughter and son-in-law and two grand cats.

Ruth Ganeles  
**Altrusa International, Inc. of Tucson, Arizona**  
**District Eleven**

Ruth is a member of Altrusa International of Tucson, AZ. She was a Director from 2006-2008, Recording Secretary 2008-2009, Vice President 2009-2010, President Elect 2010-2011, President 2011-2012, and Immediate Past President 2012-2013. As Club President, Ruth appointed and oversaw a committee to revise and modernize the affiliated foundation’s bylaws. She is currently chair of the Membership Committee, and was chair of the Service Committee in 2011-2012.

Ruth was the Treasurer of a family foundation from 1976-1994, and from 1994-2012 was the President of the family foundation. Currently (from 2012-2015), she is a Trustee of the Altrusa Tucson Foundation, holding the position of Vice-Chairman/Secretary.

Ruth is retired. She was previously on the board of the Atlanta chapter of the Crohn’s and Colitis Foundation of America and worked as assistant to the Executive Director. In Arizona she was on the CCFA State Board as Tucson Liaison. In both Atlanta and Tucson she was a CCFA support group facilitator. In Georgia she was on the board of the Georgia State Quilt documentation project and served as publicity chair. Ruth was a member of the US Coast Guard Auxiliary and served as the materials officer of a local chapter in NY as well as taught classes in safe boating. In Albany, NY she was on the board of the Albany Medical Center Hospital Auxiliary and served as chairman of one of the first surgical waiting areas in the country. In Tucson she has been on the board of the Brandeis National Committee as recording secretary and on the nominating committee. She has been a caregiver support group facilitator for the Parkinson Disease Association.

Ruth has been married for over 50 years. She has three children and five grandchildren. In her spare time she plays bridge, quilts, and loves to cook gourmet meals.

---

**Don't Forget...**

The Foundation Raffle at Convention!

Instead of a silent auction, the Foundation will hold a raffle at this year’s Convention in Rotorua, NZ. The items will all be displayed much like the silent auction, but you will place the raffle tickets you purchase in a box next to the item.

*Please bring your items to New Zealand to raffle off. Items should be easy to pack and lightweight. All proceeds benefit the Altrusa International Foundation*
Anita Pennington  
Altrusa International, Inc. of Olympia, Washington  
District Twelve  

Anita is a member of the Olympia, WA Club in District Twelve. She has been an Altrusan since 1984, and has held almost all Club offices over the years, as well as serving as District Treasurer and Area Representative.

Anita also sat on the Board of the Albohn Family Foundation, a three million dollar foundation established for supporting animal welfare in a three county area. She was the Treasurer of the Foundation for four years prior to the death of the founding donor, and then continued in that position as she worked for the development of the Board as an organization of professionals carrying on the original mission.

Anita is a retired Certified Public Accountant and is keenly interested in expanding the effectiveness and asset base of the Altrusa Foundation.

Patricia O’Donnell  
Altrusa International, Inc. of Wellington, New Zealand  
District Fifteen  

Patricia is a member of Altrusa International of Wellington, New Zealand. She was the New Zealand Foundation Chair in the 2003–2005 Biennium and enjoyed promoting the Foundation at District level. Traditionally District Fifteen holds a Foundation raffle at Conference and she contributes items and spends money every year. Patricia was impressed by the support the Foundation was able to give the Christchurch Club after the earthquake and wants to be part of the organization that offers that help.


Patricia is a secondary school teacher, teaching teenage girls English, Religious Studies, Social Studies and Health. She runs the Hillary Award at the college and assists at some sports.

Patricia is single and lives at the beach with her sister and two spoiled cats. She has a large extended family and 13 God-children which keeps her distracted. For relaxation she reads, checks out wines, walks a lot and does cross-stitch. It has become a family tradition that she creates a birth announcement for each new baby. Currently she is two behind!

Three Candidates will be elected.

Congratulations to  
Colleen Duris, Carolyn Rash  
and Linda Nichols  
for becoming Lucente Lamplighters in the  
2011-2013 Biennium!

Thank you also to Lucente Lamplighters from past biennia Barbara Ann Hughes, PhD, MPH, RDN, LDN, FADA, Judy Atkinson, Catherine Boone, Muriel Vincent, Debbie Mabry, Jane Hart, Judy Tharp, Tammy Fournier, and Diane Eberhard.

* Lamplighters become a Lucente Lamplighter on their 10th donation of $500 (within one year) to the International Foundation. Lucente Lamplighters receive a special pin and recognition at International Convention.
Barbara Ann Hughes PhD, MPH, RDN, LDN, FADA  
Altrusa International Inc. of Raleigh, North Carolina  
District Three  

Barbara Ann F. Hughes PhD, MPH, RDN, LDN, FADA, became an Altrusan in 1969 in the Raleigh, NC club. She held all local club offices except Treasurer, each District Three office except Treasurer, and all International offices except Treasurer. Barbara Ann held the office of International President, 1989–1991. She also was an elected Trustee, Chair-Elect, Vice-Chair and Chair of the Altrusa International Foundation, Inc. from 1991–1997. She encouraged the establishment of the Endowment Fund. She has earned the Lucente Lamplighter for contributions to the International Foundation. Plans were made for the 75th Anniversary Celebration in Nashville, TN during her second year as President.

She led the Board of Directors to write and implement a strategic plan, appointed the first Marketing Chair as part of the Program Committee; initiated a club president’s newsletter; facilitated stabilization of the international office staff; brought all publications in-house; chose “recycling” as a marketing initiative for Altrusa International, Inc. She visited all districts and all international clubs except those in India. New clubs were chartered.

Barbara Ann was honored with the Eleanor Roosevelt Humanitarian Award in 1995 at the International Convention in Christchurch, New Zealand.

Her profession is Nutrition and Dietetics with positions in the North Carolina Public Health Department before she established BA Hughes & Associates, LLC, a private practice in Dietetics. She has been active in the Academy of Dietetics and Nutrition and was honored last year for 50 years of membership. Barbara Ann has held positions of leadership in the local, state and national organizations including one term on the Board of Directors. She has been recognized with several awards including the Medallion Award, the highest to recognize members for service to the profession.

For the past 20 years she has been active in the North Carolina and National Associations of Local Boards of Health and is President of the Association of NC Local Boards of Health. She has been married to Carl, a retired math professor, for the past 50 years.
Elaine Wolf  
Altrusa International, Inc. of Fox Valley, Illinois  
District Six

Elaine has been an Altrusan since January 1981, when she was sponsored by her sister Naomi. At the time she became an Altrusan, the Club was called Altrusa Club of Aurora, IL. She was elected Recording Secretary in her first year, and held every office in the Aurora Club: Treasurer, Vice President and President. She even served as Director one year. Elaine was a chair of Altrusa Information and did orientations, initiations and installations each year. After moving to Wisconsin in 1988, she transferred to the Waukesha, WI Club. She immediately filled a vacancy for Secretary and continued to hold the offices of Treasurer and President In addition to Altrusa Information, which has folded into the Membership Committee, she has always been active on the Communications Committee doing the club yearbook in both Waukesha and Aurora. In 1999, she returned to Illinois and the Aurora Club, which soon changed its name to Altrusa International, Inc. of Fox Valley, IL. She was again holder of all local offices and worked with all committees—with communications and membership being her primary interests. She is currently the Treasurer of her Club’s Foundation, which manages all the fund raising events. Elaine has also served on the District level in both District Six and District Seven. She was Second Vice Governor, BRR Chair, Service Chair, Governor Elect, Governor and Past Governor.

Surprisingly Elaine still has time for a personal life. Elaine has worked in the transportation field since she was 20 years old. She continues to work full time as a Tech Writer and Software Support Person at Hub Group, Inc - a transportation logistics company. She has a daughter and son, a daughter-in-law and son-in-law, and two grandchildren. Her daughter-in-law is already starting to work on starting an Astra Club for her local school when her son enters middle school. She is active in her local church and has served as Treasurer for the last major capital drive campaign. She also sings tenor in the choir.

Altrusa has always been a major factor in Elaine’s life. She has learned much, made many friends, and traveled a good deal. She believes she has gotten more back from being an Altrusan than she has given to it. It’s a good feeling to participate in serving her community in so many ways.

Linda K. Smith  
Altrusa International, Inc. of Salina, Kansas  
District Eight

Linda K. Smith has been a member of Altrusa International Inc. of Salina, KS since 1990. She has served in most offices for her club, including Club President in 1992-1994. Linda has been Service Chair for her club several times and is responsible for developing the first club Service Plan. She served as the Conference Treasurer/Registration Chair for the 1994 District Eight Conference and Treasurer and Program Book Chair for the 2006 District Eight Conference. She is currently the Treasurer for her Club Foundation.

Linda served three years as Governor of District Eight. Under her triennium, District Eight aligned itself to have bienniums that coincide with Altrusa International, Inc. Linda has served on the Board of Directors of District Eight from 2002-present, serving as Director, First Vice Governor, Governor-Elect, Governor and Immediate Past Governor. Prior to her service as an elected officer of District Eight, Linda served as New Club Building and Membership Chairs.

During Dona Garretson’s biennium, Linda has served as International Service Development Chair. She and co-chair Kathy Folley developed the current Service Manual for Altrusa International. Linda has also worked over the past several years with Altrusa International and the Kansas City Convention staff to secure the hotel for the 2015 Convention.

Linda is single and lives in Salina, KS with her twin sister, Brenda, who currently serves as District Eight First Vice Governor. Linda and Brenda were selected as Volunteers of the Year by the Salina Area Chamber of Commerce, an award they received at the Chamber annual banquet two years ago. She serves on the Board of Salina Access TV as well as the Salina Regional Health Center Auxiliary and is an active member of her church, Christ the King Lutheran Church, where she has served several terms as Chairman of the Board of Christian Growth and is the Chair of the Board of Social Concerns at her church.

Linda has been an Archives Specialist at the Dwight D. Eisenhower Presidential Library and Museum in Abilene, KS since 1972. For many years she reviewed classified documents for possible declassification. For the past five years she has been responsible for many of the Library’s public programs, including the 65th anniversary of D-Day, the 65th Anniversary of VE-Day, and many more. She is currently making plans for programs for 2013-2016 for the 70th anniversary of major events of World War II. Linda thoroughly enjoys her job and the many people she has met in the performance of her duties, including veterans, former Presidents, Colin Powell and Billy Graham.

Linda enjoys doing things with friends – traveling, wine tasting, getting together for dinner, etc. For many years she was an avid cross-stitcher, something she hopes to pick up again soon. Linda is a proud aunt of three and great-aunt of eight wonderful nieces and nephews. Spending time with family is important to her as all of her immediate family live within about 10 miles of each other.
Margaret L. Goodhue  
Altrusa International, Inc. of Montrose, Colorado  
District Ten  
Margaret became a Charter member of Altrusa International, Inc. of Montrose, CO in 1975. She was elected the third Club President in 1977. She has served in most offices and committee chairmanships in her Club.

She has also served as chair of the Club’s Foundation. On the District level she held all elected offices except Treasurer, and served as Governor in 2005-2007. During her tenure on the District Ten Board she also served as Chairman of Service, LRSP, Membership and ASTRA. On the International level she has served on the Elections Committee three times, and was Vice Chair of ASTRA during the last biennium and currently is serving on the committee.

Margaret retired after 37 years in the banking industry. She currently serves on her community’s Wells Fargo Bank Board, the County School Superintendent’s Community Council, Colorado Mesa University Montrose Campus Advisory Board. She has served as Finance Chair of the First United Methodist Church as well as the Church’s Foundation Board. She is a past 4-H leader, FFA Advisory Board Member and Past President of the Montrose Chamber of Commerce.

Margaret is married to David and they are in the farming and ranching business. They have one son Dennis who is married to Sherry. Margaret’s grandson John is attending college.

Sara Burt  
Altrusa International, Inc. of Longview-Kelso, Washington  
District Twelve  
Sara became a member in 1997 and soon after joined the Board as a Director. Sara has been the Ways & Means Chair three times and worked on the committee to build a new concession trailer from scratch.

Sara has served in most officer positions including two terms as President, followed by a term as Foundation President.

Sara began her tour on the District Board as a Director and moved through the positions to serve as District Governor. She is looking forward to her continued service as Immediate Past Governor and acting as the Districts’ Foundation Liaison.

Her husband of 40 years is very supportive of her Altrusa involvement. They have two married sons and three grandchildren. Sara has worked for a family owned Sporting Goods business for 35 years where her current position is Inventory Control Manager.

Five Candidates will be elected.
Altrusa International, Inc. of Council Bluffs, IA was organized on April 9, 1922 and officially received its charter from the International Headquarters on April 28, 1923. Over the past several decades, Altrusa of Council Bluffs members have participated in a variety of service projects that have benefited the community. “Altrusa has a rich history of service in the Council Bluffs community,” said Corrine Grace, President of Altrusa of Council Bluffs. “I am honored to be an Altrusan. I joined in 2005, and serving the community alongside my fellow Altrusa sisters has been a wonderful experience.” One of the key focus areas of Altrusa is literacy, and the Council Bluffs Club has sponsored many programs and projects over the years with several organizations in the area.

The Council Bluffs Club also offers opportunities to engage local youth through their ASTRA program. There are ASTRA Clubs currently active at Thomas Jefferson High School, Iowa School for the Deaf, and Tri-Center Community High School in Neola. “ASTRA was a great program to belong to when I was in high school,” said Rachel (Lenhardt) Morehead, who graduated from Abraham Lincoln High School in 2003. “I was able to volunteer my time to community projects, which in return, helped me gain leadership skills and experience that I continue to use to this day.” Morehead is currently employed at Iowa Western as the Special Events Coordinator in the Foundation Office.

For decades, Altrusa International, Inc. of Council Bluffs, IA and its members, including ASTRA, have been recognized for their service and dedication. In 2012, the Club received the Iowa Governor’s Award and also the Meals-On-Wheels award honoring their more than 20 years of service to the program. In 2011, Club member and ASTRA sponsor Patty Gillespie, who has been teaching at Thomas Jefferson High School for the past 12 years, was honored with the national award for RIF Coordinator Volunteer of the Year. Reading Is Fundamental, or RIF, was the largest nonprofit children’s literacy organization in the nation. Every student in the RIF program received a free book 3 times per year. Patty recalled one moment in particular that affirmed the importance of her work. “I will never forget the student that came up to me and said ‘I don’t have to give the book back? I can keep it? I’ve never owned a book before.’ The student was in the 10th grade,” recalled Gillespie. Literacy is, and has been, an important focus of many of the Club’s community projects.

For more than 35 years, Altrusa International, Inc. of Council Bluffs, IA has utilized its annual fundraiser to sponsor many of its service and literacy projects. Every fall, the Club sells a variety of packaged nuts, granola, and chocolates to raise money to support its community efforts. As a result, Altrusa International of Council Bluffs is also able to offer scholarships to mature adults for college tuition and GED expenses. “Our Club has helped many adults to better their lives through scholarships for education, and we are proud to be able to help those that want to improve their situation and attain a career,” said Letha Solliday, who has been a member of Altrusa since 1990. “We are glad to be able to provide assistance to those that are experiencing hardships and who want to better their situation and be successful. To see them achieve their goals is really great!” Solliday has been an active member with many of the Club’s service and literacy projects, and has served for many years on the Scholarship Committee.

The Altrusa International, Inc. Council Bluffs, IA Club looks forward to celebrating their 100th Anniversary in 2023!
Convention in Rotorua, New Zealand

Get Ready, Get Set, Get Excited!

Energy Events Centre
The Energy Events Centre is a customised convention centre located close to Lake Rotorua and a four minute drive from the hotels (10 - 15 minute walk along the lake front and through the Government Gardens.) The Energy Events Centre has excellent facilities for business sessions, displays/trade-shows, banquet meals and breakout workshops.

When entering the Centre the Lobby Room is to your immediate right; this will be used for the onsite office. Directly ahead is the carved door entrance to the Bay Trust Forum (where the banquets will be held) and just to the left of this is the entrance to the Unison Arena. At the left hand end of the Wai Ora Spa Hall is the Rotorua History wall and casual area where Altrusans can mix and mingle. Registrations and Credentials will be located at mobile registration desks just outside the Lobby Room in the Grand Hall.

Onsite Cafe’
An onsite cafe’ will be located in front of the entry to the Unison Arena.

Bay Trust Forum
This room will be used for all banquets with any receptions prior to dinner events being held outside in the Wai Ora Grand Spa Hall.

Unison Arena
This is a large sports arena that is divided into three sections. Unison 1 is being used for the First Timers session and BRR briefings, all Business Sessions and the Altrusa Information Fair. Next door is Unison 2 which is where you will find the Foundation Auction and trade displays (affectionately referred to as the “Shopping Centre”) and will be where morning teas are served.

Workshop Rooms
There are five rooms, Skellerup, Opus, Works Infrastructure, First Sovereign & Sigma which are for smaller meal events (such as Governors’ Council Luncheon) and for the workshops held on Sunday. These rooms are located upstairs (stairwells from Wai Ora Spa) and look over the Unison Arena.
Where to stay

Altrusa has exclusive deals with the Novotel, Ibis, Millennium, Sudima and Princes Gate; each highlighted on the map below.

Key Reminders for Convention

Altrusa Institute – Thursday 25th of July
Convention starts – Friday 26th of July
Convention finishes – Monday 29th of July

Check the Convention website for any updates – note that we post any new information to this site as it comes to hand (including airline specials.)

Then check the following:

1. Register for Convention by going to www.altrusa.org.nz/convention.html (If you need help to register online ask a fellow Altrusan who will help you or do it for you.)

2. Are you bringing your partner/family who will not be taking part in the day time sessions? Then how about registering them for any or all of the Partners program?

3. Book your airfares and pre & post tours by going to info@wtkc.co.nz. This is a one stop shop for all your travel and accommodation requirements.

Remember that registrations close on 30 June 2013.

The hotels can be booked via the Convention Website

Guests of these hotels will have bus transfers to the Energy Events Centre provided.

Delegates are free to choose other accommodation per their own requirements and personal budgets, but will need to arrange their own transport to and from the Convention activities if they do not select one of these locations.

We encourage Altrusans to book accommodation with a roommate to keep the cost of attending Convention to a minimum. If you are considering attending but need some help finding a roommate, please email convenor2013@altrusa.org.nz
Kiwi Plans at Convention

This year’s Convention is a lot more than speeches and ceremonies!!

Altrusa Institute   Thursday July 25th 8.30am to 4.00pm
cost US$80/NZ$100
Altrusa Institute: Leadership for the Future
This workshop is for new and existing leaders at all ages and stages of their leadership endeavours, across cultures and contexts who want to use leadership skills in a family, community or business context. It is a practical look at popular and emerging leadership approaches and how they might be applied to you and your environment. You will leave the workshop with knowledge and resources for you to continue developing your own approach to leadership.

This workshop will be run by Helen Appleby, Senior Manager, PWC. Helen believes that today’s leaders and future leaders require different competencies than in the past. She has developed and run leadership programmes for Thomas Cook, Maersk and Barclays Bank in the UK. Helen now recruits and coaches leaders for organizations across New Zealand. She has a passion for developing leadership skills in herself and others and brings you an entertaining and interactive workshop.

If you wish to register for this workshop you will need to do so when completing your online registration.

Mitai Experience Saturday 27th July
An opportunity to enjoy traditional Maori culture at the Mitai Maori Village. Experience the lifting of the hangi (earth oven), walking in native bush, witness waka (warrior canoe) pass by on the river, see a cultural performance, enjoy dinner and finish with a glow worm viewing at the crystal clear Sacred Fairy Spring. This event has a maximum of 300 attendees and will be first in, first served. You will need to indicate on your registration form if you wish to attend this event. There will be an additional cost, which includes transport to and from Mitai.
and grow in Altrusa. This event is a MUST. Don't miss the opportunity to learn on how you can leverage resources to help with planning. unique to your particular club needs, and offer suggestions and many others who will be available to answer questions Directors and International Foundation Board of Trustees Representatives and members of the International Board of Clubs at Large committee, BRR committee, United Nations members, the International Parliamentarian, Legal Advisor, standing committee chairs, vice chairs and committee biennium. Meet one-on-one with workshop presenters, Come and hear what is in store in the upcoming 2013-2015 to-face one-on-one information and resource exchange. The Altrusa Information Fair offers an opportunity for face- Altrusa Information Fair that they made to Altrusa and to their communities. Memories and celebrate their lives and the contributions during the last biennium. It is an opportunity to share This service recognises Altrusans who have passed away The Convention Opening Banquet will commence with a Powhiri, a Maori ritual of welcome and encounter. A powhiri brings hosts and visitors closer together in a series of stages that include a formal call for visitors to enter the marae, a silent remembering of the dead, an exchange of speeches of greeting supported with songs, physical contact (hand-shakes and the mixing of breath and spirit by the pressing together of noses), and sharing food. Inspiration and Memorial Service This service recognises Altrusans who have passed away during the last biennium. It is an opportunity to share memories and celebrate their lives and the contributions that they made to Altrusa and to their communities. Altrusa Information Fair The Altrusa Information Fair offers an opportunity for face-to-face one-on-one information and resource exchange. Come and hear what is in store in the upcoming 2013-2015 biennium. Meet one-on-one with workshop presenters, standing committee chairs, vice chairs and committee members, the International Parliamentarian, Legal Advisor, Clubs at Large committee, BRR committee, United Nations Representatives and members of the International Board of Directors and International Foundation Board of Trustees and many others who will be available to answer questions unique to your particular club needs, and offer suggestions on how you can leverage resources to help with planning. This event is a MUST. Don’t miss the opportunity to learn and grow in Altrusa. Skyline & Rainbow Springs Evening - Sunday 28th July The Skyline Rotorua complex is situated just minutes from central Rotorua, high up on Mt Ngongotaha. Jump on board one of the 8-seater Gondolas and experience some spectacular views as you travel 900 metres up to the Cableway Restaurant and enjoy a wonderful buffet meal. Take in the panoramic views of Rotorua and its lakes by night from the Restaurant. Following dinner visit Rainbow Springs right next door and see the kiwi in their natural habitat. Rainbow Springs is New Zealand’s largest and most successful kiwi conservation centre. At night you can listen to the bird calls and to watch the kiwi come out to play. With no glass in the outdoor kiwi enclosure, and only a knee high fence separating you from these curious native birds, you can get closer to kiwi than you ever thought possible. You will need to indicate on your registration form if you wish to register for this event. There will be an additional cost, which includes transport to and from Skyline. Te Puia Guided Tour - Monday 29th July At Te Puia explore the unique geothermal reserve with thermal activity such as boiling mud pools, hot springs and the world famous 30 metre high Pohutu geyser which erupts about 20 times a day. Visit the Carving and Weaving Schools and watch crafts people at work as they carry on the traditions of their Maori ancestors. This event will cost NZ$95 and the price includes transport to and from Te Puia, tour escort, private tour Te Puia tour guide and bottled water. Powhiri The Convention Opening Banquet will commence with a Powhiri, a Maori ritual of welcome and encounter. A powhiri brings hosts and visitors closer together in a series of stages that include a formal call for visitors to enter the marae, a silent remembering of the dead, an exchange of speeches of greeting supported with songs, physical contact (hand-shakes and the mixing of breath and spirit by the pressing together of noses), and sharing food. Inspiration and Memorial Service This service recognises Altrusans who have passed away during the last biennium. It is an opportunity to share memories and celebrate their lives and the contributions that they made to Altrusa and to their communities. Altrusa Information Fair The Altrusa Information Fair offers an opportunity for face-to-face one-on-one information and resource exchange. Come and hear what is in store in the upcoming 2013-2015 biennium. Meet one-on-one with workshop presenters, standing committee chairs, vice chairs and committee members, the International Parliamentarian, Legal Advisor, Clubs at Large committee, BRR committee, United Nations Representatives and members of the International Board of Directors and International Foundation Board of Trustees and many others who will be available to answer questions unique to your particular club needs, and offer suggestions on how you can leverage resources to help with planning. This event is a MUST. Don’t miss the opportunity to learn and grow in Altrusa. Convention Workshops On Sunday afternoon two streams of workshops will be held. These workshops are presented by the incoming International Committee Chairs and Vice Chairs. After lunch on Monday afternoon you will have the opportunity to collect ideas and tools to help your club with membership recruitment and retention, service and fundraising projects, communication and marketing and more at the Altrusa Information Fair. Further information on workshops to follow. Foundation Raffle - Silent Auction A highlight of every Convention is the International Foundation Silent Auction which raises funds to support Foundation philanthropic programmes. In New Zealand the silent auction is being transformed into a raffle. Everyone will be able to buy tickets, which are then placed in the raffle boxes located in front of each raffle item. You have to be in to win so make sure you buy plenty of tickets and feel free to put in as many entries as you want. Items to be contributed to the raffle can be dropped at the Unison 2 Foundation Auction tables on the Friday morning of the Convention. We suggest that donated items for the Foundation Raffle be representative of your community, city, state or country and that the value of the items be worth a minimum of $35. If possible, items should conveniently fit into luggage and be easily carried to and from Rotorua. The results of the raffle will be announced at the Leadership Exchange on Monday afternoon. The International Foundation appreciates your continued support. Convention Service Project The Women’s Refuge is a women’s organisation that cares for women and children that have suffered family violence. They offer a free service for women, providing a safe place to stay as well as safety plans and education for communities and organisations to educate people about the impact of domestic violence and how to work with women and children who have experienced it. We would like to provide the Rotorua Women’s Refuge with items such as children’s clothing and toiletries etc. as the women and children who seek help in the refuge arrive with nothing. Items can be either purchased when you arrive in Rotorua or bought with you.
INTERNATIONAL ARTICLES OF INCORPORATION

Item 13-01  Amend and Restate the Articles of Incorporation to streamline them, to eliminate material which is duplicative of that in the Bylaws and to avoid having to amend both Articles and Bylaws on any particular matter.

Proposed by: The Board of Directors, Legal Advisor and BRR Committee with the recommendation of the Board of Directors that it be approved by the Members.

CURRENTLY READS:

Articles of Incorporation
1. The name of this Corporation shall be Altrusa International, Inc.
2. The purpose or purposes for which it is organized are as follows:
   (a) To authorize and encourage the organization of subsidiary organizations (Hereinafter referred to as “Clubs”) to be called “Altrusa International, Inc., of (Name of City)” in such countries throughout the world as may be approved by the Board of Directors and to exercise control over the same as the Articles of Incorporation and Bylaws may provide;
   (b) To publish an official magazine pertaining to the activities of this Corporation and of such Clubs;
   (c) To make its own Bylaws for the government and administration of its affairs, with the power to make, amend, repeal or revise the same in the manner provided in the Articles of Incorporation and Bylaws may provide;
   (d) To create, adopt and preserve through its Board of Directors, an emblem, badge or other insignia of Altrusa International, Inc., for the exclusive use and benefit of members of Altrusa Clubs;
   (e) To continue as a Corporation under its corporate name in perpetuity;
   (f) To sue and be sued in its corporate name;
   (g) To have a corporate seal and to alter the same at pleasure;
   (h) To acquire, own, hold, use, lease, mortgage, pledge, sell, convey, or otherwise dispose of property, real or personal, tangible or intangible, outside the State of Indiana;
   (k) To acquire, own, hold, vote, sell, assign, transfer, mortgage, pledge, convey, or otherwise dispose of the capital stock, bonds, securities or evidences of indebtedness of any other corporation, domestic or foreign, insofar as the same shall be consistent with the purposes of the Corporation;
   (l) To appoint such officers and agents as the affairs of the Corporation may require and to define their duties and fix their compensation;
   (m) To do all acts and things necessary, convenient or expedient to carry out the purposes for which the Corporation is formed.
3. The period during which it is to continue as reorganized Corporation is perpetual.
4. The post office address of its principal office is One North Capitol Avenue, Indianapolis, Indiana 46204.
5. The name and address of its resident agent is CT Corporation System, Inc., One North Capitol Avenue, Indianapolis, Indiana 46204.
6. The classes of membership in the Corporation are as follows:
   (a) The membership of the Corporation shall consist of Active members of Altrusa Clubs in good standing, Affiliate members, Life members, Honorary members, and Emeritus members.
   (b) The qualifications, method of selection and tenure of members shall be fixed by the Corporation’s Bylaws, as amended from time to time.
   (c) The members of the Corporation shall have the same rights, preferences, limitations and restrictions, except as provided in paragraph (d) and except that Affiliate members shall be ineligible to hold office in any Altrusa Club, be a delegate or alternate to meetings of any District or the Corporation, hold office in any District or the Corporation, or serve on any committee of any District or the Corporation.
   (d) Members of the Corporation who are members of the Board of Directors shall have one vote on each question to come before any meeting of the members of the Corporation. Also, members of the Corporation who are regularly accredited delegates from Altrusa Clubs, or Governors of a District of the Corporation, or who are Past Presidents of the Cor-
poration or Past Governors of a District of the Corporation, shall have one vote on each question to come before the Corporation’s biennial convention, to be held in odd numbered years, or, if the Board of Directors of the Corporation shall have determined that a national or international condition of emergency exists which makes the holding of the biennial convention impossible, on each question submitted to a vote by mail in lieu of such biennial convention. No other members shall have voting rights.

7. The number of directors of the Corporation shall be not less than nine (9) nor more than twenty-five (25), the exact number from time to time to be specified in the Bylaws. Whenever the Bylaws do not specify the exact number of directors, the number of directors shall be eighteen (18). Directors shall be members of the Corporation and shall possess such other qualifications as the Bylaws, from time to time, may prescribe.

8. The names of and addresses of the first Board of Directors of the reorganized Corporation are as follows:
- Stella T.J. Nyhan, Dublin, Ireland
- Barbara Ann Hughes, Raleigh, North Carolina
- Francis Stewart, Enterprise, Alabama
- Norma Hiner, Ashland, Ohio
- Norma Jean Najim, Springfield, Illinois
- Adrienne Stevens, Meredith, New Hampshire
- Ann Ayer, Richmond, Virginia
- Winifred Dobson, Gainesville, Florida
- Lou McHugh, Nashville, Tennessee
- Ann Baird, Troy, Ohio
- Joyce Delabar, Lexington, Kentucky
- Charlene Conklin, Iowa City, Iowa
- Patie Fielding, Lawrence, Kansas
- Linnette Scaglioni, Lufkin, Texas
- Jane Deyo, Ruidoso, New Mexico
- Dawn Channel, Monrovia, California
- Barbara Chinn, Eugene, Oregon
- Geraldine Brown, Cork, Ireland
- Iraida Ramirez-Palmer, Rio Piedras, Puerto Rico
- Margaret Inch, Wellington, New Zealand

9. A statement of the property and an estimate of the value thereof, to be taken over by this Corporation (exclusive, however, of all property, real, personal or mixed, now owned by the members of this Corporation as property of the members of a District of this Corporation or as property of the members of a Club of this Corporation) at or upon its reorganization: All right, title and interest in all property, real, personal or mixed, wherever situated, within or outside the State of Indiana, heretofore owned by Altrusa International, Inc., all of which property is estimated to be of a value of $100,000.

10. Any other provisions, consistent with the laws of this state, for the regulation and conduct of the affairs of this corporation, and creating, defining, limiting or regulating the powers of this corporation, of the directors, or of the members of any class or classes of members:
(a) Except as otherwise expressly provided in these Articles of Incorporation, the Board of Directors of the Corporation shall be vested with full and complete authority to exercise all rights, powers and privileges now or hereafter conferred on the Corporation by the laws of the State of Indiana, including the power to do all acts and things permitted by law in the acquisition, use, control and management of the property used by the Corporation, the creation of offices in the Corporation in addition to the required statutory offices and offices specified in the Bylaws, and to deal with, determine, settle, and dispose of all other matters, whether ordinary and routine or extraordinary, emergency, unusual or otherwise, pertaining to the affairs of the Corporation.
(b) The members shall have the power to make, alter, amend or repeal the Bylaws of the Corporation, subject to the provisions of the laws of the State of Indiana and these Articles of Incorporation.
(c) No member of the Corporation shall be individually or personally liable to the Corporation or for any debt of the Corporation, nor shall this Corporation be liable for any debt or obligation incurred by any member or District of this Corporation or any Altrusa Club.
(d) Meetings of members, including both annual and special meetings, may be held at such places, either within or without the State of Indiana, as shall be designated in the Bylaws, the notice of such meeting or the waiver thereof.
(e) Meetings of the Board of Directors of the Corporation may be held at any place, either within or without the State of Indiana, as shall be designated in the Bylaws, the notice of such meeting or the waiver thereof.
(f) Neither the members nor the Board of Directors shall have power or authority to do any act which may result in depriving the Corporation of a tax-exempt status under the income tax laws of the United States of America.
(g) The President, President-Elect, Vice President, Treasurer and Immediate Past President shall be chosen by the members in the manner provided in the Bylaws. All other officers of the Corporation shall be elected by the Board of Directors.
(h) These Articles of Incorporation may be amended
in the following manner:

(i) The proposed amendments to the Articles of Incorporation shall first be adopted by the Board of Directors by not less than a two-thirds (2/3) vote.
(ii) If the proposed amendment is so adopted, the exact text of such amendment shall be mailed to each Altrusa Club not less than sixty (60) days prior to the date of the biennial convention at which such amendment is to be submitted to a vote of the members.
(iii) At such convention, the proposed amendment shall be adopted by the vote of not less than two-thirds (2/3) of the members present and entitled to vote in respect thereof.

11. No part of the net earnings of the Corporation shall inure to the benefit of, or be distributable to any of its members, officers, or other private persons, except that the Corporation shall be authorized and empowered to pay reasonable compensation for services rendered and to make payments and distributions in furtherance of the purposes set forth in Article 2. No substantial part of the activities of the Corporation shall be the carrying on of propaganda, or otherwise attempting, to influence legislation, and the Corporation shall not participate in, or intervene in (including the publishing or distribution of statements) any political campaign on behalf of any candidate for public office. Notwithstanding any other provision of these Articles, this Corporation shall not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of the purposes of this Corporation.

12. Upon the dissolution of the Corporation, the Board of Directors shall, after paying or making provisions for the payment of all of the liabilities of the Corporation, dispose of all the assets of the Corporation exclusively for the purposes of the Corporation in such manner, and to such organization or organizations organized and operated exclusively for charitable, educational or scientific purposes as shall at the time qualify as an exempt organization under Section 501(c)(3) of the Internal Revenue Code of 1954 (or the corresponding provisions of any future United States Internal Revenue law), as the Board of Directors shall determine. Any of such assets not so disposed of shall be disposed of by a court having jurisdiction of such matters in the place in which the principal office of the Corporation is then located, exclusively for such purposes or to such organization, or organizations as said court shall determine, which are organized and operated exclusively for such purposes.

13. Indemnification of Directors, Officers, and Employees:

(a) The Corporation shall indemnify each person who is or was a director or officer of the Corporation or of any other Corporation, partnership, joint venture, trust, employee benefit plan, or other entity that such person is serving or has served in any capacity at the request of the Corporation ("Other Entity") against all liability and reasonable expense that may be incurred by such person in connection with or resulting from any claim, action, suit or proceeding (whether actual or threatened, and whether civil, criminal, administrative, investigative, or in connection with an appeal relating thereto) in which such person may be involved by reason of being or having been director or officer of the Corporation or such Other Entity or by reason of any past or future act or omission of such person in the person’s capacity as such director or officer, if such person acted in good faith, and reasonably believed (1) in the case of conduct in such person’s official capacity, that his or her conduct was in the best interests of the Corporation or Other Entity, as the case may be, and (2) in all other cases, that his or her conduct was unlawful. The Corporation may indemnify any person who is or was an employee or agent of the Corporation or Other Entity to the same extent as directors and officers as provided in this Article 13.

(b) Notwithstanding any other provisions of this Article 13, there shall be no indemnification (1) as to amounts paid or payable to the Corporation or Other Entity, as the case may be, based on a person having gained any personal profit or advantage to which the person was not legally entitled; (2) with respect to matters as to which indemnification would be in contravention of the laws of the State of Indiana or of the United States of America, whether as a matter of public policy or pursuant to statutory provisions; or (3) with respect to matters as to which indemnification would result in inurement of the net earnings of the Corporation, "to the benefit of any private shareholder or individual," within the meaning of Section 501(c)(3) of the Internal Revenue Code, as amended, or similar provision of any subsequent federal tax law. If several claims, issues or matters of action are involved, a person may be entitled to indemnification as to some matters even though he or she is not so en-
titled as to others.
(c) Any director or officer who has been wholly successful, on the merits or otherwise, with respect to any action, suit or proceeding described herein shall be entitled to indemnification except to the extent the person has been otherwise indemnified. In all cases, indemnification shall be provided hereunder only if (1) the Board of Directors, acting by a quorum consisting of directors who are not and have not been parties to such claim, action, suit or proceeding, shall find that the person seeking indemnification has met the applicable standards of conduct set forth in paragraph (a) of this Article 13; or (2) outside legal counsel engaged by the Corporation (who may be regular counsel of the Corporation) shall deliver to the Corporation its written opinion that such person has met such applicable standards of conduct; or (3) a court of competent jurisdiction has determined that such person has met such standards, in an action brought either by the Corporation or by the person seeking indemnification, applying de novo such applicable standards of conduct. The termination of any claim, action, suit or proceeding, civil or criminal, by judgment, settlement (whether with or without court approval), conviction, or upon a plea of guilty or of nolo contendere, or its equivalent, shall not create a presumption that the person seeking such indemnifications did not meet the applicable standards of conduct set forth in paragraph (a) of this Article 13.

(d) As used in this Article 13, the term “liability” shall mean an obligation to pay in settlement or in satisfaction of claims, judgments, fines, or penalties and, with respect to employee benefit plans, excise taxes; and the term “expense” shall include, but shall not be limited to, attorneys’ fees and disbursements incurred in connection with the claim, action, suit or proceeding.

(e) The Corporation may purchase and maintain insurance for the benefit of any person who is or was a director, officer, employee or agent of the Corporation or Other Entity against any liability asserted against and incurred by such person in any capacity or arising out of his or her status as such, whether or not the Corporation or Other Entity would have the power to indemnify such person against such liability under the provisions of this Article 13 or otherwise. The Corporation may advance expenses to, or may at its option and expense undertake the defense of, any person who is or was a director, officer or employee of the Corporation or Other Entity upon receipt of an undertaking by or on behalf of such person to repay such expenses if it ultimately should be determined that the person has not met the requisite standards of conduct set forth in Article 13(a).

(f) It is the intent of this Article 13 to empower the Corporation to provide indemnification to the fullest extent allowed by law. Except as otherwise expressly provided herein, indemnification may be provided irrespective of the legal or equitable theory of the claim, action, or proceeding, including but not limited to joint, several, comparative or sole negligence, breach of contract or warranty, strict liability, breach of fiduciary duty, mismanagement, corporate waste, or any violation of federal or state securities law or any other law. The provisions of, and the rights and obligations created by, this Article 13:

(i) shall not limit any other rights of indemnification to which a person otherwise may be entitled by contract or as a matter of law,

(ii) subject to Article 13(b) above, shall inure to the benefit of the heirs, executors and administrators of any present or former director, officer, employee or agent, and

(iii) shall not give rise nor be deemed to give rise to “compensation for personal services” as described in IC 34-4-11.5-1 et seq., as amended.

(NOTE: The extent of changes does not lend itself to a redline presentation, so are presented here in their final changed form. A redline version is available on the International website.)

CHANGE TO READ:

AMENDED AND RESTATED ARTICLES OF INCORPORATION OF ALTRUSA INTERNATIONAL, INC.

Article I.
The name of this Corporation shall be Altrusa International, Inc. The address of the principal office of the Corporation is One North LaSalle Street, Suite 1955, Chicago, Il, 60602.

Article II.
The purposes for which the Corporation is formed are:

A. Exclusively for the promotion of social welfare within the meaning of Section 501(c)(4) of the Internal Revenue Code of 1986, as amended (or the corresponding provision of any future United States Internal Revenue Law) (the “Code”), and to use all lawful means to carry out its objectives;

B. To the extent permitted by A. above, to authorize and encourage formation of subsidiary organizations (hereinafter referred to as “Clubs”, which Clubs
may be organized in regional territories hereinafter referred to as “Districts”) in such countries throughout the world as may be approved by the Board of Directors of the Corporation and to exercise control over the Clubs and Districts as the Articles of Incorporation, Bylaws and Policies may provide; and C. To the extent permitted by A. above, to promote better communities through service by an international network of people with diverse backgrounds and experiences.

**Article III.**
The Corporation is a public benefit corporation, which is organized for a public or charitable purpose.

**Article IV.**
The name and street address of the Corporation’s Registered Agent and Registered Office for service of process are: Business Filings Incorporated, 251 E. Ohio St, Ste. 1100, Indianapolis, IN 46204.

**Article V.**
The Corporation will have members. The classes of membership will be as specified in the Bylaws of the Corporation, as amended from time to time.

**Article VI.**
The duration of the Corporation is perpetual.

**Article VII.**
Upon dissolution of the Corporation, the Board of Directors shall first pay or make provisions for the payment of all of the liabilities of the Corporation. The Board of Directors shall thereafter distribute any remaining assets of the Corporation to one or more organizations then qualified under Code Section 501(c)(3) selected by the Board of Directors of the Corporation. Any of such assets not so disposed of shall be disposed of by a court having jurisdiction of such matters in the place in which the principal office of the Corporation is then located, whether within or without the State of Indiana to such organization or organizations as said court shall determine and as are then qualified as exempt under Code Section 501(c)(3).

**Article VIII.**
No member of the Corporation shall be individually or personally liable to the Corporation or for any debt of the Corporation, nor shall the Corporation be liable for any debt or obligation incurred by any member of the Corporation, or by any District or by any Club.

**Article IX.**
A. The Corporation shall indemnify each person who is or was a director or officer of the Corporation or of any other Corporation, partnership, joint venture, trust, employee benefit plan, or other entity that such person is serving or has served in any capacity at the request of the Corporation (“Other Entity”) against all liability and reasonable expense that may be incurred by such person in connection with or resulting from any claim, action, suit or proceeding (whether actual or threatened, and whether civil, criminal, administrative, investigative, or in connection with an appeal relating thereto) in which such person may be involved by reason of being or having been director or officer of the Corporation or such Other Entity or by reason of any past or future act or omission of such person in the person’s capacity as such director or officer, if such person acted in good faith, and reasonably believed (i) in the case of conduct in such person’s official capacity, that such conduct was in the best interests of the Corporation or Other Entity, as the case may be, and (ii) in all other cases, that such conduct was at least not opposed to the Corporation’s best interests. In addition, in any criminal action or proceeding, such person must have no reasonable cause to believe that such conduct was unlawful. The Corporation may indemnify any person who is or was an employee or agent of the Corporation or Other Entity to the same extent as directors and officers as provided in this Article IX.
B. Notwithstanding any other provisions of this Article IX, there shall be no indemnification (i) as to amounts paid or payable to the Corporation or Other Entity, as the case may be, based on a person having gained any personal profit or advantage to which the person was not legally entitled; (ii) with respect to matters as to which indemnification would be in contravention of the laws of the State of Indiana or of the United States of America, whether as a matter of public policy or pursuant to statutory provisions; or (iii) with respect to matters as to which indemnification would result in inurement of the net earnings of the Corporation “to the benefit of any private shareholder or individual,” within the meaning of Section 501(c)(3) of the Internal Revenue Code, as amended, or similar provision of any subsequent federal tax law. If several claims, issues or matters of action are involved, a person may be entitled to indemnification as to some matters even though the person is not so entitled as to others.
C. Any director or officer who has been wholly successful, on the merits or otherwise, with respect to any action, suit or proceeding described herein shall be entitled to indemnification except to the extent the person has been otherwise indemnified. In all cases, indemnification shall be provided hereunder only if (i) the Board of Directors, acting by a quorum consisting of directors who are not and have not been parties to such claim, action, suit or proceeding, shall find that the person seeking indemnification has met the applicable standards of conduct set forth in Section A of this Article IX; or (ii) outside
legal counsel engaged by the Corporation (who may be regular counsel of the Corporation) shall deliver to the Corporation its written opinion that such person has met such applicable standards of conduct; or (iii) a court of competent jurisdiction has determined that such person has met such standards, in an action brought either by the Corporation or by the person seeking indemnification, applying de novo such applicable standards of conduct. The termination of any claim, action, suit or proceeding, civil or criminal, by judgment, settlement (whether with or without court approval), conviction, or upon a plea of guilty or of nolo contendere, or its equivalent, shall not create a presumption that the person seeking such indemnifications did not meet the applicable standards of conduct set forth in Section A of this Article IX.

D. As used in this Article IX, the term “liability” shall mean an obligation to pay in settlement or in satisfaction of claims, judgments, fines, or penalties and, with respect to employee benefit plans, excise taxes; and the term “expense” shall include, but shall not be limited to, attorneys’ fees and disbursements incurred in connection with the claim, action, suit or proceeding.

E. The Corporation may purchase and maintain insurance for the benefit of any person who is or was a director, officer, employee or agent of the Corporation or Other Entity against any liability asserted against and incurred by such person in any capacity or arising out of his or her status as such, whether or not the Corporation or Other Entity would have the power to indemnify such person against such liability under the provisions of this Article IX or otherwise. The Corporation may advance expenses to, or may at its option and expense undertake the defense of, any person who is or was a director, officer, employee of the Corporation or Other Entity upon receipt of an undertaking by or on behalf of such person to repay such expenses if it ultimately should be determined that the person has not met the requisite standards of conduct set forth in Article IX Section A.

F. It is the intent of this Article IX to empower the Corporation to provide indemnification to the fullest extent allowed by law. Except as otherwise expressly provided herein, indemnification may be provided irrespective of the legal or equitable theory of the claim, action, or proceeding, including but not limited to joint, several, comparative or sole negligence, breach of contract or warranty, strict liability, breach of fiduciary duty, mismanagement, corporate waste, or any violation of federal or state securities law or any other law. The provisions of, and the rights and obligations created by, this Article IX:

(i) shall not limit any other rights of indemnification to which a person otherwise may be entitled by contract or as a matter of law,

(ii) subject to Article IX. Section B above, shall inure to the benefit of the heirs, executors and administrators of any present or former director, officer, employee or agent, and

(iii) shall not give rise nor be deemed to give rise to “compensation for personal services” as described in IC 34-4-11.5-1 et seq., as amended.

** *** ***

Rationale: Historically, the Members controlled amendment of the Articles and the Board of Directors controlled amendment of the Bylaws. As a result, the Articles contained a lot of material not required by state law and often duplicated that in the Bylaws but not always identically. At times, an amendment would be made to the Bylaws that could not be implemented until the corresponding change could be made in the Articles at the next Convention, because state law does not permit suspension of the required notice prior to amendment of the Articles. The purpose of streamlining the Articles at this time is to limit the material in the Articles to that required by Indiana law and to certain other provisions that traditionally are not included in Bylaws. This makes sense since, beginning in 1987, the Members control amendments to both Bylaws and Articles. There is no longer need to have the material in both places.

Proposed Implementation Date: Promptly following the conclusion of the 2013 Convention, upon filing the appropriate Amendment forms with the States of Indiana and Illinois.

Fiscal Impact: Modest filing fees with both states. Estimated at less than $100 combined.

(The International Board of Directors and the BRR Committee recommend approval.)

**************************************************

ARTICLES OF INCORPORATION

Item 13-02 Amend to eliminate “Inc.” in the middle of Club Names; provide for implementation of policies necessary to preserve Association, District and Club tax exempt status.

Proposed by: International Board of Directors, Legal Advisor and BRR Committee, with the
Paragraph 2. (a)

**CURRENTLY READS:**
The purpose or purposes for which it is organized are as follows:

(a) To authorize and encourage the organization of subsidiary organizations (hereinafter referred to as “Clubs”) to be called “Altrusa International, Inc. of (Name of City)” in such countries throughout the world as may be approved by the Board of Directors and to exercise control over the same as the Articles of Incorporation and Bylaws may provide;

**CHANGE TO READ:**
The purpose or purposes for which it is organized are as follows:

(a) To authorize and encourage the organization of subsidiary organizations (hereinafter referred to as “Clubs”, which Clubs may be organized in regional territories hereinafter referred to as “Districts”) to be “Altrusa International, Inc. of (Name of City)” called by such names as shall be specified in the Bylaws or by Policy in such countries throughout the world as may be approved by the Board of Directors and to exercise control over the same Clubs and Districts as the Articles of Incorporation and Bylaws may provide and as may be appropriate under the tax laws of the United States from time to time;

**CLUB BYLAWS**

**Article I: Name**

**CURRENTLY READS:**
The name of this Club of Altrusa International, Inc. (hereinafter referred to as “International”) shall be Altrusa International, Inc., of (Name of City/County/Region). Its name shall so appear whenever used.

**CHANGE TO READ:**
The name of this Club of Altrusa International, Inc., of (Name of City/County/Region), with the accurate indicia of corporate status, if any, as set forth in Policy. Its name shall so appear whenever used.

**Rationale:** (This item will not be necessary if Item 13-01 is passed by the Delegate Body.) There are two concerns with the language as it currently exists. Clubs which are not incorporated should not use “Inc.” in their names as it misleads the public as to their legal status. In addition, corporate indicia, such as “Inc.” “Co.” “Corporation”, or “Incorporated” virtually always appear at the end of the corporate name and using it in the middle results in an unprofessional and confusing appearance.

**Proposed Implementation Date:** Clubs would be asked to change their names as soon as possible but not later than December 31, 2013.

**Fiscal Impact:** Approximately $10 filing fee in most states if a Club is incorporated. Often can be combined with Annual Report. Costs of changing stationery, signage, etc. is not measurable and could be phased in over time. Often Clubs do not use the Inc. in major signage. Newly acquired banners do not include “Inc.” Most important that websites, stationery, brochures and other printed materials which are rotated frequently be changed as promptly as possible.

*(The International Board of Directors and the BRR Committee recommend approval.)*

***DISTRICT BYLAWS AND CLUB BYLAWS***

**Item 13-03**

Amend to permit District Board of Directors and Club Board of Directors to act by mail ballot, and to specify vote required depending on state law requirements.

**Proposed by:** The BRR Committee at the request of Members, and approved by the International Board of Directors

**District Bylaws**

**CURRENTLY READS**

*Article VIII: Meetings of the Board of Directors Section 4: Mail Ballots*

The District Board of Directors may act by mail ballot, providing ballots, together with a brief description and rationale of the matter to be voted on, are mailed to each member of the Board. For purposes of this Section, “mail” or “mailed” shall include electronic mail or facsimile. Ballots not returned within thirty (30) days of the date of mailing to the Governor shall be counted as abstentions. A majority of the votes so cast shall decide the issue.

**CHANGE TO READ**

The District Board of Directors may act by mail ballot, providing ballots, together with a brief description and rationale of
the matter to be voted on, are mailed to each member of the Board. For purposes of this Section, “mail” or “mailed” shall include electronic mail or facsimile. Ballots not returned within thirty (30) days of the date of mailing to the Governor shall be counted as abstentions. If required by the law of the state in which the Governor resides, if the District is not incorporated, or by the law of the state in which the District is incorporated, if the District is incorporated, a unanimous vote of the members of the Board, voting affirmatively, shall be required to approve the measure. Otherwise, a majority of the votes so cast shall decide the issue, unless these Bylaws, state law, or policy requires a higher threshold, in which case the higher threshold shall be required.

* * * * *

Club Bylaws

Article X: Meetings of the Board of Directors Section 4

Mail Ballots

NEW

If permitted by applicable state law, the Club Board of Directors may act by mail ballot, providing ballots, together with a brief description and rationale of the matter to be voted on, are mailed to each member of the Board. For purposes of this Section, “mail” or “mailed” shall include electronic mail or facsimile. Ballots not returned within the period provided in the notice accompanying such ballots shall be counted as abstentions. If required by the law of the state in which the Club is located, or incorporated, if the club is incorporated, a unanimous vote of the voting members of the Board, voting affirmatively, shall be required to approve the measure. Otherwise, a majority of the votes so cast shall decide the issue, unless these Bylaws, state law or policy require a higher threshold, in which case the higher threshold shall be required.

(The International Board of Directors and the BRR Committee recommend approval.)

***********************

CLUB BYLAWS

Item 13-04

A. Amend to change the term of Club Directors from two years to whatever term is established by the Club. A Director could serve as many consecutive terms as the Club permitted.
B. Amend to change the term of Club Officers from one year to whatever term is established by the Club. An Officer could serve as many consecutive terms in the same office as the Club permitted.
C. Eliminate the requirement for annual elections at the Club level.

Proposed by: Altrusa International Inc. of Oxnard, California.

A. Article VIII: Board of Directors Section 2. Tenure

CURRENTLY READS:
The term of office of the Directors shall be two years each: _____ Directors shall be elected in the even year, and _____ shall be elected in the odd year. A Director shall not be elected for more than two consecutive terms. Any part of a term equaling or exceeding one-half (1/2) of the regular term shall be considered a term in deciding eligibility for election.

CHANGE TO READ:
The term of office of the Directors shall be determined by the Club. Two years each: ________ Directors shall be elected in the even years and ________ shall be elected in the odd years. A Director shall not be elected for more than two consecutive terms. Any part of a term equaling or exceeding one-half (1/2) of the regular term shall be considered at term in deciding eligibility for reelection.

* * * *

Rationale: The Board of Directors has control of the club, officers, and committees. It has the power to transact all business.
1. The Board of Directors should serve two purposes: (a) A training opportunity for new members who want to belong to Altrusa and serve, but due to the obligations of job, career, continuing educational demands, work travel and commuting time, and family obligations, does not allow them to be available all the time for Altrusa business/projects, and (b) An opportunity for experience members, who can no longer fulfill the demanding duties of an officer, but who are remaining active in the club, can hold this position and serve as the needed back-ups.
2. Each club should be allowed to determine the length of the term for this position.

Proposed implementation date: Upon adoption by the International Convention delegate assembly.

Other bylaw(s), policies, or procedures affected by the proposed bylaw(s), recommendation, or resolution: addressed below.

Fiscal impact: None

(The International Board of Directors and the BRR Committee do not recommend approval.)

* * * * *
B. Article XI: Officers Section 2 Tenure

CURRENTLY READS:
The term of office of each Officer shall be one (1) year. No Officer shall hold the same office for more than two (2) consecutive terms. Any part of a term equaling or exceeding one-half (1/2) of the regular term shall be considered a term in deciding eligibility for reelection.

CHANGE TO READ:
The term of office of each Officer shall be determined by the Club. One year. No Officer shall hold the same office for more than two consecutive terms. Any part of a term equaling or exceeding one-half (1/2) of the regular term shall be considered at term in deciding eligibility for reelection.

Rationale: Officers of the club transact the business of the organization.
1. Due to the job requirements/schedules, family commitments, educational demands, etc. not everyone is able to serve as an Officer and devote the necessary time. (Also see comments outlined in the rationale under the suggested change of Article VIII, Board of Directors.)
2. When you have members willing to serve and can devote the time needed to fulfill the duties of an Officer, the local club should be able to determine the tenure for each office.
3. Other organizations have members that have served for years as Officers. With the approval of their membership, they have not had their rights, privileges, wishes, and concerns compromised.
4. The Nomination (sic) Committee has the annual responsibility of contacting qualified members to see if they would like to serve. They would continue this work on obtaining the nominations of new candidates.
5. Not changing this Article could cause the disbanding of an Altrusa club. Think of the volunteer service that would be lost and how it would affect a community.

Proposed implementation date: Upon adoption by the International Convention delegate assembly.

Other bylaw(s), policies, or procedures affected by the proposed bylaw(s), recommendation, or resolution: addressed below.

Fiscal impact: None

C. Article XIII: Election of Officers and Directors Section 1. Election (a)

CURRENTLY READS:
All officers, except the Immediate Past President, shall be elected by ballot at a regular business meeting in March and shall be installed so as to take office on June 1, and shall serve for one (1) year or until their successors are elected and installed. In the event there is only one nominee for an office, the Secretary may be instructed to cast the ballot. Officers of a newly organized Club shall serve until the 31st day of May following such organization, except that the Officers of Clubs organized after January 1 and before June 1 may serve until one year from the next June 1.

CHANGE TO READ:
All officers, except the Immediate Past President, shall be elected by ballot at a regular business meeting in March and shall be installed so as to take office on June 1, and shall serve for one (1) year or until their successors are elected and installed. In the event there is only one nominee for an office, the Secretary may be instructed to cast the ballot. Officers of a newly organized Club shall serve until their successors are elected and installed, the 31st day of May following such organization, except that the Officers of Clubs organized after January 1 and before June 1 may serve until one year from the next June 1.

Rationale: This section describes the election procedure for Officer and Directors. Local clubs should be able to determine the length of time to serve in these offices or as a member of the Board of Directors. The rationale outlined in proposed changes for Article VIII: Board of Directors, Section 2. Tenure and Article XI: Officers, Section 2. Tenure cover the same reasons and areas of concern.

Proposed implementation date: Upon adoption by the International Convention delegate assembly.

Fiscal impact: None

(The International Board of Directors and the BRR Committee do not recommend approval.)
DISTRICT BYLAWS

**Item 13-05** Clarify that all District Officers and Directors are elected in the odd-numbered year.

**Proposed by:** BRR Committee

**Article XXVIII Board of Directors Section 5 Elections**

NEW

(a) All Directors shall be elected by ballot at the Conference in the odd-numbered calendar years.

(b) The candidates for Director (corresponding to the number of positions for Director open) receiving the highest numbers of valid votes cast shall be declared elected. For example, if there are four (4) positions for Director open, the four candidates receiving the highest numbers of valid votes cast will be declared elected. In the event of a tie for the highest numbered position open, a runoff ballot will be held between the candidates ranked in such place and the candidate receiving the highest number of valid votes cast in the runoff ballot shall be declared elected.

* * * * *

**Article XXXII Elected Officers Section 2. Elections (a)**

CURRENTLY READS:

All elected officers shall be elected by ballot at the Conference in the _____________ calendar year.

CHANGE TO READ:

All elected Officers shall be elected by ballot at the Conference in the odd-numbered calendar year.

* * * * *

**Rationale:** This is remaining from the time when some Districts elected Officers in odd-numbered years and some in even-numbered years. It has been some time since all Districts moved to odd-numbered year elections. There was no corresponding language in the District Bylaws for the election of Directors, so it is added here.

**Proposed Implementation Date:** Upon conclusion of the 2013 International Convention.

**Fiscal Impact:** None. Merely reflects current practice.

(The International Board of Directors and the BRR Committee recommend approval.)

* * * * *

CLUB BYLAWS

**Item 13-06** Eliminate specific numbers and dates from Bylaws with respect to late fees and dates for dropping members from membership rolls. The Finance Committee has just completed a revision of Finance Policy that details this information. See Policy 16.

**Article XVII Member Dues and Fees Section 6 Late Charges**

CURRENTLY READS:

If any Active member fails to pay annual dues by June 15 of each year, the member shall pay in addition thereto a ten percent (10%) late charge. If a member shall fail to pay annual dues and late charges, the member shall be notified in writing by the Treasurer that membership will be forfeited if such dues and late charges are not paid before July 10. Members whose dues and late charges have not been paid by July 10 shall be dropped from membership and the International Office and District Treasurer notified on the proper form.

CHANGE TO READ:

Members who owe dues and do not pay them by dates specified by International in its Fiscal Policies may be assessed late charges. Continued failure to pay dues and late charges, if due, may result in forfeiture of membership, in accordance with International Policies.

* * * * *

**Rationale:** This allows International, in consultation with office staff, to develop the most effective procedures regarding billing for dues and late charges, without having to resort to amendments of Bylaws. This approach is consistent with the recent approach of removing dollar amounts (for Convention fees, Governors’ Council fees and similar fees) from Bylaws and placing them in Policy. These amounts are covered in the Budget which is approved by Convention Delegates.

**Proposed Implementation Date:** Upon conclusion of the 2013 International Convention.

**Fiscal Impact:** None

(The International Board of Directors and the BRR Committee recommend approval.)

* * * * *
2013 - 2015 Operating Budget

Please find below the proposed budget for the 2013 – 2015 biennium that was approved for distribution to membership by the International Board at its February 2013 meeting. This budget will be put forward for membership approval at the International Convention in Rotorua in July 2013. You will note that the format of the budget is different from that in previous biennia. Over the past two years the International Finance Committee has been reviewing the presentation of our financial accounts and the new budget format reflects these changes. Column A shows the actual financial results for the first year of the current biennium (1 June 2011 – 31 May 2012); Column B shows the budget for the first year of the 2013 – 2015 biennium (1 June 2013 – 31 May 2014); Column C shows the actual income and expenditure for the second year of the current biennium up to February 2013 (1 June 2012 – 28 February 2013); Column D shows the proposed budget for the second year of the 2013 – 2015 biennium (1 June 2014 – 31 May 2015). There is a small budgeted surplus of $921 for the 2013 – 2015 biennium. At Convention, an updated budget proposal will be provided to all delegates which will show the actual result for the current biennium. At the Finance Briefing which will be held on Friday 26th of July at 3.30pm a comprehensive review of the budget and the underlying assumptions will be provided to delegates.

<table>
<thead>
<tr>
<th>Column</th>
<th>A 2011/2012 Actual</th>
<th>B 2013/2014 Budget</th>
<th>C YTD Feb 2013 Actual</th>
<th>D 2014/2015 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>INCOME</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Membership Dues &amp; Fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13000 Full Year Dues</td>
<td>$475,832</td>
<td>$438,350</td>
<td>$456,795</td>
<td>$433,785</td>
</tr>
<tr>
<td>13010 Full Year Dues - CAL</td>
<td>1,818</td>
<td>3,658</td>
<td>1,650</td>
<td>3,475</td>
</tr>
<tr>
<td>13020 Full Year Dues - Affiliates</td>
<td>3,135</td>
<td>2,200</td>
<td>2,338</td>
<td>2,200</td>
</tr>
<tr>
<td>13050 Half Year Dues</td>
<td>8,195</td>
<td>9,625</td>
<td>4,868</td>
<td>9,625</td>
</tr>
<tr>
<td><strong>Total Membership Dues</strong></td>
<td>$488,980</td>
<td>$453,833</td>
<td>$465,650</td>
<td>$449,085</td>
</tr>
<tr>
<td>Other Fees</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13100 Processing Fees</td>
<td>9,075</td>
<td>9,000</td>
<td>7,890</td>
<td>9,000</td>
</tr>
<tr>
<td>13120 Late Fees</td>
<td>1,590</td>
<td>1,500</td>
<td>1,960</td>
<td>1,500</td>
</tr>
<tr>
<td>13130 Reinstatement Fees</td>
<td>600</td>
<td>600</td>
<td>770</td>
<td>600</td>
</tr>
<tr>
<td><strong>Total Other Fees</strong></td>
<td>$11,265</td>
<td>$11,100</td>
<td>$10,620</td>
<td>$11,100</td>
</tr>
<tr>
<td>Total Membership Dues &amp; Fees</td>
<td>$500,245</td>
<td>$464,933</td>
<td>$476,270</td>
<td>$460,185</td>
</tr>
<tr>
<td><strong>Net Merchandise &amp; Publications Sales</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13300 Sales Printed Materials &amp; Merchandise</td>
<td>78,358</td>
<td>30,000</td>
<td>35,050</td>
<td>30,000</td>
</tr>
<tr>
<td>13400 Sales Doc Morgan Royalties</td>
<td>3,299</td>
<td>3,600</td>
<td>1,622</td>
<td>3,600</td>
</tr>
<tr>
<td><strong>Less</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>50000 Cost of Goods Sold</td>
<td>$55,991</td>
<td>20,000</td>
<td>23,685</td>
<td>20,000</td>
</tr>
<tr>
<td>16630 Postage &amp; Handling</td>
<td>7,323</td>
<td>3,600</td>
<td>5,438</td>
<td>3,600</td>
</tr>
<tr>
<td><strong>Net Merchandise Sales</strong></td>
<td>$18,342</td>
<td>$10,000</td>
<td>$7,548</td>
<td>$10,000</td>
</tr>
<tr>
<td><strong>Other Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13200 Investment Income</td>
<td>3,948</td>
<td>402</td>
<td>990</td>
<td>403</td>
</tr>
<tr>
<td>13450 Governor-Elect Training Equalisation</td>
<td>-</td>
<td>-</td>
<td>9,100</td>
<td>10,500</td>
</tr>
<tr>
<td>13800 Foundation Contract Income</td>
<td>100,584</td>
<td>100,584</td>
<td>75,438</td>
<td>100,584</td>
</tr>
<tr>
<td>13850 Loyalty Programmes</td>
<td>422</td>
<td>1,525</td>
<td>327</td>
<td>1,525</td>
</tr>
<tr>
<td>13970 Website Development (District/Club)</td>
<td>6,425</td>
<td>7,100</td>
<td>11,750</td>
<td>7,700</td>
</tr>
<tr>
<td>13990 Other Income</td>
<td>1,274</td>
<td>-</td>
<td>826</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Other Income</strong></td>
<td>$112,653</td>
<td>$102,307</td>
<td>$98,431</td>
<td>$120,712</td>
</tr>
<tr>
<td><strong>TOTAL OPERATING INCOME</strong></td>
<td>$631,240</td>
<td>$577,239</td>
<td>$582,248</td>
<td>$590,896</td>
</tr>
<tr>
<td>----------------------------------------------</td>
<td>--------------------------</td>
<td>---------------------------</td>
<td>-----------------------------</td>
<td>--------------------------</td>
</tr>
<tr>
<td><strong>Association Governance</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>International Board Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14010 Board Meetings</td>
<td>13,386</td>
<td>32,762</td>
<td>26,949</td>
<td>15,185</td>
</tr>
<tr>
<td>14040 Board - Other Expenses</td>
<td>1,165</td>
<td>600</td>
<td>1,420</td>
<td>600</td>
</tr>
<tr>
<td>14060 International Officers' Pins</td>
<td>1,899</td>
<td>2,134</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>14070 Service Leaders Meeting</td>
<td>1,668</td>
<td>1,490</td>
<td>2,829</td>
<td>2,530</td>
</tr>
<tr>
<td>14080 Assoc Liaison to Foundation</td>
<td>376</td>
<td>760</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>14280 Int Off Rep to District Conference</td>
<td>12,114</td>
<td>9,200</td>
<td>924</td>
<td>9,300</td>
</tr>
<tr>
<td>14510 Board of Directors Insurance</td>
<td>3,379</td>
<td>3,469</td>
<td>833</td>
<td>3,469</td>
</tr>
<tr>
<td><strong>Total International Board Expenses</strong></td>
<td>$33,987</td>
<td>$50,415</td>
<td>$32,955</td>
<td>$31,084</td>
</tr>
<tr>
<td>Governors' Council</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14100 Governors' Council Expenses</td>
<td>239</td>
<td>1,520</td>
<td>290</td>
<td>450</td>
</tr>
<tr>
<td>14110 Governor Elect Training Expenses</td>
<td>-</td>
<td>-</td>
<td>6,867</td>
<td>1,800</td>
</tr>
<tr>
<td>14120 Governor Elect Training Travel Equalisation</td>
<td>-</td>
<td>-</td>
<td>8,266</td>
<td>10,500</td>
</tr>
<tr>
<td><strong>Total Governor's Council Expenses</strong></td>
<td>$239</td>
<td>$1,520</td>
<td>$15,423</td>
<td>$12,750</td>
</tr>
<tr>
<td>Committee Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14360 Planning Programme Committee</td>
<td>595</td>
<td>-</td>
<td>10,272</td>
<td>400</td>
</tr>
<tr>
<td>14315 Standing Committee Expenses</td>
<td>2,064</td>
<td>800</td>
<td>1,666</td>
<td>800</td>
</tr>
<tr>
<td>14320 Special Appointee Expenses</td>
<td>1,002</td>
<td>100</td>
<td>681</td>
<td>100</td>
</tr>
<tr>
<td><strong>Total Committee Expenses</strong></td>
<td>$3,661</td>
<td>$900</td>
<td>$12,619</td>
<td>$1,300</td>
</tr>
<tr>
<td>Finance &amp; Legal Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14410 Statutory &amp; Trade Mark Fees</td>
<td>786</td>
<td>345</td>
<td>2,427</td>
<td>345</td>
</tr>
<tr>
<td>14440 Audit</td>
<td>13,420</td>
<td>10,900</td>
<td>8,172</td>
<td>10,900</td>
</tr>
<tr>
<td>14460 Legal Fees</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Finance &amp; Legal Expenses</strong></td>
<td>$14,206</td>
<td>$11,245</td>
<td>$10,599</td>
<td>$11,245</td>
</tr>
<tr>
<td><strong>Total Association Governance</strong></td>
<td>$52,093</td>
<td>$64,080</td>
<td>$71,596</td>
<td>$56,379</td>
</tr>
<tr>
<td>Support Services &amp; Personnel</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office &amp; Admin Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17010 Office Rent</td>
<td>50,136</td>
<td>36,170</td>
<td>37,001</td>
<td>37,340</td>
</tr>
<tr>
<td>17020 Office - Utilites</td>
<td>2,174</td>
<td>2,060</td>
<td>1,372</td>
<td>2,122</td>
</tr>
<tr>
<td>17025 Office Maintenance</td>
<td>1,299</td>
<td>667</td>
<td>25</td>
<td>667</td>
</tr>
<tr>
<td>17030 Office - Insurance</td>
<td>4,729</td>
<td>1,632</td>
<td>4,735</td>
<td>1,632</td>
</tr>
<tr>
<td>17035 Office - Equip Lease</td>
<td>3,055</td>
<td>3,079</td>
<td>3,960</td>
<td>3,079</td>
</tr>
<tr>
<td>17040 Office Equip Repairs &amp; Mtc</td>
<td>2,800</td>
<td>3,000</td>
<td>(150)</td>
<td>3,000</td>
</tr>
<tr>
<td>17060 Office Depreciation - Furniture &amp; Fittings</td>
<td>4,167</td>
<td></td>
<td></td>
<td>4,167</td>
</tr>
<tr>
<td>17070 Office Depreciation - Equipment</td>
<td>6,667</td>
<td>5,700</td>
<td>6,020</td>
<td>5,700</td>
</tr>
<tr>
<td>17090 Admin - Computer Software</td>
<td>9,153</td>
<td>833</td>
<td>2,724</td>
<td>833</td>
</tr>
<tr>
<td>Column A</td>
<td>Column B</td>
<td>Column C</td>
<td>Column D</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------</td>
<td>---------------------------------</td>
<td>-------------------------------</td>
<td>-------------------------------</td>
<td></td>
</tr>
<tr>
<td>17100 Office - Supplies</td>
<td>3,781</td>
<td>3,333</td>
<td>2,117</td>
<td>3,333</td>
</tr>
<tr>
<td>17110 Office - Admin Postage</td>
<td>630</td>
<td>250</td>
<td>94</td>
<td>250</td>
</tr>
<tr>
<td>17120 Office - Admin Telephone</td>
<td>3,082</td>
<td>2,667</td>
<td>2,755</td>
<td>2,667</td>
</tr>
<tr>
<td>17130 Office - Admin Bank Service Chg</td>
<td>5,335</td>
<td>4,167</td>
<td>3,808</td>
<td>4,167</td>
</tr>
<tr>
<td>17190 Office - Admin Misc</td>
<td>2,948</td>
<td>500</td>
<td>1,217</td>
<td>500</td>
</tr>
<tr>
<td>18000 Foundation Contract Expenses</td>
<td>103,877</td>
<td>100,584</td>
<td>75,623</td>
<td>100,584</td>
</tr>
<tr>
<td><strong>Total Office &amp; Admin Expenses</strong></td>
<td><strong>$199,666</strong></td>
<td><strong>$161,504</strong></td>
<td><strong>$141,302</strong></td>
<td><strong>$170,040</strong></td>
</tr>
<tr>
<td><strong>Personnel Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17510 Salaries</td>
<td>211,041</td>
<td>208,683</td>
<td>143,803</td>
<td>209,722</td>
</tr>
<tr>
<td>17515 Personnel Recruitment</td>
<td>5,667</td>
<td>6,000</td>
<td>130</td>
<td>2</td>
</tr>
<tr>
<td>17520 Payroll Taxes</td>
<td>26,360</td>
<td>41,259</td>
<td>12,796</td>
<td>42,294</td>
</tr>
<tr>
<td>17530 Payroll Services</td>
<td>2,229</td>
<td>1,977</td>
<td>1,661</td>
<td>1,967</td>
</tr>
<tr>
<td>17540 Health Insurance</td>
<td>39,077</td>
<td>33,609</td>
<td>23,786</td>
<td>33,449</td>
</tr>
<tr>
<td>17545 Life Insurance</td>
<td>686</td>
<td>960</td>
<td>605</td>
<td>956</td>
</tr>
<tr>
<td>17550 Workers Compensation Insurance</td>
<td>148</td>
<td>800</td>
<td>413</td>
<td>796</td>
</tr>
<tr>
<td>17517 Transition Co-ordinator Reimbursement</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>17555 Staff Development/Tuition</td>
<td>694</td>
<td>2,001</td>
<td>2,457</td>
<td>1,991</td>
</tr>
<tr>
<td>17560 Professional Dues/Subscriptions</td>
<td>1,368</td>
<td>500</td>
<td>389</td>
<td>500</td>
</tr>
<tr>
<td>17570 Staff Travel</td>
<td>1,856</td>
<td>1,880</td>
<td>768</td>
<td>2,380</td>
</tr>
<tr>
<td>17580 Pension Plan</td>
<td>6,928</td>
<td>6,189</td>
<td>11,764</td>
<td>6,344</td>
</tr>
<tr>
<td><strong>Total Personnel Expenses</strong></td>
<td><strong>$296,055</strong></td>
<td><strong>$303,857</strong></td>
<td><strong>$205,692</strong></td>
<td><strong>$300,400</strong></td>
</tr>
<tr>
<td><strong>Total Support Services &amp; Personnel Expenses</strong></td>
<td><strong>$495,721</strong></td>
<td><strong>$465,361</strong></td>
<td><strong>$346,994</strong></td>
<td><strong>$470,440</strong></td>
</tr>
<tr>
<td><strong>Membership Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Membership Development/Services</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16010 Awards</td>
<td>1,979</td>
<td>1,650</td>
<td>2,528</td>
<td>2,980</td>
</tr>
<tr>
<td>16020 Member Recognition</td>
<td>1,387</td>
<td>500</td>
<td>2,349</td>
<td>-</td>
</tr>
<tr>
<td>16050 New Club Building Support</td>
<td>1,087</td>
<td>1,000</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>16055 Marketing &amp; Promotion</td>
<td>17,811</td>
<td>1,000</td>
<td>-</td>
<td>1,000</td>
</tr>
<tr>
<td>16080 Dues Billing</td>
<td>3,244</td>
<td>500</td>
<td>431</td>
<td>500</td>
</tr>
<tr>
<td>16710 Club Liability Insurance</td>
<td>24,287</td>
<td>28,655</td>
<td>19,207</td>
<td>28,655</td>
</tr>
<tr>
<td><strong>Total Membership Development Expense</strong></td>
<td><strong>$49,794</strong></td>
<td><strong>$33,305</strong></td>
<td><strong>$25,516</strong></td>
<td><strong>$34,135</strong></td>
</tr>
<tr>
<td><strong>Communication Expenses</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16100 Website Maintenance</td>
<td>26,649</td>
<td>14,607</td>
<td>8,502</td>
<td>7,107</td>
</tr>
<tr>
<td>16101 Website Maintenance - Clubs &amp; Districts</td>
<td>-</td>
<td>4,900</td>
<td>206</td>
<td>5,500</td>
</tr>
<tr>
<td>16510 International Altrusan - Production &amp; Postage</td>
<td>16,901</td>
<td>-</td>
<td>9,680</td>
<td>11,000</td>
</tr>
<tr>
<td>16610 Non Chargeable Materials</td>
<td>427</td>
<td>200</td>
<td>-</td>
<td>200</td>
</tr>
<tr>
<td>16680 Translations</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Communication Expenses</strong></td>
<td><strong>$43,977</strong></td>
<td><strong>$19,707</strong></td>
<td><strong>$18,389</strong></td>
<td><strong>$23,807</strong></td>
</tr>
<tr>
<td><strong>Total Membership Services</strong></td>
<td><strong>$93,771</strong></td>
<td><strong>$53,012</strong></td>
<td><strong>$43,904</strong></td>
<td><strong>$57,942</strong></td>
</tr>
<tr>
<td><strong>TOTAL OPERATING EXPENSES</strong></td>
<td><strong>$641,586</strong></td>
<td><strong>$582,453</strong></td>
<td><strong>$462,494</strong></td>
<td><strong>$584,761</strong></td>
</tr>
</tbody>
</table>
### Budget Notes

<table>
<thead>
<tr>
<th>NET OPERATING INCOME (DEFICIT)</th>
<th>Column A</th>
<th>Column B</th>
<th>Column C</th>
<th>Column D</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Actual</td>
<td>Budget</td>
<td>Actual</td>
<td>Budget</td>
</tr>
<tr>
<td>Net Income from Convention</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Convention Income</td>
<td>168,887</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Convention Expenses</td>
<td>127,568</td>
<td>-</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Net Income From Convention</td>
<td>$ 41,319</td>
<td>$ -</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NET INCOME (DEFICIT)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Biennium Budget</td>
<td>$ 30,973</td>
<td>$ (5,214)</td>
<td>$ 119,754</td>
<td>$ 6,135</td>
</tr>
</tbody>
</table>

Leading to a Better Community® | 35
More tips when traveling to New Zealand

It does take some time to recover from a long flight so you might want to allow a day or two (or more) prior to the Convention if you are traveling from the United States.

What clothing will I need?
Yes it will be winter so you will need warmer clothing. Now one item you might not think to bring to a winter Convention is your bathing suit – remember there are lots of hot thermal pools in Rotorua for you to enjoy.

You may want to purchase travel insurance when you book your airline tickets—it will cover the ticket costs under certain circumstances if you are unable to make the trip. But we hope you won’t need it. Also, check your health insurance policy. Reportedly, some health care policies do not cover costs incurred outside the United States. It is up to each member to be certain you have coverage as Altrusa’s insurance does not cover health care costs. If you intend to drive while you’re here make sure your driving license is up to date. If you are bringing any electronic devices, make sure you purchase a travel adapter as your electric plugs will not fit ours.

In-Flight Exercises
- Drink plenty of fluids.
- Eat lightly.
- Do not cross your legs.
- Occasionally walk down the aisle.
- Gently bend your neck down towards each shoulder.
- Move your shoulders upward, then lower slowly.
- Wiggle your toes and then raise one foot at a time.
- Exercise your calf muscles while seated by flexing and rotating ankles for a few minutes.

Remember that registrations close on 30 June 2013!
http://altrusa.org.nz/convention.html