



IOTA PHI LAMBDA SORORITY, INC.

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A Season of Change

A season of turmoil, loss and devastation descended upon us during September. We saw our friends, families, and Iota sisters face the aftermath of dangerous hurricanes, tropical storms and flood waters. We saw protests in the NFL and we saw concert goers injured and killed in a deadly terrorist attack in Las Vegas. Our families and friends have experienced loss and our anxiety levels have increased with each storm. As we face the adversity of the world around us I pray daily for our strength. Your strength as mothers, sisters, wives, aunts, cousins, and friends, my dearest sorors is immeasurable. Know that you each are valued, treasured, and blessed. Keep your heads up, stay true to yourselves, ask for help, and take care of yourselves. As women, we put on our superpower capes, place a mask on our fears, and try to handle every situation on our own, without the help of others. Sorors, you just need to know. You are not alone, your sisters of Iota support your hard work, dedication, and even your tears. We support you.

Even as the world spins chaotically around us, we are still on a mission for Iota. Soror Vena Thomas and the Membership Committee have hosted Meet and Greets around the city to spread the Iota message to women who are looking for the type of support only Iota can offer. Epsilon Tau gathered for a time of bonding and thinking of a Master Plan for our chapter and the many assignments we have been tasked to do. The overnight retreat was fun. Who knew that the Dallas North Tollway actually runs out before you get to Southern Oklahoma? The information you shared about yourselves, about your ideas, about what we can accomplish in ET, has left me hopeful even though the world feels like it's going crazy. I'm glad we took time to invest ourselves.

Seven gavel taps to Soror Vena Thomas and the Membership Committee. Seven gavel taps to the President's Chapter Planning Retreat Committee. Seven Gavel taps to my ET sorors who are finding ways to shine in their profession.

#ETWEAREWHY



Michelle Peace
Epsilon Tau President

WHAT'S IN THIS ISSUE

MEMBERSHIP MEET AND GREET
PAGE 2

NETWORKING
FUTURE IOTA LEADERS (FIL)
CHAPTER PLANNING RETREAT
PAGE 3

SMALL BUSINESS TIP
WELLNESS TIP
CALENDAR OF EVENTS
PAGE 4

ET MEMBERSHIP 'MEET AND GREET'

On September 10, 2017, the Membership committee and ET Sorors held their first meet and greet event and welcomed ladies interested in the local chapter. Sorors and guests enjoyed ice cream at a local black-owned business, Steve and Cammy's Ice Cream Parlor.



On September 21, 2017, the Membership Committee and ET sorors held their second meet and greet event at the Green Door Public House.



CIVIC AND COMMUNITY

On September 24, 2017, Sorors LaToya Randle and Katrina Stevens participated in the Global Energy Race in Dallas, TX. The event was started to encourage people to become more active and occurred in 21 cities in 38 countries.



SOUTHWEST REGION DIGITAL PLANNING MEETING

On Saturday, September 23, 2017 the Southwestern Regional Director, Soror Vahnita Loud of Psi Chapter, hosted the region's first virtual meeting at the Bill J. Priest Institute. The topics included information from the Assistant Regional Director, Rosetta Davis regarding the awards night theme. The Regional Journalist displayed the regional newsletter, the Legacy, and indicated that chapter newsletters are due on the 10th of each month. The Financial Secretary and Treasurer reminded chapters that they should submit two checks instead of one check by November 15th (separate for Soror regional per capita and the chapter assessment). The Regional Director issued her "Each one, Bring One" challenge to increase auxiliary participation in the regional conference. The 71st Southwestern Regional Conference will be held in Houston, Texas at the DoubleTree Hilton, March 8-11, 2018. The registration deadline is February 1, 2018.

ET Planning Retreat Agenda

SEPTEMBER 29-30, 2017

MEETING AGENDA

FRIDAY NIGHT

SOROR BONDING ICEBREAKER

#ETWEAREWHY/ CHAPTER REVIEW

2017-2018 CALENDAR/GOALS

FUNDRAISING DISCUSSION

FUN, GAMES, MOVIES

SATURDAY MORNING

BREAKFAST

ICEBREAKER

ACTIVITY
CREATE A SIGNATURE ANNUAL EVENT
(NOT IN BUSINESS MONTH)

RECAP
(REGIONAL/NATIONAL/CHAPTERUPDATES)

On the weekend of September 29-30th ET held its annual chapter planning retreat in Aubrey, TX. During the overnight retreat, Sorors developed the local chapter goals for the 2017-2018 year; discussed FriendRaising; and completed several bonding activities.



SMALL BUSINESS TIP

HIRING THE RIGHT EMPLOYEE

by Dr. Tonya Sawyer-McGee

As a business owner, chances are that you won't always handle your business tasks alone. Eventually, many businesses need the support of additional staff. Finding and hiring qualified staff can be difficult, but taking the right steps to finding personnel is vital to ensuring continued growth and success of a company. Alan Hall, contributor for Forbes magazine and author of *7 C's of Hiring* provided the following 7 C's to finding the right employee:

- **Competent:** This is still the first factor to consider. Does the potential employee have the necessary skills, experiences and education to successfully complete the tasks you need performed?
- **Capable:** Will this person complete not only the easy tasks but will he or she also find ways to deliver on the functions that require more effort and creativity?
- **Compatible:** Can this person get along with colleagues, and more importantly, can he or she get along with existing and potential clients and partners? A critical component to also remember is the person's willingness and ability to be harmonious with you, his or her boss.
- **Commitment:** Is the candidate serious about working for the long term? Or is he or she just passing through, always looking for something better? A history of past jobs and time spent at each provides clear insight on the matter.
- **Character:** Does the person have values that align with yours? Are they honest; do they tell the truth and keep promises? Are they above reproach? Are they selfless and a team player?
- **Culture:** Every business has a culture or a way that people behave and interact with each other. Culture is based on certain values, expectations, policies and procedures that influence the behavior of a leader and employees. Workers who don't reflect a company's culture tend to be disruptive and difficult.
- **Compensation:** As the employer, be sure the person hired agrees to a market-based compensation package and is satisfied with what is offered. If not, an employee may feel unappreciated and thereby under perform.

It's vital keep these tips in mind when considering hiring an employee. they can save you both time and money.

WELLNESS AND FITNESS TIP

For many individuals, embarking on a healthy lifestyle can seem daunting. However, maintaining a healthy way of living doesn't have to come with endless sacrifices. Jamie Oliver of Jamie Oliver Enterprises gives us healthy lifestyle tips to live by:

*Cook from scratch when you can- You have more control over what you eat.

*Eat a balanced diet- Try to incorporate something from each of the food groups.

*Understand what you are eating-Make an effort to learn about the food you eat and how it affects your body.

*Don't skip breakfast-Breakfast helps boost your metabolism for the day.

*Read food packaging labels-Know what's in the foods you're eating.

*Drink more water-Water is essential for life. Don't drink your calories away with high calorie, high sugar drinks.

*Exercise-Exercise helps maintain healthy weights, strong bones, and blood flow for the brain and organs.

*Sleep well-After a long day, it's important for the body to rest to help your body repair.

October 2017 Calendar of Events

October 7, 2017	FIL Community Service at North Texas Food Bank
	Membership Chat & Chew SW Center Mall Community Room
October 8, 2017	ET Chapter Meeting, Hampton-Illinois Library
October 13-15, 2017	I3 Symposium, Washington, DC
October 14, 2017	FIL 'I Have a Dream' College Tour at Dallas Baptist University
October 28, 2017	GAAP Grant Workshop The Word Church
October 31, 2017	Happy Halloween
November 12, 2017	MEMBERSHIP ASSESSMENT DUE!

NATIONAL THEME:

Business and Professional Women: Furthering the Dream of Economic Independence

REGIONAL THEME:

Affirming the Legacy, Bonding in Sisterhood, Committing to Business"