



Where did 2023 go? I am sure it is because all of us are just busy, and life is just flying by. I used to hear people say how fast life flew by and now I really understand that. As the old saying goes – we should take time to enjoy the coffee. I agree, but it is really hard sometimes to do that.

It was great seeing so many of you in Grapevine, Texas in late July at IC Convention. It was a great convention and I hope you are all already planning to go to Overland Park, KS in 2024. I know it will be a fun time. I know Kansas is really planning a great time for us. The Foundation team is already working on Fund Fest for 2024. There will be a lot of information coming in this edition and the spring edition with all the details. Thank you to all the attendees and donors/sponsors. We could not do this without all of the volunteers and supporters. Be sure and plan to come in early for the event and other events being planned by the IC Council.

Contents	Page
Chairman’s Message	1
Board Candidates	2 -4
Scholarship Update	4
Membership	5
Scholarship Bios	6
urn Around Fund	7-8
New Life Active Members	9
Pathways Program	10
Fund Fest sign up	11
ESAF Contribution Form	12

To make the final adjustments moving the Foundation to a full calendar year process, we had 2 separate elections of Directors this year. There is more information in the newsletter for the second election, but I want to personally thank each of the members who stepped up this year to serve on the Foundation in one of the two elections.

There is a lot of information from others in this edition so please read through this newsletter for all the news.

From your ESA Foundation Board, Merry Christmas, Happy Holidays, Happy New Year and we can’t wait to visit with you in 2024.

Ann Southall, Chairman



Meet Our ESA Foundation Director Candidates for December 2023

We are fortunate to have the following three qualified ESAF members for the three 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.
Kim Mandrell, ESA Foundation Vice Chairman

Tammy Akines



Tammy Akines, Star City, AR, has worked for Simmons Bank for 39 years. Presently she works in the CIF Department as a Lead Clerk working closely with IRA's and Certificate of Deposits, Checking, Savings, Health Savings Accounts, and Trusts. Other banking experience includes Proof and Transit Department and CD Servicing. She has received the American Bankers Association Diploma those courses include Accounting, Principles of Banking, Personal Trust Services, Marketing, Law and Banking, Economics, Business Writing and Effectiveness Training. Her job requires a lot of detail and is highly confidential in all aspects.

Tammy is a Life Active member of the ESAF and served on the ESA Foundation Board of Directors as treasurer from 2016 – June 2023. She also presently is President of her chapter Beta Chi in Pine Bluff and member of Arkansas State Council where she has served as State President. She is also a Past Southeastern Regional Council President along with other levels on SERC Board. Tammy served on the International Council Board on the Nominating Committee, Credentials Committee, and 2021-2022 Chaplain.

Tammy has had the opportunity to volunteer with the Arkansas Blue Cross Blue Shield Great American Food Fearless Hunger Campaign that helped feed Arkansas' across the state to fill food pantries. Another way Tammy likes giving back is to help with Volunteers in Public Schools in Jefferson County.

Recently she has had the privilege of serving on the Southeast Arkansas United Way Allocations Committee.

“Education” is so very important to everyone, so I am so glad to be part of ESAF to help promote the Foundation programs Scholarships, Endowments and Grants. I would love to continue to be a director of the ESA Foundation.

Gordon Leong



Gordon Leong, Fenton, MO, has a B.S. in Chemical Engineering and an MBA, focus on Finance, from Washington University, St. Louis, MO. Gordon has worked for ICL for the last 17 years. He is currently the Engineering and Technology Manager, managing a technical staff that provides technical support to the manufacturing sites. His focus includes process development and startup of a manufacturing plant, implementing operational excellence practices, and specialized engineering support for the sites. In addition, he is responsible for evaluating global capital projects. His previous role with ICL was the Plant Manager of the Lawrence, Kansas facility where he was responsible for the operations of the site which includes 130 employees and an annual budget of \$94M. Gordon's responsibilities included driving safety, environmental, cost, reliability, quality, and maintenance improvements. One area of focus was developing knowledge regarding capital budgeting and evaluations. Prior to that, he was the Manufacturing Manager at the Carondelet Plant, St. Louis, Missouri, where he was responsible for the manufacturing operations for two of the four operating facilities. His main focus was the cost effective and reliable operations of these units.

Gordon is currently on the Analytics Committee and the Scholarship and Endowment Committees. In prior years, Gordon has helped with the Scholarship review process. In addition to Gordon's interest in the ESA Foundation, he has been involved with the Boy Scouts of America since 2003, where he's held positions of Cubmaster, St. Louis Area Council, responsible for the monthly pack meetings and operations of the pack; Committee Chair, St. Louis Area Council – Local Troop, responsible for the operations of the troop, oversaw the BSA program for the troop to insure rank advancement, and leadership opportunities for the scouts; and Unit Commissioner – Heart of America Council, where he provided support and guidance for two cub scout packs and a Scouting BSA troop.

Gordon has been an ESA Foundation member since 2020.

Gordon says "I have been working with kids for a number of years through Scouting, teaching Scouts life, leadership, and practical skills. It is a very rewarding experience to watch kids grow as they progress through the program. The ESA Foundation will allow me to continue to provide our youths with the opportunity to further their education and obtain their life goals. In addition, this opportunity will allow me to utilize both my work and education experiences and my Scouting experiences.

My role in the manufacturing workplace includes identifying improvements and driving change to ensure the business stays current with the marketplace. I am looking forward to bringing those experiences of improvements and effectiveness to the Foundation to help the organization stay current in a very dynamic financial market."

Judi King



Judi King, Liberty Township, OH, is a retired tutor at the NW School District. Judi is a Past International Council President of Epsilon Sigma Alpha, International, serving the international council in many positions including Treasurer before serving as President from 2005-2006.

She has been a Life Active member of the ESA Foundation since 2002 and has served the Foundation as a Foundation Counselor for Ohio and has helped with the scholarship process by verifying scholarship application information. Judi has served on the Grant committee for the last 3 years.

Judi is also a founding member and 6-year board member of the ESA Membership Corporation, charged with the formation of the corporation and hiring of a new executive director and overseeing the daily operation of ESA International Headquarters.

Judi was a past statewide Executive Director for the Tourette Syndrome Association of Ohio and has served as an advocate and director of statewide activities. She is a lifelong volunteer for many organizations and is an experienced speaker to groups of all sizes.

If you are 72 or older, you must take your Required Minimum Distribution (RMD) this year. You can gift all or a portion of your RMD. Because this gift does not provide a charitable deduction on your income taxes, it's an ideal way for non-itemizers to reduce taxable income while providing support for the ESA Foundation. Contact your IRA administrator for more details and, when ready, reach out to ESA Headquarters for directions of how and where to send your check and/or electronic transfer. Plan ahead so your contribution gets credited prior to December 31st.

Terrie Rust, Planned Giving Chair

Scholarships

The scholarship application period has opened!!!! Please assist the Foundation in getting the word out to all students. The application deadline is February 1, 2024. I know that seems like a long time. But it will be here sooner than you think. So, get started today. My goal is to give ALL our scholarships to students striving to make our world a better place.

Kathy Loyd

Dues Reminder:

Be sure your annual Foundation member dues are received by Headquarters by December 31st to ensure your voting rights for 2024. Individual member contributions can be made on-line by logging into the ESA Member Center (<https://esa.users.membersuite.com/>) and clicking on the ESAF + Other Mbrsps tab. Look for the **blue icons** for paying ESA Foundation membership dues. While you are there, you have the opportunity to make an additional donation to the Foundation. The Donate to ESAF tab will take you to the online donation form where you can contribute to an endowment, the grant fund, or other areas of the Foundation.

For chapter or council dues or if you just prefer to pay by check, please use the Contribution Form included in this newsletter.

If you have trouble navigating the on-line process, you can contact Headquarters 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 then.



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'm looking forward to sharing the successes of those who have benefited from the Foundation's grants and scholarships with our members in the coming year.

Kim Mandrell
ESA Foundation Vice Chairman



Endowments and Scholarships 101

There were 95 registered for our recent workshop. Thank you to everyone who attended, and especially to those who took the time to respond to the survey. We appreciate your input. If you have any comments or suggestions, please let us know at esafoundation1970@gmail.com

Scholarship Winner Spotlight

My name is Emma Elmore, and I am



honored to be one of the recipients of the Alabama Past State Presidents' and McConnel Family scholarships this year. I am very glad I have this opportunity to thank you all for your

donation to the ESA Foundation. Thanks to these scholarships, I am able to jumpstart my higher education at Auburn University.

I will be entering my freshmen year at Auburn and majoring in Microbiology with a specialization in pre- veterinary medicine. I know that since I have already developed a passion for science and animals in high school, this next level of depth will only expand that passion. Outside of the classroom, I plan on giving back to my school by getting involved in the following: SGA Freshmen Forum, Beat Bama Food Drive, Auburn Pre Veterinary Medical Association, and lifeguarding at the Rec and Wellness Center! After my junior year, I will be able to attend a Doctor of Veterinary Medicine program while simultaneously completing my bachelor's degree in microbiology. My career goal is to be an emergency vet for small animals, and I will hopefully open my own animal hospital in Jasper.

While these scholarships provide financial relief, I look at them as so much more than that. I see it as being one of the biggest reasons I am able to attend the best university in the state of Alabama! My family was not in the position to send me to Auburn without the support of generous donors like you. I am so grateful that I have this opportunity to gain a quality education and make lifelong connections with the people of Auburn University. I also cannot wait to bring all I learn back to my hometown!

Molly Stanfill



"I have returned to school after working as a RN for several years to continue my education. I have always been interested in becoming a family nurse practitioner, and now I am fortunate enough to be

attending the Doctorate of Nursing Practice program at Arizona State University.

Throughout my tenure in this program, I have found I am interested in working at a community health center. I am genuinely passionate about providing preventative and primary care to underserved populations. I previously worked as an ICU nurse throughout the pandemic. While there were some difficult times in the hospital, I never lost sight of my ultimate goal of returning to school.

I am so grateful for the financial assistance provided by the ESA Foundation as I return to school for my dream career. Thank you ESA Foundation members!

ESA Foundation's "Turn-around" Fund

Each year the ESA Foundation has questions about how the ESAF "Turn-around Fund" works. Here are a few guidelines and helpful hints about how the Turn-around funds can be applied for and help to get you through the process.

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 a 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 to 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.

Turn Around Fund process

Always review and take a few extra minutes when filling out your contribution form to verify the charitable status of your TAF payee's 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 use. Here are some simple rules:

- Checks sent to the Turn Around Funds (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.

Rosalie Griffith, ESA Foundation Treasurer

The background of the page is a festive collage of colorful balloons in various colors (red, yellow, green, blue, purple, pink) and patterns (stars, stripes). Interspersed among the balloons are strings of colorful bunting flags in shades of blue, green, and yellow. The overall theme is celebratory and bright.

New Life Active Members

Connie Russell, Oregon
Cheri Thomas, California
Susan Winton, Colorado
Susan Bloss, Colorado
Beth Gibson, Washington



Pathway Program Spotlight

This month the ESA Foundation spoke to member Sylvia Ochs, Kappa Theta #5414 of Oklahoma. When asked why she chose to participate in the Pathway Program by purchasing a Virtual Brick, she replied:

“I purchased a Pathway Program Virtual Brick in honor of my late Son-in-Law, Clay (Coach) Tarter. Clay was a man of God, who served as a teacher and track coach for many years. His legacy is one of kindness and determination. I loved him very much”.

You too can honor someone by going to

<https://www.epsilonsigmaalpha.org/about/ESA-Foundation/contribute/Pathway>

Build a Pathway to a Brighter Future





ESA Foundation Fund Fest



**Tuesday, July 9, 2024
Overland Park, Kansas**

The ESA Foundation needs your help at IC Convention with the Foundation Fund Fest. Please let me know if you would be able to help at a game, set up and clean up, donate, or work at the silent auction tables and the game areas.

Sponsors: _____ \$100 – Carnival Sponsor

FFF Patrons: _____ \$200 Silver _____ \$300 Gold _____ \$500 Pearl _____ \$1,000 Platinum

Volunteer at the Silent Auction Table and Game Areas _____

Member Name/Email Address _____

Chapter Name/Number _____

Willing to Donate: _____ Silent Auction Items _____

_____ Oral Auction Items _____

_____ State Basket – Description _____

**Please remember that successful basket winner will probably be traveling by plane.
Possibly donate an ‘experience’ at a future convention city’s event or outing.**

(PLEASE mark value of all auction items to assist in bid amounts)

+++++

Name _____ Phone _____ Email _____

Address _____

City _____ State _____ Zip _____

Please return this form to: Patricia Howerton
146 Alanen Rd, Naselle, WA 98638
esaffundfest@gmail.com / 503-440-5268 (text)

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 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: \$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*******