

Ideals of ESA



What is Epsilon Sigma Alpha?

Epsilon Sigma Alpha International (ESA) is a leadership and service organization bringing good people together to pursue programs that make a positive difference - locally, nationally and internationally. Since 1929, ESA members have used their network of more than 800 chapters to excel in community education, service and philanthropy. Their “hands-on” endeavors provide more than 650,000 direct service hours and more than \$13 million for charitable causes each year. ESA’s unique program provides members with the training, education and support they need to promote successful public service projects, while developing personal and professional skills in management, public relations and leadership. ESA has long been known as an organization on the cutting edge. Always ahead of its time, it has blazed new trails in volunteerism.

The Spirit of ESA

The spirit of ESA calls for the development of a well-balanced lifestyle that encourages members to develop personal talents to pursue excellence in all aspects of daily life. The programs, projects, and social activities of ESA create opportunities for each individual member to develop skills that enhance self-esteem and make significant personal accomplishments possible. Combined in a chapter unit, motivated ESA members can create a positive difference for the local or campus communities in which they live. On the international level, their achievements set a high standard and serve as an excellent example of what can be accomplished through quality volunteer service. ESA members believe that their only right and greatest responsibility is “the right to be of service.” This “right of service” is an important cornerstone that forms the spirit of ESA, and it also is a value that sets ESA apart from many other organizations. Members serve the world by designing and sharing educational programs that promote values, they organize projects that serve others through personal participation in hands-on or fundraising activities to benefit others, and they provide leadership training to assist others in learning how to use their skills and resources to help those who are in need. As a result, the friendship and support that chapter members share is based on high standards and values that promote positive personal development in an atmosphere that encourages the pursuit of excellence. “Excellence through service” creates confidence, competence and career opportunities for the membership of ESA.

Quick Facts

- ESA was founded in 1929.
- Dedicated to developing confidence, competence, and career opportunities for each and every member, ESA promotes education, service and association through programs that focus on personal development and leadership training.
- ESA's network of more than 1,000 chapters has excelled in developing volunteer community leaders, educational programs, and philanthropic projects that benefit mankind. Each year, ESA members help to raise more than \$13 million for charitable causes, and provide more than 650,000 hours of "hands-on" service in their local communities. Most chapters raise money for local, national and international charities including, St. Jude Children's Research Hospital, Hats for Hope homeless project, and Easter Seals.
- In 1972, ESA responded to Danny Thomas' request to support the kids by adopting St. Jude Children's Research Hospital in Memphis, TN, as its major philanthropic project. Since that time, ESA has helped to raise more than \$150 million for the hospital. ESA also adopted Easter Seals as a major philanthropic project in the 1980s, raising millions through a variety of fundraising efforts ranging from selling Precious Moments Christmas ornaments to hosting silent auctions and more.
- To help members become their personal best, ESA provides leadership training, scholarships, educational programs, and the challenge to develop individual strengths. Opportunities to chair events, hold officer roles, and handle special projects provide members with important hands-on experience.
- Good works do not go unnoticed at ESA. An extensive awards program that includes quality merchandise rewards honors, and employment credit for training and accomplishments is available.
- Celebrating more than 80 years of success, ESA has long been known as an organization on the cutting edge. Always ahead of its time, ESA has developed new and creative avenues in which volunteers can make a difference in the world.
- ESA has numerous avenues in which to participate. Community chapters are open to persons 18 years of age and older, regardless of race, color, creed, or national origin. ESA also features active chapters for youngsters not yet 18 years of age; collegiate chapters to accommodate members within

academic settings; and individual membership for those who can't fit chapter membership into their busy schedules.

Our Heritage

ESA came into being in 1929 because a group of individuals came together to learn, grow and prepare themselves for an ever-changing world. In the small town of Jacksonville, TX, they began meeting together to find a way to fulfill their dreams. It was only five months later (February 1930) that 10 outstanding women signed the charter making ESA a national noncollegiate sorority. While the first chapter was organized in Texas in 1929, the national charter was issued to ESA in the state of Missouri on February 11, 1930. The organization still functions under the original charter but is now incorporated in the state of Colorado

About ESA

To a large extent, the credit for founding ESA is due to Adelia Prichard, a national president of Business and Professional Women's Clubs. She designed the pin, chose the jonquil as the official flower, and selected the organizational colors of blue and gold. (For additional information regarding ESA's founder and the first national ESA chapter, please consult the ESA website.)

The original program of ESA focused on studying "The Writings of Mankind," a series of books featuring the great works and thoughts that were acknowledged by prominent American educators in the 1920s and 1930s. After that time, ESA developed its own "What to Read" newsletter featuring articles by ESA members and prominent writers from around the world. In 1933, the "What to Read News" was renamed the Jonquil to illustrate a broadening scope of interest within the organization. In 1938, ESA held its first national convention. At that convention, delegates set up a National Advisory Board, which later became the International Council, and elected Irene Copeland Lugland of Kansas City, KS, as the first national president.

As life was changed by World War II, ESA expanded the scope of its educational focus and formally changed it to include philanthropic projects and public service activities. ESA members participated in war-related charities such as the USO (United Service Organizations) and the American Red Cross. After the war, ESA became one of the first groups to support the March of Dimes and the Mother's March, which worked to find a cure for polio. In 1972, ESA adopted St. Jude as its first international project.

In subsequent years, ESA also adopted Easter Seals as an official international project. Today, local and collegiate chapters and states support additional philanthropic projects that reflect the interests of their specific membership. (ESA encourages each local chapter to support its own benevolent, charitable or civic enterprises.)

In 1948, ESA became a world wide influence when the first international chapter was organized in Voorburg, Holland. Today, ESA retains a proud affiliation with chapters in Australia, and with other members located around the world.

In 1988, the first collegiate chapter of ESA was chartered on the campus of Ball State University in Muncie, IN. The campus presence of ESA expanded the scope of our organizational interests beyond that of a national non-collegiate sorority. ESA welcomed students of all ages and both genders into its ranks to promote the ideals of ESA in campus settings. ESA's collegiate growth as a service club has been impressive in setting high standards for leadership and service on college campuses across the nation.

As a result of ESA's success in developing a program to encourage both the personal growth of our members and their talents for giving, ESA has become known as one of the premier service organizations in the world. In its more than 80-year history, ESA has developed from a core of dedicated young founders who wanted to learn more about their world to a network of more than 12,000 members who create a better world through their work locally, nationally and internationally.

Education, Service and Association

Our members often say the letters ESA stand for Education, Service and Association. Each year, members are encouraged to participate in a balanced program of activities focusing on all three aspects of the Epsilon Sigma Alpha experience. Most chapters work to develop a common program for the year; however, members who do not belong to a chapter can also participate by using website resources, leadership training sessions and state, multi-state and International Council events.

The Elements of Success

Successful ESA chapters share common elements of success. These elements of success are identified as activities that focus on:

- **People building:** Gain and retain active, enthusiastic members by having programs that focus on membership recruitment and promoting a sense of belonging and social development.
- **Effective chapter programming:** Focus on topics that assist members with personal growth through the knowledge and experience they gain as part of ESA. This includes service projects and educational programs.
- **Meeting management:** Provide a balance of necessary business, interesting programs and fun social activities. Consider the time, location, programming,

and business of each gathering.

- Public relations and publicity: Gain new members and support for programs and projects by registering with the Chamber of Commerce, establishing a relationship with local media, and inviting media personnel to events and programs.

For additional information regarding the elements of success, please consult the ESA website.

ESA's Care Connection

All members, regardless of chapter status, are encouraged to participate in our most comprehensive program, ESA's Care Connection. This program was created solely to facilitate the exchange of person-to-person philanthropic services. Members share their personal talents to provide support to others. Simply put, it provides an opportunity for members to offer their help to others, as well as to receive assistance during their own times of need. It utilizes the knowledge, expertise, and volunteer spirit of ESA members to share support and service to others in times of personal crisis.

ESA's Care Connection is organized at the international level of the organization to provide caring services to others. There are several divisions of service within the program:

- Personal support - An "on-the-ground" support system to provide support and encourage individuals and chapters experiencing transitions or personal crises. Members from across the country join together at a distance to send personal cards and messages to those in need.
- Exchange of personal needs/opportunities - Using the members only message board on the ESA website, members are encouraged to share both personal needs and opportunities. These might include posting business opportunities, relocation needs, and requests for personal assistance to support relatives and family members at a distance

The Program of ESA

- International assistance programs - ESA has developed several programs to assist chapters in developing resources for those in need through goods and support for extraordinary circumstances.
- Hope for Heroes provides boxes of goods and resources to support military service personnel and their families.
- Hats for Hope provides hats and other warm clothing for homeless

individuals or those who have been displaced by a natural disaster.

- Warm Welcome provides baby blankets, support and information for new mothers and their babies in times when these materials may not be readily available in the home.
- Disaster Support provides assistance for members who have experienced a catastrophic loss and would benefit from financial relief. A disaster fund is available in the form of a grant to provide immediate emergency relief.
- Relocation Services - offers assistance to members relocating anywhere in the world. Assistance with finding a new job, housing and even new friends is available through the use of the members-only message board on the ESA website. Support with starting a new ESA chapter or locating an existing chapter is also available. The program creates a forum for our members to volunteer and bridges the gap between the growing needs and current resources for assistance that exist within the community. All members automatically belong to ESA's Care Connection and can participate at any time.

Awards

Chapter achievement programs that provide recognition for outstanding community or campus chapters are available. In addition, every ESA member also has the opportunity to participate in individual member achievement programs to enhance their knowledge of ESA and to build valuable experiences that will make them eligible for awards.

THE ORGANIZATION

ESA Headquarters

Headquarters provides a professional staff to serve the members of ESA; the chapter, area, state, and International Council; and the ESA Foundation. Headquarters is the administrative arm of ESA - the business office.

The Headquarters staff handles communications necessary to advise and assist the organization at every level. The distinctive magazine for ESA, the Jonquil, is published by Headquarters. The staff also provides advisory services; presents leadership seminars; records and processes administrative data; provides educational programs and many publications; assists with membership growth; provides and maintains a supply of ESA materials; provides business management; and coordinates long-range planning with all the officers of the International Council and the ESA Foundation.

Each year, Headquarters provides a very special leadership training seminar for state presidents. At this seminar, workshops are offered on many varied subjects that ESA leaders will find helpful in their service to the membership.

Headquarters also offers seminars for the general membership. These are held in many areas of the country to make it possible for everyone to attend.

Members should watch for news of these events in their area and take part. To make all these services possible, the member, upon joining, pays a membership fee, and for each year of active membership thereafter, pays annual dues to Headquarters. Headquarters is located in Fort Collins, CO. Please see the contact information on the back of this booklet.

International Council

The International Council (IC) Executive Board consists of elected ESA members who are responsible for the business transacted at the IC Convention. All of the elected and appointed officer's travel, represent the organization, and assist and guide individual chapters. IC membership is composed of all chapters and lower councils. Its executive board includes elected officers, a corresponding secretary selected by the president, the senior past IC president and one permanent Headquarters member. A new set of officers is elected and installed each year at the IC Convention.

Annual fees are paid to the IC treasury by member chapters. On September 1, the IC treasurer sends a letter explaining these dues to each chapter. The dues, which finance the operation of IC and its officers' visits to state conventions, are sent to the IC treasurer (not to Headquarters.)

Payment of dues is necessary for chapters to receive a tax-exempt designation. Each chapter of ESA is a member of the IC and receives many benefits from the work of the IC. However, only chapters that pay their annual IC dues have the privilege of voting at the IC Convention. All chapters and councils are organized under the IC Bylaws. These bylaws are posted on the ESA website and should be read and understood by all chapters and members.

ESA Foundation

The ESA Foundation was established in 1971 and incorporated under the laws of the State of Colorado as a non-profit, tax-exempt corporation. Its affairs are directed by a Board of Directors, nominated and elected to three-year terms by members of the ESA Foundation.

The ESA Foundation receives financial support from individuals and businesses having an interest in the fields of education and volunteerism; from private bequests; and, in the future, will continue its efforts to obtain corporate, foundation, and government grants.

The ESA Foundation also provides scholarship grants. Contributions to the ESA

Foundation may be general or specific. General gifts are held as part of the ESA Foundation's general fund. Specific contributions may designate a particular area of endeavor, consistent with the objectives of the ESA Foundation. Upon acceptance of specific gifts, the Board of Directors will use them for the purpose designated by the donor. The Internal Revenue Service has ruled that the ESA Foundation is exempt from Federal Income Tax under Section 501(c)3 of the Internal Revenue Code, as an organization operated exclusively for charitable and educational purposes. This means that contributions and bequests to the ESA Foundation are fully deductible for tax purposes. All inquiries and/or requests should be directed to: ESA Foundation, P.O. Box 270517, Fort Collins, CO.

Other Councils - Multi-State Councils

Currently there are four multi-state councils. The Southeastern Regional Council (SERC) was the earliest, having been organized more than 45 years ago. In recent years, the Midwest Area Regional Council (MARC), the Western States Council, and the Rocky Mountain Regional Council, have been organized to meet the regional needs of member states and the IC. Regional councils seek to increase the opportunity for better communication and leadership training through their association. All regional councils meet annually. SERC, MARC, and the Rocky Mountain Regional Council sponsor regional meetings in the fall. The Western States Council hosts a regional meeting at the beginning of each year.

State Councils

ESA state councils have been organized in nearly 40 states plus Australia. Each has a complete set of officers who are elected and installed annually at its convention. The purpose of a state council is to coordinate the efforts of every chapter within the state, to serve as a clearinghouse for information, and to assist in solving the problems of its member chapters and subordinate councils.

District, Regional or Zone Councils

Some states have these councils, which have been organized to serve the chapters within their own areas. Texas, for example, has district councils. In California, they are called regional councils. Kansas calls its subdivisions zones. Each such council includes representatives from the chapters within its geographical territory. It elects new officers annually, conducts periodic meetings and generally functions like any other ESA council.

City Councils

In many communities, city councils have been organized to coordinate the activities of local chapters. Like the larger councils previously listed, each city council meets periodically, elects officers every year, and functions as an entity within itself, sponsoring charity events and projects.

Local Chapters

Just as the pyramids of ancient Egypt were built on strong foundation blocks, the 1,000-plus local ESA chapters supply the bulk and the strength of our organization. Each chapter operates with officers who are elected annually. Chapters usually meet twice a month (once for its business and educational meeting, and again for its social function) and carries on a full schedule of social, educational and philanthropic activities.

ESA for St. Jude

ESA for St. Jude was formed in 1978. It was created first as a campaign theme, then later as the title for a new department at Headquarters. Its main function was to handle the high volume of ESA fundraising events for St. Jude Children's Research Hospital that sparked in the late 1970s and to address member concerns related to fundraising.

Located at Headquarters in Fort Collins, CO, the Circle of Life Office operates as a multi-faceted fundraising arm of ESA that provides everything from event planning and management, to bookkeeping, material distribution and member and/or chapter support.

TRADITIONS

Rituals

Opening Ritual

(Given by the President)

Members of Epsilon Sigma Alpha, we meet again to pledge ourselves anew to the vows of our ritual, which we accepted in the golden glow of a candle-lighted room. Let us be ever mindful of the responsibilities that we pledged to our organization, keep faith with ourselves and our members, be tolerant and sincere, and ever worthy to wear the badge that symbolizes virtue, honor, truthfulness, friendliness, and loveliness.

(Alternate)

Members, we meet again to light our lamps from a common flame. Let us face this day with faith, with patience, with a prayer for understanding. We remember our common heritage, our common responsibilities, and our common goal. We will keep faith with that trust vested in us. And may sincerity and tolerance guide us as we remember to say...I AM THY MEMBER.

(Alternate)

Members of Epsilon Sigma Alpha, we meet here again to pledge ourselves anew to the vows we accepted. Let us be ever mindful of the responsibilities that we pledged to our organization, keep faith with ourselves and the other ESA members, be tolerant and sincere, and ever worthy to wear the badge that symbolizes virtue, honor, and truth.

Closing Ritual

(Members form a circle with crossed hands)

Eternal Father, master of all good works, guide and direct us that we may remain steadfast in our hearts and faithful to our pledge. May we be reminded that graciousness, poise, and friendliness are our goals and as we go our separate ways, to ever hold aloft the ray from the lamp of learning that those who follow in our footsteps may be guided by its light.

(Alternate)

Eternal Father, keep our flame from which we light our lamps ever bright in our own hearts, that the rays of ESA may light the way for Member's feet, wherever we may go.

(Alternate)

Here as we close, may we guide and direct each other so that we remain steadfast in our hearts and faithful to our pledge. May we be reminded of our goals, and as we go our separate ways, may we ever hold aloft the ray from the lamp of learning that those who follow in our footsteps may be guided by its light.

Flower

"Rich in color, perfect in form, carrying the golden promise of spring, emblematic of noble thought." The flower of ESA is the yellow jonquil, a member of the narcissus family. The jonquil with its tiny, perfect, yellow trumpets is the most fragrant of the narcissus family. The Greeks loved them. It was in ancient Greece that the narcissus was first associated with the coming of spring and was referred to as "Persephone's (daughter of Zeus and Demeter) flower."

Colors

The ESA colors are blue, which signifies fidelity to purpose and loyalty to ideals; and gold, which is symbolic of achievement and reflects the everlasting life of our vows. Throughout the ages, fire has been a token of knowledge. "As you stand beholding fire, look deeply into the flames and there you will see the glowing colors of ESA."

Crest

The crest of ESA is a flat-topped shield enhanced above by a lamp and below by a streamer featuring the letters ESA. The shield is divided through the middle by a wide chevron (an inverted "V") containing six candles. The apex of the chevron is joined to the top of the shield by a bar dividing the upper half into sections. In the upper right corner is a jonquil; the upper left corner features an open book; and in the lower part of the shield, below the chevron, appear the clasped hands of friendship. The six candles of the crest are symbolic of: 1) God, 2) country, 3) home, 4) cause, 5) fellow man, and 6) work.

Motto

“All for one and one for all.”

Watch Words

In ancient days, when students from many lands first sat at the feet of philosophers, they were able to meet on a common ground by speaking the classic language of learning - Greek. It is fitting, therefore, that we should have chosen the Greek alphabet and our three watch words from the Greek language. Epsilon Sigma Alpha, translated freely, means “Pursuit of Learning.”

Pins

Each new member receives the Grecian Lamp of Learning pin. The Lamp is a symbol of our pursuit of knowledge. In addition, each new member receives the Jewel Pin, signifying full membership in ESA and symbolic of the ideals of our organization. It is diamond in shape, and is inherently precious to those who wear it. A 10K solid gold pin or heavy gold plate pin with 22 hand-set pearls is known as the Full Crown Pin. This special pin is available to purchase from ESA Merchandise and may be worn by any full member in place of the official Jewel Pin.

Wearing the Pin

The ESA pin is worn over the heart. Place the thumb in the hollow of the throat, extend the fingers downward, and the tip of the little finger marks the place. The pin is never loaned to or worn by anyone except duly pledged or initiated members of ESA. It represents a pledge to a higher endeavor. Others, pledged likewise, will recognize other members when they see it. The pin is a badge of honor and friendliness. It should be worn as often as possible at functions other than those sponsored by ESA. Remember in wearing the pin, it is permissible to wear the most current officer charm on the chain. Display it only on costumes showing a sense of dignity and worth.

The Meaning of the Jewels

There are 10 jewels surrounding the open book on the badge. These are pearls, ever synonymous with wisdom. But each jewel has a special significance to the wearer of the pin. Together they comprise 10 attributes which every ESA member strives to achieve in life.

The First Pearl shall be for **Wisdom**, the aggregate of human experience, which a member will find a pleasure to explore and obtain through the inspiration and guidance of ESA.

The Second Pearl shall be for **Beauty**, that loveliness of symmetry and line, rhythm, and color in nature, and the magic word of the printed page, which a member will endeavor to translate into everyday life.

The Third Pearl shall be for **Strength**, that combination of courage and judgment with which a member will be able to overcome any strife.

The Fourth Pearl shall be for **Truth**, that sublime measure of knowledge which a member must first feel, then know, and finally live, so that it becomes an integral part of the ESA spirit.

The Fifth Pearl shall be for **Fidelity**, that constancy of purpose which will enable a member to ever keep the sacred vows inviolate.

The Sixth Pearl shall be for **Fellowship**, that living essence of the Divine, which knows no human distinction.

The Seventh Pearl shall be for **Cooperation**, that ability to work harmoniously and constructively with others for the advancement of a common cause.

The Eighth Pearl shall be for **Loyalty**, that unswerving adherence to a set of ideals, which knows no discouragement nor defeat.

The Ninth Pearl shall be for **Vision**, that ability to see past realities of the present into the glorious realm beyond, for “where there is no vision, the people perish.”

The Tenth Pearl shall be for **Service**, that cheerful giving of self for others - achieving not for any expected reward or favor but for the sheer joy of doing. And the sum of these 10 jewels shall be the perfect and complete life toward which all members of ESA are directing their efforts.

Jewel Pin Ceremony

The Ceremony of the Jewels is one of the highlights of ESA life. It represents the culmination of the introductory pledge period and the beginning of a full life in ESA. During the first few months of membership, each new member becomes acquainted with the laws and traditions of ESA and with the material covered in this booklet. Before becoming a full Jewel Pin member through the Ceremony of the Jewels, an ESA member must have completed the orientation period and fulfilled all financial obligations both locally and internationally, and have been a member of ESA for a minimum of three months.

Wearing the Emblems

Members of ESA are entitled to wear the letters, emblems, badges, and pins of the organization. The trademark of ESA is a legal trademark and all merchandise, jewelry, etc. should be obtained through the ESA Merchandise Store. By law, ESA logos may not be placed on logo items or merchandise that are intended to be resold. Only Headquarters reserves the right to sell logo items and merchandise. Visit the shopping link on the website to purchase

authentic logo items and merchandise.

Logo Trademark

The Epsilon Sigma Alpha International logo is trademarked. You may not change nor alter any of the logo versions. Only ESA reserves the right to change or alter the appearance of our logos. Please contact Headquarters if you have any questions regarding the use of our logos.

First Year Achievement Award

First Pearl Award

The First Pearl Award was created during the 1965-1966 International Council year to help each member become involved in a wide variety of chapter activities during the first 12 months of ESA membership. It was called the First Pearl Award since the first pearl of ESA represents “wisdom.” The first-year member who participates in all three of the chapter’s purposes – philanthropic, educational and social – will acquire much wisdom about ESA, community and self.

How to Earn It

The First Pearl Award program is for first-year members only.

A First Pearl Award candidate may earn the required 1,000 points from any combination of activities shown on the following point schedule. There is no minimum number of activities required. All First Pearl Award achievers will receive the First Pearl Award Certificate. In addition, a gold-filled charm with the cultured pearl set in a raised Roman numeral “I” with the distinguishing 1+1 on the back will be sent to those First Pearl Award achievers who personally sponsor a new member. (Only one member may count points for sponsoring a pledge.) Any member achieving the total points required, but not sponsoring a new member, may purchase the First Pearl Award charm without the 1+1. Note: Once the goal of 1,000 points has been reached and the points verified, the member should begin accumulating points toward the First Degree of Pallas Athene (see next section.) However, points accumulated for the First Pearl Award cannot be carried over as Pallas Athene points.

Point Schedule of the First Pearl awards Program

Participation

1. Memorize the ESA opening and closing rituals 30
2. Serve as a chapter committee member 50
3. Serve as a chapter committee chairman 100
4. Serve as a chapter officer 100

Education

5. Maintain perfect attendance at chapter meetings during first six months of membership (may include up to three absences) 150
6. Participate in a chapter educational program 50

Achievement

7. Donate time for chapter-sponsored philanthropic or ways-and-means projects, points per hour served 10

8. Write an acceptable article for publication covering some phase of chapter activity for the state ESA newspaper, for the Jonquil, or for local newspaper, radio or television; points per article (same article sent to various media outlets) 40

Rushing

9. Actively participate, in any capacity, in the formation of a new chapter 300

10. Bring prospective member as guest to chapter function, each 10

11. Pledge a new member (and sign the pledge blank as sponsor) 275

12. Recommend 10 friends to Headquarters 275

13. Enroll a DESA/Élan member 50

Leadership

14. Attend an ESA city, district, zone, regional, or state council meeting, each 50

15. Attend an ESA state convention 100

16. Attend an ESA International Council Convention 200

17. Attend an ESA state, regional, zone, district, area, or city council leadership seminar or any special seminar or leadership conference conducted by Headquarters 100

Procedure

1. Maintain a record of points.

2. Record points as they are earned. When a member reaches the number of points needed for the award, have the chapter awards chairman or chapter president submit an affidavit to Headquarters, giving the total number of points earned to date. The new member can also record points on the ESA website.

3. If the chapter is maintaining a chart on each member's progress, regularly provide points to the chapter awards chairman so that points can be updated in chapter records.

4. Members-at-large will retain their records and submit their affidavits to Headquarters for verifications or record them on the ESA website. Note: Any time spent on a leave-of-absence by a pledge may be omitted from the total 12 months of the active chapter membership allowed for working toward the First Pearl Award. The award is sent directly to the president or award chairman for presentation. In addition, the award chairman requests a certificate and charm, if earned, from Headquarters. Certificates can also be printed from the ESA

website.

Member Achievement Programs

Pallas Athene Program

Our world today owes much to the ancient Greeks. From them came most of our learning, many of our ideas of beauty, and the concept of free thought and democracy. In the Greek tradition of learning, the Pallas Athene program represents the height of excellence and the triumph of achievement in Epsilon Sigma Alpha. When a member has been an ESA member for one year, or has received a First Pearl Award, the member may begin the Pallas Athene program and earn points for the highest individual award of ESA.

Pallas Athene represents the ancient Greek attributes that come from acquiring wisdom, and the beauty and strength of character that is the reward of service to others. The completion of this lifetime program is based on an accumulative point system, which will grow as long as the member is active in ESA. The attainment of each degree will represent a record of the best hours of achievement in the member's life. The six degrees reward outstanding service to ESA and recognize individual contributions to the growth, progress and unselfish service of our membership. Medallion charms for first through fifth degrees are available to wear on a bracelet or a chain. Sixth Degree recipients are recognized with a certificate at the annual International Council Convention. The six degrees of the Pallas Athene program are as follows:

The First Degree: "Aidos" (eye'doss)

Athene, goddess of wisdom, symbolic of knowledge, the spirit of truth, and sanctity of home, appears on the First Degree medallion. Inspiration, reverence, honor, compassion. The First Degree of Pallas Athene requires at least 1,500 points.

The Second Degree: "Arete" (air'reeta)

When Zeus, king of the gods, decreed that the Acropolis be renamed, Athene cast her spell upon the stones, and a thriving olive tree sprang up. The olive was the source of prosperity and the symbol of peace. To honor Athene's deed, the Acropolis was renamed "Athens" and the olive branch appears on the Second Degree medallion. Personal excellence, strength of character. The Second Degree of Pallas Athene requires 3,000 points.

The Third Degree: "Sophia" (sofy'a)

The Greeks had been engaged in a bitter struggle with the powerful city of Troy. Finally, after besieging Troy for 10 years with no success, they sought Athene's help. She suggested the Trojan Horse. With it, they conquered the city and won the war. Imagination, practical skills, efficiency. The Third Degree of Pallas Athene requires 5,000 points.

The Fourth Degree: “Sophrosyne” (so fres’i ni)

Because Athene was the goddess of wisdom, discernment, and prudence, she was said to be “owl-eyed,” with the ability to see all things. Her symbol of wisdom was the owl. Wisdom, understanding, truth. The Fourth Degree of Pallas Athene requires 10,000 points.

The Fifth Degree: “Tharos” (tha’ross)

At an early time, Athene ceased to be regarded as a nature goddess and was worshiped as goddess of reason and practical wisdom, and as patroness of arts. She was goddess of war strategy and defender of cities. She represents the warlike courage that gives peace and the intellectual activity that makes it fruitful. Versatility, compassion, courage. The Fifth Degree of Pallas Athene requires 35,000 points. Each member who has successfully completed the Fifth Degree of Pallas Athene will be eligible to apply to design, implement, and present projects in the areas of education, service and association. A member should choose one of the three specialty areas and should apply to have the project approved by Headquarters. “Honors” will be awarded for the completion of projects in each specialty area. The Sixth Degree will be awarded upon the successful completion of projects in all areas.

The Sixth Degree: “Ethos” (eth’oss)

Athene was the embodiment of wisdom, reason, and purity. As a result, she was known as the goddess of civilized life. She is credited with the invention of the bridle and the flute, items that represent a tribute to both the practical and artistic aspects of her nature. The variety and quality of her works created a high moral impression among her followers. Moral, ideal, spiritual.

Point Schedule of the Pallas Athene Program Individual Achievement

1. Maintain perfect attendance at social, educational and business meetings for six consecutive months 150
2. Attend an ESA city, district, zone, regional, or state council meeting or social, each 25
3. Attend an ESA state (or multi-state council) convention 100
4. Attend an ESA International Council Convention 200
5. Attend an ESA state, regional, zone, district, area or city council leadership seminar or any special seminar or leadership conference conducted by Headquarters 75
6. Chair or co-chair a leadership seminar 200

7. Preside as an officer at ceremonies such as chartering, pledge, jewel pin, installation of new officers, First Pearl, Pallas Athene, or another ESA ceremony, each 30
8. Reinstate an inactive member or a DESA/Élan member 50
9. If a "Recommend-A-Friend" pledges, additional points granted to recommending member 50
10. Bring prospective member as guest to chapter function (for first and second visits only) 25
11. Enroll a DESA/Élan member 50
12. Participate in an ESA philanthropic or ways-and-means project, points per hour served 5
13. Present an educational program assigned by the educational director, each 50
14. Formal presentation of ESA to prospective members 50
15. Pledge a new member (and sign the pledge blank as sponsor) 150
16. When pledge receives the jewel pin, additional points granted to you as the sponsor 100
17. Actively participate, in any capacity, in the formation of a new chapter 300
18. Individually organize a charter chapter 1,500
19. When charter pledge receives the jewel pin, additional points granted to you as the sponsor, each charter pledge 100

Present Offices Held

Chapter

20. President 175
21. Other elected office 125
22. Appointed officer (including committee chairman) 75
23. Standing committee member 50*

City, area, district, regional or zone

24. President 200
25. Other elected office 150
26. Appointed officer (including committee chairman) 100

27. Committee member 75

State or multi-state council

28. President 400

29. Other elected office 300

30. Convention chairman 300

31. Appointed officer (including committee chairmen and junior past president) 200

32. Committee member 100*

International

33. President 600

34. Other elected office 450

35. Local convention chairman 450

36. Appointed officer (including committee chairmen and junior past president) 300

37. Committee member 150*

*Points per committee actively served.

Procedure

1. Maintain a record of points.

2. Record points as they are earned. When a member reaches the number of points needed for a degree, have the chapter awards chairman or chapter president submit an affidavit to Headquarters, giving the total number of points earned to date. The member can also record points on the ESA website.

3. Points in excess of the number needed for each degree will carry over toward earning the next degree. For example, a member might submit 1,580 points on the First Degree affidavit even though only 1,500 points are required. The entire 1,580 point total will be carried over as the base on which to build for the Second Degree (remember, these points are cumulative, so a member never loses any points earned over the years.)

4. If the chapter is maintaining a chart on each member's progress, regularly provide points to the chapter awards chairman so that points can be updated in chapter records.

5. Members-at-large will retain their records and submit their affidavits to Headquarters for verifications or record them on the ESA website.

6. Fifth Degree achievers MUST have the chapter awards chairman, chapter president and state president sign the affidavit before it is sent to Headquarters or recorded on the ESA website.

Total Points

- First Degree total points 1,500
- Second Degree total points 3,000
- Third Degree total points 5,000
- Fourth Degree total points 10,000
- Fifth Degree total points 35,000
- Sixth Degree presentation(s)

Certified Volunteer of America

The Certified Volunteer of America program is designed to recognize those ESA members who have reached the prestigious Fifth Degree of the Pallas Athene program. Once a member reaches the Fifth Degree of Pallas Athene and is therefore accepted as a Certified Volunteer of America, the member may expect the following recognition:

- A letter sent from Headquarters to employer or college dean, local mayor or university president, and local newspaper editor informing them of the achievement
- A handsome certificate proclaiming status as an ESA Certified Volunteer of America

As a premier leadership and service organization, Epsilon Sigma Alpha offers our members the personal assistance and supportive programming needed to develop confidence and competence to go forth and impact the world in a positive way.

ESA is no ordinary organization. With more than 800 chapters, ESA has been able to raise more than \$150 million for St. Jude Children's Research Hospital in Memphis, TN, as well as participate in local communities. ESA members enjoy:

- Friendships: Indescribable and unforgettable friendships that will last a lifetime.
- Pride in serving others: Whether in local communities or fundraising for St. Jude Children's Research Hospital, ESA members receive more than they give.
- Care Connection: All ESA members are networked to support each other across the country... whether celebrating together, helping relocate, or supporting during tough times.
- Travel: ESA sponsors many local, national, and international events catering to leadership training, serving communities, and fun!

- Jonquil: Published twice a year, ESA's internal magazine offers inspiring stories, tools for each chapter, and motivation to share ESA with others.
- Member-only access: Each member can access up-to-date resources, ideas, and a message board specifically designed for members.
- ESA merchandise: From sweaters to jewels, members have access to shopping the latest merchandise sporting the classic ESA name.
- ESA online: ESA's websites, blog, and social networking sites are great ways to link to friends and fellow members.

MEMBERSHIP OVERVIEW

The Founders' Chapter

Outstanding women from many different backgrounds composed the Founders' Chapter. The first to sign the charter was Mary Redfield Plummer, an acknowledged authority on parliamentary law at Northwestern University. However, to a large extent, the credit for founding Epsilon Sigma Alpha is due to Adelia Prichard. Other members of the Founders' Chapter included Pearl Kinman, state president of the Business and Professional Women organization, and second to sign the charter; Susan Rebhan, state Supreme Court judge; Florence Sterling, writer, editor and speaker; Phoebe Kerrick Warner, national chair of Rural Women Clubs; Althea Terry, state president of the Business and Professional Women organization; Florence Crawford, business woman; Daisy Birchfield; teacher; and Clara Leach, expert in building program excellence. ESA came into being in 1929 because a group of women felt the desire to learn, grow, and serve together.

Membership Options

Today, more than 80 years since its founding in 1929, ESA is one of the world's most distinctive leadership and service organizations. More than 12,000 members are working together to further their educational goals; leading the way in service to their communities and strengthening their association with leadership training and social programs. In addition to our traditional community chapters, ESA has evolved to include a nationwide network of collegiate chapters that brings not only youth and enthusiasm to our organization, but service and caring to their campuses and communities. Add to these our youth programs, which allow young women and men to give, learn, and grow, and you'll discover that ESA is an opportunity for a lifetime.

Community Membership

This is the most traditional form of ESA membership. Individual members join an established chapter in their own community, or participate as their

schedules allow through individual membership and online networking groups.

Collegiate Membership

Collegiate membership is available on participating campuses across the nation. Individual members join as a part of the college experience to develop their résumés and share their interests in service and volunteerism.

Alumni Membership

Graduates can retain their collegiate membership by paying individual dues to remain in their current collegiate chapter but on alumni status. Alumni membership can continue until the member finds an existing chapter to join, or finds a group that wants to charter a new chapter.

Life Active Membership

Life active members make a one-time payment of dues and fees. Individual members may belong to a chapter or retain members-at-large status. Life active membership can be earned by sponsoring 10 or more new members in a single ESA year (June 1-May 31).

Senior Life Active Membership

Senior members can enjoy the same benefits as a life active membership but receive a discounted rate if they are 65-years-old or older.

Member-at-Large Membership

Individuals who are at a distance from a local traditional chapter, or for those whose current time commitments do not permit them to be an active chapter member can still share ESA's benefits and support ESA activities and projects.

Élan Membership

Élan stands for Education-Leadership-Affirmation-Networking. This membership encourages positive participation by youth age 12-17, and provides them with opportunities to develop personal leadership skills through service-oriented activities.

DESA Membership

DESA stands for Debutante of Epsilon Sigma Alpha. Mothers, aunts and grandmothers can give the rich heritage of an ESA membership to a special friend or younger member of the family. This program is designed to provide experience and exposure to the ideals of ESA.

Online Membership

Individual members participate in ESA through their affiliation with an online chapter. These chapters serve members who live in different geographical regions or who cannot participate in traditional or collegiate chapters.

Inactive

Inactive members are members who were once active. Through the nonpayment of dues, all rights to participate in active chapters or to hold an office within the organization are forfeited.

Reinstated Membership

Inactive members may return to ESA by reinstating their membership. By applying for reinstatement and paying a small fee, they are re-affiliated and regain their ability to participate with full member benefits.

ORIENTATION OF NEW MEMBERS

Study Sessions

The outline that follows has been carefully designed to give the new member a comprehensive knowledge of our organization. Many chapters have a 30-minute training session before the regular meeting starts for new member orientation. Others schedule separate meetings for this purpose. Regardless of how a chapter decides to conduct its new member orientation sessions, it is imperative that the new member have assistance in getting this information from the sponsor or from a chapter officer.

Study Session 1

ESA History, Symbols and Traditions

I. Objectives

- A. Study the history of ESA
- B. Outline the history of the local chapter
 1. When founded and by whom
 2. Important accomplishments
 3. The year's educational program
 4. Current philanthropic projects
- C. Explain the symbolism of ESA
 1. Colors
 2. Flower
 3. Crest
 4. Badge
 5. Pledge and jewel pins
 6. Pin etiquette
 7. The 10 pearls

Study Session 2

ESA Purpose and Organizational Structure

I. Objectives

- A. Learn the educational scope of ESA
 1. The chapter's current study theme and some typical topics covered in past years' programs

2. What programs are available from Headquarters for individual/group study
- B. Learn the philanthropic scope of ESA
 1. Local service projects, past and present
 2. State service projects, past and present
 3. International philanthropic projects
- C. Learn the social scope of ESA
 1. Chapter socials
 2. Special events
 3. District or regional events
 4. State and International Council conventions
- D. ESA's organizational structure
 1. Local chapters
 2. District, regional or zone councils
 3. State councils
 4. Multi-state councils
 5. International Council
 6. Headquarters
 7. ESA Foundation

Study Session 3

ESA Constitution and Bylaws

I. Objectives

- A. Learn the chapter bylaws
- B. Learn the various officer duties
 1. President
 2. Vice President
 3. Treasurer
 4. Corresponding Secretary
 5. Recording Secretary
 6. Educational Director
 7. Parliamentarian
 8. Committee Chairman
 - a. Publicity Committee
 - b. Social Committee
 - c. Contact Committee
 - d. Ways and Means Committee
 - e. Membership Committee
 - f. Philanthropic Committee

Study Session 4

Parliamentary Procedure

I. Objectives

- A. Learn the basics of parliamentary procedure
- B. Learn how chapter meetings are conducted

1. The order of business
2. Orderly discussion
3. Voting procedures
- C. Outline what is recorded in the minutes
- D. Conduct a question and answer session

Study Session 5

Pallas Athene Awards

I. Objectives

- A. Learn about the Pallas Athene Awards
 1. The First Degree
 2. The Second Degree
 3. The Third Degree
 4. The Fourth Degree
 5. The Fifth Degree
 6. The Sixth Degree

Study Session 6

Your Chapter and You

I. Objectives

- A. Learn about leadership training opportunities
 1. Chapter and chairmanships, offices and other responsibilities
 2. Speaking before a group
 3. Preparing educational programs
 4. District and state leadership conferences
- B. Learn other benefits of membership including ESA's Care Connection
- C. Learn the chapter's methods of membership building
- D. Learn the chapter's publicity methods - keeping the chapter in the news
- E. Learn the chapter's fundraising Methods

BUILDING TOMORROW

Recommend-A-Friend

If any member knows a friend, relative, work associate, neighbor, etc. who would be interested in joining Epsilon Sigma Alpha to help others, that member should recommend them for membership in ESA and let Headquarters do the rest. There is no cost, nor obligation - it's just a special way to help further share ESA's spirit of love. The appropriate form is available from Headquarters or on the ESA website.

Forming New Chapters

Excitement, fun and personal pride awaits members who set their sights on forming a new chapter. Members can choose to organize new chapters for a number of reasons such as relocation, a change in status (i.e., graduating from

college and moving to a new community, etc.) or simply wanting to organize additional chapters in the community to build upon the organization. As a result, ESA members may organize new chapters that suit both their interests and geographical situation. Organizing a new chapter creates publicity for the member's chapter and adds new opportunities for service in the community. Instructions for forming a new chapter are available on the website or from Headquarters.

YOUR ACCOMPLISHMENTS

Name: _____

Month/year joined: _____

Member number: _____

Chapter name: _____

Chapter number: _____

Month/year First Pearl Award earned: _____

Month/year Pallas Athene First Degree earned: _____

Month/year Pallas Athene Second Degree earned: _____

Month/year Pallas Athene Third Degree earned: _____

Month/year Pallas Athene Fourth Degree earned: _____

Month/year Pallas Athene Fifth Degree earned: _____

Month/year Pallas Athene Sixth Degree earned: _____

Offices held: _____