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ESAF CHAIRMAN ARTICLE

It's Sunday after Thanksgiving as I write this article. In St. Louis, we had an early snowfall yesterday, which led to a change in family plans. Instead of taking Grandma back to Indianapolis, Court and our high school exchange student were home. That gave them some time to build a snowman with the wet snow and gave us a little jump on our holiday decorating. I expect we might even get the tree decorated today, which is really early in our household. I hope you had a nice time visiting with family and friends over Thanksgiving and are staying warm this winter.

For the Foundation, it is a busy time for scholarship applications. As expected, we have seen an increase in interest in scholarships, with a higher number of applicants compared to this time last year. The need for financial assistance and the uncertainty of other funding sources appears to be having an impact. Please share the Foundation's information with those attending higher education to raise awareness of the scholarship opportunities.

It's also the time of year for collecting Foundation dues, which are due by the end of the year. We have started using Zeffy as an option to pay dues electronically. If you are unsure if you've paid your dues for this year, you can reach out to your Foundation Counselor or one of the Foundation Board Directors. As a reminder, the postal service tends to be very busy in December, so Zeffy is a great way to ensure your payment is received by the December 31st deadline, if you are paying your dues in December. Look for more information on how to pay dues and make other Foundation donations in the newsletter.

Additionally, the Foundation Board is excited to have two great Director candidates for 2026. Kathy Loyd will be continuing on the Board and Brenda Schaffer from Kansas will be joining the Board. Information about the candidates may be found in the newsletter. Since there were only two applications for two positions, no election is needed this year.

The Board is also looking forward to International Convention in Norfolk in July. With the change in convention schedule, we will be partnering with the International Council Board on a joint fundraiser that will benefit both groups. We are working together to create a fun event at convention and there will also be opportunities for those who are unable to attend the event, including a raffle for a stay at a time share. State auction items will again be included in the event.

As I close, I am thinking about all the changes that have occurred during my last six years on the Board and I'm grateful for all of the Foundation's supporters. In looking for some inspirational words, I found this from Sir Anthony Seldon, a British contemporary historian and educator, who said "Education is a once in a lifecycle opportunity to open children's hearts and minds to the unbelievable wonder of the universe." As we move into a season of wonder, I want to thank you for all you have done to give opportunities to young and not-so-young people who are eager to learn more about our universe.

Kim Mandrell
ESA Foundation Chairman



L:R Naty, Kim the snowperson, Court

Dues Reminder: Keep Your Voting Rights Active for 2026

To maintain your Foundation membership and ensure your eligibility to vote in 2026, please be sure your annual dues are received by December 31st. [If you are not sure if you have already paid next year's membership fee](#), please contact your state foundation counselor. Individual members electing to pay via credit card can do so through Zeffy using the following link:

<https://www.zeffy.com/ticketing/esa-foundations-memberships>

or scanning the QR Code:



and **skip** completing the attached form.

For individual, chapter or council that prefer to pay by cash or check, please use the Contribution Form included in this newsletter.

While you are there, you have the opportunity to make an additional donation to the Foundation. The Donate ESAF tab will take you to the online donation form where you can contribute to an endowment, the grant fund, or other area of the Foundation that is dear to you.


If you have trouble navigating the on-line process, you can contact ESAMC office: 970.223.2824. Please remember that the office closes ~December 20th for the holiday break, so if you expect you may need their support, please plan to reach out before that holiday break.

Tired of trying to remember if you've paid your annual dues or are you looking to directly support the Foundation's Grant fund? Life Active Membership may be for you. Individuals, chapters, councils, or organizations interested in becoming Life Active Members make a one-time \$500 donation or two \$250 donations to become Life Active members. The contributions for Life Active Memberships are placed in a fund where the members' annual dues are paid each year as well as earnings from the fund are used to provide funds for the Grant program.

I have shared elsewhere in this newsletter the successes of those who have recently benefited from the Foundation's grants program.

Rosalie Griffith
ESA Foundation Vice Chairman





Celebrate the holidays with the ESA Foundation **Scholarship Program!**
The ESA Foundation has over **125 scholarships** available!

Continue to spread the joy this holiday season by sharing Scholarship opportunities through social media platforms such as:

Facebook, X, Threads, Instagram, Tik Tok, or Whatsapp

Please use those apps to share our scholarship QR code with:
students, teachers, counselors, neighbors, your friends, and even the
Grinches in your life!

Help us get the word out. Have them sign up so they get all of the
notifications, and don't miss any of the deadlines.

Application closing date: February 2nd, 2026 @ 11pm MST

If you have any questions, contact information is available on
the website at
epsilonsigmaalpha.org/ScholarshipsAndGrants.



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EPSILON SIGMA ALPHA



Profiles of Scholarship Winners

2025 Alaska State Council Scholarship Winner

Ava Wilkins of Fairbanks, AK



I am incredibly honored to have been selected as the recipient of the Alaska State Council Scholarship from the ESA Foundation. I want to sincerely thank the Foundation and its donors for their generosity and support. This scholarship not only provides financial assistance, but also motivates me to continue working hard toward my educational and professional goals. I will be using this scholarship to support my studies at Texas A&M where I'm majoring in Allied Health with a minor in Occupational Health and Safety. My goal is to become a nurse in the NICU or Pediatric oncology. Receiving this award reinforces my commitment to achieving these goals and reminds me that there are organizations like ESA Foundation that believe in students like me.

Thank you again for this meaningful opportunity. I am truly grateful.

2025 Arlene & Dennis Schlosser Memorial Scholarship, Deborah Humphrey Memorial Scholarship, & Mary Louise Smith Memorial Scholarship winner

Chrystal Bustamonte-Valles of Silver City, NM



I am currently pursuing my Master degree in counseling. As a single mother of four amazing girls, ages 8, 13, 15, and 17. This decision has been 22 years in the making, as it has been that long since I last attended college. Now, at 43, I've embarked on this journey not only for myself, but as a way to inspire my daughters to pursue their dreams no matter the obstacles they may face. It's my hope that through my example, they will see the power of determination, resilience, and courage. Thank you for supporting this adventure in my life.

My career goals include becoming a licensed school counselor as well as a licensed mental health counselor. Through my experience working with vulnerable populations, I've developed a deep passion for children's mental health, particularly in underserved communities like mine.

I am determined to succeed, not only for myself but for my girls, and for the children I hope to serve in my future career. I sincerely appreciate the opportunity given to me by these scholarships to continue my journey toward making a lasting impact in my community.

Leadership: Unlocking Potential, Inspiring Progress

Leadership is the art of unlocking people's potential to become better. Each generation has had its moments to contribute to the march of progress—advancing with high ideals, unwavering faith, and true courage. Through loyalty and service, we've upheld the values that define our ESA organization.

As we look ahead, our goals, ideals, and purpose remain steadfast. Yet, we face the evolving challenges of this modern world. The opportunities to thrive are endless---but they must be identified and embraced by the members of ESA today.

“Good leadership is the art of getting average people to do superior work.”

With that in mind, I believe the most vital leadership skill is the ability to mentor and motivate others. Leadership isn't about dwelling on past mistakes---it's helping others arise above them. We all stumble, but with support and encouragement, we can overcome setbacks and reach new heights.

Progress is powerful. When people see that they are growing, they stay motivated. That's why consistent appreciation, recognition, and affirmation are essential. These small acts build momentum and inspire excellence.

Each year, we see a slate of officers running for the same position. While not everyone can win, each candidate brings unique strengths and qualifications. It's a reminder that leadership is not just about titles---it's about impact.

Motivation can fade, and when it does, we risk losing talented individuals. That's why leadership must evolve. We must find new ways to inspire, to uplift and lead by example.

Let us be examples worth following. Let us lead with purpose, mentor with compassion, and celebrate progress at every turn.

Rosalie Griffith

Vice Chair, ESA Foundation

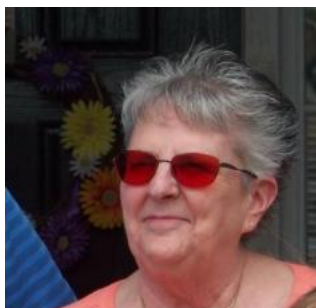


Meet Our ESA Foundation Director Candidates for December 2025

We are fortunate to have the following two qualified ESAF members for the two Director positions. The following is a synopsis from their nomination forms. The ESAF Board has approved the following candidates. Since the positions are not contested, no election will be required in December this year.

Rosalie Griffith, ESA Foundation Vice Chair

Kathy Loyd



Kathy is a Life Active Member of ESA and the ESA Foundation and currently serves as the ESA Foundation Scholarship Chair. She is also a Past Chairman of the ESA Foundation Board of Directors.

Professionally, Kathy is employed by the Warrensburg Manor Care Center, where she serves as the Clinical Supervisor for the LPN Program. She also serves as the Financial Officer for Community of Christ Church in Clinton and Kingsville, Missouri, and is the Regional Financial Officer for the Community of Christ Mission Center overseeing multimillion dollar Investments and Endowments.

Kathy's professional affiliations include membership in the Missouri League of Nurses Association and a Long-Term Care Nursing Home Administrators Association. Since 1975, she has built a distinguished career in health care as an Intensive Care and Intern Nurse as well as an Adult Education Health Care Instructor.

Within ESA, Kathy is a dedicated member of the Rho Chi Chapter and the Missouri State Council. She has served as President of both the Missouri State Council and MARC.

Kathy has expressed her enthusiasm for contributing to ESAF's growth through innovative ideas that will carry the ESA Foundation into the future. She is especially passionate about continuing to fine tune the online ESAF Scholarship Program to assist more students with achieving their educational goals.

Brenda Schaffer



Brenda is an experienced Leader/Mentor with an extensive background in the financial services industry. She holds a Bachelor of Science Degree in Business Administration and Marketing.

Before retiring from Kansas State University, Brenda served as the Grants and Contracts Accountant and also worked in the Controller's Office, where she supervised daily cashiering operations. In that role, she oversaw staff members to ensure accuracy in handling account information. One of her greatest strengths is her ability to communicate effectively with students from diverse nationalities, translating technical details into clear information while always striving to provide excellent service.

Brenda is actively involved in her community. She serves on the Good Shepherd Homecare & Hospice Foundation Board, volunteers at St. Thomas More Church, and contributes her time to *Be Able*, an organization that supports individuals facing challenges such as addiction, homelessness and other life struggles.

A proud ESA member since 1996, Brenda currently serves as her chapter president. Since retiring, she has dedicated more time to helping and serving others, a commitment she approaches with reality and follow-through on every task. In her free time, she enjoys volunteering, playing pickleball, going to the gym, and---most of all---spending time with her grandchildren. Her friends and fellow ESA members know her as someone who is always ready to step up, follow through, and make a difference.



Turnaround Fund Update

In the Fall Newsletter, the reasons why the Foundation uses the Turnaround Fund were reviewed. The Foundation asks that the Chapters, Districts, Regional and States please continue to use the Turnaround Fund as you have opportunities to donate to charities, particularly as the year comes to a close and you are looking to make donations.

There have been some ongoing concerns regarding the time it takes to get funds back after a check has been sent to headquarters for processing. The Board has heard the concern and are working with the staff to address the concern. The following items have been put into place to help track and identify opportunities for improvements, as well as to better communicate with the originator the status of your request.

1. A tracking system has been implemented which includes logging the date the check is sent to headquarters, and the date when the checks are sent back to the originator. We want to gather this data, so we can implement the appropriate changes to shorten the cycle time. This data is reported quarterly to the Board.
2. The function that sends an email automatically to the originator once a check has been received was not functioning. That feature has now been fixed, so the originator will know when their check has been received by the staff.
3. Lastly, the staff will send the originator an email when the turnaround checks are returned to the sender. This will keep you informed of key milestones on your turnaround fund request.

We have also created a Zeffy code which you can use to process Turnaround Funds. You will need to complete the form online, which is the same as the hard copy form. This can help expedite your request as there would be minimal delays from the postal system. The following is the Zeffy QR Code and link.



<https://www.zeffy.com/en-US/donation-form/turnaround-fund-donation>

Please keep in mind that these are initial steps in addressing the cycle time item. While the data is limited, tracking from the beginning of August shows that the average time from post mark on the sender's envelope to sending the checks out is two weeks. We will continue to track to identify bottlenecks and make changes. If you have any questions, concerns or comments, please reach out to one of the Directors.

GOOD NEWS FROM YOUR ENDOWMENT CHAIR

WELCOME TO THREE NEW ENDOWMENTS

AKAPPA #338 ARIZONA COMMUNITY SERVICE ENDOWMENT with the criteria of any major for Arizona residents and Arizona schools including university, community college or trade/technical school.

MITCH WEBB MEMORIAL ENDOWMENT with the criteria any VETERN, any major, any school.

VELVA K. YEOMANS MEMORIAL ENDOWMENT with the criteria any state, any major, any school.

All three of these endowments will use the judging criteria of Leadership/service, Financial Need, and Scholastic Ability.

Thank you for your support of the ESA Foundation Endowment/Scholarship program.

Judi King
Endowment Chair



**ENDOWMENT
FUND**



Unwrap Opportunity!



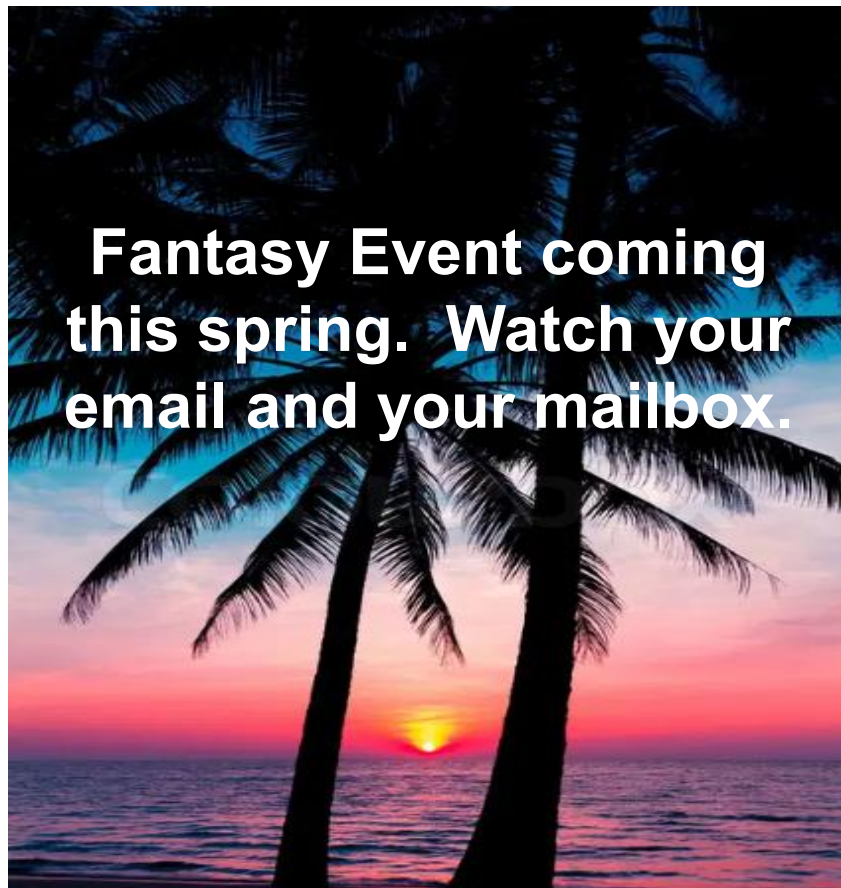
This holiday, give more than a gift. Give a pathway
to a brighter future.

Pathway Program

Follow the QR Code or go to:

www.epsilonsigmaalpha.org/Scholarships-Grants/ESA-Foundation/contribute/Pathway

Upcoming Foundation Events



- **Extreme Fun Evening For All**
- **Live Auctions of State Basket Items**
- **Details coming early next year**



For Office Use Only:

Date: _____ Amount: _____
Receipt #: _____ Check #: _____



FOUNDATION®
EPSILON SIGMA ALPHA

CONTRIBUTION FORM

ESA Foundation ♦ 2580 E Harmony Rd. Suite 301-11, Fort Collins, Colorado 80528

A member is considered ACTIVE and is eligible to vote at the annual meeting if his/her dues have been received at the Headquarters office by December 31st.

Enclosed is my donation, made payable to ESA Foundation in the amount of \$_____.

This Donation is from: ☐ an individual ☐ a group (chapter/council/corporation/other)

Donor Name _____ Member # _____ Chapter/Council/District # _____ Chapter/Council/District Name _____

Street Address _____

City/State/Zip _____

Credit Card: ☐ Master Card ☐ VISA ☐ Discover Expiration Date: _____

Credit Card Number _____ Security Code _____ (3 digit # back of card)

Email Address: _____

Cardholder's Signature: _____

Please apply my donation to: ☐ \$40.00 Annual Dues

\$ _____ ☐ Perpetual Endowment for: _____

\$ _____ ☐ Scholarship for: _____

\$ _____ ☐ Other for: _____

(Note: Other Perpetual Endowment and Scholarship – Please insert specific Name)

This Donation is a memorial for: _____

This Donation is in honor of: _____

Acknowledgement Address: _____

*******WE SINCERELY THANK YOU FOR YOUR DONATION*******