



Mississippi State Organization

# Delta Kappa Gamma Zeta Data



*“Persistence with Purpose: Purposeful, Expanding,  
Nurturing, Networking, Playing”*

**Greetings! ... Debby Renfroe MSO President**



***Greetings from snow-covered Moss Point!***



This is an info packed issue of MSO Zeta Data. You will want to know all about what's going on and coming up!

Most importantly, Chapter Presidents, be sure to check your Year-books for all reports due on February 1st! Then, check out the articles about the upcoming Pre-Convention Seminar and the MSO 2025 Convention, Friday, April 25-26, Tupelo!

We have a report from our Nominations Committee with introductions of Nominees for July 2025 - June 2027. Thank you to all who agreed to be considered for offices. The By-laws proposals you'll see are so you have an opportunity to consider them before Convention. We will vote on new officers as well as the proposals during Convention at the Saturday morning General Session.

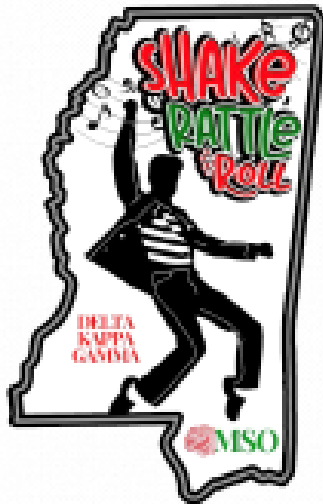
We hope to see everyone in April. Registration forms are here, as well as online at [zetastatedkg.org](http://zetastatedkg.org). There is more from me in the President's Update newsletter.

Best regards,  
Debby

**DON'T**

**FORGET**

**March 1 Leadership Development Seminar Application Deadline**



# Convention T-Shirt Order Form

**LAST DAY TO ORDER IS MONDAY, MARCH 24!**

Money raised will help fund the MSO Convention.

Name: \_\_\_\_\_ Chapter: \_\_\_\_\_

Email: \_\_\_\_\_ Phone: \_\_\_\_\_

Choose your size and quantity below.

Small - xlarge cost \$15.00.

2XL - 3XL cost \$18.00.

Small \_\_\_\_\_ Medium \_\_\_\_\_ Large \_\_\_\_\_ X-Large \_\_\_\_\_ 2XL \_\_\_\_\_ 3XL \_\_\_\_\_

(Shirts are white Gildan t-shirts with full-front graphic.)

Total Amount \$ \_\_\_\_\_

Make checks payable to: **MSO Convention**

Mail check and order form to:

Karen Fayard  
778 Whitney Drive  
Biloxi, MS 39523

**T-SHIRTS WILL ONLY BE AVAILABLE FOR PICK-UP AT CONVENTION**

Unable to attend? Order your shirt and ask someone attending  
Convention to pick it up for you.



## ***Nancy Davis, our Southeast Regional Director, is coming to visit!***

We will be delighted to host Nancy Davis at our state convention as we “Shake, Rattle, and Roll,” and nurture our well-being with music and the arts. Nancy is a retired music educator who flunked retirement! Missing her students tremendously, she has been back in the classroom in various positions for the last seven years. Currently, she is an RTI educator at an elementary school. She has certainly persisted with a purpose and used her talents to nurture the students she loves so dearly! Nancy is the music director at a local church and has sung at numerous community events and DKG conventions and conferences. She obviously loves music, so we hope that she enjoys what we have planned as we “enhance our well-being with music and the arts.” Nancy and her husband Wayne live on a 100-acre farm, and enjoy playing with the cows, turkeys, three cats, and an occasional black bear! DKG has been an integral part of Nancy’s life since 1988. She has purposefully dedicated her time, effort, and talent to the organization, which is clearly dear to her. She has served in various offices and committees at the chapter level, including president of two different chapters. She was instrumental in starting a new chapter in her town. At the state level she has served most recently as treasurer, president, and chairman of the Xi State Vision Foundation. She currently serves on the personnel committee. Nancy expanded her service to DKG when she began participating at the international level. She has attended Golden Gift (Ignite), and has served as Music Representative and Chair of the Finance Committee. Nancy has attended numerous international conferences and conventions, both in the states and internationally. During the 2024-2026 biennium she is serving as International Speakers Fund Chair and Southeast Regional Director. DKG has greatly enriched Nancy’s life through professional, personal, and travel opportunities, and through cherished friendships made along with the journey. “When you discover your purpose in DKG, it’s GLORIOUS!” When you see Nancy at convention, give her a warm welcome from Mississippi as you take a moment to network, and invite her to “Shake, Rattle, and Roll” her way through the weekend with us!



**Mail Registration  
Form and Check(s) to**

Karen Fayard  
778 Whitney Drive  
Biloxi, MS 36532

**MSO Convention Registration Form**  
**April 25 & 26, 2025**  
Cadence Bank Conference Center  
Hilton Garden Inn  
363 E Main St.  
Tupelo, MS 38804  
1-662-718-5500

**Hotel Guest Room  
Reservation Deadline**  
**Monday, March 24, 2025**  
**\$162.78 includes tax**  
Use Registration Link on the  
MSO Website

# The Delta Kappa Gamma Society International

(Please NEATLY PRINT all information on the form)

Name \_\_\_\_\_ District \_\_\_\_\_ Chapter \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State & Zip \_\_\_\_\_

Best Phone Number \_\_\_\_\_ Email \_\_\_\_\_

**CHECK (if current):** \_\_\_ First Convention; \_\_\_ State Officer; \_\_\_ Past State President; \_\_\_ District or District / Assistant Director; \_\_\_ Chapter President; \_\_\_ State Committee Chairman; \_\_\_ SEE Attendee; \_\_\_ Out-of-State Member; \_\_\_ 50+ Year Member; \_\_\_ 2024-2025 Woman of Distinction

**REGISTRATION All members must be pre-registered for the Convention in order to participate.**  
**Credentials & packet pick-up begins at 3:30 FRIDAY, APRIL 25**

**NO ONSITE REGISTRATON! LAST DAY TO REGISTER IS MARCH 31!**

\*REGISTRATION includes Postmarked BY Monday, March 24, 2025 \$ 80.00 ( )

Saturday Coffee Break Postmarked AFTER Monday March 24, 2025 \$100.00 ( )

FRIDAY, APRIL 25 MSO Dinner \$ 28.00 ( )

SATURDAY, APRIL 26 Breakfast \$ 20.00 ( )

(Check-in open 7-11) Celebration Luncheon \$ 30.00 ( )

Presidents Banquet \$ 35.00 ( )

Make registration check payable to: MSO Convention Total Amount \$ \_\_\_\_\_

\*\*I wish to donate \$ \_\_\_\_\_ to the \_\_\_\_\_ Fund  
(MSO Fund of your choice)

in HONOR / MEMORY of \_\_\_\_\_  
(circle one please)

DIETARY RESTRICTIONS: Diabetic \_\_\_ Vegetarian \_\_\_ Other \_\_\_\_\_

I grant permission to the Delta Kappa Gamma Society International, Mississippi State Organization to use my photo on the Zeta State website and/or Zeta Data.

\_\_\_yes \_\_\_no Signature \_\_\_\_\_ Date \_\_\_\_\_

Email Registration Questions to Convention Registrar: Lady Anne Bruce brucelady4@gmail.com

**CANCELLATION REFUND REQUESTS** are considered for emergency situations only and should be made in writing to Lady Anne Bruce at 88379 Diamondhead Drive East, Diamondhead, MS 39525. They must be approved by the President and postmarked by Friday, April 10, 2025, for possible full refunds. After April 10, only the Registration Fee will be considered for a refund. No refunds are made until after all Convention bills are paid, as funds are available.



# INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS DELTA KAPPA GAMMA

## 2025 Pre-Convention Seminar



Begin the Seminar with a tour of the Elvis Presley Museum & Home.



Enjoy a Honey Baked Ham boxed lunch at Presley Park and create a keepsake.

### After Lunch Option 1



Downtown Guitar Walking Trails



Tupelo Hardware Company  
Elvis' first guitar was bought here.



Caron Gallery  
Only Mississippi artists



After Lunch Option 2  
Tour the Queen's Reward Meadery.

\*\$18 additional tour fee  
(Includes tasting & souvenir glass)



After Lunch Option 3  
Return to hotel

Total fees & registration available soon

## From Leadership Development ... Janice Garret, Chairman

Your member applications for the 2025 Leadership Management Seminar have already been received and acknowledged! The Leadership Development Committee is so excited as we work to bring our biennial theme, "Persistence with Purpose: Purposeful expanding, nurturing, networking, playing" to life with 4 days packed with learning, laughter, and leadership. The seminar will be held June 17 through June 20, 2025. The Leadership Management Seminar applications and the \$100 fee must be postmarked by March 1, 2025. Ask your chapter president or check the MSO website for Form 14. Remember only 20 LMS candidates can be accepted. Get those applications and fees in the mail and join us as we continue to Move MSO Forward!





# 2025 MSO Convention

Join us in Tupelo on April 25-26  
at the Candence Bank  
Conference Center



## Stay at the Hilton Garden Inn

Reservation deadline is Monday, March 24

Register online at [zetastatedkg.org](http://zetastatedkg.org)

Use code Delta Kappa Gamma for discount

**Download the registration form or  
Register online at [zetastatedkg.org](http://zetastatedkg.org)**

Price of Registration increases after March 24

**REGISTRATION CLOSES MARCH 31!**



**Convention check-in** begins at 3:30pm on Friday, April 25

FRIDAY

Pre-Convention Seminar-8:30am

Presidents Update

3:15pm

MSO Dinner - 5:30pm

Executive Board Meeting - 6:45pm

SATURDAY

Breakfast

General Session

Breakout Sessions

Celebration Luncheon

Hour of Memory

Presidents Banquet

## Mississippi State Organization Officer Nominees 2023-2025



### Nominee for Mississippi State Organization President — Stephanie Jones, Alpha Lambda

What an honor it is to be nominated to serve as the Mississippi State Organization President! If elected, it will be an incredible privilege to serve a state organization that I love so dearly. When I was inducted into Alpha Lambda chapter in 2005, I never dreamed that I would become active at the state level, but it didn't take long before I did just that. My experience at Leadership Management Seminar in 2009 was a springboard into opportunities to serve that gave me confidence and provided both professional and personal growth. My experience in leadership positions in both my chapter and in MSO have inspired my continued dedication to Delta Kappa Gamma. My attendance at many state conventions and regional/international conferences and conventions opened my eyes to all that goes on above the chapter level, and I left each event inspired to learn and do more. My experience with DKG Ignite this summer happened at just the right time, as it honed my leadership skills and gave me many useful leadership tools. In 2010 and again in 2019, I experienced life-altering illnesses that caused me to have to step back from DKG for periods of time. My DKG sisters across the state of Mississippi became my biggest supporters and cheerleaders, and they have seen me through incredibly difficult times. I'd like to give back to them and to an organization that has given me purpose and kept me moving forward. When I was absent for three years following a spinal infection that wreaked havoc, I returned to find many new faces in Mississippi State Organization. I attended our state convention in 2023 and realized that many of the members that I hadn't yet met were already actively participating in state positions, which was a wonderful surprise! I have since worked with many of these ladies and I know that they, along with our veteran members, have the skills, knowledge, and wisdom to help our state succeed as we move into the future. I look forward to working with the amazing team of officers that have been nominated for the 2025-2027 biennium, and I am confident that together we will proudly represent our state.



### Nominee for Mississippi State Organization First Vice President — Polly Ann White, Theta

When I was invited to join Delta Kappa Gamma, I had no idea how impactful this opportunity would become. I was fortunate to follow in the footsteps of my grandmother, Ella Neville White, and my mother, Sue White, who were both proud members of Theta Chapter. Many years later, I was honored to also join Theta Chapter and carry forward our family's tradition. Throughout my journey, I have lived in various areas of the state and had the privilege of being a member of chapters in different communities. This experience not only enriched my perspective but also fostered enduring friendships and provided valuable insights into the diverse strengths of our chapters. Over the years, I was encouraged to take on leadership roles at the local and state level and to serve as a chapter president.

While life's changes often moved me to new towns before I could fully commit, I finally accepted the challenge to become president in 2018. In 2019, I attended the Leadership Management Seminar, which inspired me to dive deeper into state-level involvement. I joined the membership committee and served as the SEE Representative for our state, reconnecting with many friends and mentors from past chapters.



### Nominee for Mississippi State Organization Second Vice President — Lady Anne Bruce, Alpha Upsilon

Lady Anne Bruce has been a member of DKG since 1998. As a member of Alpha Upsilon Chapter, she has served on and chaired numerous committees. Lady Anne served as President during two biennia, represented her chapter as Woman of Distinction, and received the Undine Thomas Scholarship Award. After graduating from the 2019 Leadership Management Seminar, she became more involved in MSO at the state and international levels. She served on the MSO Membership Committee where she became SEE Representative and Chairperson. She also served on the Headquarters Committee. Lady Anne is currently serving as Southern District Director and MSO State Convention Registrar. She has attended several International Conventions and Regional Conferences.

Lady Anne graduated from Mississippi State University receiving both bachelor's and master's degrees. She retired after 34 years in Career and Technical Education. She taught Cooperative Education, Marketing, Hotel and Restaurant Management, and served as a DECA Advisor. She was a National Board Certified Teacher and mentored Career Technical Instructors across the state.

Lady Anne lives in Diamondhead. She has two adult children, Laurel and Alan. She is a member of St. Thomas Episcopal Church where she has served on the Vestry and is currently a Chalice and Reader. She serves on the Hospitality Committee and is a member of the bell choir. She is also a member of the Diamondhead Women's Club.

### **Nominee for Mississippi State Organization Recording Secretary — Cindy Alsworth-Jones, Delta**



As a member of Delta Chapter of MSO since November 2002, I have served in many capacities within the chapter. At the State Level, I have served as a member of the Membership Committee, as Central District Director, and as the Recording Secretary for the past two biennia. I attended the Arts and Humanities International Meeting in Asheville, North Carolina, and the International Convention in New Orleans, Louisiana. I have attended district meetings in all parts of the state. I was a member of the 2019 Leadership Management Seminar. Membership in Delta Kappa Gamma is an enjoyable aspect of my life. I enjoy the leadership opportunities and collegiality provided by this organization. I have made life-long friends and grown in ways that I could never imagine. My husband, Mike, and I are the parents of a blended family that includes two sons, one daughter, and five grandchildren.

### **Nominee for Mississippi State Organization Northern District Director — Shirley Hamilton,**



Since becoming a member of Alpha Phi chapter in 2013, I have served my chapter as Webmaster, Newsletter Editor, Vice President, and am currently the President. Since attending LMS in 2015, I have been a member of several committees including Leadership Development, Bylaws and Standing Rules, Membership, and Policies and Procedures as well as serving as the Northern District Assistant Director. If elected, my hope is to encourage and inspire members to become more involved in DKG to support one another as well as support and mentor newer educators.

### **Nominee for Mississippi State Organization Northern District Assistant Director — Debbie Rogers, Alpha Phi**



My DKG journey began on February 5, 2005, when I was initiated in Zeta Chapter in the Southern District. I served as chapter corresponding secretary from 2006 until 2010. In 2010, I began to serve my first of 2 consecutive bienniums as Zeta Chapter president. When I stepped down as chapter president, I continued to serve my chapter as Communications Chair until 2020. At the state level I have served on several committees: Membership(2007-2009), Professional Affairs(2009-2011), Educational Excellence 2011-2013, and State Professional Affairs Chair(2011-2013). One of my greatest DKG experiences was attending Zeta State Leadership Management 2011. I was honored when my chapter selected me as Women of Distinction 2015. I attended Zeta State meetings in 2011, 2013, 2015 and Southern District 2010, 2012, 2014, and 2016. I attended International Conference, NYC 2012. My educational background consists of Masters in Education from University of Southern MS 1983 and Bachelor of Science University of Southern MS 1978. I earned an Associate Degree, Mississippi Gulf Coast in 1976. I taught in Harrison County Schools, 1980-1991, and 2007-2022, and was Mathematics Department Chair 2010-2022. I briefly taught Math in Biloxi Public Schools 2002-2007. I was honored to be selected 2013 Harrison County School District Secondary Teacher of the Year and Gulfport Chamber of Commerce 2013 Secondary Teacher of the Year. After teaching public school 31 years I retired. My husband and I moved to Tunica, Mississippi, to be close to our children and grandchildren (especially the grandchildren). I am a member of Good Shepherd Catholic Church in Robinsonville and a member of Tunica Women's Club. I transferred my membership to Alpha Delta. I am currently a member of our chapter Finance committee and serve as chair of our Communications and Marketing Committee. I had the pleasure of attending my first Northern District meeting last year. I have enjoyed our chapter's joint meeting with Beta Beta Chapter. I look forward to continuing my DKG journey in the Northern District!



### **Nominee for Mississippi State Organization Central District Director — Lindsay Griffin, Alpha Chi**

I have been a member of Alpha Chi since 2012. Within my chapter I have held various positions. I am currently the chapter secretary, but I have served as second vice president and president. At the state level I am currently the Central District Assistant Director. I am also serving on the LMS committee. I have also served on the scholarship committee and membership committee. At the international level I have been featured in the Art Gallery and was on a panel at the International convention in New Orleans.

ans.

I have been teaching math at Mendenhall High School since 2000. I am married with two children, a daughter-in-law and one granddaughter.



### Nominee for Mississippi State Organization Central District Assistant Director — Beth McKay, Pi



Beth McKay began her Delta Kappa Gamma journey in 2005 when she was selected as Pi Chapter's Grant-in-Aid. In 2006, after graduating from Millsaps with her degree in English, she began teaching at Pisgah High School. In 2010, Beth graduated with a M.A. English degree from Mississippi College and accepted an adjunct position with Hinds Community College. In 2011, she accepted an invitation to become a member of Pi where she has served on various committees such as the leadership development, red rose, communications, and chapter rules committees. In 2016, Beth was nominated for the position of corresponding secretary and began her DKG leadership journey. Beth has since served in the 2<sup>nd</sup> vice president, 1<sup>st</sup> vice president, and president positions. In 2023, she participated in Mississippi State Organization's Leadership Management Seminar, and Beth was one of twenty to be selected for DKG's 2024 Ignite. Beth loves to share her artistic talents; she has published articles in the *Delta Kappa Gamma Bulletin: Collegial Exchange* and has had photographs selected for the art gallery. Beth currently serves as

Pi Chapter Past President, parliamentarian, and yearbook editor. In addition, she serves on MSO's Headquarters Committee.

### Nominee for Mississippi State Organization Southern District Director — Christy Sheffield, Alpha Alpha



In 2013, I received an invitation to join the wonderful group of ladies of Alpha Alpha, MSO, DKG. These women have been the source of joy in my life as they have encouraged and mentored me. In 2019 I joined the ranks of many others as a National Board Certified Teacher. That same year I also achieved National Geographic Certified Educator status and was awarded the Woman of Distinction by my chapter. In 2020-2021, I received the highest honor of Teacher of the Year for my school. I currently teach middle school STEM and science at Petal Middle School where I serve as the PLC leader for the department and cohort leader for the district. I am working hard to increase STEM awareness by building my school's first-ever STEM course as well as coaching our award-winning robotics teams. Alpha Alpha and MSO have given me many amazing opportunities to serve on both the

chapter and state level. I currently serve as my chapter's immediate past president and as the Assistant Southern District Director. If chosen, my goal would be to continue the legacy set forth by my predecessors in aiding our chapters by offering meaningful opportunities to grow both professionally and personally as we reach more key women educators.

### Nominee for Mississippi State Organization Southern District Assistant Director — Karla Smith, Zeta



Karla Smith, the nominee for Assistant Southern District Director, is retired after having worked in public and higher education for 35 years. She retired as a social science instructor at Mississippi Gulf Coast Community College.

Karla Smith has been a member of Delta Kappa Gamma for 31 years. She was inducted into the Zeta Chapter in 1993. As a chapter member, she has served as President, 1<sup>st</sup> Vice-President, Chair of the Professional Growth and Services, Professional Affairs, and Scrapbook committees, and currently serves as Recording Secretary. At the state level, Karla has served as both a member and Chair of the Scholarship and World Fellowship Committees. She currently serves as the World Fellowship Representative on the Educational Excellence Committee. Karla has attended several international conventions and regional conferences, multiple state conventions and district meetings. In 1995, Karla was a participant in the Zeta State Leadership Management Seminar. She was honored as Zeta Chapter's Woman of Distinction in 1999 and 2005.

## Mississippi State Organization Nominations Committee for 2021-2023 Northern District:



### Northern District: Janice Kelso Garrett, Eta

One of the most important and enlightening things I did in 2003 was to join Delta Kappa Gamma. The ladies I have met through DKG give tirelessly of themselves to our chosen profession of teaching and to each other. It has been an honor to serve in various leadership positions through my chapter, state, and international levels. Both my personal and professional life has been enhanced through my Delta Kappa Gamma affiliation. I look forward to serving Delta Kappa Gamma as a MSO Nominating Committee Member this biennium.

### Central District: Cheryl Saffle, Pi



Became member of Delta Kappa Gamma in 1987; Served as chairperson for various committees within my local chapter including Scholarship, Legislative, and Professional Growth and Services; Served as Secretary of Pi Chapter 2012-2014; Served as President of Pi Chapter 2014-2016; Served MSO on committees including Scholarship, Communications and Publicity, & EEC; Served as Communications and Publications Chair 2017-2019; Served as Professional Affairs Representative 2021 - present; Represented my local chapter at educational conferences in Savannah GA, Nashville TN, and Austin Texas; Selected as one of Mississippi's Delta Kappa Gamma Women of Distinction

Enjoyed being an educator for 48 years; Proud graduate of Mississippi State University with a degree in Elementary Education, Masters of Exceptional Education in areas of EMR, LD, & Gifted, Master's Degree - Elementary Education, Specialist's Degree in Early Childhood Education with an emphasis in Reading; National Board Certified – Early Childhood Generalist; Honored as Metro Teacher of the Year

Had the opportunity to prepare and present numerous teacher workshops for Mississippi State Department of Education, New Summit School, and Delta Kappa Gamma at the State and International levels;

Selected to be a Scorer for National Board submissions; Selected to be a Trainer for scorers for National Board submissions; Selected to rewrite benchmarks for National Boards in Philadelphia PA and again in San Antonio TX.

Married to Thomas Owen Saffle, Jr. for 53 years. Proud mom of 3 sons and Nonnie to 7 grandchildren.

### Southern District: Beverly Hesterman, Alpha Alpha



Beverly Hesterman, a member of Alpha Alpha chapter in the Southern District, has been a member since 1999, serving as second vice-president, first vice-president and as president for three terms. She is presently the Parliamentarian. She serves on the following committees for Alpha Alpha: nominations, membership, leadership development as chairman, professional affairs, research and history, legislative as chairman and hospitality. State level committees include MSO Award's where she is chairman and MSO Leadership Development. She has also served as Southern District Assistant Director. She retired from Perry Central High School as a Social Studies teacher after 29 years.

# ***Pre-Convention Seminar... Cheryl Saffle, Prof. Affairs, Rep.***

**Pre-Convention Seminar**

**Friday, April 25, 2025**

**8:30 a.m.-2:30 p.m.**



**Schedule of Activities**

**8:30 a.m. – Welcome/Attendance Check**

**8:45 a.m. - Depart for Elvis Museum**

**9:00 a.m. – Tour Begins**

**11:15 a.m. – Luncheon on grounds of museum  
(Enjoy a Honey Baked ham boxed lunch)**

**Craft a keepsake led by Tracey Crawford**

**12:15 p.m. – Afternoon Options**

**Option 1 - Queen's Reward Meadery**

**\*\*Additional fee of \$18.00 for the Queens Reward Meadery**

**Option 2 - walking tour of guitar trail, tour of Tupelo Hardware & Caren  
Gallery**

**Option 3 - return to hotel**

**All tours end at 2:30 p.m.**

**Pre-Convention Seminar Registration is limited to  
40 participants!**

For additional information, please contact

Cheryl Saffle, EEC, Professional Affairs Representative at [csaffle@att.net](mailto:csaffle@att.net).

Mississippi State Organization  
Pre-Convention Seminar  
Friday, April 25, 2025



**Registration Fee: \$45.00**

**\*\*Additional fee of \$18.00 if attending the Queens Reward Meadery**

Name: \_\_\_\_\_ Chapter: \_\_\_\_\_

Address: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Amount enclosed: \_\_\_\_\_ Check number: \_\_\_\_\_

(Note: Please make check payable to **MSO Convention**)

**LUNCH OPTIONS:**

\_\_\_ Ham Sandwich

\_\_\_ Smoked Turkey Sandwich

\_\_\_ Garden Salad with Italian dressing

\_\_\_ Garden Salad with Ranch dressing

**DRINKS:**

\_\_\_ Sweet tea \_\_\_ Unsweet Tea \_\_\_ Water

**AFTERNOON OPTIONS:**

\_\_\_ Queen's Reward Meadery (Additional \$18.00)

\_\_\_ Walking Tour

\_\_\_ Hotel

**GRAND TOTAL:** \_\_\_\_\_

**Mail Registration Form and check to:**

**Karen Fayard**

**778 Whitney Dr**

**Biloxi, MS 39532**

This registration form must be postmarked by **MARCH 31, 2025**.



# Proposed Amendments to MSO Bylaws and Standing Rules

Currently Reads	Proposed Change	If amended, it will read
<p><b>Article IV  Finance</b></p> <p><b>Section 2. Funds</b></p> <p><b>B.2. Leadership Development Fund.</b></p> <p>This fund is used for leadership training and activities including cost not covered by registration for the Chapter Leaders Retreat . . . .”</p> <p>AND</p> <p><b>Article IV  Finance</b></p> <p><b>Section 2. Funds</b></p> <p><b>B.4. Leadership Management Fund.</b></p> <p>This fund is used for the biennial Mississippi State Organization Leadership Management Seminar and is funded from the Available Fund, fund investment interest, and member contributions.</p>	<p>Merge the two leadership funds</p>	<p><b>Article IV Finance</b></p> <p><b>Section 2. Funds</b></p> <p><b>B.2. Leadership Fund.</b></p> <p>This fund will be used for MSO leadership training including, but not limited to Chapter Leaders Retreat and Leadership Management Seminar. These activities will be funded from the Available Fund, fund investment interest, and member contributions.</p>

**Rationale:** Leadership Development Fund and Leadership Management Fund include current MSO leadership activities. Both activities are the responsibility of the Leadership Development Committee. These two existing separate funds shall be merged and renamed Leadership Fund.

**Impact:** Merging these two funds reduces the number of MSO funds and places all leadership activities under one umbrella.

Currently Reads	Proposed Change	If amended, it will read
<p><b>Article IV  Finance</b></p> <p><b>Section 2. Funds</b></p> <p><b>B.5. State Headquarters Fund.</b></p> <p>This Fund is used for securing, maintaining, and operating state headquarters and for other purposes as determined by the committee with Executive Board approval. It is funded by chapter and member contributions and fund investment interest.</p>	<p><b>Eliminate State Headquarters Fund.</b></p>	

**Rationale:** The *Constitution* and *MSO Bylaws* **require** a Permanent Fund to be used for securing, maintaining, and operating a state headquarters. We currently have two separate funds with duplicate responsibilities: Permanent Fund and Headquarters Fund. According to International no state should have a Headquarters Fund because states are already required to have a Permanent Fund that handles those activities. Finance is consolidating and simplifying accounts for ease of management and clarity.

**Impact:** The three current HQ CD’s will be renamed MSO CD’s and reinvested upon maturity. The name on the HQ Savings Account will be changed to Permanent Fund Savings Account with the monies to be used in accordance with the *Constitution* and *MSO Bylaws*. The Permanent Fund CD will be reinvested upon maturity. The HQ monies that are currently in a separate HQ checking account will be placed in the Available Fund budget identified as Headquarters/Projects/Programs. The duties and responsibilities of the HQ Committee will need to be revised.

Currently Reads	Proposed Change	If amended, it will read
<b>Article IV. Finance</b> <b>Section 3. Financial Controls</b>	<i>Insert</i> a new item: “Unless otherwise stated, financial control of all funds shall function in accordance with the <i>Constitution</i> , Article IV. Section F.”	<b>Article IV. Finance</b> <b>Section 3. Financial Controls</b> <b>E. Unless otherwise stated, financial control of all funds shall function in accordance with the <i>Constitution</i>, Article IV.</b>
<b>Rationale:</b> All funds need oversight and protection from unauthorized spending. This addition strengthens financial controls. <b>Impact:</b> None		

The item currently reads	Proposed Change	If amended, will read
<b>ARTICLE VI</b> Officers and Related Personnel Section 1. Officers A. Officers (lines 166-171) <i>1. The state officers, all of whom must be members of Mississippi State Organization, shall be president, first vice president, second vice president, recording secretary, northern district director, assistant northern district director, central district director, assistant central district director, southern district director, and assistant southern district director (all elected) and a treasurer and an executive secretary (selected by the Executive Board).</i>	<i>Insert:</i> “and the immediate past president.”	<b>ARTICLE VI</b> Officers and Related Personnel Section 1. Officers A. Officers <i>1. The state officers, all of whom must be members of Mississippi State Organization, shall be president, first vice president, second vice president, recording secretary, northern district director, assistant northern district director, central district director, assistant central district director, southern district director, and assistant southern district director (all elected); a treasurer and an executive secretary (selected by the Executive Board); and the immediate past state president.</i>
<b>Rationale:</b> To clarify the status of the immediate past state president as a state officer. <b>Impact:</b> None		

The item currently reads	Proposed Change	If amended, will read
<b>ARTICLE VII</b> Executive Board (Lines 214-217) <b>Section 1. State Executive Board</b> A. Members of the Executive Board shall be the elected officers, chapter presidents, district directors, assistant district directors, and Order of Magnolia.	<i>Insert:</i> “In case of co-presidents, one shall be the designated representative of the chapter for state activities.”	<b>ARTICLE VII</b> Executive Board <b>Section 1. State Executive Board</b> A. Members of the Executive Board shall be the elected officers, chapter presidents, and Order of Magnolia. <b>In case of co-presidents, one shall be the designated representative of the chapter for state activities.</b>
<b>Rationale:</b> Clarification of MSO Executive Board composition needed as a result of the approval of “co-presidents” by the 2024 International Convention; elimination of the redundancy of renaming district directors as officers. <b>Impact:</b> None		

Currently Reads	Proposed Change	If amended, will read
<b>Article VIII Committees</b> <b>Section 1. Standing Committees</b> <b>C. Other</b> 1. History of Mississippi State Organization – Appointed 2. Awards – Appointed 3. Headquarters – Appointed 4. Technology – Appointed	<i>Insert “5. Non-Dues Revenue”</i>	<b>Article VIII Committees</b> <b>Section 1. Standing Committees</b> <b>C. Other</b> 1. History of Mississippi State Organization – Appointed 2. Awards – Appointed 3. Headquarters – Appointed 4. Technology – Appointed 5. <b>Non-Dues Revenue - Appointed</b>
<p><b>Rationale:</b> Allowing state committees to raise funds through carefully organized activities with designated purposes gives them more resources to meet the needs of members throughout the state during training and sharing opportunities and to reduce the financial strain on the state budget and on individual members is reduced.</p> <p><b>Impact:</b> The state president would have an additional committee to appointment; the state Finance Committee would add appropriate line-items to the budget; the Policies and Procedures Committee, working with the NDR Committee, would develop guidelines for raising, use, and disbursement of NDR funds</p>		

The item currently reads	Proposed Change	If amended, will read
<b>MSO SR 4 Finance - General</b> <b>4.1 Annual Dues</b> <b>4.12</b> Chapter dues shall be an amount determined in accordance with rules set by the chapter.	<i>Insert “and fees”</i>	<b>MSO SR 4 Finance - General</b> <b>4.1 Annual Dues</b> <b>4.12</b> Chapter dues <b>and fees</b> shall be an amount determined in accordance with rules set by the chapter.
<p><b>Rationale:</b> The <i>International Standing Rules</i> give chapters the authority to assess not only chapter dues but also fees: “Chapter members may vote to pay an amount in addition to dues and fees for the support of a chapter or state organization project.” (<i>ISR</i> 4.31.)</p> <p><b>Impact:</b> This addition recognizes chapters’ authority to levy fees.</p>		

## 2023-25 Policies & Procedures Review

*Joanna Alston, Ph.D. Chair*

Greetings, MSO Committee Chairs and Work Area Reps! As we near the MSO Convention and subsequent end of the 2023-2025 biennium, please consider any ideas that you may have regarding revisions needed in respective duties. The Policy and Procedures Review Committee plans to complete all changes, as much as possible, prior to Convention, and we need your input. I have attached all sections of the 2024 *Manual*, as well as the form for recommending changes, because *any potential impact on other positions, committees, or forms should be submitted* along with your proposal. If you need reference to exact page numbers in the *Manual*, feel free to reach out to me. **The deadline for returning your form(s) is Saturday March 1.**

## 2023-2025 Mississippi State Officers

President.....	Debby Renfroe
1st Vice President.....	Stephanie Jones
2nd Vice President.....	Karen Rhodes
Recording Secretary.....	Cindy Alsworth Jones
Treasurer.....	Lynn Holliday
Executive Secretary.....	Linda Lightsey
Parliamentarian.....	Jean Ricks
Immediate Past President.....	Janice Garrett
Northern District Director.....	Misty Whitehead
Northern District Assistant Director.....	Shirley Hamilton
Central District Director.....	Polly Ann White
Central District Assistant Director.....	Lindsay Griffith
Southern District Director.....	Lady Ann Bruce
Southern District Assistant Director.....	Christy Sheffield
Mississippi State Web Master.....	Toni Cook
ZETA DATA Editor.....	Tracey Crawford



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