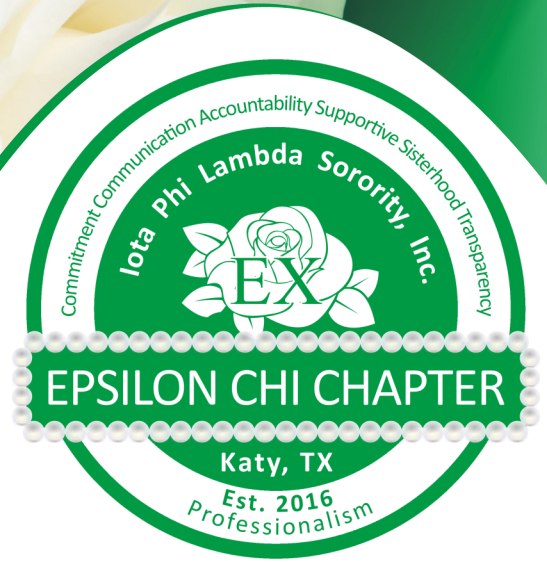


# EPSILON CHI EXPRESS

*EXceptional Women doing EXtrordinary Things*



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## President's Message

Greetings Sorors,



As we recognize and pay homage during Black History Month to the too-often neglected achievements of African Americans, let us also reflect on the accomplishments of Iota Phi Lambda Sorority, Incorporated and Epsilon Chi Chapter. We have a rich history also.

**Black History Month** is an annual month-long celebration and education promoting the history and milestones of African Americans. It is a time for recognizing their contributions to United States history.

During Black History Month, Epsilon Chi Chapter will support a black theatre company by going to see the play **"The Green Book"**. The Green Book was named after The Negro Motorist Green Book, which served as a guidebook for African-American travelers in the segregated South.

Black History Month takes on a special meaning in 2020. The 100-year anniversary of the Nineteenth Amendment, which granted women the right to vote, and the 150<sup>th</sup> anniversary of the Fifteenth Amendment, which granted black men the right to vote.

As a business sorority, our Soror Business Showcase during the January chapter business meeting was a great opportunity to learn about the various businesses some Sorors in Epsilon Chi Chapter are pursuing and what we can do to support them.

During our February chapter business meeting, we will give our Future Iota Leader and Men of Iota auxiliaries an opportunity to showcase their business ventures. To date, we have six FILS who will showcase their business to you.

Enjoy learning about your rich history during Black History Month and share what you learn with others. I know that I will.

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

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## Calendar of Events

- 16 February 2020 — Hornbuckle Scholarship Deadline
- 5 March 2020 — Hotel Reservation Deadline for Conference
- 8 March 2020 — Allen Scholarship Deadline
- 20 March 2020 — Sorority Membership Mixer
- 21 March 2020 — FILS Community Yard Sale
- 26-29 March 2020 — 73rd SWR Conference
- May 16, 2020— Sorority Rush
- June 6 & 12, 2020—Candidate Interviews



## Chapter Announcements



Epsilon Chi Chapter has appointed two Historians. Sorors Miriam Charles and Sheri Marshall have accepted this newly appointed position.



## Soror Spotlight

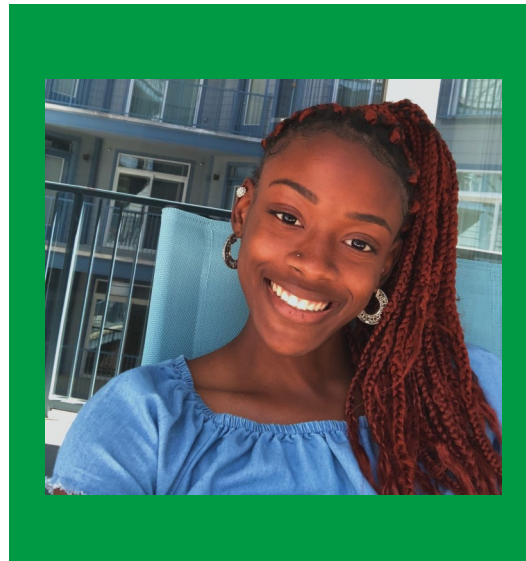
It was indeed an honor and a pleasure to present the Iota tools and Sorority pin to a few of the newly inducted Sorors of the Epsilon Chi Chapter. Sorors LaSandra Collins, Jana Gaskin, Genitra Hypolite, Tierra King, Trina Moore, and LaFonda Smith you have your roadmap for Iota Phi Lambda Sorority Inc. Ensure that you bring your Iota tools to every chapter meeting and every Regional & National conference as you will refer to these tools very frequently.

Sisterly, Redessa Shaw Dean of Intake



## Scholarship Spotlight

Jasmin Mitchell was recognized as Epsilon Chi Chapter's first scholarship recipient in 2017. She is a junior at Sam Houston State University majoring in public health and plans to pursue a Degree in Nursing. Jasmin has a track scholarship and runs the 200m, 400m, and 4x400m. She is proud to have obtained her Certified Nursing Assistant license during the summer so that she can utilize her skills in a hospital setting. Some of her accomplishments include winning the Southland Conference indoor and outdoor team championships. She has two rings! Also, earning the school record in the 4x400 and making it to the first round of the NCAA championships in the 4x400 is a proud moment. Jasmin is a member of Minorities in Medicine and fellowship of Christian Athletes. .



## FILS Spotlight

Congratulations to the FIL winners of the Evelyn D. Wilkey National Youth Essay Contest. In the middle school division, 1st place - Lauren Mitchell, 2nd place - Elijah Copeland and 3rd place - Isaiah Copeland. In the high school division, 1st place - Kennedy Mitchell, 2nd place - Aaliyah Cyres and 3rd place - Kya Carpenter.



## CHAPTER PARTNERSHIP

Epsilon Chi Chapter is a member of the Federation of Houston Professional Women (FHPW). The FHPW Educational Foundation is accepting scholarship applications through February 29, 2020.

Click the link below for more information.

[FHPW Scholarship Information](#)

## Soror Birthday

Happy Birthday to Soror  
Adria James 02/05  
LaFonda Smith 02/9



## Acorn To EXcellence Foundation

Join us for an evening of pleasure and excitement as Sommelier, James Oliver, walk us through an adventure of a unique hand-picked selection of wines and tasty appetizers. Indulge in the aroma of great food paired with wines that are sure to take your taste buds on an excursion. Come be a part of this celebration and enjoy socializing with friends and business associates.

For spending the evening with us, you will receive: The ABC's of wine pairing with Sommelier, James Oliver Four wine pairing with tasty appetizers Door prizes As a token of our appreciation and gratitude, you will leave with a bottle of wine. We will raffle off a wine basket filled with six savory and full-body wines Proceeds benefit the scholarship fund of Acorn To EXcellence Foundation.

The Acorn To EXcellence Foundation is a 501(c)(3), non-profit organization which provides scholarships and education for women and youth pursuing a career in entrepreneurship, business-related fields and science, technology, engineering and, mathematics (STEM).

\*\* You must be 21 years of age to attend this event.

Click link to purchase ticket [Wine Pairing](#)



## Get To Know Our Soror



Epsilon Chi invites you to get to know Soror Miriam Charles! Soror Charles currently serves as one of the Chapter Historians.

We asked Soror Warren:

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

My mother & maternal grandmother were major figures in my life. They served as heavy influences into what makes me who I am today: a woman who values education, always seeks knowledge, and does my best to be kind and considerate towards others. They were two quiet, unassuming yet powerful women of faith who instilled in me the value of integrity and a love of God at an early age.

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

My greatest achievement would have to be becoming a mother. Being responsible for a little human for the past four years has been quite the enjoyable challenge! No two days are ever the same. A close second - earning my first college degree (the second degree is coming soon!).

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

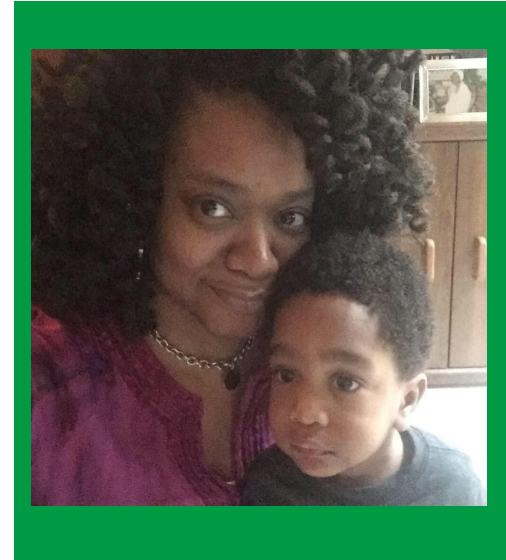
Pam Brown Courtney, an amazing business woman who created her own master planned community in Little Rock, Arkansas. I am inspired by her story of perseverance & mustard seed faith.

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

"Done is better than perfect." That does not necessarily mean to live life "lackadaisical", not taking pride in your work or giving 50% to your endeavors, but to stop trying to make things perfect all the time. Or better yet, quit waiting for things to be perfect in order to make that critical next move. Knowing that would have eliminated a lot of stress and frustration in my younger years.

### **What do you like to do for fun?**

Anything music related. I love attending live shows in intimate settings!



## Soror On The Move



Congratulations to Soror Trina Moore on her promotion to Senior Manager, Client Fulfillment at PULSE, a Discover Company. Soror Moore has been in Corporate management for over 20 years, and Financial services for over 10 years. In this role, Soror Moore will be responsible for a team of Specialists that manage client implementations onto PULSE's debit network, which processes more than 480 million transactions per month. Soror Moore best wishes on your new position!

## FILS Business Show Case



Do to need a pet sitter? A Brother's Love Doggy Care is ready to meet your needs!! Isaiah and Elijah Copeland are offering Doggy Care for your fur Baby. Prices may vary dependent on size of your dog.

For additional information, please contact: 713-294-0137

Meet youth entrepreneur FIL Kya Carpenter! Kya is a 18-year-old high school senior who sweetens this world with her business "Kya's Sweet Treats". Her entrepreneurial journey began in October of 2019 when she wanted to have a business that was creative, as well as represented her fun and bubbly personality. Kya enjoys putting a smile on everyone's face, so she decided to entice their taste buds with Candy and Cake Pops. They have been a success ever since. Her delicious treats will keep you coming back for more.

For more information on how you can experience sweet bliss contact Kya Carpenter at (901) 228-2088 or [kya.carpenter1@gmail.com](mailto:kya.carpenter1@gmail.com).

A promotional image for Kya's Sweet Treats. It features Kya Carpenter, a young woman with dark hair, smiling and holding several colorful candy and cake pops. The background is a white surface covered in colorful sprinkles. The text "KYA'S SWEET TREATS" is written in large, red, stylized letters at the top, with "Candy Pops &amp; Cake Pops" in smaller red letters below it. In the bottom right corner, there is contact information: "Kya Carpenter (901) 228-2088 kya.carpenter1@gmail.com". There is also a small inset image showing a basket of treats.

## Celebrating Black History Month

**February is Black History Month!** The Epsilon Chi Chapter wishes to pay homage to two African American women who have paved the way for Black Women business owners and career professionals.

### First African American Woman Business Owner



Madam C. J. Walker was the first black woman business owner as well as the first self-made black woman millionaire in the United States of America! Ms. Walker started a black hair-care line of products that specialized in treating hair loss. Ms. Walker's inspiration for her haircare line was due to the loss of her hair, seeking to understand the cause of her hair loss she developed ointments to treat baldness and dandruff. Madam C. J. worked as a cook for a chemist, while there she learned the basics of chemistry. She took this knowledge and work to perfect her hair ointments. Ms. Walker's product line eventually expanded to 20 hair and skin items; and she employed over 3000 workers. She built a factory so that her products could be mass produced and she eventually established a beauty school to teach her sales associates the "Walker System" of haircare and beauty.

Courage, perseverance and tenacity are all lessons we can learn from Madam C.J. Walker. She established herself as not only a black business owner but a successful black business woman during a time where the majority of jobs available to for women of color were maids and housekeepers.

We honor and salute Madam C. J. Walker for setting the stages for many African American Women to follow.

### First African American Woman CEO

Black Business Woman Ursula Burns was the first African American woman to be named CEO of a fortune 500 company. Ms. Burns serve in the role of CEO of the Xerox Corporation from 2009 -2016. She also served as the Chairman of Board of the international document -management and business services arm of this same organization from 2010 -2017. Coming from meager means, as a child Ms. Burns excelled in mathematics, she earned a bachelors degree in Mechanical Engineering from New York University.



Ms. Burns immediately started her working on a Master's in Mechanical Engineering and begin working at the Xerox Corporation that summer as an intern in their machinal engineering program for minorities. After graduation, Ms. Burns was offered a full-time position in the product development department. As Ms. Burns climbed the ladder of success and her career progressed she served in many management and leadership positions. In 2000, she was appointed senior vice president of strategic services and in 2009 she was named the company's CEO.

Lessons we can learn from Ms. Burns are determination, patience, and a willingness to learn new things. By trade she was a mechanical engineer, but she took on roles that would broaden her experience in daily operations, leadership and management.

We honor and salute Ursula Burns for breaking the glass ceiling and paving the way for those of us who seek to follow in her footsteps in serving in executive level roles.



### You Can't Afford NOT To Have An Estate Plan

By: Carol Y. Guess, Esq.



You know that aggravating feeling that you get riding in a car with someone who says they know the way to that party or movie theater, or to that out of town event but you get lost? You may find yourself going in circles, or worse, never arrive, because that person did not plan ahead to determine how to get to the desired location. Lack of estate planning can cause similar feelings for your family and/or business partners and employees in the event that you become incapacitated or pass away without a roadmap to handle your care or assets.

#### Life Happens

As women, we can wear so many hats—mom, caretaker, executive, wife, business owner. In each role, people count on us to always be there to make important decisions, give guidance and advice, and to manage the affairs of life or business. Have you considered what may happen if you are no longer in the position to operate in any of these roles? Anything can happen in the blink of an eye— a car accident, the onset of sickness that quickly progresses—one can never tell. After the initial shock of losing you to incapacity or death, those who care about you and depend on you, without the presence of a plan for such events, are often in a tailspin. Here's how you can help your friends, family, and business associates better navigate your incapacity or passing.

#### *Let Them Know You Are Creating An Estate Plan*

Once you decide to create an estate plan, let key people in your family and business know, and tell them where your estate planning documents are located. Not being able to locate the documents is just like not having them.

#### *See An Attorney*

Estate Planning is state specific. You can try to draft documents on your own, but if you use canned documents, they may not reflect the most recent changes in the law of your state, and lack the drafting nuances that may be important to your specific situation. Your focus should be to have documents created that have the best chance of standing up in court should they ever be challenged. Further, an attorney can help you design a plan that fits your family and business needs and desires. For these reasons, obtaining legal advice and guidance from an attorney who focuses on estate law can be of great help in drafting a plan.

#### *The Documents*

Basic estate planning documents may include powers of attorney, medical directives, a HIPAA Authorization, a will, and possibly a trust. There are additional documents that could also be included in your estate plan, and these can be determined once you visit with your attorney. Powers of attorney will let third parties know whom you have chosen to make decisions in your stead regarding everything in your life. A statutory durable power of attorney covers most life events, such as managing your bank account, paying bills, and defending lawsuits. A medical power of attorney with HIPAA (Health Insurance Portability and Accountability Act) Authorization handles medical decisions short of end-of-life decisions, which medical directives address. In connection to each of these documents, you should choose someone you trust implicitly as they each involve the handling of sensitive information and important decision making. With respect to business interests, the governing documents of your business should address how your ownership interest would be affected or transferred by your passing or incapacity. Concerning business planning, please seek the services of an attorney and a certified public accountant.

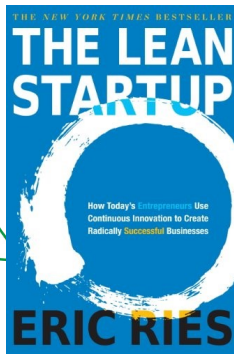
#### What Happens If I Don't Plan?

We have already discussed that you will send your family and business associates into a tailspin if you do not plan. But also, you leave the door open for governmental entities to determine what happens regarding your assets and physical care. For example, if you become incapacitated and cannot make decisions regarding your daily and self-care activities, your state or county may seek guardianship of your person and/or estate (everything you own). Also, as in the State of Texas, the law will determine who will get your assets, including business interests, if no will is in place or is admitted to probate. For these reasons, it is important to at least consider an estate plan.

Estate planning can put you at ease and help family, friends and business associates during a rough time. Please get started with your plan today.

**Carol may be contacted at The Guess Firm, P.L.L.C., 713-660-7003 and at [info@guessfirm.com](mailto:info@guessfirm.com)**

## Recommended Business Books to Read

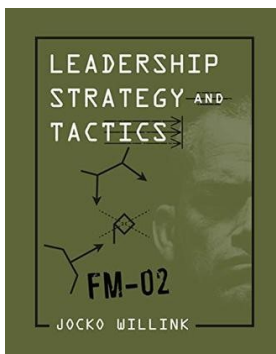


While most startups fail, a lot of those failures can be prevented. This book offers a new approach that changes the way companies are created and products are launched. Every startup has one thing in common, they want to get through uncertainty to find a path that leads to a sustainable business, but few accomplish this feat.

The approach offered in this book helps companies that are smart with their money and use human creativity wisely grow. The lessons presented enable companies to change their direction with their agility and make changes in their plans according to increase their chances of success.

*The Lean Startup* doesn't create elaborate business plans. Instead it offers entrepreneurs a way to continuously test their vision and adapt to their own needs before it's too late. Reis lays out a scientific approach to creating prosperous startups in an age where companies have to be exceptionally innovative to survive.

You can purchase on Amazon, click link [The Lean Startup](#)



**The ultimate guide on leadership from the bestselling co-author of *Extreme Ownership*.**

In the military, a field manual provides instructions in simple, clear, step-by-step language to help soldiers complete their mission. In the civilian sector, books offer information on everything from fixing a leaky faucet to developing an effective workout program to cooking a good steak.

But what if you are promoted into a new position leading your former peers? What if you don't get selected for the leadership position you wanted? How do you overcome imposter syndrome, when you aren't sure you should be leading? As a leader, how do you judiciously dole out punishment? What about reward? How do you build trust with your both your superiors and your subordinates? How do you deliver truthful criticism up and down the chain of command in a tactful and positive way?

These are all questions about leadership—the most complex of all human endeavors. And while there are books out there that provide solid leadership principles, books like *Extreme Ownership* and *The Dichotomy of Leadership*, there is no leadership field manual that provides a direct, situational, pragmatic how-to guide that anyone can instantly put to use.

Until now. *Leadership Strategy and Tactics* explains how to take leadership theory, quickly translate that theory into applicable strategy, and then put leadership into action at a tactical level. This book is the solution that leaders at every level need—not just to understand the leadership game, but also how to play the leadership game, and win it.

You can purchase on Amazon, click link [Leadership Strategy and Tactics](#)



As a new manager, you've been given a huge opportunity--one you can't afford to waste through trial and error. This go-to resource teaches first-time managers everything they need to know to tackle challenges and take on new and unique responsibilities. Written in an inviting and accessible style, *The First-Time Manager* spans essential and immediately applicable topics like hiring and firing, motivating your team, conducting performance reviews, and overcoming resistance. Detailed examples and clear action steps round out these lessons, equipping you with the wisdom to succeed and bolster your team's bottom line results. The revised sixth edition expands on decades of trusted, classic business advice for newcomers, including new material on increasing employee engagement, encouraging innovation and initiative, helping team members optimize their talents, improving outcomes, and distinguishing yourself as a leader. Packed with honest explanations and nitty-gritty details on the realities of managing people, *The First-Time Manager* will help you navigate any kind of people problem like a pro and hit the ground running in your new management role.

You can purchase on Amazon, click link [First-Time Manager](#)

## Regional and National News



Sorors, It's time to register! The Southwestern Region 73rd Southwestern Regional Conference will be held March 26 - 29, 2020 in Spring, TX. Click the following link for online registration: Deadline to register is January 31, 2020. **There is a \$50 late fee if you register after the deadline.**

Below is the link to book your hotel reservation for the 73rd SWR Conference.

[Houston City Place Marriott Hotel at Springwoods Village](#)

**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)**  
**Conference Host Chapter: *Epsilon Phi***



## 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.
- Save the date. LMPF Symposium 2020 is coming. More exciting news forthcoming. Visit <http://lmpfdn.org> for more details. Did you miss Symposium 2018, no worries check out the video: [LOLA Mercedes Parker | Ignite Gala &](#)

## 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.



## 2019 -2020 Epsilon Chi Chapter Officers



**Gloria Davis**  
President



**Donna Mitchell**  
1st Vice President



**Katrina Warren**  
2nd Vice President



**Cynthia Patton**  
Recording Secretary



**Eureka Patton**  
Corresponding Secretary



**Trina Moore**  
Financial 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 Community to Business and Developing Leaders

### Chapter Theme:

Building On Our Legacy

### National Headquarters:

-  202- 462-IOTA
-  1325 G Street NW, Suite 500  
Washington, D.C. 20005
-  [iotahq1@gmail.com](mailto:iotahq1@gmail.com)
-  [www.iota1929.org](http://www.iota1929.org)