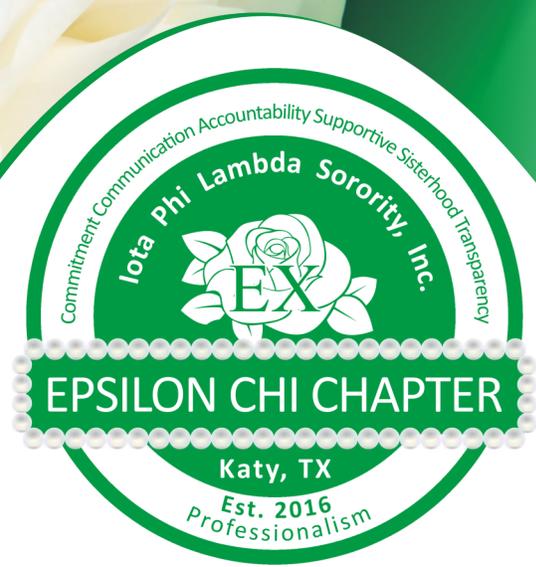




# EPSILON CHI EXPRESS

*EXceptional Women doing EXtrordinary Things*

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## President's Message

Greetings Sorors,



I hope all is well during this unprecedented time in our country and in the sorority.

The month of April is usually the busiest month of the sorority year for us. Business Month is usually filled with activities to promote business-related careers and entrepreneurship among women and youth. However, during this sorority year, we have a plan B. Business Month in Epsilon Chi Chapter will be implemented virtually. I am excited to see the outcome.

Due to social distancing, we missed seeing each other during our March chapter business meeting. Although, we took care of business via a conference call, it cannot replace the personal face-to-face interactions with our Sorors. Our April chapter business meeting will be held via a Zoom video conference. I did not want us to go another month without seeing each other and connecting on a more personal level. I look forward to seeing each of you as we take care of sorority business and update each other on what is going on in our lives.

Who would have thought just a few months ago that the majority of people in the United States will be working from home and students will be continuing their education at home. Take this time of social distancing to connect with loved ones in your household on a deeper level. As a chapter, let's be sure to stay connected via phone or video calls, text messages, GroupMe, or Facebook.

Be safe and stay home.

In Sisterhood & Service,  
Gloria Davis | Epsilon Chi Chapter President

# EPSILON CHI EXPRESS

*EXceptional Women doing EXtrordinary Things*

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## Calendar of Events

5-8 June 2020 — 73rd SWR Conference

TBD — Sorority Membership Mixer—Postponed

TBD— Sorority Rush—Postponed

TBD—Candidate Interviews



# Chapter Announcements

# Cancelled & Postponed Events

Due to the COVID-19 pandemic, Epsilon Chi Chapter has cancelled or postponed it's Chapter events for April. We will continue to monitor this pandemic and notify our Chapter members and communities of any changes or updates. We appreciate your flexibility and understanding and wish you well as we all get through this pandemic together.

**IOTA PHI LAMBDA SORORITY, INC.**

THE FIRST AFRICAN AMERICAN BUSINESS SORORITY.  
**EPSILON CHI CHAPTER**



**MEMBERSHIP MIXER**  
 COME MINGLE WITH  
 THE INDUSTRIOUS WOMEN OF  
 IOTA PHI LAMBDA  
**SAVE THE DATE**

[CLICK HERE TO REGISTER](#)

Friday, March 20, 2020  
 6pm-9pm

Aloft Hotel-Katy  
 25330 Kingsland Blvd.  
 Katy, TX 77494

Epsilon Chi Chapter of Iota Phi Lambda Sorority, Incorporated  
**BMW | Bold Men & Women in Business**

## Entrepreneur 2020 Pitch Contest

April 25, 2020 • 8:30am **\$40**



**DR. B. ASHFORD** *Guest Speaker*

- B.S. in Mechanical Engineering from Prairie View A&M
- CEO of Precision Technology a sports analytics company automating youth athletic equipment collection
- Raised \$100k in start-up capital
- Wearables and Storytelling expert
- Winner of 20 out of 33 competitions
- Awardee of \$225k

Register at [PitchContest2020.Eventbrite.com](https://PitchContest2020.Eventbrite.com)  
 For more info email us at [excellenceinbusiness@gmail.com](mailto:excellenceinbusiness@gmail.com)

**Youth Speaker**  
 Testimony from 2019 Winner...  
 Brice Everhart - Vallare's For Men

"My Experience last year at Iota Phi Lambda Sorority, Incorporated 2019 BMW | Bold Men & Women 'Excelling in Business' Forum was one I will always remember. It was the first time I was a part of a pitch competition, so I really didn't know what to expect. I'm very confident, but still you never know with competitions. Winning money is always great, but winning as an entrepreneur is a greater reward because seeing the hard work you put in and then you get to see money poured into your business, which helps you nourish and grow your business, gave me major motivation and experience. Winning the competition help me get into places that are developing me fast. Thank you for an amazing opportunity!"

- ✓ Compete for a chance to win the 2020 Entrepreneur Pitch Contest
- ✓ 2-Minute business pitch on their product or service
- ✓ Winner will receive a monetary award to help them Excel in business
- ✓ Audience participate to judge contestants
- ✓ Entrepreneurs Ages 12 - 21
- ✓ Includes Plated Hot Breakfast
- ✓ Vendor Shopping Experience

Aloft Hotel, 25330 Kingsland Blvd, Katy, TX 77494

## CHAPTER PARTNERSHIP

The Epsilon Chi Chapter actively seeks opportunities to partners with local businesses and organizations to better serve our community and to support our national programs and projects.

### FIL Birthday

Happy Birthday to FIL

Aaliyah Cress 04/09

Alexys James— 04/17

Lauren Nixon— 04/26



### Soror Birthday

Happy Birthday to Soror

Gloria Davis— 04/02

Donna Mitchell—04/29



## Get To Know Our Soror

Epsilon Chi invites you to get to know Soror LaFonda Young!

We asked Soror Young:

### **What makes you who you are?**

What makes me who I am today, I would have to say it starts with biologically. My mother and grandmother were the two most strongest, hardworking, and resilient women in my life that shaped and molded me into becoming this beautiful, boisterous, selfless, and God fearing women that I am today. Another factor that contributes to who I am, is socialization. Socialization has helped create that inner part of me that was hidden, to come out more and be open, sociable, and passionate, which has strengthen me tremendously while on this journey to become who I am today, and its called womanhood. My mother, grandmother, and dad raised me through their beliefs, which I am so grateful, but I think having genuine friends, church family, colleagues, and the grace of God has payed a major part of who I am today.

### **What is your greatest achievement?**

My greatest achievement was becoming a mother of three beautiful girls, who are now young women, which I have my Lord and Savior to thank for. There is no other blessings that I can think of that can take the place of being a mother. In fact, being a mother has made me become resilient, strong, determined, and at times very emotional, but if I had to do it all over again, I would, so there, my greatest achievement has been accomplished.



### **Name an influential woman you would like to invite over for dinner and conversation?**

Maya Angelou and Cicely Tyson have always been two of the most influential women to me. Now that Maya has been called home, I would love to invite Cicely Tyson over for dinner and conversation.

### **Name one thing you wish someone had told you when you were younger?**

I wish someone would have told me or introduced me to the financial world. I never knew about 401K, Pensions, CD's, and investing, until I got older with a real job that offered those benefits. I was taught, when you get a job, you get a savings account, but I was not taught how to keep the money in the account, or how to increase my money. I thank God my grandmother introduced me to life insurance, and told me how important it was to have when I started a family.

## Autism Awareness Month

**April is National Autism Awareness Month!** The Epsilon Chi Chapter wishes to promote Autism Awareness. Thank you Soror Genitra Hypolite for sharing story of parenting a son with Autism.

### Parenting Autism by Genitra Hypolite

On January 2017 my husband finally heard the words he had been praying for "It's a Boy!" He had vocalized wanting a boy for months and was so excited to be a new father. When I was approached with the question "Do you want a Boy or a Girl" my only reply was that I wanted a healthy baby. On June 26, 2017 GOD blessed us with a healthy baby boy weighing 6 lbs 7 oz's. He was 10 days early but perfect in every way. While pregnant I read many articles and books and watched several videos on common medical disorders of pregnancy and common developmental disorders. I followed my Doctors orders strictly. I ate balanced meals, did not take many medications for fear of hurting the baby, I exercised, and I got plenty of rest. Besides having gestational diabetes, I had an awesome pregnancy.

A year passed and the baby grew up so rapidly right before our eyes. He passed all his physician exams with flying colors, was developing normally, reaching milestones on or before time, and had no major health issues. I occasionally remembered the various articles and books I read while pregnant and sometimes asked myself "What if." What if he gets whooping cough? What if he has too many ear infections? What if he develops autism? On January 2019 that what if turned into "What Now?" January 2019 my son who had started saying two-word sentences suddenly stopped communicating. Over the next several months I noticed several common signs of Autism. Decreasing eye contact with family members and peers, very little to no social interaction with peers of his age, decreased attention span, sensitivity to sounds and various textures and repetitive actions. I approached my husband with my observations and concerns however he was less receptive of the idea that his child could have this Disorder. After months of persuasion and months of him making his own observations he finally agreed that we should have our son tested.

May 2019 my son was officially diagnosed with Autism Spectrum Disorder. I instantly felt as if a ton of bricks had falling on top of me. Its one thing to speculate but another thing to know. I had worked with people with Developmental Delays for years. I started in High School volunteering in my High Schools' Special Ed classes and Volunteering in the Special Olympics. I worked as a Personal Care Aide in Care facilities for the developmentally delayed and was a Teachers assistance/ Substitute teacher for special needs and alternative students while in College. I had experience helping those with Autism but somehow helping those individual outsides of my home and now having to deal with it inside of my home felt like two different worlds. I felt as if a load had falling on me that I could not bear. I asked GOD why? His response to me was that he gives special things to special people. GOD chose me and my husband to take care of this child. GOD allowed me years of working with this special population in order to prepare me for the special gift that I was to receive as a parent.

My son will be 3 years old in June and he is the smartest, happiest kid I know. Early diagnosis and early intervention are the keys to success in helping children with Autism. Since his diagnosis he has received interventions in areas of Speech therapy, Occupational Therapy, Aquatic Therapy, Developmental therapy and Applied behavioral Analysis Therapy. With the help of his teachers and our very supportive village he is flourishing in every area of development. The path to getting him the services he has needed has not been easy, but he has two passionate parents who love him and are determined to see him succeed.

Autism is not a bad word. It's not caused by bad parenting. It doesn't mean dumb, or lack of empathy or mental illness. It's not a disease and no two autistic individuals are alike. Autism is a neurological disorder that causes your brain to process information differently. People with Autism are smart, they have feelings, they can be taught to socialize and live normally in society. It is important that we dispel the myths about Autism. If you know someone who has a child with Autism be supportive. Help spread the truth about Autism. I am Proud to stay that I am a Parent of a Child with Autism. April 2 is Autism Awareness Day and the month of April is Autism Awareness month. Join me as I "Light it up Blue" by wearing blue in the month of April to bring continued awareness to this disorder.

To learn more about Autism, please click link: [Powerful Black Women](#)



### Things to Consider Before You Start A Business

By Shelia Henry



A Small Business is the big business of America, small business represent more than 80% of all employers employ 51% of private sector workers 38% of workers in high tech- occupations. Represents nearly all self-employed workers provides 75% of new jobs provides 51% of the private sector output represents 96% of all exporters of goods obtain 33.3% of federal prime and subcontract dollars and 53% are home-based business. Looking at the important factor of being a small business owner is very important to know things to consider before you start your business.

#### Deciding on The Legal Structure of Your Business

There are many reasons today for owners-entrepreneurs of business to look at the legal structure of their firms. The changing tax laws and fluctuating availability of capital are just two situations which require business owners to review what legal structures best meet their needs. There are four principal kinds of business structures; Each has certain general advantages and disadvantages, but they must all be weighed to reflect your specific circumstances, goals and need.

#### The Sole Proprietorship

The simple form of business entity is the sole proprietorship. If you choose this legal structure, then legally speaking you and the business are the same. You can continue operating as a sole proprietor as long as you're the only owner of the business. Establishing a sole proprietorship is cheap and relatively uncomplicated. While you do not have to file articles of incorporation or organization (as you would with a corporation or an LLC) you may have to obtain a business license to do business under state laws or local ordinances. State differ on the amount of licensing required. Most states do require a sales tax license or permit for retail businesses. Dealing with these routine licensing requirements generally involves little time or expense.

#### The Partnership

The Uniform Partnership Act, adopted by many states defines partnership as an association of or more person to carry on as co-owners of a business for profit. There are two types of partnerships general partnerships and limited partnership. A general partnership is created when two or more individuals agree to create a business and to jointly own the assets, profits and losses. A limited partnership may be created only by following certain steps set out in each particular states statues. The primary advantage of partnership is that they can have more than one owner; the most disadvantage is the general partners are personally responsible for the losses and the obligation of the business. Some of the characteristic that distinguish a partnership from other forms of business organization include:

- The Limited Life of Partnership.
- Unlimited liability of at least one partner.
- Co-Owner of the Assets.
- Share of Management.
- Share in Partnership Profits

#### The Corporation

Establishing a corporation involves the formation of a separate legal entity under the laws of a particular state. A certificate or Articles of Incorporation are generally required to be filed by the Secretary of State's office. In addition, annual reports and other technical requirements are generally needed. There are corporate services firms which can help with these filings. Additionally corporate formalities include the need for a board of directors, corporate officers and agents and annual meeting of stockholders and directors.

#### The Limited Liability:

The Limited Liability Company or LLC is a popular form of business entity that combines the limited liability protection of a corporation with the simplicity and tax advantages of partnership. It is a viable and practical alternative to forming your company as a traditional corporation. While state laws and federal regulations governing how LLC'S will be taxed are still evolving. Recent developments have proved to be extremely favorable to small business. Most states have made it easier to form LLC's and recent federal tax regulation changes have given LLC's increased flexibility.

### **Know your business**

People who succeed are the one who know the most about what they are doing. Without exception, small business owners must know their industry it is fundamental to know your industry. Expert knowledge of your industry greatly increase your chances of success. Successful small business owners have experience and background in their chosen area. However it is critical to expand this basic knowledge into overall familiarity with the marketplace. I strongly suggest you do your research to make sure the need exist for the service or product, that people you're selling to can afford to buy and to ensure that they can access it. Market knowledge also includes knowing how and where to find customers, learning about competition and discovering what the market can bear.



### **Have Adequate Capital**

Have enough capital to withstand slow periods and competition all of those things that nobody told you were going to be there. Many people go into small business who have enough capital or enough assets to open the doors-but not enough to withstand the pressure from competition and accounts receivable during all of the first year. Having sufficient capital is essential to surviving the first year, which inevitably brings unforeseen challenges. How much should you capitalize? Based on the experience others and my own personal experience, you should count on obtaining more than you think is necessary. I started my first entity with low capital and I would say for a year maybe two it was challenging. But of course I made it through. Knowing what I know today it's wise to have a financial backing for slow periods.

### **Purchasing an Existing Business**

Buying a successful business can sometimes be better than starting you own since someone else has already tested the market and developed a customer base. This is an excellent option often overlooked by entrepreneurs. Often, the perceptions that deter entrepreneurs from considering buying a business are simply untrue Many entrepreneurs, for example, think buying a business is too expensive, or they don't understand the process and are intimidated by the idea than experienced people there could be a lot of advantages to consider when purchasing profitability, goodwill may already exist, there may be a established customer base, all or most of the equipment may come with business, experienced employees, inventory just to name a few.

### **The Advantages of Home Based Business**

Why have millions of people chosen to work and live in the same place? Why are cottage industries sprouting faster than we can count them? Some home-based business start by accident rather than by conscious design. Secretarial services, day-care centers, craft ventures and the like may start out as a weekend activities in the recreation room. After a while, it's amazing to see how profitable or enjoyable it has become making from home. The glimpse of a healthy market turns into a fulltime venture. There is low-risk, low-overhead, gradual kind of start-up is very attractive to a new business owner. Many homebased business people cite decreased commuting time and other lessened business expenses as advantages for working at home. Both Men and Women are choosing a home-based business in order to have a flexible lifestyle and to be closer to family.

### **The Disadvantages of Home Based Business**

It takes time and discipline to establish steady, at-home work patterns. Often is seems easier to water the plants or do the laundry than call a client, design a new brochure, or prepare bill for a customer whose work you have completed without the deadline imposed by your supervisor or peers, it can be hard to do the least appealing jobs on the list. Without supervisors or managers you are the one who must set limits and plan your time wisely. My advice to you would be to set realistic goals and meet your deadlines what you put in your business is exactly what you will get out of it.

### **Remember why you started in the first place**

The Entrepreneur is the ingredient in a new business plan. The entrepreneur is the driving force and coordinator of all the activities, resources and people that need to be bought together to start a new venture. The entrepreneur's passion and vision give life to the business. The entrepreneur brings to the business: experience, education, skills, a value system, and a network of people to rely on for help in getting the business started.

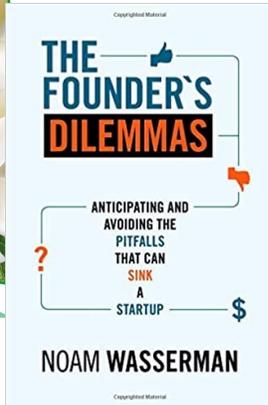


### **Coach Shelia Henry**

CEO Hazel Maids Services LLC, CEO She Shic Virgin Hair Cosmetic Exquisite Eyewear LLC, Amazon Best Selling Author: From Tragedy to Triumph 7 steps to taking your life back, L.I.F.T. The Mask Host and Creator of The CEO's Circle Talk Show, Certified Life/ Business Coach Featured in Making Headline News, Featured in City News for 5 star customer service recipient 6 consecutive year in a row

To contact Coach Shelia Henry here is her email address [ceocirclelive@gmail.com](mailto:ceocirclelive@gmail.com)

## Recommended Business Books to Read

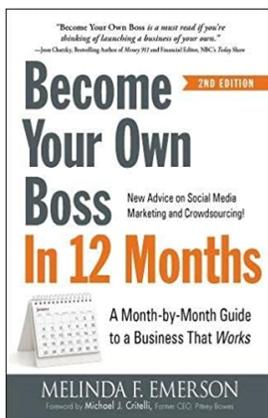


Often downplayed in the excitement of starting up a new business venture is one of the most important decisions entrepreneurs will face: should they go it alone, or bring in cofounders, hires, and investors to help build the business? More than just financial rewards are at stake. Friendships and relationships can suffer. Bad decisions at the inception of a promising venture lay the foundations for its eventual ruin. *The Founder's Dilemmas* is the first book to examine the early decisions by entrepreneurs that can make or break a startup and its team.

Drawing on a decade of research, Noam Wasserman reveals the common pitfalls founders face and how to avoid them. He looks at whether it is a good idea to cofound with friends or relatives, how and when to split the equity within the founding team, and how to recognize when a successful founder-CEO should exit or be fired. Wasserman explains how to anticipate, avoid, or recover from disastrous mistakes that can splinter a founding team, strip founders of control, and leave founders without a financial payoff for their hard work and innovative ideas. He highlights the need at each step to strike a careful balance between controlling the startup and attracting the best resources to grow it, and demonstrates why the easy short-term choice is often the most perilous in the long term.

*The Founder's Dilemmas* draws on the inside stories of founders like Evan Williams of Twitter and Tim Westergren of Pandora, while mining quantitative data on almost 10,000 founders. People problems are the leading cause of failure in startups. This book offers solutions.

You can purchase on Amazon, click the link: [The Founder's Dilemma](#)



Create a successful business this year!

Written by America's #1 Small Business Expert, this essential handbook shows you how to launch your own business in just twelve months. Using her years of experience in business development, Melinda Emerson guides you through the process with step-by-step instructions for developing an effective marketing plan, setting a budget, and maintaining your business once it's up and running. She also offers brand-new strategies for obtaining financing through means like crowdsourcing as well as social media techniques that help build your business--all of which has been updated for today's market.

With Emerson's expert business advice, you will finally follow your dreams and become your own boss!

You can purchase on Amazon, click the link: [Become Your Own Boss](#)

**What does it take to create the career you want?**

It's no secret that the world of work has changed, and we're shifting toward an ever more entrepreneurial, self-reliant, work-from-wherever-you-are economy. That can be a liberating force, and many professionals dream of becoming independent, whether by starting their own businesses, becoming consultants or freelancers, or developing a sideline.

But there's a major obstacle professionals face when they contemplate taking the leap: how to actually make money doing what they love. You may have incredible talent and novel ideas, but figuring out how to get started, building your reputation in a new realm, developing multiple revenue streams, and bringing in a steady flow of new clients can be a daunting prospect.

Dorie Clark, a successful entrepreneur and author, has done it all. And in *Entrepreneurial You* she provides a blueprint for professional independence, with insights and advice on building your brand, monetizing your expertise, and extending your reach and impact online. In short, engaging chapters she outlines the necessary elements and concrete tactics for entrepreneurial success. She shares the stories of entrepreneurs of all kinds--from consultants and coaches to podcasters, bloggers, and online marketers--who have generated six- and seven-figure incomes.

This book will be your hands-on guide to building a portfolio of revenue streams, both traditional and online, so that you can liberate yourself financially and shape your own career destiny.

You can purchase on Amazon, click link: [Entrepreneurial You](#)

All of us are impacted by the COVID –19 pandemic, you are continuously in the Epsilon Chi Chapter’s thoughts and prayers. We offer our condolences to those who have lost loved ones as a result of this virus.

Below are some best practices to use to prevent being exposed to this virus.



## Practices for Protecting Your Family

Houston Methodist is working hard to ensure that our physicians and staff have the right supplies and personal protective equipment (PPE) to safely treat patients that arrive in our hospitals. According to the CDC and WHO, the utilization of appropriate PPE significantly lowers the risk of contracting COVID-19 while carrying out these patient care responsibilities. While the CDC and WHO do not provide additional precautions that healthcare providers should follow when they leave after their shifts, Houston Methodist has identified some additional practices that may help reduce the risk to the families of our physicians and staff.

### Create a Household Plan of Action

Having a plan is the first step to knowing how to act. The CDC recommends that households prepare by taking the following actions:

- Create emergency contact lists, so that everyone in the household knows who to call
- Begin practicing preventative actions now including:
  - Limiting interactions with other individuals outside of work
  - Covering coughs and sneezes with tissue
  - Practicing good hand hygiene
  - Cleaning touched surfaces and objects daily with disinfecting agent
  - Avoid sharing personal items like food and drinks.

### Take Steps to Keep Yourself Healthy

Keeping yourself healthy is important during this time. Key ways to keep yourself healthy include:

- Eat well-balanced meals
- Exercise regularly
- Get plenty of sleep and take time to unwind
- If you have concerns, take advantage of free [spiritual care and mental health resources](#)

### Utilize Appropriate PPE During Your Shift

Follow all PPE recommendations by the CDC and Infection Prevention including the correct donning and doffing procedures. Information about PPE including videos explaining donning and doffing videos can be found [here](#).

### Change Your Clothes and Shower Before Interacting With Your Family

While the risk is considered low, it is possible that droplets containing the virus may be on your clothes.

- Change your clothes and shower before interacting with your family.
- Place your clothes in your washing machine and wash them in the warmest water possible. If you are unable to immediately wash them, place them in a bag or bin that is separate from other laundry until you are able to wash them.
- Consider also changing your shoes and placing your work shoes in a bag and leaving them outside your home (in a garage or in your car). Wear different shoes while away from work.
- Wash your hands after touching or laundering your clothing.



# Regional and National News



## Regional News

Sorors, The Southwestern Region 73rd Southwestern Regional Conference will now be held June 5– 8, 2020 in Spring, TX. Click the following link for online registration:

[73rd Southwestern Regional Conference](#)

**2020 Conference Theme: “Committing to Business”**  
**Conference Focus: Iota Nuts and Bolts (Revised)**  
**Conference Challenge : “Each One, Bring One”**  
**Conference Theme Song : (All Aboard the Love Train)**



## National News

- Iota’s Lola Mercedes Parker Foundation for the Economic Empowerment of Women (LMPF) is seeking board members. They are seeking qualified individuals to serve on the board. Talents and skills in fundraising, grants writing, governance are all needed. Visit here for more details: [LMPF Announcement](#)
- The National Publicity Committee (NPC) [Visibility Campaign 2019 to 2020](#): One Day at A Time kicked off early September 28, 2019.

## Amazon Smile

**Shop with a purpose.** Amazon will donate 0.5% of the price of eligible AmazonSmile purchases to the Lola Mercedes Parker Foundation for the Economic Empowerment of Business and Professional Women.

(Click AmazonSmile below to shop.)



Support Lola M Parker Foundation for the Economic Empowerment of Business A by shopping at AmazonSmile.

When you shop at AmazonSmile, Amazon...

[SMILE.AMAZON.COM](http://SMILE.AMAZON.COM)

## 2019 -2020 Epsilon Chi Chapter Officers



**Gloria Davis**  
President



**Donna Mitchell**  
1st Vice President



**Katrina Warren**  
2nd Vice President



**Eureka Patton**  
Corresponding Secretary



**Trina Moore**  
Financial Secretary

**Position vacant**  
Recording Secretary



**Wanda McKinnies**  
Treasurer



**LaSandra Collins**  
Journalist



**Redessa Shaw**  
Dean of Intake

## Sorority Meeting

2nd Saturday of Every Month  
10:00 a.m. - 12:00 p.m.

## Epsilon Chi Chapter

P. O. Box 6398, Katy, Texas 77491

### SORORITY LEADERS



**Dorothy White**  
23rd National President



**Vahnita D. Loud**  
Southwestern  
Regional Director



**Gloria Davis**  
Chapter President

### National Theme:

Business and Professional Women Building the Foundation for Generational Financial Empowerment

### Regional Theme:

Affirming the Legacy, Bonding in Sisterhood and Committing to Business and Developing Leaders

### Chapter Theme:

Building On Our Legacy

### National Headquarters:

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Washington, D.C. 20005
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-  [www.iota1929.org](http://www.iota1929.org)