

Strategies for a Positive OSO Chapter Environment

Let's begin by focusing on developing meaningful meetings:

- Have open meetings and activities that welcome non-member guests.
- Hold 4-6 well-planned, quick-moving business meetings per year.
- Have a greeter and include introductions at each meeting.
- Survey, formally or informally, members to determine the best meeting days/times, programs of interest, and communication preferences. Repeat as necessary and include results in planning to flexibly meet members' needs.
- Meet at varied times, days, and places convenient for working members.
- Meet for approximately 1 ½ hours in length, excluding meals.
- Provide a wide variety of high-quality, interesting programs and speakers, including programs that highlight community initiatives and those that use members' talents/expertise.
- Partner with other chapters within your chapter's vicinity for a project, program, special event, officer training, orientation, combined initiation ceremonies, or Founders Day event.
- Create a take-home reminder for future monthly meeting magnets.

It's important to always maintain quality communication with each member of your chapter.

Here are some ways that you might accomplish this goal:

- Create a strategy for reminding all members about events, including meeting dates, times, deadlines for dues or applications, committee and board meetings, etc.
- Communicate with members in multiple ways, including but not limited to print, website, email, text, phone calls, mail, personal visits, and social media.
- Create a phone tree/messaging strategy for gathering and sharing information with all members. Designate one person to gather information and report back to the chapter president concerns or identified needs.
- Send birthday greetings to members
- Spotlight members' accomplishments through recognition at meetings or through chapter newsletters. Recognize members' professional achievements both inside and outside of DKG. Through recognition, members will learn more about each other and value the contributions of each member.
- Announce upcoming events and report on past events for all levels of DKG.
- Include Society mission and vision statements on all publications and newsletter
- Encourage chapter members to serve on a chapter committee and participate in chapter projects physically or fiscally.
- Offer benefits and services that members cannot get elsewhere, including chapter scholarships, grants, interaction among a diverse group of educators, friendship/camaraderie, and community service.
- Promote personal and professional opportunities at the chapter, state, and international levels.
- Engage members who have received scholarships, traveled, etc. to speak about their experiences at a chapter meeting.

- Use the Re-Orientation presentation, Sustaining Pride in the Big Picture, to remind members of the Purposes of DKG and the benefits of membership.
- Ask members attending meetings/projects infrequently how they would LIKE to contribute to the chapter.
- Inform members about the benefits of membership (scholarships, insurance discounts, travel, publications, using technology in personal and professional life, networking, educational grants).
- Maintain and encourage active participation in workshops, conferences and/or conventions at all levels for all members not only officers.
- Provide opportunities for members who do not attend events beyond the chapter to know about those meetings and to assist members who do

Nurture OHSO member relationships:

- Include a social/fellowship time at meetings that do not include a meal
- In addition to our OHSO 4 required business-oriented meetings, plan for a few social events to allow members to interact socially.
- Encourage members to listen and respect all members' ideas and viewpoints and consider all views with an open mind.
- Provide extra support for new members AND transferred and reinstated members. Consider assigning a sponsor/buddy for each of these members.
- Develop a strategy for including members who can no longer attend meetings regularly help members attend virtually, using Skype or other virtual meeting options. Hold a meeting or event at the assisted living/nursing facility where a member resides.

Recruit and Retain OSO Chapter Members

- Use the Membership Recruitment Plan found at dkg.org.
- Hold orientation at a separate meeting before initiation.
- Have a functioning chapter membership committee.
- Remind all members to recruit new members
- Ask area schools/universities/colleges for recommendations of potential members.
- Explore community centers/religious organizations, where there are educators for potential members.
- Invite members from other organizations such as Retired Teachers groups to learn more about and join DKG.
- Invite past members to meetings and reinstate their membership.
- **Let's Celebrate Membership in DKG OSO!**
- Send certificates, cards, or an email to recognize membership anniversaries.
- Plan the chapter birthday to honor founders and early members in your chapter.
- Celebrate the mission, vision, and purposes of the society on Founders Day.
- Include a "Recommitment Ceremony" with orientation or initiation events.
- Recognize one or more members for professional service and/or service to DKG at chapter meetings, in your newsletter, and/or with a chapter achievement award.
- Nominate members for state organization committees and awards.

It's important to develop Chapter Leadership:

- Seek member input before finalizing executive decisions – develop inclusive and collaborative membership teams.
- Designate experienced/long-term members to mentor newer members.
- Designate newer members to assist older members in attending meetings.
- Encourage all members to present a program/workshop at a chapter meeting or at a special event.
- Involve different people to be a part of the meeting (be a greeter, provide inspiration, distribute handouts, report on DKG news and deadlines, etc.
- Develop a strategy for supporting new officers. For example, assign mentors. Plan for the immediate past president to mentor the new president.
- Offer an incentive(s), e.g. partial expense reimbursement, for travel to DKG meetings beyond the chapter level. Use this to help officers attend professional development workshops, conferences, meetings, arts retreats, and leadership training.

Melodie McGee, Gamma Nu
OHSO Past State President