

Central Area Vice-Presidents' Chat

Conference Call, November 5, 2014

Scheduled Start Time: 7:00 p.m. Central Daylight Time

Actual Start Time: 7:00 p.m. Central Daylight Time

Link Glenda Masingale Manson CAVD, Central Illinois (IL)

Ladies it is 7 o'clock and I am about to start the conference call. Good evening and thank you very much for joining. We will follow the agenda unless there are any additions. Are there any additions to the agenda at this point? Well, if you think of something a little later as we go along, I am more than willing to come back to that. Happy Friendship Month to everybody. I hope it is starting off to be a great month, and you are reaching out to let your sisters know how much you appreciate them. Link Carla, are you on the line?

Link Karla Houston-Gray, Greater Kansas City (MO): Yes I am.

Link Glenda Masingale Manson CAVD: Thank you very much for doing our Friendship Month *Linkspiration*.

Link Karla Houston-Gray, Greater Kansas City (MO): Oh, no problem.

Linkspiration: Link Karla Houston-Gray, Greater Kansas City (MO):

I'd like to say good evening to everyone. With this being Friendship Month, I thought the *Linkspiration* should be pertaining to friendship and just some thoughts about friends.

Best friends are the siblings God forgot to give us. Friends bring out the beautiful things in each other that no one else looks hard enough to find. A friend is someone who knows the song in your heart and can sing it back to you when you've forgotten the words. The best kind of friend is the kind that you can sit beside without a word and walk away feeling like it was the best conversation you've had. I've had many friends with whom I've shared my time, but very few with whom I've shared my heart. The most beautiful discovery that two friends can make is that they can grow separately without growing apart. When it hurts to look back and you're afraid to look ahead, you can look beside you and your best friend will be there. A friend can tell you things you don't want to tell yourself. I value a friend who for me finds time on her calendar, but cherish the friend who for me doesn't consult her calendar. A real friend knows when to listen, when to stop listening, when to talk, when to stop talking, when to pour wine, and when to stop pouring and just had over the bottle.

And so with that, happy Friendship Month.

Link Glenda Masingale Manson CAVD: Thank you Link Karla. I think that handing over the bottle part is perfect. I appreciate it. Thank you again. That will be in our recorded minutes if you would like to use that. The minutes will be out on the web site the Monday after our chat.

Link Glenda Masingale Manson CAVD:

I'd like to make a brief recap of our October President's Chat. First of all, the Central Area Board has received rave reviews about the Merrillville, Indiana Leadership Summit that was held October 24-26. There was a lot of engagement, high energy, and the Link sisters who were present showed that they enjoyed being there. We give kudos to the Northern Indiana and the South Bend Indiana chapters for being our hostesses. It was outstanding. There were a lot of requests for information that was shared in our breakout sessions from the program team, and I think the highlight of the summit, if I can brag a little bit since I was apart that, was the Links funeral. For those of you who have not heard about it, please reach out to a sister who attended. I am quite sure they will be happy to share it with you.

Closing the Achievement Gap Phase II: The Literacy and Math Initiative

Link Alice extended congratulations to all the chapters who have scheduled the Closing the Achievement Gap forum this fall and winter, and a reminder that the Central Area Conference will be held June 17-20 in Cincinnati, Ohio. Program planning and fund development are currently underway. We are encouraging members to register early. There will be limited space, so as soon as the call-to-conference goes out if someone is interested, they should immediately sign up. The call-to-conference will be published January 15. We are asking for any funding partners that you or your chapter members may have a rapport with that we can contact for sponsorship.

Membership Matters

There is an emphasis on recruitment of under 40 new members. There was a presentation at the summit by both Link Glenda Newell-Harris, our National President and Link Kim Jefferies Leonard, our National Vice President to the necessity of trying to Younger members to be a part of our organization. While we appreciate those members who have joined us who are not in that category, for the long-term sustainability we need to make sure that we are looking for members who will be replacing us as some of us move to alumnae or platinum status.

The Nomination Chair Moment - Link Awilda Hamilton

There will be another call for nominations. There are individuals who are in every position, but there is a need for one additional person for the nominating committee.

P.R. & Communication Committee - Link Kathy Wade

There is going to be a webinar for Team 68 members December 10.

The other date that was noted is to remind everyone of the National Assembly which will be in Las Vegas, June-July 2018.

Are there any questions about the information that was given to your president? If so, please drop me an email and I will respond to it and make sure it is for the good of everyone in case someone has the same question.

Glenda Masingale Manson CAVD:

And now for a really enjoyable portion of the agenda. This is our second *Fireside Chat* with Central Area Vice President Link Virginia Chism of the South Bend (IN) Chapter. I have asked to join her Link Emma Jean Harris, who is also from that chapter, and you will see why in just a minute. Link Virginia and Link Emma Jean are you on the line?

Link Virginia Chism, South Bend Area (IN): Yes, this is Link Virginia.

Glenda Masingale Manson CAVD: Hi Link Virginia. Welcome.

Link Virginia Chism, South Bend Area (IN): Thank you.

Glenda Masingale Manson CAVD: I hear you are traveling this evening.

Link Virginia Chism, South Bend Area (IN): I am.

Glenda Masingale Manson CAVD: I appreciate you taking the time to be apart of the chat with us this evening.

Since I'm starting with you Link Virginia would you please introduce yourself and tell us how long you have been a Link?

Thank you Link Glenda. Again, my name is Virginia Chism and I've been a Link for 24 years. I've had the fortunate opportunity to be a Link in four different chapters, the South Bend Area Chapter that is where I started as a charter member, the Phoenix, Arizona Chapter, the Orange County Chapter in California, and the Hartford Connecticut Chapter. Now I'm back in the South Bend Area Chapter where I started. The positions I've held are primarily vice presidents, treasurer, and president-elect and relocated once they elected me as president. So, those are some of the responsibilities that I've had while being a Link.

What Link Emma Jean and I would like to do is share with you this evening a mentoring program that Link Emma Jean developed on behalf of our chapter and just to give you a little bit of information as it relates to that. Are you ready Link Emma Jean?

Link Imogene Jean Harris, South Bend Area (IN): Yes I am.

Link Imogene Jean can you just introduce yourself and tell us how long you have been a Link and what positions you've held?

I've been a Link for eight years in one chapter, the South Bend Area Chapter. I have been the treasurer. I'm currently [REDACTED] and I am chair of the public relations committee, which also makes me a member of the Central Area Team 68 committee. I am chair of the constitution by-laws committee and co-chair of the archives and history committee, which also makes me a member of the Central Area achieves and history committee.

Link Virginia Chism, South Bend Area (IN): Okay, Link Imogene Jean, I knew you where going to be too modest. What she failed to tell you is that she publishes our newsletter, which is outstanding. She maintains our web site, which is the most beautiful one I've ever seen. She usually takes all the photographs for all of our friendship activities and everything that's published. She is one of those critical members of our chapter.

Glenda Masingale Manson CAVD: Link Imogene Jean takes such great photographs that I saw a picture of myself in her newsletter and I didn't recognize that it was me. So, thank you very much Link Imogene Jean.

Link Imogene Jean Harris, South Bend Area (IN): You're welcome.

Link Virginia Chism, South Bend Area (IN): What we are going to do this evening is share with you our mentoring program. I'm going to be asking Link Imogene Jean some questions, just so you can have a complete picture of what the program is all about.

Link Imogene Jean, can you tell us why you develop the mentoring program?

I was assigned as a mentor to one of our new members. My job was to make contact with her to answer any questions that she might have. So in doing so, prior to our getting together, I was thinking that maybe I could put something together that would help her. That's where the Mentoring Handbook came into play. This was to supplement her new member training notebook that she had received. So we met, went through the handbook, I answered any questions, and we exchanged contact information. What happened is that she shared her handbook with some of the other members, and so the other mentors wanted to have a handbook. We formed a committee of the mentors to discuss what we wanted in the handbook, and proceeded to put the handbook together.

The handbook consisted of a title page with a picture of the mentor and the mentee. Inside we had a greetings new member newsletter that kind of explained what was going on and the purpose of the handbook. We had received from Nationals a poem that was called "Speaking of Membership", and we included that. There was a *Linkspiration* "Let Love Abound" by Link Elaine McCollins Flake, the National Chaplain at that time. We included our local chapter membership directory. We had individual pictures of all members and alumnae members so that the new members could put a face with the name of the member. We included the National pledge and song. Then, we had some general information section that included the National and area conference attendance period that's the five-in-one, the new member and transfer member mentor program, our vision, our mission, our objectives, our core values, the basic traditions, the chapter handbook, organization requirements, chapter structure and governance, the chapter governance, the Central Area of The Links, Incorporated Chapter list of all the chapters within Central Area, and expectation of an expected orientation process. We also had information about service hours including the frequently asked questions. We included our chapter officers, facet, and committee chairs. We also included all the officers from the charter year 1990 through the current year. And we also had a list of all our charter members, web site instructions, an approved budget, National calendar, and pictures of the class of 2013 mentors and mentees. And that's what we had in the handbook itself.

Thank you Link Imogene Jean. Can you tell us what makes the mentoring program important to our chapter?

We felt that it was important that our new members come into the chapter knowing all the information that they needed to know so they would feel apart of our chapter and come right in working.

Awesome. Can you share some examples of activities?

We were helping to acquaint new members to all policies and procedures of the chapter. After each meeting, we check with mentees for questions and answers. We accompany mentees to at least two chapter functions. We help widen mentee circle of friendships. And, we served on at least one program and one standing committee with our mentees.

Okay. Can you tell us what type of feedback you received from the mentees?

What we did at the end of the year was provide a mentor-mentee dinner at one of the local restaurants. We just met, developed more friendships, and shared family pictures, and things like that. We also gave each member a class of 2013 card with their group picture on it congratulating them for being new members along with a set of personally made name cards and a DVD of chapter members' pictures. And as a result, following that dinner, we received comments from mentees and mentors, which were very positive. Someone said, "Thanks, it was a great night. Thank you for all the work that you have done on the mentor-mentee projects. The love that was put into it was evident. Thank you." Another one said, "Thank you so much for sharing. I love to see pictures of my Link sisters while enjoying each other's company. This was a fun evening to be sure." Another one said, "I loved it. Thanks for all you do for our chapter. This event was well planned and implemented. I appreciate you." And, the last one, "Links, so sorry I had to miss this dinner. The pictures seem to capture an event that was filled with friendship and fellowship, and everyone looked great. So we felt that it was very positive, and we made the recommendation that we continue doing this mentoring program in the future."

Awesome. How do we pair members up? How are mentees matched with the mentors?

Any member can be a mentor other than a sponsor. If they sponsor a mentee then they cannot be a mentor. Mentors are assigned mentees by our president.

Link Virginia Chism, South Bend Area (IN): Okay. Thank you so much for sharing that with us. Link Glenda, that concludes our presentation unless there are questions. I know Imogene Jean is planning on disconnecting after we finish this piece.

Glenda Masingale Manson CAVD: All right. Link sisters are there any questions that you may have. I have received one question that came in over email. How is your mentor handbook different from the three orientations that occur for the new members?

Link Imogene Jean Harris, South Bend Area (IN): What we did was just pulled out the key factors that they can go to quickly. When we put the notebook together, we put tabs in the notebook. So they can just go right to that section and read and just kind of update the information without having to go through the full training notebook.

Glenda Masingale Manson CAVD: Okay. Another question that has come in is how long does the mentor-mentee relationship last?

Link Imogene Jean Harris, South Bend Area (IN): My understanding is that it is a one-year program, but you probably will find that what my mentee said to me, "It will never end."

Glenda Masingale Manson CAVD: That's one of the things that we have notice. Sometimes a mentor-mentee relationship forms naturally. Sometimes when it's paired there develops an even deeper relationship. So, the formal process if one year, but you still have a close association with your mentee. Is that correct Link Emma Jean?

Link Imogene Jean Harris, South Bend Area (IN): That's correct. I could give you another quick example. We have a Link member who is one of my new members. Tomorrow night there is a possibility she will be chosen to be honored, and she sent an email out to us to let us know that. In her email, she mentioned that her mentor would be joining her for that affair. So the relationship goes on and on and on.

Glenda Masingale Manson CAVD: Are there any additional questions? V.P.s are there any additional questions?

Link Lynette Murphy, North Shore (IL): Is it possible to have a copy of your mentoring book?

Link Imogene Jean Harris, South Bend Area (IN): I will probably say yes. Some of it is online, and some of it we had to do a direct copying. We are in the process now of putting our second one together. If you want to send me information, we can send you a copy of it.

Link Lynette Murphy, North Shore (IL): I know it's an awful lot of work. If you could just an outline of what's involved in the notebook.

Glenda Masingale Manson CAVD: I will incorporate that into the minutes and make sure everyone gets a copy of it. I received something else online that says that in their particular chapter the mentors sat next

to the mentees in the chapter meetings for the first year. That was to familiarize them to some of the nuances of that particular chapter's culture so they would know what's going on. I think I shared in the past that in my chapter we have had a long-standing tradition that during the meetings every sister who is present puts in two dollars with their initials on it and at the very end a bill is drawn and half of it goes to the scholarship fund and the other half can either go back to the Links sister or to a facet or committee that she designates. So, one year we started passing the bag and the new members were looking around because they didn't have any idea of what was going on, the Links putting money in the bag. We had to share with them that that was a tradition and was purely voluntary. Every Links chapter has its own culture and things that are a little different, and so, by having that mentor-mentee relationship, they can ask their mentor.

Another email that I received is there's a chapter in our Area that has a very strict dress code for meetings. Some of the younger members didn't know that and they came to meetings, and I was told they were sent home. So, if you have a new member and there is a strict dress code, let the new members know so they won't be embarrassed. Now, to that point, Link Kim Jefferies Leonard talked about when she became a Link her chapter members were very supportive of her and didn't want her to stress out that she would have to leave the meeting early and go to the soccer field or the football field with her sons. They were aware that she maybe coming in dressed more casual than she would if she didn't have something to do with her very young children. So all of those types of things are what makes the mentor-mentee relationship very strong.

All right. Link Imogene Jean, thank you very much for joining us. Link Virginia, thank you very much for being our facilitator for this conversation. One more time Link sisters, are there any questions for the good of the order? [No response] Okay, you all are easy tonight or either you're all cold and sleepy, and I'm going to hurry up here in just a minute.

Glenda Masingale Manson CAVD: There was a situation that was presented that I would like to share for the good of the order from a chapter in our Area. The request was assistance with induction questions.

1. The chapter membership committee leads the discussion of the candidate's profile. This would indicate that only what is on the profile is up for discussion. The question is "Is that correct?" That is the first part.
2. Sister Links cannot provide additional information, i.e. "candidate isn't a hard worker."
3. Does National mandate a period for discussion regarding information not on the profile?
4. Is there an established arrival time for adherence to exercising the privilege to vote? It has been proposed in that chapter that after instructions have been given and the ballots received, sister Links will not be allowed to vote. The question is, "Does this information infringe on a sister's right to vote?"

Let's open this up for conversation. The National constitution and by-laws is silent on the first three questions. If it is a part of the chapter by-laws then it should be adhered to, but there is nothing in our National by-laws that says that what is on the profile is up for discussion or Links cannot provide

additional information on the candidates. There is not a National mandate for discussion regarding information not on the profile.

One of the things that we discussed vigorously last fiscal year, was some chapters had a really great idea of the names are presented to the chapter by the membership committee. That's it. They are presented and it's not "oh, this is coming from Link Carol Cruz. These are candidates that have been presented and all of the information is presented at one time from the membership committee. Some chapters are very adamant to not specify if they are part of a certain sorority because there have been a number of instances where the voting on candidates have fallen along sororal lines. And of course, Links is not a sorority and this is not a pledge period. We are looking for qualified women who are about friendship and service.

As far as a period for discussion, it is up to the membership committee to set the guidelines for how long a discussion will be held on each candidate.

Now, is there an established arrival time for adherence to exercising the privilege to vote? There have been some instances where it has gotten to be a very pretentious situation between chapter and chapter members because in these chapter meetings that is usually an exciting time because members want to see who are being vetted and who maybe coming in. One chapter has voting cards that are given to members who are eligible to vote, and they vote by showing the cards. Therefore, if a member is not in good standing or shouldn't be voting, then they wouldn't get a voting card. But, again, that is the decision made by the chapter. The National by-laws are silent on that. Whatever your chapter feels is appropriate, as long as it has been approved and voted on by the chapter after being presented by the membership committee those are the guidelines that will be followed.

For those individuals who, for lack of a better adjective, want to take the discussion on candidates and highjack it and turn it into something else, remember you as the leader of the membership conversation and the membership process can be in control of that situation. So, that is the best practice, and I will make sure that it is written up you can go back and refer to it at a later date.

Glenda Masingale Manson CAVD: Okay, what's on your minds sisters? What's going on? Anything pressing?

Link Melonie Jones, Jackson County (MO): Real quick. I think Link Alice indicated at the summit how many hours you can get for that. I didn't write that down. Do you by chance know what that is?

Glenda Masingale Manson CAVD: I should. We are having a little contention Link Melonie because I thought it was a total of 16 or 14 and a half hours. If you were at the Sojourner Truth House for two shifts you would get three hours, not it's an hour and a half. So you could get as many as 16 or 14 and a half, but I'm going to double check that and put it in writing because one of our affiliates members who came from Canada received 14 and a half hours. So we're a little confused on that. But that was in the minutes, and I will make sure that I find out, and I will call you back or email you directly Link Melonie.

Link Melonie Jones, Jackson County (MO): Okay. Thank you. I appreciate that.

Glenda Masingale Manson CAVD: And in fact, in talking with Link Kathy, I think there should be an email that comes out from Link Alice to everyone in attendance letting them know how many hours that they were eligible to earn.

Well, you all are really easy tonight, and you know, I have two rules. In honor of those that come on time, I'll start on time, but I'm not going to create or make you stay online for an extra hour or extra 30 minutes. So, I just like to let you know that next month our December meeting is going to be fun. That's all I have to say. We're going to have a surprise guest. I think that you would actually like to be on to hear our surprise guest who has agreed to be on our December chat. I will be contacting a number of you to ask for any input for the December meeting.

Link Kim Post from the Tennessee chapter are you on the line?

Link Kimberly Post, Memphis (TN): Yes, Link Glenda, I am on the phone.

Glenda Masingale Manson CAVD: She has returned from a wonderful leadership trip in India. I'm putting her on the spot now because I know we haven't had a chance to, but I would like for her to share some of her pictures and experiences with us from a leadership perspective and perhaps that can be used also. So December is going to be fun. If you have any questions about upcoming members, if you haven't voted on them or there's a problem or you're not getting response back from National, please let me know. I will try to shepherd that through for you. Also, from a point of bragging, the Central Area Summit was by far was the most well attended throughout Linkdom. The Western Area canceled theirs, the Eastern Area had a total of 80 Links present, 10 were officers or members of the executive board, and the Southern Area had 121. We had 268. That just shows we continue to be at the vanguard of getting things done and being engaged. So, thank you very much for those of you who were able to come.

Link Lynette Murphy, North Shore (IL): Before we close the mentoring, we have two ladies who are transferring into our chapter, and I was considering assigning a mentor for them because, as you said, each chapter has a different culture. Should that be a yearlong mentoring process?

Glenda Masingale Manson CAVD: I would think so Link Lynette because it would just make it easy. I was honored to be able to speak to the Keystone Cluster for Founder's Day on Sunday. Link Kimberly Jefferies Leonard our National President was also there. So, I sort of smiled because, if you remember, Link Jacqueline saying last month about them getting a bus and having hot chocolate and champagne and enjoying each other's company. When I pulled up, I had to wait because the biggest Chicagoland Limousine bus I've ever seen in my life blocked my way. I didn't think anything of it. Then, I pulled up and I was waiting for the bus to move and off came the Lake Shore Chapter. I never seen so many good looking well dressed women, and I just cracked up because I wondered if they were having champagne and chocolates on the bus. But for transfer members it is especially important because some of the members who transfer in have reported that if they had forfeited their membership they didn't feel a part of the chapter. So, it is just as important for a transfer member to have a mentor as it is a new member. Also, if they are transferring in they need to get a sense of the community. Not only are they new to the

chapter, but also they're new to the community. Absolutely, I would agree that they would need a mentor also.

Link Lynette Murphy, North Shore (IL): Thank you.

Glenda Masingale Manson CAVD: I received another email. I love this. This is just like PBS fundraising in a way. How do you handle a situation when something is learned about a candidate after the candidate is presented to the chapter? Can a name be withdrawn after being presented to the chapter, but before the vote? And the answer to that is yes. A name can be withdrawn before presented to the chapter. When you are vetting out the individuals, first of all, you should hope to be able to trust the Link sister who is bring the name before the group. If you find out something that would bring embarrassment to the chapter and to the organization, then it is your responsibility to make sure that you as the membership person are aware of that, and then you should present that to your president or the executive board. Now, confidentiality is very, very important. If any of that gets out, that could case a disparaging look on the chapter and the whole purpose of the process. Because it is still by invitation it is to maintain the integrity of the process and the integrity of the information that was brought forward for review. An example I'm aware of is that after a person is presented I know I make it a habit of asking, "Is there anything that we don't know that could cause a problem with the chapter, that could bring embarrassment to the chapter?" Some of the newer members would say, "Well what does that mean?" Sometimes people are uncomfortable saying things, and it's not about gossiping or putting down an individual. For example, if the person had a felony or on parole or involved in embezzlement, if you have a person in your chapter that is disruptive, a bully, or a Links terrorist they probably have that same time of behavior in other organizations. So, that's what the vetting process is and people being very, very concerned with because you are then presenting these individuals to the community as someone who has high standards of everything, how to interact with people, wanting to do service, and being friendly. That's very important. So, if you know that someone is a kleptomaniac, okay ladies I'm trying to make a joke here, and it's in the paper, they were picked up at Target, and it just goes on and on, you don't really want to have them in your chapter. When I talk about police records, we know Coretta Scott King had a police record, but hers was in the name of civil rights, and that's all together different. So, there's a judgment call.

Okay. Anyone else? I just got an email from a person that says, "Release from a position based on harassment." That's a good one not to have in your chapter.

Link Martha Bester, Twin Rivers (OH): We had set up a deadline for the ladies to submit their profile candidates so that members could review the applications in October. But, two of the members were not able to get the profiles and everything submitted by October, and we're due to vote on the profiles in November. Once the membership reviews the names, and then we take it to the executive board, is it possible for the chapter to vote on those candidates if we give them extra time before the voting process to review the applications and everything? Is that still in order?

Glenda Masingale Manson CAVD: That could be really a slippery slope because I think the way that it's set up, the names are presented, so if anything needs to be brought up before the vote, that's why you have a month period of time to get that information in. And also, the deadlines are very important. So, if those two members missed the deadline perhaps those names could be used for the next induction period. The whole chapter had the deadline of when the names where due in, correct?

Link Martha Bester, Twin Rivers (OH): Right.

Glenda Masingale Manson CAVD: Was there some extreme extenuating circumstance that would cause them not to meet the deadline?

Link Martha Bester, Twin Rivers (OH): No, I think they just didn't get all the information together and get the profiles in.

Glenda Masingale Manson CAVD: One of the things we have a problem with that we are trying to rectify now is if there is a deadline to be set, we ask that it be adhered to because we need to make sure that we are handling names as professionally and efficiently as possible. To make exceptions on one hand and not another could cause a problem.

Link Martha Bester, Twin Rivers (OH): One of our members had submitted the profile online and she wasn't aware of the 20 minutes where you need to keep saving the application. They didn't complete the process on time, so I understand what you're saying.

Glenda Masingale Manson CAVD: Ladies, one of the things that I need you to know is that I received today from our National Vice President at National headquarters a four page listing of members who were inducted in 2012 who have not yet met their building assessment. This is very serious because building assessments really should be in before dues are accepted. The assessment will be due as you go in to collect dues for 2015. So I will be contacting each of you ahead of time to give you a heads up that individuals that are from your chapter that have not completed their assessment. For example, there is one individual who has paid to-date \$500 on the building assessment. So she only has \$100 left to pay. We have a few that paid \$200 dollars, so of course that means \$400. Now, the building assessment on top of the dues that are to go in March is a pretty big chunk of money. The information will come out from National to your president, but I am going to make sure that you as V.P.s know which members need to be contacted by your treasurer or you as soon as possible. Has anybody fainted from that news yet? Hopefully, I will have it done by tomorrow evening.

Any good news before I call roll?

Link Celeste Shelton-Harris, Kalamazoo (MI): During yesterday's election, I was elected to the School Board of Education. And sadly, I am the first person of color ever to serve in that role.

Glenda Masingale Manson CAVD: Wow. Well, first of all, congratulations, and I know that you will do not only your family and your city proud, but us proud.

Link Celeste Shelton-Harris, Kalamazoo (MI): Thank you very, very much.

Glenda Masingale Manson CAVD: Anybody else?

Link Sandra Leconte, Harbor Lites (IL): Link Rita Mayfield of District 60, Waukegan, IL was re-elected last night as a Democrat in all these other losing candidates that we thought would win. She won with approximately 63% of the vote, so, we are very excited about it. I wish to share that information so that we can all congratulate Link Rita Mayfield, Illinois State Representative.

Glenda Masingale Manson CAVD: That's outstanding. And ladies, I think that if you can't laugh at yourself, you can't laugh at anything. I met Link Rita a couple of months ago. When you meet people you don't know, and I don't like to assume anything, she was so delightful and pleasant. Not that, not working, makes you that way, but I asked her if she worked outside of the home. She showed me her picture and I said, "Absolutely, you work outside the home." That's my ongoing joke with Link Rita, so I'm very happy for her.

The Dayton (OH) Chapter celebrated their 65th year. They had a weekend celebration and raised approximately \$100,000 and gave it all back to the community. Congratulations to the Dayton (OH) Chapter Link Alma. Maybe you can give us a brief synopsis on how you did it in December Link Alma. We'd love to hear that.

Link Alma Ivey Clarke, Dayton (OH): Okay, I'd love to share it with you. I'd be happy to. And, before I get off, I totally agree with you that the mock funeral was resonated with practically everybody in that room. So, congratulations.

Glenda Masingale Manson CAVD: Thank you very much. I thought we had some outstanding pallbearers too.

Roll Call: Link Glenda Masingale Manson CAVD:

In attendance: Links Glenda Masingale Manson CAVD; Link Lynette Murphy, North Shore (IL); Link Vera Chatman, Nashville (TN); Link Tiffany Johnson, Music City (TN); Link Deborah Thompson, Madison Metropolitan (WI); Link Brenda Henderson, Lansing/East Lansing (MI); Christina Clark, Detroit (MI); Link Veronica Simms, Des Moines (IA); Link Alma Ivey Clarke, Dayton (OH); Link Linda Holoman, Tri-City (MI); Link Terri Sanders, Omaha (NE); Link Linda King, Ann Arbor, (MI); Link Karen Williams, Charleston-Institute (WV); Link Jacqueline Lewis, South Suburban Chicago (IL); Link Risa Davis, Chicago (IL); Link Shelley Hamler, Cincinnati (OH); Link Yvonne Perkins, Circle City (IN); Link Avis Reid, Knoxville (TN); Link Paula Jones, Lake Shore (IL); Link Kimberly Post, Memphis (TN); Link Renita Harris, Topeka (KS); Link Wilma Bates (IL); Link Larnell Burks-Bagley, Indianapolis (IN); Link Maxine White, Milwaukee (WI); Link Cheryl Anderson, Minneapolis-St. Paul (MN); Veronica Chapman, Queen City (OH); Link Kimberly Beasley, Tulsa (OK), Link Martha Bester, Twin Rivers (OH); Link Melonie Jones, Jackson County (MO); Link Celeste Shelton-Harris, Kalamazoo (MI); Link Adrienne Green, Toledo (OH); Link Fannette, Thornhill-Scott, Wichita (KS); Link Edna Varna, Chattanooga (TN); Link Sheree Dallas-Branch, Cream City (WI); Link DaVita Mitchell, Fort Wayne (MI); Link Mary Fields, Frankfort/Lexington (KY); Link Karla Houston-Gray, Greater Kansas City (MO); Link Amy Parker, Greater Wayne County (MI); Link Sandra Leconte, Harbor Lites (IL); Link Michelle Viera, Hendersonville Area (TN); Link Dana Thompson, Hoffman Estates (IL); Link Vanessa Washington, Huntington (WV); Link Margaret Rogers, Jackson (TN); Link Lana Nayles, Little Rock (AR); Link Carolyn Tandy, Louisville (KY); Link Winifred Green, Oakland County (MI); Link Annita Bridges, Oklahoma City (OK); Link Teresa Harris, Quad Cities (IL); Link Virginia Chism, South Bend Area (IN); Link Gina Eanes, West Towns (IL); Link Janice Rucker, Wilberforce (OH);

There were 50 chapters present on the conference call.

Closing Remarks: Link Glenda Masingale Manson CAVD

Happy Thanksgiving everyone, and reach out to your sisters for Friendship Month. Talk to you in December. Good night.

End Time: 8:15:00 p.m.

Minutes by Link Carol M. de la Cruz, Central Illinois (IL)