



Chairman's Message

It is hard for me to believe we are nearing the end of 2022. Where did the year go? While it has been a busy and unpredictable year for most of us, it has also been a year for change and many memories.

As you are probably aware, the Foundation is undertaking monumental changes. There is information in other articles about the approved dues increase and the timing for the changes, so all I will simply say is thank you members for your tremendous support and understanding of the reason and needs for the adjustments.

I hope you are planning to attend the 2023 International Convention in Grapevine, Texas. It will be a great time and I think I can guarantee that. Please plan to join us.

The Foundation team is already working on Fund Fest for 2023. The event will be held **Tuesday**, July 25. There will be a lot of information coming in the spring about what to expect. Be sure and plan to come in early in the week for this event and other events being planned by the IC Council.

The Annual Membership Meeting will be on **Thursday**, July 27 from 2:00 to 3:30 pm. We will have awards, recognitions, and the usual business meeting providing updates and information about the Foundation.

The Foundation will be co-sponsoring the 2023 Keynote Speaker at IC Convention. This event will be on **Friday**, July 28 at 8:30 am. This is always a great event to attend at and we hope you will join us in supporting the International Council and this event.

We will have a Foundation table during the week to allow time to visit with each of you. Of course, you can also find us in our meeting room reconnecting and spending time with each other and fellow members. Feel free to drop by any time. We love spending time with our friends.

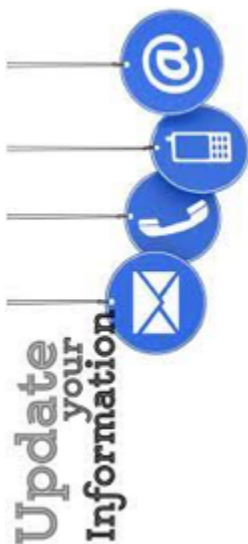
We will have a lot more information in the Spring edition of the Foundation Newsletter so please watch for that.

From your ESA Foundation Board, Merry Christmas, Happy Holidays, Happy New Year and we can't wait to visit with you in 2023.

Ann Southall

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Endowment Contact Change Forms Now Due

Starting in July, annual Endowment Statements were emailed to Foundation Endowment contacts. Along with the statement was a Contact Change form. All endowment contacts are being asked to provide an updated form with information for two contacts, so that if contact is required, we will be able to reach the right person(s).

Although I have received a good number of these forms to date, I am still looking to receive others. If you have not yet sent your form to me, please do so as soon as possible. My home and email addresses are on the form.

Thank you.
Terrie Rust
Endowment Chairman



CALL FOR NOMINATIONS

Just a quick reminder that the ESA Foundation is looking to fill two Director positions for the 2023-2026 term. The Board is looking for enthusiastic, active, dedicated ESA Foundation members who are interested in helping the Foundation remain a strong and viable part of ESA. Nomination forms are due to the Vice Chairman by February 1st.

The nomination form and official call for nominations are available at <https://epsilonsigmaalpha.org/about/ESAFoundation> (see the link in the Stay Up To Date section.)

If you are considering running for the Foundation Board and have additional questions, please feel free to contact me or one of the other Directors.

Please submit completed forms, contact:

Kim Mandrell
ESA Foundation Vice Chairman
2215 Rebecca Lynn Ct
Chesterfield, MO 63017
kimberley.mandrell@mnk.com
314-402-0654

Nomination
Form is on pg 8



Foundation Membership

As you know, as a result of the bylaw change approved by the membership in September, the dues window is now January 1st to December 31st. If you haven't already paid your dues, please do so before the end of the year to be eligible to vote in 2023. With the membership portal, it is easy to become a new ESAF member for \$25 or renew your membership for \$15 online.

Beginning in January, annual membership dues will be \$40. Membership dues are extremely important, as they support the operations of the Foundation. This ensures that the scholarship and grant programs are able to continue to function smoothly.

Please note, that a software change is needed to update the dues amount. Therefore, we are unable to process 2023 dues payments until January. Please **wait until January 2023** to pay future dues.

In addition to annual membership, the Life Active Membership program is available, for those who want to further support the Foundation or those who just don't want to have to remember to pay annual dues. 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. With the update to the annual dues donation, Life Active Membership may also be financially appealing in addition to helping support the grant program and not having to worry about paying annual dues.

Since members of the Foundation do not need to be ESA members, in addition to talking to our ESA chapter members who may not yet be Foundation members, we have an opportunity to grow the Foundation by talking to our family, friends, co-workers, and acquaintances and encouraging their support.

In the coming year, please continue to share the success stories that come from the Foundation's scholarships and grants with those around you and inspire them to become new members. I'm looking forward to sharing the successes of those who have benefited from the Foundation's financial support with all of our new members.

Kim Mandrell
ESA Foundation Vice Chairman

Take advantage of
current dues prices –
Dues for 2023 voting
must be paid by
12/31/2022

Just some helpful hints and reminders from your ESAF Treasurer

ESA Foundation's Turn-around Fund

Here are a few guidelines and helpful hints about how the Turn-around funds can be applied for.

As you know, our members support many different organizations in addition to the ESA Foundation. Many years ago, the ESA Foundation Board of Directors came up with a way members could support both the ESA Foundation and other charitable organizations at the same time!

The solution was the "Turnaround Fund" (TAF) which, in its simplest form, means that someone or some entity wants to donate to XYZ Charity. That person or entity writes a check to the ESA Foundation (our own charitable organization) and we deposit the check. We then "turnaround" and write a check to the other designated charity of choice in the exact same amount, checks can be sent directly to the charitable organization or to the chapter for presentation. ESA Foundation and its members are credited with the donation and the funds end up in the organization for which they were intended in the first place! A Win-Win for everyone!

Of course, as with any program, there are rules! Many years ago our good friends at the Internal Revenue Service asked us to tighten up a bit when it came to whom we were writing TAF checks (i.e., we can only write them to other "charitable" organizations). The IRS defines charitable as those entities that it has granted 501(c)3 status, plus educational organizations such as government-run schools. (A special reminder on schools, TAF checks cannot be written to any school for the benefit of a specific person.)

Those requesting TAF checks must provide ESA Headquarters staff with verification of the payee(s) 501(c)3 charitable organization status. Remember, all we need do is verify the charitable status of your payee and there are at least two avenues that are totally acceptable. One is to look up your request on the Internet at www.guidestar.com. If your TAF payee is "charitable" it will undoubtedly be listed on this website. You'll need to know the organization's exact name. For example, "March of Dimes" is actually "March of Dimes Foundation" and "Goodwill" is really "Goodwill Industries International, Inc.". If you find your payee on the Guidestar website, please put the exact name of the charity and its EIN on your contribution form. This will make the process of verification very simple for us. If your payee is not listed on Guidestar, chances are it isn't charitable and you will need to contact them to obtain a copy of their 501(c)3 status, as issued by the IRS. Another sure method is to ask the potential payee for a copy of their IRS-generated "determination letter" verifying their 501(c)3 status.

ESA Foundation's Turn-around Fund (continued)

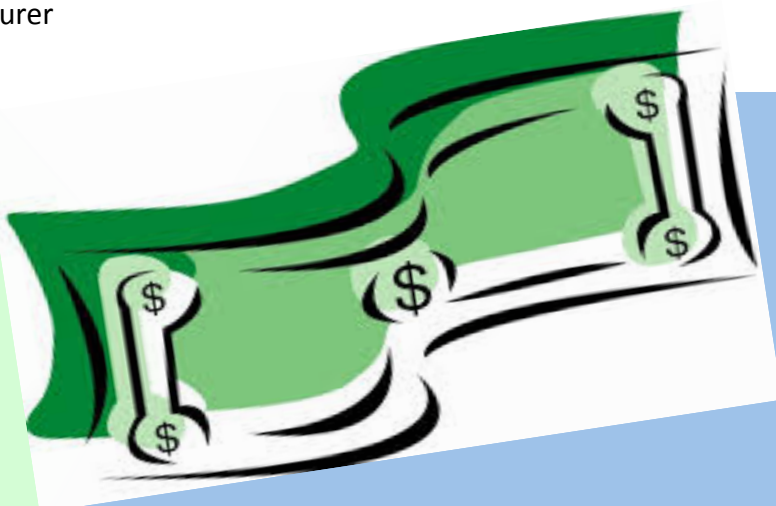
So please take a few extra minutes when filling out your contribution form to verify the charitable status of your TAF payee request. It will save everyone a lot of time. We simply can't write a check to an entity that we can't verify is charitable. Of course, once you've sent Headquarters the verification of charitable status you'll never need to do it again. We'll record it in our database for future uses.

Here are some simple rules:

- Checks sent to the TAF must be made payable to the "ESA Foundation".
- TAFs must be a minimum of \$25.
- TAF checks may only be issued to other IRS designated 501(c)3 charitable organizations. The recipient entity's 501(c)3 IRS-generated determination letter must accompany the initial request. This letter will include the entity's EIN (employer identification number), which is also a requirement.
- TAF checks not cashed within 120 days of the date of issue will be considered a donation to the ESA Foundation General Fund.
- The IRS does not allow any of the following when it comes to TAFs:
 - TAF checks issued directly to an individual.
 - TAF checks written to a school for the direct benefit of any individual
 - TAF checks written to any other "ESA Entity" (ESA Foundation is the only 501(c)3 charitable organization within the ESA Family).
 - TAF checks written to the EPSILON SIGMA ALPHA INTERNATIONAL COUNCIL Disaster Fund.
 - TAF checks written to State/ Region Love or Care Funds

If you have additional questions, Headquarters is always glad to assist. Doug and Mandy are a great source to help.

Tammy Akines
ESA Foundation Treasurer



Scholarship Winner Profiles



Bailey Kyle – Indiana

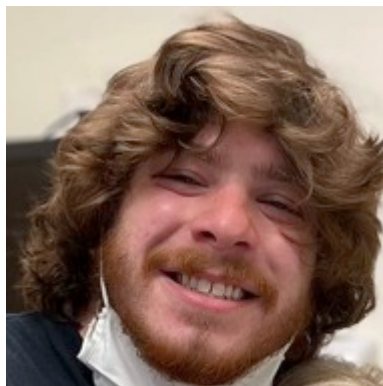
From a young age, Bailey was drawn to animals. She loved to be around them and watch them interact with their environment. During her high school career, she had an increased interest in science classes. Biology, Chemistry, and Anatomy were all courses that she not only loved but thrived in their content. Learning the anatomy of animals and how their bodies function made her excited to be in the classroom. She had always thought she wanted to become a veterinarian, but after visiting the College of Veterinary Medicine at Oklahoma State University, she was sure that this was the path she was meant to take.

The shortage of veterinarians led her to the desire to be a veterinarian and help animals in areas without these services. Working as a veterinarian will allow her to make a difference in both the lives of animals who may be injured, but also in people's health.

As a veterinarian, she wants to make a difference in livestock so that we can properly feed our growing population. Bailey's goal for her career is to travel to different countries and teach them how to care for their animals. In 2050, the world is projected to have a population of nine billion people. Without improvement in our food sources, feeding nine billion people will be nearly impossible. Bailey hopes to make a small difference in how we produce sustainable and safe food to feed the world's population.

Bryce Williams – Florida

Bryce was diagnosed with osteosarcoma when he was in the third grade and given only a 15% chance of survival. The following year, his leg was amputated due to the cancer. After treatment, he tried to do the sports he loved again, to cope with the insecurity and uncertainty that the cancer had brought to his life.



However, he didn't find much satisfaction in them because he was not able to complete most of the simple tasks that were once easy for him. Sports was the one thing that he was able to do, and it was stripped from his life. Because of these factors, he ended up spending most of his time inside. But something unbelievable, even magical, came out of it.

The adrenaline Bryce felt while watching movies, he discovered, was similar to the rush he felt playing sports. He began to realize something that a lot of children (and even adults!) have yet to realize: that your body does not matter nearly as much as your mind that controls it. Movies saved Bryce from his insecurities. They gave him a whole new plan for existence.

Bryce is currently enrolled in a state-of-the-art dual enrollment college program through Emerson College and Paris College of Art. His career goals are still being molded but he is passionate about film and music. Obtaining his college degree and showing others that anyone, abled or disabled, can fulfill their dreams is his goal. He wants to be able to give that power to others who are going through situations similar to those he experienced.

Please wait to mail \$40 checks
until January 2023 – we need
time to update MemberSuite to
accept the new dues amount

ESA FOUNDATION CALL FOR NOMINATIONS BOARD OF DIRECTORS

In accordance with the ESA Foundation Bylaws, it is the duty of the Nominating Committee to nominate candidates for 2 Directors to fill vacancies on the Board of Directors for an ensuing three-year term. Nominations may be submitted to the Committee up until February 1, of each year. A nominee for Director must hold active membership in the ESA Foundation and be entitled to vote at the time the candidacy is put to a vote of the membership.

LIMITATIONS: No Director may serve more than two (2) consecutive 3-year terms unless filling a vacant director position; or hold an elective position on the Executive Board of the International Council of Epsilon Sigma Alpha, or be an employee of the ESA Membership Corporation, or hold an elective position on the Board of Directors of the Epsilon Sigma Alpha Membership Corporation during her/his term of office on the ESA Foundation Board of Directors.

BASIC FUNCTION: To actively participate in conducting the business of the Foundation by fulfilling the specific requirements of the Board of Directors; to give time and expertise in planning the future and growth of the ESA Foundation.

RESPONSIBILITIES:

1. Conduct the business of the Foundation in a professional manner.
2. Maintain the integrity of personal and Foundation activity.
3. Expand services and conduct projects within the framework of creditable business practices and viable parameters.
4. Attend all meetings, including IC convention as a candidate and multi-day meetings at midyear and IC Convention.
5. Carry out official and/or committee assignments in ways that meet functional requirements of the Foundation.

JOB QUALIFICATIONS:

1. Ability to travel to all Board Meetings, the Annual Meeting, and occasionally to IC Leadership or State meetings
2. Have a basic knowledge of the ESAF scholarship and grants program or similar programs with other organizations
3. Demonstrates leadership ability and willingness to work collaboratively with a diverse team
4. Have a working knowledge of word processing, spreadsheet software, electronic file shares (i.e. Dropbox, Google Drive, etc.) and web-based meeting software (i.e. Zoom, WebEx, GoTo Meeting, etc.)
5. Demonstrates timely follow through on commitments, open to new ideas, and a passion for the goals of the Foundation

CANDIDATE NAME: _____

ADDRESS: _____

[Street]

[City]

[State]

[Zip]

PHONE (H) _____ (C) _____ (W) _____

Home E-MAIL _____ Work E-Mail _____

LIST QUALIFICATIONS/EXPERIENCE: On a separate page, please list experiences and areas of expertise that demonstrate the qualifications of a Director. These could include, but are not limited to, items such as experience in accounting/bookkeeping; investments; the use of computers; fund raising; scholarship procedures; offices held; etc.

BUSINESS: Current / Former Employment _____ How Long _____
Position _____

I want to serve as a Director on the ESA Foundation Board. If elected, I will strive to fulfill the mission of the ESA Foundation. I am an individual Active Member of the ESA Foundation. I have attached a Resume, which includes a listing of Personal, Professional and/or Civic Memberships (including ESA).

[Signature of Nominee] Member of ESA Foundation since: _____

Complete and Mail this Nomination Form, Resume, and Photo by FEBRUARY 1, to:

Kim Mandrell, ESA Foundation Vice Chairman
2215 Rebecca Lynn Ct., Chesterfield, MO 63017
Phone: 314-402-0654 / E-mail: Kimberley.mandrell@mnk.com

For Office Use Only:

Date: _____ Amount: _____

Receipt #: _____ Check #: _____



FOUNDATION™
EPSILON SIGMA ALPHA

CONTRIBUTION FORM

ESA Foundation ♦ 363 West Drake Rd., Fort Collins, Colorado 80526

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 the close of the day on the last day of February.

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: ☐ \$25.00 New Membership

☐ \$15.00 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*****