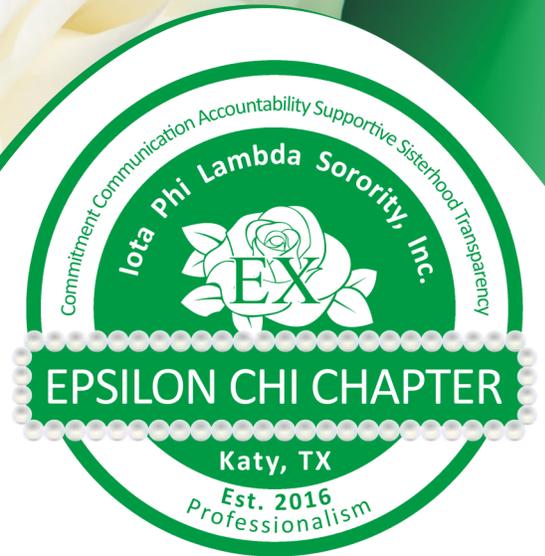


EPSILON CHI EXPRESS

EXceptional Women doing EXtrordinary Things



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President's Message

Greetings Sorors,



It is time to spring forward as we approach the 73rd Southwestern Regional Conference and the implementation of Business Month events.

The Spring season is a time of transformation when things blossom, grow, and reproduce after hibernating. Let's not hibernate, but blossom as Sorors, grow individually and collectively as a chapter, and reproduce leaders who are going to take our chapter and sorority to the next level.

We have several programs and events to look forward to for the remainder of the sorority year. It is about to get busy.

- An entire month of Business Month activities
- Career Exploration
- Youth MPower Business Forum (partnership with our 501(c)(3) nonprofit, Acorn to EXcellence Foundation)
- Toys U Can't Return
- Working Women Wednesday networking fundraiser
- Membership Mixer
- Founders Day

During the February chapter business meeting, we had the opportunity to learn about the business ventures of our Future Iota Leaders. Our FIL's make us so proud. Let's support our FIL's in their entrepreneurial pursuits.

Later this month, Sorors from across the Southwestern Region will descend upon Houston for the 73rd Southwestern Regional Conference. The regional conference is always an exciting time as we look forward to taking care of the business of the region, fellowshipping and connecting with our sisters. Since the number seven is significant in our sorority, I encourage you to take the time to connect with at least seven Sorors within our region that you do not know.

Spring is the time of year when everything in nature is changing and promising new life and new hope. Let's not become stagnant, but embrace change and continue to breathe new life and hope in everything we do in Epsilon Chi Chapter and the sorority.

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
- 11 March 2020 — Working Women Wednesday
- 18 March 2020 — Working Women Wednesday
- 25 March 2020 — Working Women Wednesday
- 20 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 a Secretary Pro Tem. Soror Jana Gaskin has accepted this position.

Soror Spotlight



Congratulations to Soror Sheri Marshall who was one of the 50 women to be featured in the, *"Fifty Women on What it Means to be a Black Woman in Austin"* article in the Austin Woman Newsletter.

To read the Newsletter, click the link: [Austin Woman](#)



Scholarship Spotlight

The Alice P. Allen National Scholarship is named in honor of Iota's second National President (1946-1950). This \$2,000.00 scholarship is to be awarded to a teenage mother desiring to further her education beyond high school. Judging criteria will include academic performance, demonstrated leadership, career aspirations and financial need.

ALICE P. ALLEN SCHOLARSHIP
Awarded by IOTA Phi Lambda Sorority, Inc.

HOW TO APPLY
Applications can be downloaded at www.iota.org
(Application link is on the homepage)

Application packets must be submitted or postmarked by **March 20, 2020**

GET IN TOUCH
Questions may be directed to Donna Mitchell, scholarship chair, at donnamitchell@iota.org

Scholarship details and how to submit are included in the application at www.iota.org

AWARD CRITERIA
This scholarship is awarded to a teenage mother desiring to further her education beyond high school.



FILS Business Spotlight



Our FILs, Kya Carpenter, Aaliyah Cyres, Isaiah Copeland, Elijah Copeland, Kennedy Mitchell and Lauren Mitchell participated in the Epsilon Chi FIL Showcase. The FILs gave a presentation on their businesses. The businesses they presented were desserts, hair braiding, doggy day care and girl scout cookies. They did a fantastic job! The Epsilon Chi Chapter is so proud of our FILs and their journey into entrepreneurship.

The FILs attended a Youth Awareness Workshop, hosted by the Missouri City Houston Metro Chapter of National Youth Achievers. They learned about human trafficking and safety tips.

UNITED AGAINST HUMAN TRAFFICKING
A national organization dedicated to ending human trafficking through awareness, education, and advocacy.

Don't be afraid to ask for help!
Call the National Human Trafficking Hotline at 1-888-373-7888

FIL Kya Carpenter's business, Kya's Sweet Treats, had the opportunity to showcase her desserts at two events. The 1st event was at the Youth Entrepreneur Market Place at Garden Oaks Church of Christ and the 2nd event was the Acorn to Excellence wine pairing event. Both events were a huge success. We're so proud of Kya. Keep up the good work!



CHAPTER PARTNERSHIP

HEY LADIES! COME NETWORK AND UN-WINE WITH PROFESSIONAL BUSINESS WOMEN!



EVERY WEDNESDAY IN MARCH
CONNECT AND MINGLE WITH CAREER-MINDED WOMEN

WORKING WOMEN WEDNESDAY

Join Us at Big Z's Pizza & Brew
2400 S. Mason Rd, Katy, TX 77450

MARCH 11, 18, & 25, 2020
6 PM - 9 PM

A portion of the proceeds from sales will support business programs and scholarships for women and youth.



Epsilon Chi Chapter has partnered with Big Z's Pizza and Brew to provide a networking fundraising opportunity for business women to connect. A portion of the proceeds from sales will support business programs and scholarships for women and youth. Join us every Wednesday in March for Working Women Wednesdays!

FIL Birthday

Happy Birthday to FIL

Isaiah Herbert –Copeland 03/06

Jalissa Nixon 03/18

Kennedy Mitchell 03/28



Soror Birthday

Happy Birthday to Soror

Brandy Edwards 03/01

Lois Fort 03/19

Marchrisha Dottrey 03/25

Jana Gaskin 03/28

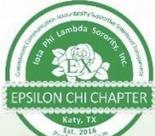


Happy Anniversary

Soror and MOI Redessa & Ervin Shaw
celebrate 7 years of Marital Bliss on March 7



Chapter Upcoming Events




EPSILON CHI
MEMBERSHIP
Mixer

FRIDAY MARCH 20TH 2020 | 6-9PM

Come network with professional women!

THE ALOFT HOTEL
25330 Kingsland Blvd, Katy, TX 77494

For more information:
Contact Redessa Shaw at 713-480-4779

WWW.IOTAEPSILONCHI.COM

We will be hosting a Membership Mixer on March 20, 2020, at Aloft Hotel-Katy, TX, from 6:00PM until 9:00PM. We welcome you to invite ladies on to come out and network with the Sorors of the EXcellent Epsilon Chi Chapter.

Save the Date! The Bold Men & Women in Business Entrepreneur Pitch Contest will be held in April 25, 2020. This year's guest speaker is Isis B. Ashford and youth guest speaker will be last year's pitch contest winner, Brice Evenhart. This is an event you don't want to miss!

For ticket information, please click the link: [BMW](#)

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



ISIS B. ASHFORD *Guest Speaker*

- B.S. Electrical Engineering from Prairie View A&M
- CEO of Xplosion Technology a sports analytics company automating youth and college data collection
- Raised \$100K in startup capital
- Wearables and Storyteller expert
- Winner of 20 out of 33 pitch competitions
- Awardee of \$225k SBIR Grant

Register at PitchContest2020.Eventbrite.com
For more info email us at excellinginbusiness@gmail.com

Youth Speaker

Testimony from 2019 Winner...
Brice Evenhart - Vallaire'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 gift 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



Get To Know Our Soror

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

We asked Soror Marshall:

What makes you who you are?

I am my own person and what people say about me is their problem.

What is your greatest achievement?

To be featured in a magazine.

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

Alicia Keyes

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

Take Vacations more often.

What do you like to do for fun?

Travel and meet people.





March is Women's History Month

March is National Women's History Month! The Epsilon Chi Chapter wishes to pay homage to Shirley Chisholm in honor of Women History Month!

First African American Congresswoman



Shirley Chisholm was the first black congresswomen in New York. Ms. Chisholm served as a Congresswoman for 15 years, representing the 12th congressional district for seven terms. She ran for this office as part of a court-mandated reapportionment plan which was redrawn to focus on Bedford-Stuyvesant, New York. While in office, Ms. Chisholm was instrumental in getting unemployment benefits extended to domestic workers and introduced a Search for Education, elevation and Knowledge (SEEK) program. This program provided disadvantaged students the chance to enter college while receiving intensive remedial education. From 1977 to 1981, Ms. Chisholm served as the Secretary of the House Democratic Caucus.

Before Ms. Chisholm became a Congresswoman, she was honored in a "Salute to Woman Doers" affair in New York in May 196. Known for being outspoken, Ms. Chisholm argued against New York's literacy test in English, her position, "just because a person functions better in his native language is no sign a person is illiterate."

Shirley Chisolm paved the way for African American women to enter into the political arena. Ms. Chisholm taught us that being outspoken and tenacity are attributes we can leverage for a successful career in our perspective fields.

Powerful African American Woman in Corporate America

Last year, Black Enterprise magazine featured 137 most powerful black women in Corporate America. Three of those women are CEOs for fortune 500 companies. We celebrate these women as they continue to make history breaking the glass ceiling and paving the way for those who are climbing the corporate ladder behind them. We encourage you, in your spare time, to read the article and learn about these amazing women.

To read this article, please click link: [Powerful Black Women](#)

An Effective Leader By LaSandra Collins



As an HR Practitioner, I have coached, counseled and sometimes disciplined many managers, directors and yes, even C-Level employees. I have seen some, who should not be in a management position because of their inability to manage or lead staff. Yes, there is a huge difference between managing a team versus leading a team. On the other hand, I have also worked alongside some employees who were very effective in their positions as a leader. Journey with me for a few moments as we explore what makes a leader effective.

Leaders can possess many characteristics; however, there are specific traits needed for a successful leader. One of the most important traits one must possess is communication. An effective leader can express her vision, mission, goals, objective and directives. She can give clear and concise instructions of what is needed setting the expectation for the desired result. But communication is so much more than you, the leader sharing information, a big part of communication also includes active listening. That is, you listen to your team without interruption seeking to understand concerns, ideas, and suggestions.

The next desired trait is vision; as a leader, you must have the ability to see the future state of an organization. Being able to envision the future state of your Chapter is critical to staying ahead of trends and moving the organization forward. Careful thought should be given to how it looks now in comparison to what you want it to look like three, five, or ten years from now.

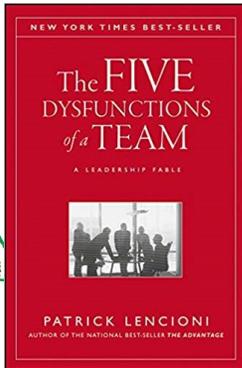
The ability to make decisions is another trait needed by leaders. In making decisions, a great leader understands that she does not know everything, there are times when she will depend on subject matter experts to provide her with information, while other times she will need to do scholarly research before making decisions that will impact the chapter.

Establishing credibility and respect for your team is by, you guessed it, leading by example! This is a great trait to have as a leader. One of the best ways to lead by example is to hold yourself accountable to the same expectations you set for your team, this shows that you are ethical and responsible. Also, accountability is taking ownership of your actions, decisions and those things that didn't turn out as expected. In the long run, being the example you want your team to follow has great benefits. Your team will respect you and want to work with you.

Other important traits a leader need is the ability to empower, inspire and motivate your team. You should encourage your team to make a decision and act on their own. Doing so will show that you trust them to do their jobs. Empowerment is easy to give when a leader gives clear and concise expectations of the project/job. Knowing each team member's strengths and challenges will serve you well when it comes to motivating and inspiring them.

A great leader takes the time to get to know their team members individually because she knows each member of the team has different needs which equate to different motivations and inspirations. An effective leader possesses passion. This passion will drive her to be the best she can be within the organization and with her team. Your passion will cause others to gravitate to you and want to join your cause. Communication, Vision, decisiveness, leading by example, empowerment, motivator, and inspirer are just a few of the qualities that contribute to the success of an effective leader. Whether you serve in your Chapter as the President, on the Executive Committee or a Committee Chair, it is pivotal to remember your team is only as strong as you are as a leader. The success of the Chapter/Executive Committee/Committee is dependent upon how well you work with your team so that the common goal can be achieved.

Recommended Business Books to Read

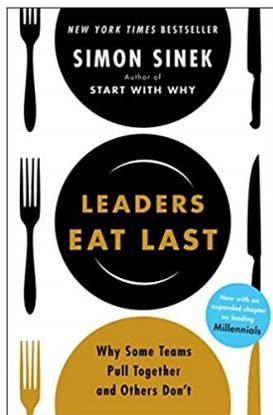


In *The Five Dysfunctions of a Team* Patrick Lencioni once again offers a leadership fable that is as enthralling and instructive as his first two best-selling books, *The Five Temptations of a CEO* and *The Four Obsessions of an Extraordinary Executive*. This time, he turns his keen intellect and storytelling power to the fascinating, complex world of teams.

Kathryn Petersen, Decision Tech's CEO, faces the ultimate leadership crisis: Uniting a team in such disarray that it threatens to bring down the entire company. Will she succeed? Will she be fired? Will the company fail? Lencioni's utterly gripping tale serves as a timeless reminder that leadership requires as much courage as it does insight.

Throughout the story, Lencioni reveals the five dysfunctions which go to the very heart of why teams even the best ones-often struggle. He outlines a powerful model and actionable steps that can be used to overcome these common hurdles and build a cohesive, effective team. Just as with his other books, Lencioni has written a compelling fable with a powerful yet deceptively simple message for all those who strive to be exceptional team leaders.

You can purchase on Amazon, click link [Five Dysfunctions of a Team](#)



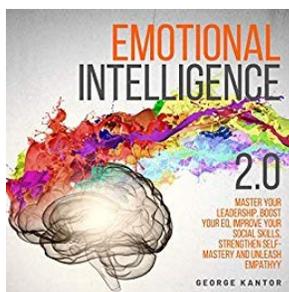
Imagine a world where almost everyone wakes up inspired to go to work, feels trusted and valued during the day, then returns home feeling fulfilled. This is not a crazy, idealized notion. Today, in many successful organizations, great leaders create environments in which people naturally work together to do remarkable things.

In his work with organizations around the world, Simon Sinek noticed that some teams trust each other so deeply that they would literally put their lives on the line for each other. Other teams, no matter what incentives are offered, are doomed to infighting, fragmentation and failure. Why?

The answer became clear during a conversation with a Marine Corps general. "Officers eat last," he said. Sinek watched as the most junior Marines ate first while the most senior Marines took their place at the back of the line. What's symbolic in the chow hall is deadly serious on the battlefield: Great leaders sacrifice their own comfort--even their own survival--for the good of those in their care.

Too many workplaces are driven by cynicism, paranoia, and self-interest. But the best ones foster trust and cooperation because their leaders build what Sinek calls a "Circle of Safety" that separates the security inside the team from the challenges outside.

Sinek illustrates his ideas with fascinating true stories that range from the military to big business, from government to investment banking.



For many years the importance of emotional intelligence has been downplayed and marginalized, to the extent that it became almost forgotten by many. But, as new theories and understanding begin to emerge, to the point where our emotional intelligence is now highly valued and indeed sought after by many employers, it is more apparent than ever that it holds a crucial role in many areas of our increasingly hectic lives. Inside the pages of this new book, Emotional Intelligence and its amazing value is brought to life in a way that may surprise you. With an in-depth examination of the subject and thought-provoking analysis you will see what EQ does for millions of people through chapters that look at such things as:

- **What Emotional Intelligence is and the elements of it**
- **How you can use it to combat stress at work**
- **How Emotional Intelligence and positive psychology can help you find success**
- **Recognizing high EQ in others**
- **How to control your negative emotions**
- **How Emotional Intelligence develops in children**
- **The signs of low Emotional Intelligence**

Many people may dismiss the value that Emotional Intelligence holds for them, as has often been the case through time. But even a cursory glance at the benefits the EQ can offer us shows that each and every one of us could reap great rewards in all aspects of our lives, just by adopting some easy changes that will improve our own EQ.

You can purchase on Amazon, click link [Emotional Intelligence](#)

With the rapid spread of COVID-19 (Coronavirus) it is important to educate yourself on what it is and how to avoid contracting and spreading this virus.

As always, prevention is our strongest defense against viral infections. To prevent infectious diseases and viruses, please remember to:

- Practice good hygiene
- Use alcohol-based sanitizers when soap and water are not available
- Use disposable tissues when coughing and sneezing; dispose of carefully and promptly. If tissues are not available, direct your cough or sneeze into the crook of your arm/sleeve
- Avoid touching your eyes, nose, and mouth with unwashed hands
- Clean and disinfect frequently touched objects and surfaces
- Avoid close contact with anyone who has cold or flu-like symptoms
- Avoid live animal markets and contact with live or dead farm or wild animals
- Thoroughly cook meat and eggs before consumption
- Maintain healthy habits that support your immune system

Below are flyers on stopping the spread of germs and symptoms.



For additional information about COVID-19, please click link: [CVC](#)

For more information on Travel, please click link: [Coronavirus Disease](#)

For more information for Business, please click Link: [Business Tips](#)





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 & Youth Leadership](#)



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(Click AmazonSmile below to shop.)



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SMILE.AMAZON.COM

2019 -2020 Epsilon Chi Chapter Officers



Gloria Davis
President



Donna Mitchell
1st Vice President



Katrina Warren
2nd Vice President



Position vacant
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

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