

# the Key

Summer 2023  
KAPPA KAPPA GAMMA

PAGE 18

## Animal Instincts

*Leadership Lessons  
From the Wild*





# 1923

**LOOKING BACK**

Triumph for the blue and blue!  
**Elizabeth Ranck**, *Michigan*, led Beta Delta Chapter members to victory in the women's hockey championship, placing first and bringing home the cherished silver cup.

People are just working much, much longer work days—and there’s less patience for a longer turnaround. This can be particularly stressful for women who are often juggling a lot of other responsibilities—whether that’s parenting, careers, or volunteer work.

# Summer

2023, Volume 139, No. 1

## FEATURES

### Animal Instincts

BY JULIE C. HENRY

**18** Are you a shark? Lion? Elephant? Lessons from the animal kingdom inspire us to discover our leadership styles and strengths.

### Beyond the Baby Blues

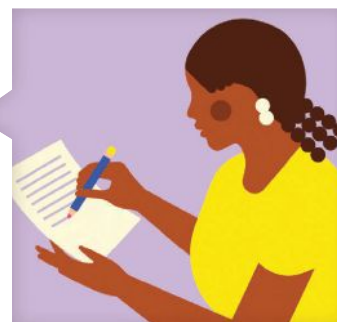
BY MAUREEN HARMON

**24** A military officer and mom of three shares how asking for help can empower you — and those around you — to stand up for your mental health needs.

### Let’s Unpack

BY SARAH HAIDER

**30** Ten ways for how to manage day-to-day anxiety from a licensed therapist. These methods may challenge what you think you know.



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COVER: RANDAL FORD

## FEEDBACK



# Under the Stars

*The Key* received a first-place award for a two-page spread at the Fraternity Communications Association conference in May. The spread features a photo, “Primal Light” taken by Mary Yap, *Yale*. Mary’s photo also appeared in *National Geographic* and on *yalenews.com*. Congratulations, Mary.

## Spirit Squad

DURING MY FRESHMAN YEAR AT Wake Forest, I became a Kappa, following in the footsteps of my two grandmothers, my mom, aunts and many cousins!

I credit Zeta Psi Chapter for the dear friendships I made over those four years at Wake Forest University. And huge thanks to my supportive aunt **Melanie Jouett Hearne, LSU**, for secretly submitting my story to *The Key*.

—**Leigh Hearne Hillenmeyer**  
Wake Forest, owner of Hearne Dry Goods Co.

**EDITOR’S NOTE:** We welcome notes from friends and family. Email [thekey@kappa.org](mailto:thekey@kappa.org).

## Win, Then Celebrate!

I RECEIVED *THE KEY* IN THE mail and am humbled to have the centre feature in the 2022 issue about my personal, academic and professional journey in “Bringing Your Whole Self to Work.” My mentor and business coach reminds me to celebrate my wins, especially as they happen.

Today, I’m celebrating this win. The biggest win was my daughter saying, “Mommy, that’s you,” with a big grin. She may not realize or understand it yet, but she is at the centre of everything I do.

—**Colleen Sargeant James**  
Toronto

## Duke Is Durham?

THE IN MEMORIAM SECTION lists “Durham, North Carolina.” Every other group of deceased members except one is listed alphabetically by chapter name.

—**Mary Young Hines**  
Georgia

**EDITOR’S NOTE:** Delta Beta Chapter is no longer affiliated with Duke University. *The Panhellenic Association established itself as the Durham Panhellenic Association, independent of the university. The Key has added Delta Beta Chapter to the In Memoriam list. Readers can follow @kkgdurham on Instagram for chapter news.*

# the Key

Volume 139, No. 1  
Summer 2023

*The Key* is the first college women’s fraternity magazine, published continuously since 1882.

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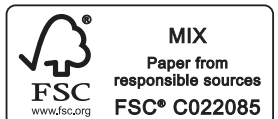
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# Moments of Connection

THE KEY TO WELL-BEING

**O**UT OF THE MOUTHS OF BABES, IT IS SAID, COMES great wisdom, often unexpected or surprising. We begin this issue with one of those pearls from a collegian who shares her perspective on mental health.

**Sophie Ahmad**, *Tennessee*, is her chapter's Mental Health Chairman. She writes, "As young adults, college is a time of significant mental and social changes and transitions. We all are finding out who we are and what we want to do with our lives. The ability to manage these challenges properly relies on good mental health. Because of this potentially stressful time of life, we truly prioritize the mental health of our members. From weekly self-care challenges to free online therapy with Talkspace, we actively encourage prioritizing self-care and regularly check in with our members to ensure their needs are being met." Inspiring acts, like Sophie's, are happening in chapters across the organization.

What may seem simple—checking in with people, whether it's a fellow Kappa or anyone in your life—creates a connection that benefits our mental health. The World Economic Forum recently published findings on the importance of connection.

Feeling connected translates into "positive mental health, meaning in life, and even physical well-being." Behaviors that foster connection, it found, include heart-to-heart conversations, giving and receiving help, and experiencing positive emotions together, aka "good vibes." All of this can be found within and among our sisterhood. Talia and Lyric, friends quoted in the column to the right, are just one example of the opportunity for connection that abides among Kappas. I am encouraged and excited to see these connections through our members' stories.

The challenges that Sophie mentioned, during periods of change and transition, ebb and flow throughout our lives. For many, this may mean we're experiencing and managing anxiety. **Dr. Sarah Haider**, *William & Mary*, offers approachable ways to deal with anxiety. I'm starting with her first tip—saying no—something I struggle with. But the way she explains it provides a new framework: When I don't

say no, I'm setting up myself for future anxiety. The future calm that saying no promises is enticing. I'll give it a go.

Forming connections often requires being open and vulnerable. In "Animal Instincts," **Julie C. Henry**, *Miami (Ohio)*, helps others open up and find their leadership styles through metaphors taken from the animal kingdom. Who doesn't relax and begin to discover new things when Julie shares that her leadership role model is a sea cucumber? Whew, we don't all have to be lions or sharks.

Mental health can feel like an inward cause. In "Beyond the Baby Blues," **Melissa Urbansky**, *Miami*, shows how connecting outwardly by sharing our stories and seeking help when needed can foster connections that help see us through.

Let us know how Kappa connections are part of your story.

*Kristin*

—**Kristin Sangid**, EDITOR



#BFFs

"Genuine conversations, values and energy radiate within each sister. I've grown immensely through the experiences Kappa has given me. Lyric Pensamiento is my partner in crime, my rock and future bridesmaid. I don't know what I would do without her."

—**Talia Zakarian**, *Cal State Northridge*

"Each sister embodies a different value of Kappa, making our chapter fun and unique. When I met Talia, she showed me to trust friendships and to always stand up for myself. I can't imagine Kappa without her."

—**Lyric Pensamiento**, *Cal State Northridge*

On making fresh,  
award-winning  
cheese: "I never  
felt it was a job."

— **Paula Lambert**

CHEESE MAKER AND  
OWNER AT MOZZARELLA  
COMPANY; TRAVEL AND  
FOOD TOUR GUIDE



THE  
**mix**



COLIN DUTTON





## Let's Get This Cheese Party Started

PAULA LAMBERT, CHEESE AFICIONADO AND FOUNDER OF THE  
MOZZARELLA COMPANY, IS THE MAKER OF SOME OF THE CHEESES  
THAT FILL OUR CHARCUTERIE BOARDS

**I**T ALL STARTED WITH CHEESE—BUT BEFORE THAT, IT WAS actually Italy that led **Paula Lambert**, *Texas*, to her great love affair with cheese. After a trip to Perugia in the 1960s, Paula was entranced. Instead of staying for a summer, she lived in Italy for five years. When she returned to the U.S., Paula continued thinking about ways to continue her overseas connection. “I liked to cook. I loved food. I especially liked Italy. I thought if I started some kind of company, I could travel to Italy more,” Paula says.

COLLIN DUTTON (2)



That led to plans to develop a food business. But what? One of her early ideas was to become an importer. But then she heard about a Dallas restaurant nearby that was planning to fly fresh mozzarella in from Italy. Paula's time in Italy had taught her that fresh mozzarella was to be used the day it was made.

While today we think of the wide variety of fresh cheeses available to us across North America, fresh mozzarella was almost nonexistent here in the 1980s, Paula says. Even at a time when the restaurant scene was accelerating.

Sensing an opportunity, Paula set her sights on learning the art of cheese-making, not only in Italy but around the world, including France, Greece and Mexico. She started Dallas' Mozzarella Company in 1982. Paula could be found making cheeses in the morning along with her employees and driving it to chefs in the afternoon. "I never felt it was a job," she says. Paula proved the adage—do what you love and you'll never work a day in your life.

After 40 years in the business, the Mozzarella Company continues to handmake dozens of cheeses created by Paula. She was named one of the Top 50 Cheesemakers in America by Food & Wine Magazine, and among other awards and accolades, Paula was inducted into the James Beard Foundation Who's Who of Food and Beverage in America.

—By **Jodine Noding**, Florida

*Paula is the author of The Cheese Lover's Cookbook and Guide and Cheese, Glorious Cheese. She received the American Cheese Society Lifetime Achievement Award and was named a Grande Dame of Les Dames d'Escoffier International, an honor in the food, beverage and hospitality industries. She takes groups to Italy with her travel company, Viaggi Deliziosi.*



## THE PERFECT BOARD

We love cheese as much as the next party-goer, so we couldn't be happier that Paula shares her tips for creating the consummate charcuterie board:

**PICK YOUR CHEESE.** It's best to start with three: a hard, a soft, and a pungent cheese. Good soft cheeses to start with include goat cheese. For harder cheeses, she suggests a cheddar or gruyere. Blue cheese makes a great pungent addition, she says.

**HOW MUCH IS TOO MUCH?** (Is there ever enough?) Paula says if you're making hors d'oeuvres, plan for a quarter-pound per person. If you're hosting more people, plan on one or two ounces per person.

**PUT THE CHEESES OUT WHOLE**—never cut or cubed—so they don't dry out. Include a separate knife for each cheese.

**PARTY READY:** Arrange the cheeses on a big tray, cutting board or platter, and place the crackers or bread in a separate bowl so they don't get soggy.

**SWEET AND SALTY GO TOGETHER,** Paula says, so try adding fun accompaniments like a chutney or sweet jam, olives or fig cake. "There's a million things you can put out," she says.

"I liked to cook. I loved food. I especially liked Italy. I thought if I started some kind of company, I could travel to Italy more."



CHAPTERVILLE

# Oh, The Places We Have Gone!

Take a coast-to-coast tour of our 139 active chapters. There are 102 houses, 10 meeting spaces/lodges, and 27 unhousted chapters bringing Kappa to their campuses.



NIK NEVES



# Planning for the Unexpected

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HOW YOU CAN PROTECT YOURSELF AND YOUR  
FAMILY WITH ESTATE PLANNING

**F**OR MANY OF US, ESTATE PLANNING IS SOMETHING WE know we should do but often postpone. It may seem overwhelming at first. But, putting off this part of your financial life could mean passing over an opportunity to preserve the lifestyle you've worked so hard to create. It's all about putting your wishes into action and ensuring that your loved ones are taken care of.

MELINDA BECK

# All the Feelings

Books can help children learn about everything from articulating their feelings to embracing their differences. Recommended by family therapist **Kelley Turner Frazier**, *Georgia Southern*.

## WHY YOU NEED AN ESTATE PLAN

The purpose of estate planning is to ensure that you control how your assets are distributed. It can also help you prepare for unexpected events. For example, physical or mental impairment could put a financial burden on your family. By planning ahead, you can ensure your loved ones have the support they need.

### An estate plan can:

- >> Protect your lifestyle.
- >> Provide for your family and others, including charitable organizations.
- >> Control the distribution of your assets.
- >> Minimize estate taxes.

## YOUR ESTATE PLANNING CHECKLIST

Depending on your goals, you may need to consider different tools, resources and strategies that reflect your priorities. These documents and services may help protect you and your family in the event of disability or death:

- >> A living will outlines your wishes regarding medical measures that might be taken to prolong your life in case of serious illness or injury.
- >> A durable power of attorney for health care appoints someone you trust to make health care decisions on your behalf if you're unable.
- >> A durable power of attorney for financial matters gives someone authority to make financial decisions if you're unable.

>> An inventory of important information includes details about your property, bank

Depending on your goals, you may need to consider different tools, resources and strategies that reflect your priorities.

accounts, insurance policies, employee benefit plans, mortgages and debts. It also includes estate planning documents and beneficiary designation forms.

- >> Disability insurance can help replace a portion of lost income if illness or injury prevents you from working.
- >> Long-term care insurance can help cover costs, such as nursing home care.
- >> Life insurance can provide financial benefits for your named beneficiaries. It can also help address other estate planning objectives, such as reducing the impact of estate taxes or charitable giving.

>> A will is a state-specific legal document that designates your wishes for the distribution of your property and the care of any minor.

>> Trusts may be beneficial for a variety of scenarios, including tax law changes, marriage, college savings, a child with special needs, illness, inheritance and retirement planning.

Getting started is the hardest part. Once you begin, you will find estate planning is a positive way to control your legacy.

—By **Christine Armstrong**  
Arizona

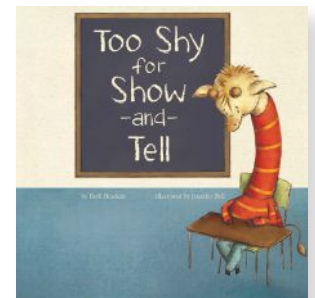
Executive Director, Wealth Adviser, Morgan Stanley, Boston



## The Boy with Big, Big Feelings

BY BRITNEY WINN LEE

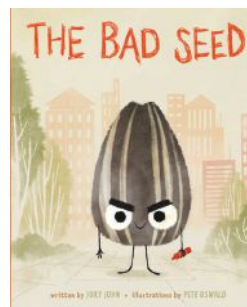
With feelings so big they can't be contained, the main character helps readers explore the spectrum of feelings and learn to navigate emotional challenges.



## Too Shy for Show and Tell

BY BETH BRACKEN

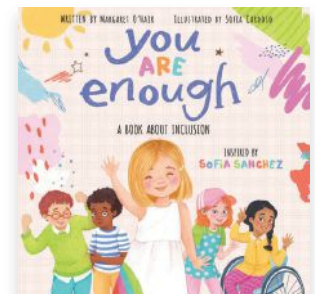
Sam hates talking in front of people and dreads show and tell. His courage teaches children they can overcome their fears as well.



## The Bad Seed

BY JORY JOHN

How bad is he? Very baaadd. But, this bad seed shows kids that positive change is possible if you put your mind to it and try your best.



## You Are Enough

BY MARGARET O'HAIR,  
SOFIA CARDOSO,  
SOFIA SANCHEZ

Sofia Sanchez, an 11-year-old with Down syndrome, teaches readers to embrace their differences and be proud of who they are.

Alexis Readinger founded Preen, Inc., an award-winning hospitality design and architecture firm in L.A.'s Chinatown.



## Appetite for Design

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ARCHITECT AND DESIGNER ALEXIS READINGER TAPS INTO CULTURE, NATURE, AND A TOUCH OF MAGIC TO CRAFT RESTAURANT SETTINGS THAT ARE A FEAST FOR THE SENSES

“RESTAURANTS ARE JOY SPACES,” ALEXIS READINGER, *Vanderbilt*, says. “They’re where people go to connect, to share, and to experience the joy of life and of other people.” Alexis is an architect of that communal happiness. “The design of a restaurant has the potential to embrace and carry this celebration,” she says.

CHRISTINA GANDOLFO

At the heart of the festivity lies food and the chef who creates it. Alexis sees restaurant spaces as containers through which chefs express artistic impulses and tell personal tales. Each chef's or restaurateur's ethos provides the entry point for her design creativity.

"So much of it is exploring the world of their origin story," says Alexis, whose award-winning hospitality design and architecture firm, Preen, is based in Los Angeles. Within the city's diverse quilt of ethnicities, "a lot of our chefs are communicating the narrative of their ancestry, their family, their immigration," she explains.

#### **CHEF-INSPIRED DESIGN**

Alexis begins each project by listening closely to a chef's culinary vision, before tackling design nuances from layout to décor.

Often, says Alexis, chefs "don't know how to make a space that feels like what they're doing with their food," she says. "It's great to give them the opportunity to have the expression that they can't create directly for themselves."

She finds inventive ways to translate each restaurant's intangible essence into concrete materiality. For example, when she worked on Lasita, a Filipino rotisserie and natural wine bar in L.A.'s Chinatown, Alexis did research in the Philippines to discover resonant design elements. The voluminous "chandeliers" made of artificial leaves now hanging in the eatery's entry are modeled after Filipino festival ornaments, pronouncing the space's cheerful, authentic vibe with an intimate aesthetic.

At downtown L.A.'s Pine & Crane, a Taiwanese café where the chef draws upon her immi-

"So much of it is exploring the world of their origin story," says Alexis, whose award-winning hospitality design and architecture firm, Preen, is based in Los Angeles. Within the city's diverse quilt of ethnicities, "a lot of our chefs are communicating the narrative of their ancestry, their family, their immigration."

grant grandparents' history in the farming and food industries, Alexis designed a moon window and a recurring lantern motif to echo joyful symbols within Taiwanese culture.

Alexis is known for infusing spaces with not just cultural meaning but also elements of whimsy and wonder, a style she calls "meta-magical." Piccalilli's animal sculptures that she and her team fabricated from taxidermy molds are just one example. Her loft-like live/work space in Chinatown is another. The space, which doubles as Preen's headquarters, also boasts surreal touches. Her African grey parrots, Charlie and Lola, roost in a giant birdcage. A white Pegasus sculpture dangles overhead. A piano without any keys displays turntables.

But Alexis hesitates to claim "meta-magical" as her personal stamp on design. "Nothing is absolutely self-generated," says Alexis, who heads up a small architectural design team that includes a lighting designer. "It's a collective consciousness. It takes many, many hands to create things. There are a lot of artists involved in the whole process."

#### **HOSPITALITY FOUND ME**

Alexis' participation in Kappa, in fact, helped shape her team-based approach. "Understanding that you're operating in community," she says, is one of her most enduring lessons from sisterhood and service.

She traces her artistic streak and interest in restaurants

back to her family history.

"My mother was into abstract expressionist art and antiques ... and liked to go around town and say hello to all the chefs," notes Alexis, who grew up in Little Rock, Arkansas.

Yet Alexis didn't plan on a career in design, much less restaurant design. She was a literature major with an eye on law school when she began taking studio art classes at Vanderbilt for fun. In one class, she made 20-foot habitable cardboard sculptures. "And then my professor was like, 'Have you ever thought about architecture?'" she recalls.

Alexis switched her major to studio art and then earned her master's in architecture at the University of California, Los Angeles. She fell into hospitality design somewhat by accident. In 1999, she was working at a traditional architecture firm in L.A. when a dear friend, who was working for a preeminent restaurant designer, convinced Alexis to leave her job and join their food and hospitality team.

In 2005, after working for two different hospitality design firms, Alexis struck out on her own — on a shoestring budget. She sometimes worried she'd run out of gas on her way to meet new clients.

"I really didn't even know I created a business for a long time," says Alexis, who ran a solo operation for about seven years. "And then about 10 years in, I was like, 'Oh, I'm an entrepreneur.'"



Alexis' African grey parrots,  
Lola and Charlie



“I really didn’t even know I created a business for a long time,” says Alexis, who ran a solo operation for about seven years. “And then about 10 years in, I was like, ‘Oh, I’m an entrepreneur.’”

“I think success is driven by persistence,” she adds, encouraging any Kappas thinking of a creative career to “go for it.”

**ON THE HORIZON**

Now, after 18 years at the helm of Preen, Alexis feels ready to

expand the business’ scope — or perhaps begin a new, yet related, venture. She’s hoping to bring her hospitality design skills to bear on the wellness industry and develop some of her own properties, including a hot springs destination and an

earthy property intended as a retreat for “end of life.”

Designing properties where people interact with nature and elements of the sacred reflects her “deeper calling as an artist: creating spaces that are about the infinite or inviting connection to the infinite,” she explains.

Like restaurants, the projects on Alexis’ horizon promise to take care of patrons in intimate and dynamic ways. We have no doubt these too will be magical spaces. —**By Rachel B. Levin**

CHRISTINA GANDOLFO



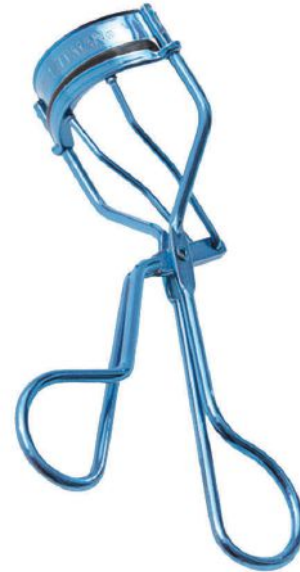
# Kappa Kandy

SWEET SELECTIONS FOR SISTERS EVERYWHERE



## Blue and Bejeweled

This dazzling enchanted forest fantasy doubles as a one-of-a-kind compact by Monica Rich Kosann. // [esteelauder.com](http://esteelauder.com) // \$225



## Eye Spy

This Tweezerman blue classic eyelash curler is perfect for any Kappa's makeup bag. // [tweezerman.com](http://tweezerman.com) // \$17



## Up-Done

Master an easy yet flawless updo with this Updoit accessory by Suzanne Cox, *Mississippi*. // [updoit.com](http://updoit.com) // \$9.99



## Grab Bag

An end-to-end zip offers easy access to your favorite blue and blue accessories. // [neimanmarcus.com](http://neimanmarcus.com) // \$40

COURTESY: ESTEE LAUDER; TWEEZERMAN; SUZANNE COX; NEIMANMARCUS



# Ask Clara

ADVICE FOR ANY OCCASION

Clara Pierce, Ohio State, was Executive Secretary of Kappa Kappa Gamma from 1929 to 1969. She urged members to “aspire nobly ... adventure daringly ... but serve humbly.”

**Dear Clara:** I feel too dependent on my phone, especially Instagram and TikTok. I keep hearing about people doing digital detoxes, and I want to try it. I think it might help create a healthier relationship between myself and the digital world. Any tips for how to make the most of this digital break? —*Digital Detox*

**Dear Digital Detox,**

We hear you. Sometimes you need a break from the digital realm! When it comes to digital detoxes or detoxes in general, we think it’s best to go in with the mindset of making a change, not just taking a break. As you take a week or month off, try to rediscover what you care about, like a hobby that may have fallen by the wayside. When your

detox is done, consider a digital declutter by redefining your relationship with the digital world. It could be cleaning out unused apps or changing notifications to recognize downtimes. This declutter will help increase and maintain the effectiveness of the detox.

**Dear Clara:** It’s me, the designated single friend. I’ve been dating for a while and have found no luck on countless dating apps: swipe, scroll, rinse, repeat. I would love it if my friends set me up with single guys they know, but I’m unsure how to broach the subject. Help! —*Single Pringle*

**Dear Single Pringle,** Being set up is often a preferred way of meeting someone. First, you’ve got to let your friends know you’re interested. Next time you talk about the woes of dating, ask them if they know any singles. Yup, go for it. Truth be told, most people would love to set their friends up. When your friend has someone in mind, make sure to ask for a little information about this mystery person and why they think you two would be a good fit. It’s important for everyone involved to remember that you

can’t assume two single people are going to click just because they’re both single — you need some shared interests or hobbies to help a relationship blossom.

**Dear Clara:** My best friend is super strict on when or how she and her husband show their daughter’s face on social media. I’m her godparent and I’m not sure how to navigate this. I love capturing moments through pictures or videos and sometimes I like to share those moments on Instagram. —*Social Sharer*

**Dear Sharer,** Everyone is different when it comes to the social presence of their young child. Even though many of us document and share our lives with our followers, not everyone feels the need to do so. Try finding a balance with your friend. She may be OK with you sharing some sweet moments with your goddaughter here and there. Ultimately, it’s best to respect your friend’s boundaries and share only what she’s comfortable with.

{ Have a question for Clara? thekey@kappa.org }



JONATHAN BARTLETT



Mary "Minnie" Moore Stewart in 1883

FROM THE ARCHIVES

## A Cup of Good Fortune?

Eager to commemorate the birth of Founder Minnie Stewart's first child, members of Alpha Chapter purchased a high-quality silver mug engraved with "Kappa" and "H. Stewart Nelson." Popular as far back as the 18th century, a silver gift with the child's name symbolized well-wishes and investment in the child's future. The cup's broken handle, however, may be symbolic of the difficulties Minnie would encounter and the cup's path back to Kappa. Both of her children perished, five months apart, in 1881. After Minnie's death in 1898, the cup was given to **Jane Zimmer Swanson**, *Monmouth*, who presented it to the chapter in 1959. The cup is one of the oldest Fraternity souvenirs and the first engraved with the name Kappa.

—By **Kylie Towers Smith**, Simpson

KAPPA ARCHIVES



# Animal Instincts

*Interview by*

**MAUREEN HARMON**

**Julie Henry**, *Miami (Ohio)*, has long been fascinated with animals and the natural world ever since she dissected a shark in high school. It was in that lab that she got one of her first lessons from nature. Since then, she has gone on to build a career out of teaching others about animals and the natural world—that includes visitors to the zoos and aquariums she’s managed as a senior leader, as well as the executives and teams she’s helped as a consultant who relies on animals to help illustrate her tips on leadership.

We sat down with Julie to ask her about her new book *Wisdom from the Wild: The Nine Unbreakable Laws of Leadership From the Animal Kingdom*, the animal she identifies with most, and the very moment she found her own voice.

**You've always been interested in animals and what nature can teach us. Now, 25 years later, you're using those same creative ways to teach teams and individuals about leadership. Tell us about that journey.**

I dissected a shark when I was in high school, and I thought that was fascinating. So I wanted to go to college and study animals, but my mom is a teacher and my dad is a leadership development guy. I always knew I was going to stitch those three pieces together, I just didn't know how. My college thesis was aimed at teaching kids about coral reefs. Not everyone is going to care about coral reefs, but if I can relate coral reefs to something familiar, like a company, then I can get more people interested.

Growing up, I was just interested in everything. I was interested in science, but I didn't want to be a scientist. I was interested in leadership development, but it's way too boring to be in a training room all day. I wanted to figure out how to do both.

**How did you make the connection between leadership and the animal kingdom?**

After I graduated from college, my first job was at Shedd Aquarium in Chicago. And even as a young kid, 22 years old, I was saying to my colleagues: "You know, companies have got to do retreats, but rather than going to the Hyatt or the Hilton, what if they went to the aquarium, and we could use nature to offer lessons on leadership and contributions to organizations?" At a place like the aquarium, you level the playing field. Some people may have Harvard MBAs and some people may have barely graduated from high school, but if we use coral reefs or cheetahs as a way to talk





I have a heart for people who don't often get assumed to be leaders, and I have a heart for animals that don't often get attention. Every person can be a leader. We just have to lead in the way we were born to lead.

about and demonstrate leadership, it allows everybody to participate on an equal basis.

Nature, by default, is all about change and survival. Nature's already navigating these challenges—and we get so many other ideas from nature, like art and architecture, so why not leadership? I also wanted to do something that wasn't obvious. Lots of books have been written about eagles or elephants or lions, and with all due respect to those animals, I wanted to focus on the ones that are less understood—animals that may not be thought of initially as having leadership qualities. I have a heart for people who don't often get assumed to be leaders, and I have a heart for animals that don't often get attention. Every person can be a leader. We just have to lead in the way we were born to lead.

PREVIOUS SPREAD AND THIS SPREAD: BLONDE COW PHOTOGRAPHY (3)

Julie has spent her career teaching people about animals, the natural world, and what both can teach us about leadership. As you think about your own leadership style, Julie suggests asking yourself: What words do you (and others) use to describe you as a leader? Of those, which describe “instinctual leadership qualities” that help you best lead? For more leadership thoughts from Julie, visit: [juliechenry.com](http://juliechenry.com).

### **What drove you to write the book?**

The very first team building I led was for Nabisco in 1998, and it was based on work I had done in college on coral reefs. The book, which really stems from the same idea, came 24 years later after a lot of—what I call—process-driven scars. In other words, I spent a lot of time discovering what works, what resonates, and what doesn’t. The book is the culmination of that work.

But I was apprehensive at first. My husband passed away in 2018 from nonsmokers lung cancer, so I was a young widow with two young kids, and I was trying to find my way. I had a mentor tell me I should write this book, and I just didn’t know if I could do it. He pushed me to try, so I sat down, drank a glass of wine, wrote a proposal, closed my eyes, and hit send. Two weeks later, my book publisher called me, told me how excited they were about my proposal, and I was on my way.

### **Why do you think this model works?**

One of my corporate values in my little business is joy. Nature’s joyful. I’ve been 1,500 feet underground working with people in a mine talking to them about how cheetahs can help us learn about resilience. I’ve also been in the conference room. It doesn’t matter the site or the scenario, nature is universal. Everybody’s got an experience with an animal. *Everybody*. Even if it’s your ferret.

### **What kind of leader are you?**

I’ve changed over time. I’m a scientist by training. My first undergraduate degree was in zoology. I approached the world from a scientific lens. But I’ve had to adapt and become much more comfortable with change. Now I can shift both ways, but I think that my defining characteristic is the energy and enthusiasm for the next idea. Twenty-five percent of my work is in facilitation. When I’m facilitating big visioning sessions, I have to embrace the unknown and not be afraid of conflict. That’s where I find myself excelling now.

### **Do you associate that with a particular animal more than others?**

We shouldn’t limit ourselves by connecting with just one animal. Instead, we should have characteristics from each, and we can channel those characteristics to match specific organizational situations. It’s not about seeing the lion as king, but instead, seeing what each of the different animals represents—from resilience to adaptability—and the way they interact with the world. That said, I will say that I often identify with the sea cucumber because I call it my resilience superhero, and that’s what I try to embody.

### **What do these sessions look like in practice?**

In my sessions—anything from keynotes to team building to one-on-one coaching—I always start by telling a story that piques the audience’s interest. So I’m not just going to tell them a random animal story. I’m going to tell them a story about either my personal experience with a certain animal, or I’ll invite them to close their eyes and imagine they’re jumping in the water with me. I’ll ask them to chart



right and left and explain what they see. I want to tap into their very basal connection with the natural world first. Then we debunk some myths around both leadership and animals, and then we get back to the heart of it. This is not just fun for fun’s sake. These are actually applicable ideas. I work through three main concepts backed by animal stories and real experiences, as well as business case studies from various industries. I always close with the idea I mentioned earlier: Lead the way you were born to lead. No matter how far along in life or career people might be, it’s an opportunity to personally reflect

MICHAELA NISTAIANO PHOTOGRAPHY





You'll never believe this,  
but as a kid,  
I was ridiculously shy.  
I'm completely an introvert at  
heart. I've learned how  
to be extroverted.

on what makes us unique, becoming more of who we are as leaders. That's super important to me and super important to the personal impact this work can have.

**So outside of leadership, would you say this book can help you identify who you really are? What characteristics are your strengths?**

Yes. And I'm passionate about finding your voice. You'll never believe this, but as a kid, I was ridiculously shy. I'm completely an introvert

at heart. I've *learned* how to be extroverted. When I went to college, I was just happy to be there but not really participating in my own life as fully as I could. But I remember in January 1993, it was during Recruitment that I had this definitive moment. I stood there and thought if I don't figure out how to speak for myself, people are going to speak for me my entire life. I don't know why, but I fully recognized in that moment that this is where I've got to be me. This is my choice and my chance. And that was the inspiration and the instigation to find my own voice. **0—**

*Photo by* MIKE MORGAN





# BEYOND THE BABY BLUES

*After having her third child, MELISSA URBANSKY began to think that maybe the sadness and anxiety she felt was just “life with three kids.” When she realized it was much more than that, she fought the stigma that military personnel should grin and bear it and reached out to the Air Force for help.*

# M

**elissa Dorn Urbansky, Miami,** remembers the day she realized she needed help. She had three children: Madelyn, 5 years old; Meredith, a month shy of 3; and her newborn son, Mikey. After her first two children, naturally, she felt emotionally and physically drained. But the third child was different. She was down, for sure. But the sadness wasn't letting up. And, she was also experiencing debilitating anxiety and paranoia about the kids' safety—so much so, she rarely left the house alone with them.

One Saturday morning, Mikey woke up as usual and Melissa fed him and changed him, as usual. What was unusual for the morning routine was that after he had been fed and changed, she turned off the lights and put herself and the baby back in bed. He woke up again a few hours later, and she did the same: milk, clean diaper, lights out, and back to bed. This is not normal, she thought, but all she wanted to do was sleep—to turn off her brain that was tormented by the fear of taking her kids out in public and her inability to protect them. As a 5-foot-tall adult solely in charge of a preschooler, a toddler, and a newborn, Melissa felt inadequate and overwhelmed at the idea of leaving the house. “I wanted to just stay hidden in my dark room,” Melissa says.

But Melissa's “baby blues” did not go away. “As the days passed by and my sweet boy continued to grow, so did my feelings of worry, hopelessness, and guilt. I wanted so badly to share how I felt, but in the fog of my mind, that felt extremely selfish.” She had been blessed with three children and knew friends of hers who had lost children to miscarriages, illness, and even suicide. How could she stand up and say “I'm unhappy”? Plus, Melissa had made a career in the military. The male-dominated, “pick-yourself-up-by-the-bootstraps” mentality didn't leave a lot of room for a woman to admit she was struggling with what some would consider a normal life.

Melissa's husband took notice. After that Saturday afternoon when she didn't leave her room or her bed, he confronted her: “This isn't the baby blues,” he said. “I'm really kind of worried.”

**There are plenty of unknowns** when becoming a mom, especially when it's your first child. There are the big concerns: Will the baby be healthy? Will my delivery go as planned? Will I deliver early? Will they have to induce? But there are also issues that are less discussed, especially with first-timers. One, breastfeeding can be difficult—and it hurts terribly for the first few weeks. Two,



cesarean sections have a tough recovery process and can make a mom feel less useful because getting around can be difficult and lifting the baby is tough. Three, even going to the bathroom post-birth is a whole new ballgame. It can be overwhelming, and it's quite natural for moms to need a week or two or more to get in the groove.

But approximately one in 10 women experiences postpartum depression—a diagnosis that can last for three to six months or longer and one that results in crippling depression and anxiety, and



As the days passed by and my sweet boy continued to grow, so did my feelings of worry, hopelessness, and guilt. I wanted so badly to share how I felt, but in the fog of my mind, that felt extremely selfish.

Melissa Urbansky knew something was different after she had her third child. Her “baby blues” didn’t seem to go away, but as a woman in the military, she was hesitant to seek help.



COURTESY MELISSA URBANSKY (5)

even suicidal thoughts and thoughts about harming one’s own child. Melissa was the one in 10. But rather than recognize it for what it was, she had come to believe that this was her life now. Three kids and a job were stressful. “Every day, I drove to work and thought, ‘Wow, life just sucks now. That’s just how life is with three kids,’” she says. “I tried to explain it to my husband and my parents and some friends, and they said, ‘But Melissa, your family’s so beautiful and you’re doing great.’ And I thought, ‘I’m dying inside.’”

The scariest day of all had little to do with her new body or her new baby: It was the day she sought a medical consult through the Air Force. Her courage to do so came from an unexpected source: her male commander. Melissa had approached him for a meeting, feeling like her pregnancy and maternity leave had put her behind. In the process, she shared that she was struggling with sadness and anxiety, and he immediately opened up about his own experiences with the mental health clinic. “He helped me find my voice,” she says. “He



The words "an airman can ..." are etched into the marble at the United States Air Force Memorial. They always remind Melissa that she can help others in the military who are struggling with their mental health by sharing her own experience.

encouraged me to figure out why I was so sad instead of just saying, 'You're OK, you're OK.'" His transparency gave Melissa the strength to say "I'm not OK."

"That's big," says Melissa, "because in 2015, the number of times you'd hear a commander share their experience with mental health was slim. And even still today, having a two-way conversation with your boss about mental health concerns is a stigma the military is combatting."

Combine the fear of discussing your mental health with your boss with the climbing rates of suicides among veterans and a change is certainly needed. According to a study published in StatPearls, a research tool for medical professionals, the last 20 years have shed light on the

issue. "As the United States faces two decades of continuous war, media and individuals with personal military connections have elevated public and professional concerns for the mental health of veterans and service members," the 2022 study reads. "The most publicized mental health challenges facing veterans [and] service members are PTSD and depression. Some research has suggested that approximately 14%–16% of U.S. service members deployed to Afghanistan and Iraq have PTSD or depression. Although these mental health concerns are highlighted, other issues like suicide, traumatic brain injury (TBI), substance abuse, and interpersonal violence can be equally harmful in this population."

Concerning? Absolutely. But perhaps more concerning is that more than 600,000 women in the U.S. are affected by postpartum



available to them. “Our senior leaders are encouraging a new level of vulnerability,” she says, “and it’s our job as airmen and wingmen to step up to that task, take the risk in telling our story, and save a life.”

**Melissa made it a point** to share her story—especially with her fellow military women. Being a mother in civilian life is hard enough. Being a woman in a grin-and-bear-it culture is unbearable if you think there’s nothing that can help you or that reaching out for help could affect the career you worked so hard to pursue. “I think there’s that stigma that seeking help or saying ‘I’m not OK’ shows weakness,” says Melissa, “I have a top-secret security clearance. I have

**“Our senior leaders are encouraging a new level of vulnerability,” she says, “and it’s our job as airmen and wingmen to step up to that task, take the risk in telling our story, and save a life.”**

been on the Personnel Reliability Program (PRP). There are methods in place that can help you get treated and if you need to take a knee, take it. What I have found is that by speaking up and by being vulnerable and sharing my story, it makes me feel so empowered.” Her story included facing fears, grief, and new diagnoses. But each time she sought help, therapy and/or medication, she got better.

Melissa can’t pinpoint the exact day that she started to recover from her postpartum depression, but she can pinpoint an exact family photo. Throughout her struggles—those days spent in her bedroom in the dark, the nights

she was tormented by paranoia and fear—she did what most people do: She posted perfect photos of the new baby and family and friends and outings. The world—and her fellow service members—would think she was happy and moving through life just fine. Melissa knows that what she posted during that time was a lie. “In pictures, I could smile. I could be myself outwardly while inwardly I was so sad and believed I would always be that way.”

But on Dec. 8, 2016, Melissa posed for a family photo with her three children and her husband. It was Michael’s first birthday. “An entire year later and I finally looked at myself in that picture and felt happiness.”

**In 2023, Melissa, who today works** in communications for the Secretary of the Air Force, posed for another photo outside the United States Air Force Memorial—a photo that would accompany her latest retelling of her mental health battle just days after she received an ADHD diagnosis. She stopped to revisit the quote etched in marble there. It was from a speech given by former President George W. Bush when the memorial was dedicated 16 years ago. “A soldier can walk the battlefields where he once fought; a Marine can walk the beaches he once stormed, but an airman can never visit the patch of sky he raced across on a mission to defend freedom.”

This quote has sat with Melissa for some time. “I’m inspired when I see the words, “But an airman can ... I know there has been, and continues to be, a stigma against reaching out for help,” she says, “but an airman can seek mental health support. An airman can continue to serve. An airman can share their story in hopes of inspiring others who might feel alone. Because above all, an airman, a woman, a human deserves to be happy.”

depression every year. And these stats only account for live births. Mothers who suffer a miscarriage or a stillbirth can receive the same diagnosis, which makes that number closer to a million.

Yet according to [postpartumdepression.org](http://postpartumdepression.org), nearly 50% of women go undiagnosed for postpartum depression. This could explain why in any discussion of military mental health statistics, there is no mention of women’s experience with postpartum depression. Is it because they don’t feel empowered to speak up? Is it because there isn’t enough education on baby blues versus postpartum depression? Most likely, it’s both.

However, the military is changing, even if slowly, says Melissa, who today works to let fellow service members know what resources are

MIKE MORGAN

Illustrations  
by  
**Cecilia  
Castelli**



# Let's **Unpack**

Feeling worried? Ten tips for handling everyday anxiety — and they may go against what you've been taught about managing stress.

**BY MAUREEN HARMON,  
WITH DR. SARAH HAIDER**





# There's nothing like a pandemic and a few

wild world events to peel back the curtain on the nation's anxiety problem. We now know that Zoom fatigue is real, for example, and a sedentary life stuck to a work computer (whether that's at home or in the office) means an unhealthy mind and body. "Since the advent of smartphones, people are just working much, much longer work days—and there's less patience for a longer turnaround," says **Sarah Paxon Haider**, *William & Mary*, executive director of Gameplan Therapy in Colorado. "This can be particularly stressful for women who are often juggling a lot of other responsibilities—whether that's parenting, careers, or volunteer work."

As Kappa's philanthropic focus has shifted to mental health and well-being, we asked Sarah how best to deal with acute day-to-day anxiety. The solution, she says, is not learning how to make anxiety and worry go away, but rather how to face them and get comfortable with the idea of being uncomfortable.

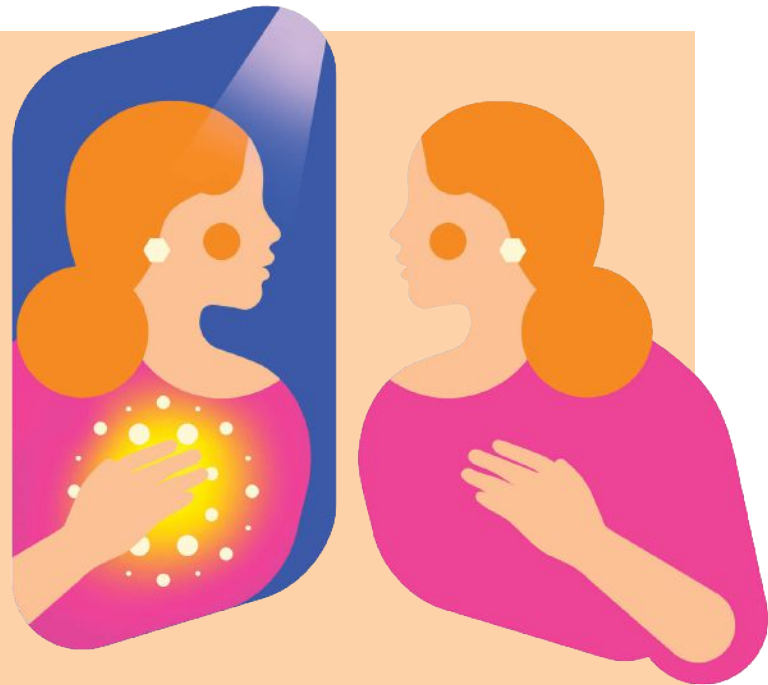
Here she offers 10 go-to methods to do just that.

## Just Say No

There's this concept of saying yes now in order to say no later. And guess what? It doesn't work. First of all, it's unlikely you'll actually say no later, but the larger issue is avoidance, which is the behavior that drives anxiety. So, if you want to say no—or more importantly, need to say no—go ahead and do it.

## Chill Out When You're Already Chill

**Two** Ideally, the best time to do relaxation exercises—deep breathing, clenching and relaxing the muscles in the body, stretching—is when you're already calm, not when you're on the verge of a panic attack. Unfortunately, most people think the latter is the best approach, but it doesn't work. Relaxation is a practice, which you can do three times a day for three minutes at a time. The goal of relaxation exercises is to teach your body how to be more relaxed more often. The more you practice, the more the brain recognizes when you're in a calm state, and more importantly, when you're not.



## Check In ... With Yourself

### Three

Just like practicing relaxation exercises, set aside time to practice noticing how your body feels. The idea is to check in with each part of your body: your toes, your legs, your hips—all the way up to your face and jaw. Notice when areas are tense and purposely release them.

Body awareness can be useful in the moment if you're noticing tension, but I think it's more useful long term to see that it ebbs and flows. You begin to learn that you don't have to brace yourself if you're starting to feel on edge. You can just go along with the feeling and recognize that the tension will eventually dissipate.

## Block Your Time

If you're feeling overwhelmed, consider blocking your time. In other words, conceptualize your day in chunks of work and breaks. One example is a blocked schedule of 2-30-2, which basically means two hours of work, a 30-minute break, followed by two more hours of work. I use the 2-30-2 framing. I know I can see two patients back to back before I need to take a break.

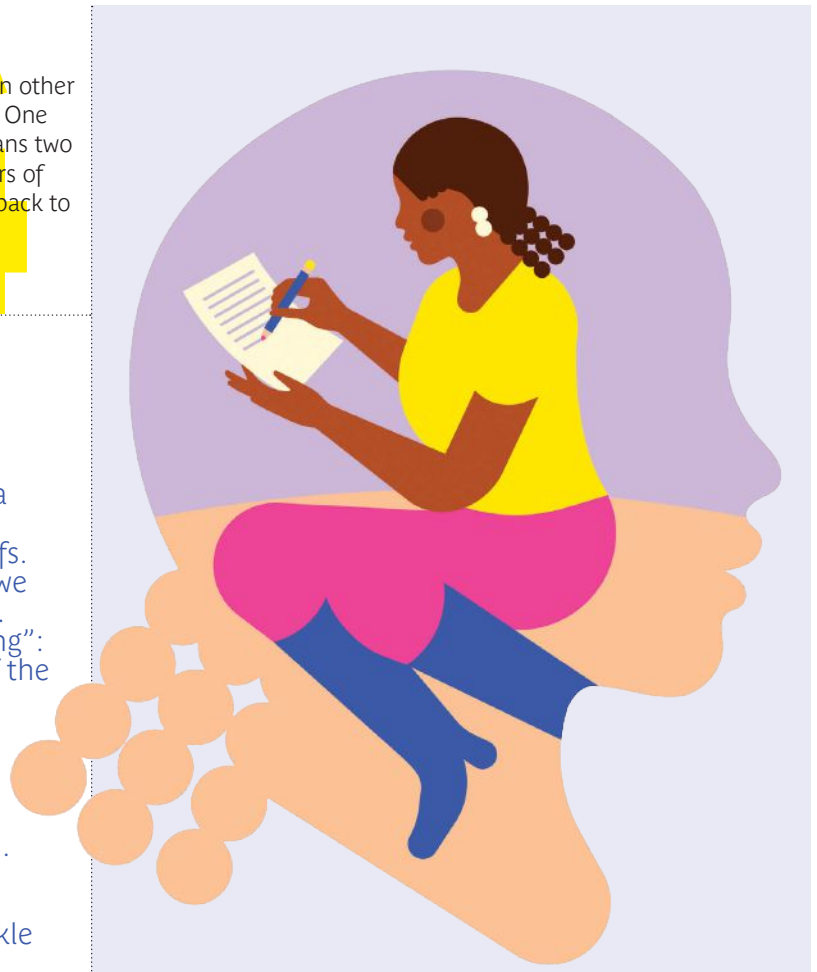
## Get Concrete

**Five** My definition of mindfulness is the idea of being in the present moment, rather than getting stuck on the what-ifs. But we don't want to just practice mindfulness, we want to practice what I call *concrete mindfulness*. One way to go about this is through "color pairing": Choose two colors and then set out to find all of the items in a room that have both of those colors. You can also work to find the fuzziest or hardest thing in your environment. Or you can head out on a walk with the goal of acknowledging something specific. Perhaps which neighbors have fences or who has the most colorful garden. It's like creating a scavenger hunt for yourself where you really have to pay attention.

Remember: Anxiety thrives on idleness. To tackle our thoughts, we have to change the way we're acting. Your brain may intellectually and logically understand that worry for worry's sake isn't helping you, but even so, the anxiety may persist. How you choose to react to your thoughts is an action.

## Plan To Worry

Allow yourself to worry—it's actually quite natural. We just don't want to live in that state. One way to face worry is to schedule "worry time." During worry time, you are allowed to worry about anything or everything for a specific amount of time, but when the time is up, you have to let it go as well as you can. The idea is to postpone the worry. If it's a really intense worry, maybe you postpone for just five minutes. If it's less intense, maybe you postpone until the evening. One caution: Be careful that your worry time isn't a way to engage in avoidance. If you're going to postpone your worries, you do need to allow them back into your brain later.



## Break Out the Paper and Pencil

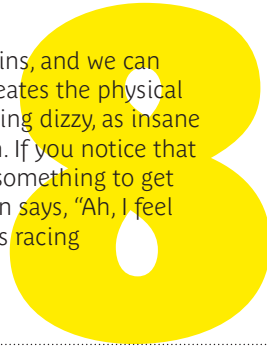
### Seven

If you're feeling particularly on edge, consider welcoming fear into your life. At the same time every day, purposefully bring all of your fears and worries to the table by writing about them for 15 minutes nonstop. You're simply looking to get thoughts out of your head onto paper, and it's important to do this with physical writing instead of typing because it slows

you down. If you've written down all of your worries and you're only at seven minutes, it's important to keep going until the end of the 15 minutes. After about three weeks of doing this consistently, you should be at a place where you're getting a little bored by the end of the exercise. Adjust by five minutes until you eventually get down to five minutes a day. This makes the adage "I'll worry about it later" a realistic possibility.

## Fool Yourself

Sometimes we need to trick our own brains, and we can do this by engaging in an activity that creates the physical feelings we're experiencing. If you're feeling dizzy, as insane as this sounds, you may want to just spin. If you notice that you have a racing heart, you want to do something to get that heart rate up quickly. Your brain then says, "Ah, I feel dizzy because I'm spinning or my heart is racing because I'm running."



## HOW TO FIND A THERAPIST

This article should not be taken as medical advice. If you are experiencing severe anxiety or an anxiety disorder, please seek medical help. Here are Sarah's tips on finding the right therapist.

**Consider your main struggle.** Find a therapist who specializes in that area. **Many mental health nonprofits** have a "find a therapist" tool on their website. Try [ocfoundation.org](http://ocfoundation.org) and [ADAA.org](http://ADAA.org). They are good places to start for anxiety. **Ask friends who are open** about their own therapy for a recommendation. If you do not feel comfortable disclosing this to a friend, ask your doctor. (This is a good place to start, but often unless someone has the same therapy needs as you, the recommendation might not be appropriate.)

**When it comes to therapy,** medical doctors often have only one or two people to whom they refer everyone, regardless of the mental health diagnosis that needs to be addressed.

**Interview your therapist** before starting with them. Most therapists will offer a free 15-minute consultation.

Use that time to ask specific questions, such as: Are you specialized in anxiety? What is your treatment approach? What does that look like in session? Have you done any specific training in the treatment of this diagnosis? Have you given talks or presentations? Will you do the exposures with me, or simply troubleshoot and then "prescribe" them for me to do later? At what point should I notice improvement?

**Go to [ADAA.org](http://ADAA.org)** to better understand the evidence-based treatment that is recommended for your diagnosis.

**If you are put on a waitlist,** follow up routinely.

**If it doesn't seem to be working,** find a different therapist.

**Do not assume therapy doesn't work**—you may need a different personality type or someone who is more specialized.

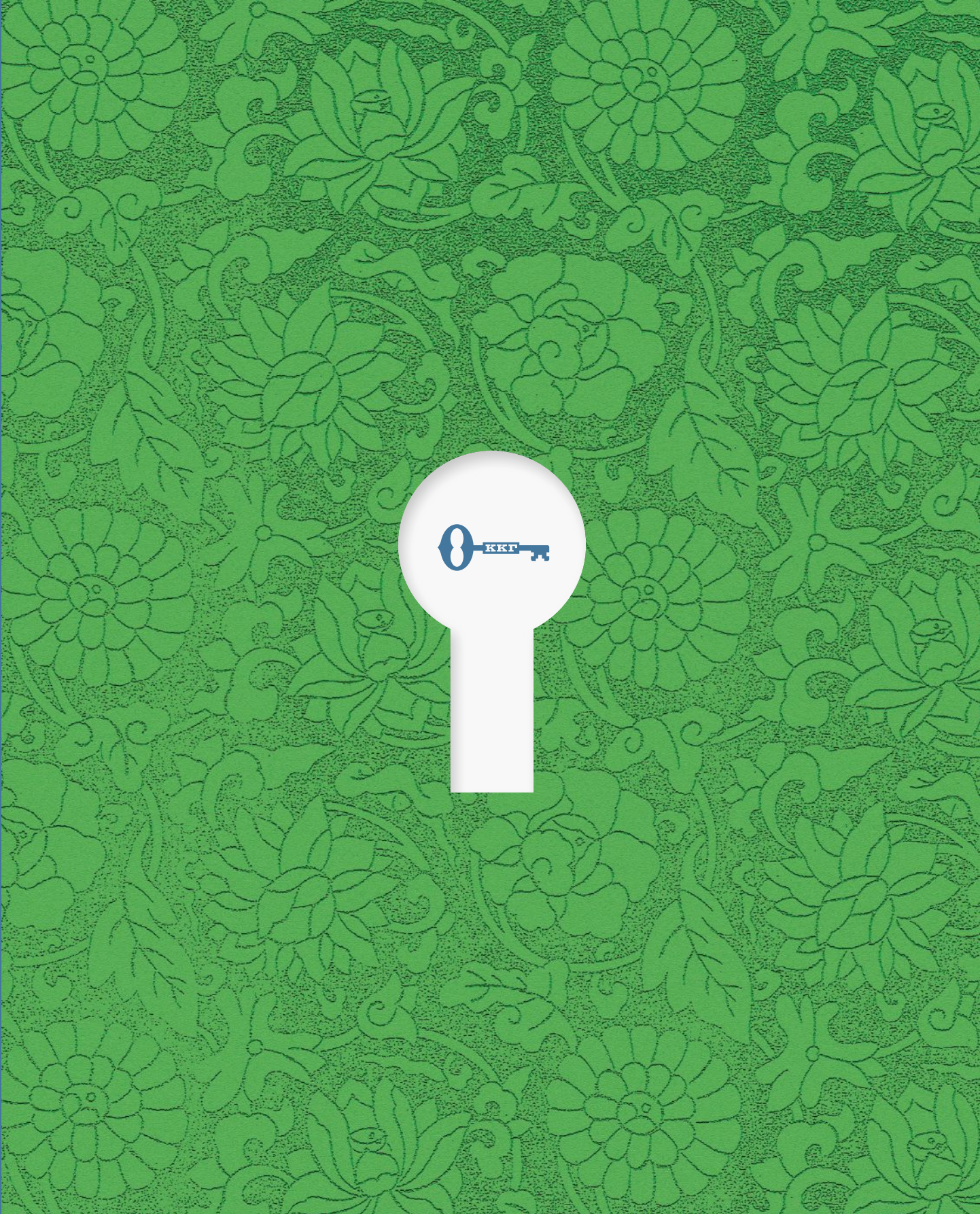
## Set Your Boundaries

Quiet quitting is getting a bunch of attention these days. I'm a fan of quitting if your job is causing you distress, just not quietly. If you do decide to stay, you need to set up clear boundaries for yourself, your supervisors, your staff, and your peers. Let's say you are asked to take on more work, for which you simply don't

have the capacity. Consider using these phrases, "This is my understanding of the parameters of my role—and this is what feels reasonable for me to manage with my other projects." Or "I'd be happy to discuss expanding my role." Or "I'm not looking to expand my role right now." And, remember, setting boundaries doesn't just apply to the workplace. It could also be setting boundaries with friends, volunteer groups, or your family.

## Don't Try to Calm Down

**Ten** When we experience anxiety or panic, our body heads into fight or flight. The key in these moments is not to try and calm down (remember relaxation exercises are best practiced when we're already calm). Instead, we want to ramp up by physically exerting ourselves. I recommend short bursts of very intense exercise—give it 90% or above for maybe 60 seconds. Consider jumping jacks, burpees, high knees. Catch your breath ... and if you need to, do it all again.



# Through the Keyhole



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## IN BRIEF

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## REMIX

Ritual: Where the value  
of respect is shared  
and honored.

## Friend Request

Can we count on you  
to share your life-  
changing friendship  
story? Email

[thekey@kappa.org](mailto:thekey@kappa.org)  
or DM us on social.





Charlotte Hooker, Michigan State; Tanis Hooker and his dog, Clover; Leslie Wiener Hooker, Wyoming; Carroll O'Hara Wiener, Akron. Charlotte is Tanis' sister, Leslie is his mom and Carroll is his grandmother.

KRISTEN NORMAN

## FUR A GOOD CAUSE

# A Boy and His Dog

Bear City Dog Biscuits is empowering adults with disabilities one dog treat at a time.

By Jodi Noding, Florida

THEY WEREN'T PLANNING TO start a thriving Michigan nonprofit. But when **Leslie Hooker**, Wyoming, and her longtime friend Suzanne Wilcox looked at their sons' futures, they realized it was their calling.

Bear City Dog Biscuits (BCDB), about to celebrate its fifth anniversary in August, was born out of a desire to provide adults with disabilities a purpose, a community and a meaningful place of employment.

The Grand Rapids business zoomed from 15 workers to 300 once word spread that the program would help teach job skills to adults with disabilities.

"I have known Suzanne since middle school," Leslie says. "She moved back to Grand Rapids 10 years ago. With our boys both being special needs, we always had a connection."

Tanis Hooker, 31, is blind and developmentally disabled, and Gavin Wilcox, 27, has autism.

Michigan offers school for those in special education up to age 26 in transition programs that provide vocational training,

life skills and academics to bolster job readiness. But after that, many young people are left adrift when their time in the classroom ends.

"The minute high school is over, things really change. The other kids are going to college. Our kids aren't," says Leslie. "That began our journey. I realized a few years in that our son would be aging out of his transition program, and there are very limited opportunities for him and others with developmental disabilities."

Leslie and Suzanne researched for months, looking at practical ways to start a rich learning environment for adults with disabilities, like their sons.

Their exploration led them to consider the resources around them, including breweries, which are abundant in the Grand Rapids area and produce spent grain as a byproduct. Spent grain can be used for baking, and its sweet flavor is especially appealing to dogs.

Leslie and Suzanne struck up a partnership with Founders



Brewing Co. in Grand Rapids, which provides spent grain to Beer City Dog Biscuits. Dave Engbers, co-founder of the brewery, joined Beer City Dog Biscuits' advisory board after learning of the nonprofit's mission.

Area churches stepped up to provide facilities for production. The dog biscuit company is in its second location and is now at Sunshine Community Church, which had bought a former veterans' medical facility. "They have given us a whole wing, one side of the building. They gave us the use of the kitchen," Leslie says. In return, the company bought new ovens, new cabinets and other updates for the

kitchen. The increased space has allowed the Beer City Dog Biscuits workers the opportunity to work together at large tables instead of in a cramped kitchen.

The Hooker and Wilcox families used their own money to start Beer City Dog Biscuits and found people offered up donations of bags and equipment when they learned who the business would benefit. A few of the "Brew Bakers" are paid, but most participate for vocational training and community involvement to build skills. The dog biscuit site offers "a place to come and have friendships." Leslie and Suzanne oversee operations but take no

compensation, and the workers run the site.

The business is designed to meet the individual needs and talents of each volunteer and employee. They plan and forecast demand in addition to assembling, baking, labeling and weighing bags, and packing and processing orders.

There are also sales opportunities for the trainees. Math skills come into play with calculating costs, counting cash and credit sales, and making bank deposits.

The community also reached out in other ways. Grand Valley State University made the Beer City Dog Biscuits a clinical site for its master's of occupational

therapy students, who made step-by-step binders for clients to help them learn their jobs.

The OT students were so instrumental that Beer City Dog Biscuits is also hoping to add a part-time speech therapist and social worker, Leslie says. About 80% of their clients have some mental health issue, she says.

Leadership opportunities are also part of the program. Volunteers assist and guide in the process. Each stage is created to support project-based learning and work skill development that enables employees to learn valuable life skills.

Employers have discovered the work site as well.



Jose Gonzales adds the ingredients for Beer City Dog Biscuits; Luke Schmidt stacks trays for baking; freshly baked dog biscuits; Tanis and Charlotte press molds; Leslie and team unload the van.



“We have become an employment model for employers. They come to Beer City Dog Biscuits and can watch our Brew Bakers work as part of the interview process. We have a lot of individuals who have been hired out that way.”

“We have become an employment model for employers. They come to Beer City Dog Biscuits and can watch our Brew Bakers work as part of the interview process. We have a lot of individuals who have been hired out that way,” Leslie says, explaining that while many of the volunteers are low verbal or nonverbal, employers can see in person what they are capable

of and talk with them in a more relaxed setting.

Even populations that struggled in other job situations have found opportunities at Beer City. Some of the individuals with emotional impairments in the local school transition program had never left their classrooms. But the wide range of jobs at Beer City meant there was a role for them, too.

“They seal the bags, they pack the boxes, they go to farmers markets. They pick up our spent grains and deliver to local merchants,” Leslie says.

And not only have the workers benefited. Parents share valuable knowledge and tips with each other when they drop the workers off. “What are the good group homes? What are the good day programs? It’s other parents who have walked the walk who know,” Leslie says.

The longer-term vision of the nonprofit is to create a vibrant living community for those with disabilities. But the Beer City Dog Biscuits site handles the immediate need of providing

people with an opportunity to be productive every day.

“We want everyone to work and have those work skills but also have that community engagement. We want them to be pushed to meet their full potential,” Leslie says.

Yet right now, they have dog biscuits to sell. The workers churn out 10,000 to 12,000 biscuits a day in three flavors. They are also making sprinkles as an addition to your pet’s favorite dog food.

Visit [beercitydogbiscuits.org](http://beercitydogbiscuits.org). Check them out on Instagram @beercitydogbiscuits\_bcdh or on Facebook: beercitydogbiscuits. Pro tip: Readers of *The Key* have said their dogs approve!

# IN brief

DUBLIN, OHIO

## Ideals Personified

CONSIDERED THE HIGHEST honor the Fraternity can bestow upon a member, the Loyalty Award was established in 1956 and is presented each biennium at Convention. When the first award was presented, Helen Cornish Hutchinson, *Oklahoma*, said: “The beginning of the Kappa experience must come in the chapter; continue in alumna work and close only with life itself ... If I were to choose one Kappa quality, I think it would be loyalty to the Fraternity, for Kappa loyalty implies the acceptance and execution of Kappa ideals.”

**Barbara “Barb” Adams Goettelman**, *Syracuse*, exemplifies loyalty to Kappa through the many volunteer roles she’s held over the past 28 years.

After starting her career in broadcast journalism, Barb’s passion for service led her to become a “professional volunteer” who advocates and supports numerous causes in the Denver area, where she resides.

Kappas who’ve worked with Barb say she truly personifies Kappa’s ideals. When asked, Barb has accepted numerous roles within the Fraternity with unwavering strength, passion and positivity. She has the unique ability to see the good in every situation.

When accepting her award, Barb gave the following advice: “Make yourself your priority. It’s not being selfish. It’s your longevity to continue to make a difference for good and all that is good and true and beautiful for yourself, your family, your local community, and this Fraternity that we are so blessed to have in our hands.”



### MESSAGE FROM THE PRESIDENT

## Million-Dollar Milestone

Kappa has much to celebrate, including the success of our new focus on mental health and well-being. Since August 2021, our members have raised more than \$1.6 million to support the cause. Our chapters and alumnae associations have worked in partnership with the Jed Foundation, Active Minds, Jack.org, MHA, NAMI, and NEDA to make an impact. Through a grant from the Kappa Kappa Gamma Foundation, over 2,775 collegians have accessed Talkspace online and mobile therapy. Together, we are paving the way for a brighter future as we pursue lives fully lived. Visit [kappa.org/philanthropy](https://kappa.org/philanthropy) for more.

—**Mary Pat Rooney**, Drake

KAPPAS  
RISE

to  
see  
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er

If you're reading this magazine, it's probably because you love Kappa. We get it. Us too. And what better way to show some love than to pay it forward?

Help the next generation of sisters Kappa-talize on opportunity.

[kappa.org/pay-dues](https://kappa.org/pay-dues)





When asked what she loves most about Kappa, it's fitting that Barb, a Kappa who exhibits the desire to serve and is loyal to the ideals of our sisterhood, said, "Meeting and making friendships within our sisterhood. We have such a rich tapestry of amazing women in our organization."

—**Beth Hophoff Black**,  
*Illinois Wesleyan*

**DUBLIN, OHIO**

## Stronger + Safer

PENN STATE UNIVERSITY'S TIMOTHY J. PIAZZA CENTER FOR FRATERNITY AND SORORITY RESEARCH AND REFORM IS WORKING TO STRENGTHEN STUDENT LEARNING IN LEADERSHIP, DIVERSITY, EQUITY AND SERVICE AND TO PRIORITIZE PREVENTION AND INTERVENTION, INCLUDING HAZING PREVENTION AND ADDRESSING

unhealthy drinking behaviors. Through research and data, the Piazza Center empowers campuses, practitioners and headquarters to drive positive change to benefit the Greek-letter community across North America.

In September 2022, Kappa Kappa Gamma made a gift of \$30,000 to the Piazza Center. The gift was made possible through a grant from the Kappa Kappa Gamma Foundation. This partnership advances Kappa's mission to unite women to learn, grow and inspire positive change. In a press release, Fraternity President **Mary Pat Rooney, Drake**, stated: "We are thrilled to begin a relationship with the Piazza Center. Together, we are trailblazing a path forward for sororities and fraternities. This transformational research will ensure

Kappa continues to provide a meaningful and relevant experience for current and future members."

Through the Piazza Center, Kappa supports initiatives like the Health/Wellness/Student Flourishing Initiative, which addresses mental health concerns among young people, and the Integrative Learning Project, which explores how fraternities and sororities contribute to student learning outcomes and foster community engagement outside of the classroom. These endeavors aim to showcase the value and relevance of the fraternity/sorority experience to higher education partners and highlight the positive outcomes associated with our existence.

Founded in 1919, the Piazza Center is named in memory of Timothy Piazza, a sophomore at Penn State University who died in 2017 as a result of fraternity

pledging activities. Their research data is shared with practitioners, campuses and headquarters, impacting over 750,000 members across more than 770 collegiate campuses with Greek-letter organizations.

## Dare to Dream

THE KAPPA KAPPA GAMMA Foundation awarded over \$1.2 million in scholarships to 370 recipients for the 2023–24 academic year. Through graduate scholarships and undergraduate need- and merit-based scholarships, the Kappa Foundation equips members to reach their full potential and realize their dreams.

The 2024–25 scholarship applications open in November. Visit [kappa.org/scholarships](http://kappa.org/scholarships) for more on scholarship applications and opportunities.



CORY KLEIN PHOTOGRAPHY; COURTESY KATIE FELDKRUMER, FLORIDA STATE

# MAKE A note



Scan Here!

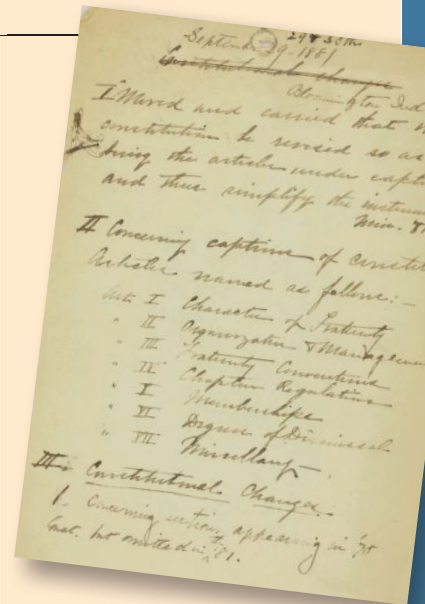
## Nominations & Elections Timeline

We encourage all members to take part in electing Kappa's leaders. Nominations and applications will open winter 2023–24. In early 2024, the Leadership Selection Committee will publish the list of nominees and will solicit feedback from members. In spring 2024, the slate will be determined and the elections will take place at least eight weeks prior to General Convention.

## Bylaws and Standing Rules Amendments

DEC. 1, 2023

Recommendations for amendments are due by Dec. 1, 2023. Send recommendations to Kari Kittrell Poole, Executive Director, at kpoole@kappa.org or to her attention at Kappa Kappa Gamma, 6640 Riverside Drive, Suite 200, Dublin, Ohio 43017. Proposed amendments will be provided to chapters, associations, Advisory Boards and House Boards in March 2024.



## Join Fleurish for Kappa Fun

Fleurish events offer something for everyone. From trivia to floral arranging to book club, it's a great way to meet and connect with fellow Kappas. Learn more at [kappa.org/fleurish](http://kappa.org/fleurish).

## Diamond Jubilee Convention

PHOENIX JUNE 27–29

Kappas are invited to Phoenix for our Diamond Jubilee Convention at the JW Marriott Phoenix Desert Ridge Resort & Spa. Save the date—we hope to see you there!



## Hat Girl Summer

Protect your skin from the summer sun. Remember to apply sunscreen and shield your face with a hat. Your skin will thank you later. Shop sunhats by Sarah Bray, SMU, at [sarahbraybermuda.com](http://sarahbraybermuda.com).



## Pen Pals

Spending the summer apart from your sisters? Send snail mail! Kappa's licensed products include cute stationery to brighten a Kappa's day. [bit.ly/KKGStationery](http://bit.ly/KKGStationery)



## Work Hard Dream Big

If you're looking to further your education or advance your career and need financial assistance, apply for an Alumna Continuing Education Grant. Learn more at [kappa.org/financial-assistance](http://kappa.org/financial-assistance).

FROM TOP-CLOCKWISE: GREEKYEARBOOK; COURTESY SARAH BRAY; SARAHINDIPTY SHOP; KAPPA KAPPA GAMMA DIGITAL ARCHIVE; ISTOCK

# Key

## ACHIEVEMENTS

### Rachel Moses

**CENTRE.** Congratulations to Rachel, Tennessee Tech's 2022 Mandala Award recipient for her international activism and commitment to global citizenship. The honor was bestowed at the college's annual Window on the World event celebrating cultural diversity and harmony.

### Carolyn Everson

**VILLANOVA.** Hot diggity dog! Carolyn joined the Walt Disney Company's board of directors, bringing her media and technology expertise to the company as it advances strategic priorities. She's on the board of other organizations, including the Coca-Cola Company and Villanova University.

### Monelle Totah

**LSU.** With eight stores already under her belt, Monelle's Hudson Grace — a purveyor of timeless décor for those who love to entertain — opened a new location in Connecticut. The line of shops, which serves up modern serveware, dinnerware, glassware, flatware, linens, candles and entertaining essentials, also has locations in New York City, California and Louisiana.

### Christina Wiltshire

**SOUTH CAROLINA.** Hoots and salutes! Christina was promoted

to senior director, artists and repertoire (A&R) at Warner Chappell Music Nashville. In her new role, she will continue to seek new and established songwriters to add to their roster of artists.

### Delia Folk and Alison Bruhn

**WILLIAM & MARY/ALABAMA.**

This mother-daughter duo has style. They're the voices behind The Style That Binds Us, a next-gen women's media company exploring the cross-section of style and culture. Across their robust portfolio, they aim to take readers behind the curtain of the fashion industry.

### Kelsey Britten

**FLORIDA STATE.** Three cheers for Kelsey! She was named the School Social Worker of the Year for the Lee County School District for the 2021–22 academic year. In her role, Kelsey serves high school students and their families in Bonita Springs, Florida.

### Carrie Cramer

**USC (CALIF.)** A successful television costume designer for almost 25 years, Carrie brought home a big win for her work on "Lizzo's Watch Out for the Big Grrrls: Girl Run That Sh\*t Back." Her talent



BUILDING BRIDGES

**SHERA BHALA**

*DARTMOUTH*

A Fulbright Scholar, Shera has spent the year teaching English and American studies at the university and high school levels in Luxembourg. Immersed in the country's history and culture, Shera says she has improved her French language skills while strengthening the U.S.-Luxembourg diplomatic relationship. A highlight was getting to represent the Fulbright Program at the annual Fulbright EU-NATO seminar. Most recently, she helped direct "Frankenstein" in the high school where she works. Her future plans include management consulting in Washington, D.C., and law school.

in merging high fashion with reality TV earned her a Costume Designers Guild award.

### Kara Aquilano Forney

**ARIZONA.** Boy moms, unite! Parenting expert and founder of TheBump.com, Kara published "Boy Moms: Collective Tales of Mothers and Sons," a celebration and exploration of what it takes to raise the men of

tomorrow and how that journey affects mothers.

### Lela Rose

**COLORADO.** Lela takes the party alfresco in her new book "Fresh Air Affairs." Deemed the hostess with the mostest, Lela shares advice for throwing whimsical and elegant outdoor parties inspired by the places that matter most to her.

## Sue Semrau

**PUGET SOUND.** After a legendary career as the Florida State University women's basketball coach, Sue was inducted into the FSU Hall of Fame. She was honored for her 25 years of coaching, nearly 500 wins and 16 NCAA tournament appearances.

## Michele Pawk

**ALLEGHENY.** Tony Award-winning actress Michele Pawk has added "Wicked" to her Broadway repertoire. She's currently playing Madame Morrible in the production, which is in its 19th year. Previously, Michele has played in "Beautiful," "Hairspray," "Losing Louie," "Mamma Mia!," "Chicago," "Seussical," "Cabaret," "Triumph of Love," "Crazy for You," and "Mail," among others.

## Isra Khan

**DICKINSON.** Isra is a rising soccer star and was called up to play for her national team, the Pakistan Football Federation. It was the team's first time playing in the FIFA women's Olympic qualifying games and they made history with their first-ever FIFA match victory. Isra can also be found scoring goals as a forward for Dickinson's women's team.

## Elizabeth Gibson

**BAYLOR.** As a female founder, Elizabeth embraces the premise of women supporting women. The unique fine jewelry collections of Eliza Page and Scribe, Elizabeth's Austin-based jewelry companies, are curated by local women artists and designers around the world. They place emphasis on being woman-owned and run, sustainability, and craftsmanship.

## Fiona Davis

**WILLIAM & MARY.** A best-selling author of historical

fiction, Fiona published her sixth novel, "The Magnolia Palace," in 2022 and her seventh title, "The Spectacular," in June 2023. Fiona's novels are set in iconic buildings in New York City with her characters and plot inspired by the buildings

and their stories. Queue up the Kappa book club reading lists!

## Lauren Bruksch

**USC (CALIF.)** When Lauren, the founder and designer of Fenix Sportier, couldn't find a fashionable tennis bag to take from the

court to the cafe, she decided to make one. Fenix is 100% women-owned and the chic athletic accessories are handcrafted in Los Angeles using only European materials. Her line includes pickleball racquet covers and bags, visors, purses and more.



SHINING BRIGHT

**KIRSTIN MALDONADO**

OKLAHOMA

What began as a group of friends competing on NBC's "The Sing-Off" has become a Grammy-winning, chart-topping sensation. This year, Pentatonix became the first a cappella group to receive its very own star on the Hollywood Walk of Fame. In addition to Kirstin, actress Jane Froman, *Missouri*, has a star on the Hollywood Walk of Fame.





### Ohio State University

Brown, Marianne Lehman, '59, d. 4/22  
Cote, Jane Gridley, '76, d. 7/22  
Feld, Leslie Deiss, '77, d. 9/22  
Hammond, Martha McIntosh, '46, d. 2/22  
Holzaepfel, Jean Buchanan, '43, d. 2/22  
McClelland, Mary Morrison, '42, d. 9/22  
Milas, Juli Warner, '61, d. 12/22  
Shelton, Jane McGavran, '55, d. 2/22  
Shoemaker, Lynda Gallaher, '57, d. 8/22

### Ohio Wesleyan University

Bridgins, Jane Littick, '51, d. 12/22  
Ford, Shirley Soros, '54, d. 5/22  
Holwadel, Joanie Ely, '51, d. 9/22  
Hoskins, Margaret Hanna, '44, d. 8/22  
Kepner, Nancy Fast, '51, d. 10/22

### Oklahoma State University

Bunch, Sandra Smith, '60, d. 6/22  
Compton, Patty Sittel, '48, d. 2/22  
Harris, Madelyn Whitlock, '58, d. 3/22  
Parsons, Shirley Moore, '50, d. 6/22  
Williams, Mary McCurley, '51, d. 2/22

### Oklahoma, University of

Bennett, Phyllis Van Patten, '47, d. 2/22  
Bittman, Agnes Leachman, '49, d. 9/22  
Chillless, Sue Miller, '76, d. 3/22  
Parker, Joan Conine, '51, d. 10/22  
Sharpe, Ruth Garnett, '39, d. 5/22  
Talley-Dale, Judith Talley, '61, d. 9/22  
Yoder, Catherine Dixon, '63, d. 4/22

### Oregon State University

Baker, Sally Gamelgard, '55, d. 9/22  
Banning, Joann Mabry, '59, d. 9/22  
Bragg, Polly Nixon, '50, d. 1/23  
Carpenter, Mary Stockman, '53, d. 4/22  
Day, Kay Armour, '57, d. 9/22  
Hendricks, Mary Jane Scott, '48, d. 12/22  
Hodecker, Lari Crimins, '54, d. 3/22  
Mulligan, Judith Womack, '60, d. 6/22

### Oregon, University of

Fagan, Susan Martin, '65, d. 4/22  
Martinelli, Mary Ellen Struve, '45, d. 9/22  
Moore, Jean Gould, '50, d. 2/22  
Shevlin, Jean Parker, '37, d. 3/22

### Pennsylvania State University

Barclay, Jean Yemm, '54, d. 9/22  
Grosch, Bonnie Antrim, '57, d. 10/22

### \* Pennsylvania, University of

Healy, Gertrude Rowland, '57, d. 2/22

### Pittsburgh, University of

Dewaters, Bonnie Barry, '57, d. 10/22

### Purdue University

Belknap, Jean Rohlwing, '48, d. 4/22  
Dickes, Sue Hadley, '54, d. 3/22  
Long, Mary Welsh, '54, d. 10/22  
Van Buskirk, Mary Ellen Carry, '55, d. 7/22

### \* Rollins College

Fullerton, Sandy Sandlin, '38, d. 6/22

### \* San Jose State University

Isola, Mary Lou Kelly, '53, d. 11/22  
Turner, Marilyn Merkley, '50, d. 3/22  
Whitaker, Nancy Chaffee, '47, d. 8/22

### Southern Methodist University

Cecil, Sandra Garland, '62, d. 2/22

Haacke, Lorraine, '66, d. 5/22

Hayden, Ann McClellan, '52, d. 5/22  
Henderson, Mary Gardner, '54, d. 4/22  
Holt, Christelle Taylor, '63, d. 12/22  
McKinley, Nancy Haverstock, '75, d. 4/22  
Roudebush, Linda Ewan, '76, d. 8/22  
Royall, Ann Boyd, '49, d. 6/22  
Shannon, J.J. Parker, '57, d. 9/22  
Snell, Cindy Strawn, '62, d. 5/22

### St. Lawrence University

Cunningham, Rigney, '65, d. 10/22  
Mitchell, Barbara Robertson, '49, d. 6/22

### Syracuse University

Lapham, Marion Covell, '38, d. 2/22  
Loden, Marilyn Downey, '66, d. 8/22  
Morgan, Ann Crowthers, '42, d. 12/22  
Soule, Leslie Mountain, '73, d. 3/22  
Stevens, Anne Lofblad, '57, d. 1/23  
Yeckley, Janet Covell, '43, d. 2/22

### Tennessee, University of

Kendall, Kay Burns, '67, d. 1/23  
Platt, Vicki Dixon, '77, d. 8/22

### Texas Christian University

Harrison, Patricia Bean, '57, d. 2/22  
Lattimore, Jean Wright, '60, d. 12/22  
Magoffin, Ann McElhaney, '62, d. 1/23

### Texas, University of

Allen, Raye Virginia McCreary, '48, d. 3/22  
Clinton, Barbara Darnall, '55, d. 4/22  
Degolian, Helen Rathbone, '37, d. 3/22  
Jones, Virginia Nutt, '55, d. 8/22  
Loggie, Lynn Coffee, '63, d. 12/22  
McFarland, Ellen Miller, '64, d. 2/22  
McGrath, Beatrice Findlater, '55, d. 2/22  
Moody, Ann McLeod, '57, d. 4/22  
Russo, Sally Shaffer, '56, d. 4/22  
Smith, Kay Umstatt, '67, d. 6/22  
Yeoman, Kathy, '76, d. 6/22

### Tulane University

Gibbons, Barbara Abaunza, '55, d. 8/22  
Schmidt, Catherine Dicks, '46, d. 4/22  
Wiener, Lindsay Wiener, '22, d. 8/22

### Tulsa, University of

Cooke, Kate Dunkin, '49, d. 1/23  
Fitzpatrick, Mary, '78, d. 11/22  
Ricker, Nancy Fox, '49, d. 12/22

### Utah, University of

Barnes, Joyce Beck, '44, d. 2/22  
Kunz, Sharon Caswell, '72, d. 9/22  
McCabe, Robin Campbell, '50, d. 2/22  
Nelson, Janette Jones, '87, d. 6/22

### Vanderbilt University

Merpool, Price, '05, d. 12/22

### Villanova University

Hartner, Tricia Ring, '82, d. 9/22  
Seidel, Christin, '94, d. 7/22

### Washington State University

Bohlke, Barbara O'Brien, '52, d. 10/22  
Carlson, Carol Cheney, '62, d. 3/22  
Turner, Jane Lanterman, '63, d. 6/22

### Washington University

Rosenthal, Phyllis Orr, '53, d. 5/22

### Washington, University of

Ayres, Mary, '43, d. 2/22  
Bale, Marilyn Lockwood, '50, d. 7/22  
Cleland, Nancy Callaghan, '52, d. 12/22  
Gies, Virginia Postnikoff, '62, d. 2/22  
MacLean, Anne Whyte, '59, d. 9/22  
Newland, Marilyn Wilson, '47, d. 4/22  
Riley, Laurie Gallup, '65, d. 6/22  
Stanton, Margretta Hillman, '48, d. 6/22  
White Vulliet, Jane Clarke, '62, d. 1/23

### West Virginia University

Blankinship, Jacquelyn McWhorter, '50, d. 9/22

French-Corbett, Carol, '44, d. 7/22

Marvin, Virginia Showalter, '51, d. 9/22

Schaus, Barbara Scherr, '47, d. 1/23

Short, Joan, '52, d. 5/22

Welch, Rose Ash, '47, d. 12/22

### Whitman College

Gorud, Page Winfree, '58, d. 2/22  
Lindsay, Elizabeth, '47, d. 2/22  
Pratt, Susan Campbell, '63, d. 1/23

### William & Mary, College of

Bruce, Jean Canoles, '46, d. 8/22  
Chapin, Mary Kach, '82, d. 8/22  
Hirschman, Lynne, '79, d. 3/22  
Mason, Mary Nuernberger, '64, d. 2/22  
Miller, Janet Dandridge, '51, d. 12/22  
Mundy, Martha Railey, '60, d. 7/22  
Oakley, Jean Black, '46, d. 9/22

### Wisconsin, University of

Craig, Marion, '46, d. 2/23

### Wyoming, University of

Carlson, Natalie Smith, '53, d. 9/22

\*Inactive chapters

These names were submitted from Feb. 3, 2022, to Feb. 1, 2023.

### Where to Send

Send death notices to Kappa Kappa Gamma, 6640 Riverside Drive, Suite 200, Dublin, Ohio 43017.  
Phone: 866-554-1870  
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# remix

## THE HISTORIANS

**Kylie Towers Smith**

SIMPSON; ARCHIVIST/MUSEUM DIRECTOR  
AT THE KAPPA KAPPA GAMMA FOUNDATION



**Mary Osborne**

MONMOUTH; DIRECTOR OF THE  
STEWART HOUSE MUSEUM AT THE KAPPA  
KAPPA GAMMA FOUNDATION

The Founders set in place the ideas that, over time, inspired the beginnings of our ritual. But early chapters, like Delta, *Indiana*; Pi, *UC Berkeley*; and Beta Beta, *St. Lawrence*, contributed to the tapestry of our ritual. The words are aspirational — something we can live in our everyday lives and aspire to. It demonstrates our value of respect and gives purpose to why we gather. Across miles, years and generations, ritual is the common bond that outlasts our collegehood days and forever lives in the hearts of Kappas.

<p><b>The Founders selected</b> the first symbol of Kappa, a golden key, which they wore to chapel to announce a new fraternity for women.</p>	<p><b>Which symbols did the Founders select?</b></p>	<p><b>The Founders chose</b> the key as a means for “unlocking the hidden mysteries in Science, Literature and Art.”</p>
<p><b>Early initiates read</b> the Constitution and took an oath. It included the first purpose of the Fraternity, which remains with little change.</p>	<p><b>When was our ritual written?</b></p>	<p><b>By 1874, Delta Chapter, <i>Indiana</i>,</b> presented a written ritual that was used until 1889. The ritual is now a living, breathing document that evolves over time.</p>
<p><b>In Kappa’s early days,</b> chapters claimed “local” colors — bronze, cardinal, cream, and others.</p>	<p><b>Tell us about the colors</b></p>	<p><b>Around 1872,</b> Jennie Boyd chose blue and blue as the colors of our sisterhood, a fashionable color then and now.</p>
<p><b>The Book of Ritual</b> was recently updated and sent to all chapters. The changes are subtle and the original purposes of our sisterhood remain.</p>	<p><b>Where are our ceremonies kept now?</b></p>	<p><b>The first ritual</b> was just a few words sent by letter from Alpha Chapter under separate cover from the cipher that was sent later. We now have almost 175 pages!</p>
<p><b>Today, our Book of Ritual</b> is printed on fine white paper that is both bright and smooth but durable enough to resist damage or tearing.</p>	<p><b>What does the <i>Book of Ritual</i> look like?</b></p>	<p><b>Older copies were written</b> in calligraphy on parchment scrolls, leather-bound books with tiny silver locks, and even on parchment with a suede cover. Many include hand-painted illustrations.</p>

This isn't just wine.  
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Napa Valley.

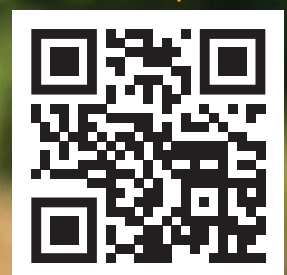
Kappa Kappa Gamma is excited to announce a partnership with Fairwinds Estate Winery and introduce The Fleur Napa Valley, a line of handcrafted wines made exclusively for Kappa alumnae.

Kappas have a unique opportunity to support the Fraternity's mission, unite women and celebrate our sisterhood by joining The Fleur Wine Club. Members of The Fleur Club will receive limited-production Napa Valley wines delivered right to their front doors.\*



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— NAPA VALLEY —

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\*Purchases from The Fleur Napa Valley are limited to adults of legal drinking age.

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Dublin, Ohio 43017

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