



Sigma Alpha Sorority Annual Report 2021-22



2021-2022 In Review

The Sigma Alpha Sorority National Leadership Team wants to thank all sisters and partners who helped make the 2021-22 year a success. After what seemed like a decade of COVID-19, Sorority activities started returning to normal along with the activities of the rest of the world.

Collegiate chapters could finally hold most, if not all, events in-person; and the Sorority held its National Conclave in-person in July of 2022—our first face-to-face event since the 2019 National Convention.

As activities returned to normal, we also saw our membership numbers stabilize from the declines that were a result of the pandemic and its residual effects. While we still have some strides to make to get us back to where we were pre-2020, the National Leadership Team has every confidence in our membership and volunteers that we will not only get there soon, but be even stronger because of it.

Please take a moment to review this annual report of activities to see all the work that is being done at both the national and chapter level to provide Sigma Alpha sisters with the tools they need to succeed in their careers and lives.

Thank you for your continued support of Sigma Alpha Sorority and its members.

2021-2022 National Sorority Board

Kim Neumann, President

Carmen Benson, Vice President

Christine Phipps, Treasurer

Brooke Greene, Secretary

Lynn Barholomew, Collegiate Membership Director

Andrea Schroeder, Professional Development Director

Alyssa Clements, Outreach Director

Kate Hadley, Development Director

Angela Scott, Communications Director

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Building the Future of the Sorority

In October of 2021 the Sigma Alpha National Sorority Board (NSB) partnered with the Sigma Alpha Educational Foundation Board (Foundation) to hire Shelly Schell, owner of Trionfocrem LLC, to assist in the creation of a strategic plan meant to guide Sigma Alpha's development over the next 5-7 years.

Shelly attended Michigan State University earning a degree in Agriculture and Natural Resources Communication and later obtained her Master of Arts in Organizational Leadership from St. Mary's University in Minnesota, graduating with highest honors.

She also holds certifications in Thomas-Kilmann Conflict Management (TKI), Life Orientations (LIFO), Extended DISC, Situational Leadership, and a certificate in coaching.

In addition to these amazing credentials, Shelly brings to the table years of practical corporate experience and is a Sigma Alpha alumna from the Gamma Chapter at Michigan State University.

The NSB and the Foundation began the strategic planning journey by determining the organizations' significant purpose and identifying the picture of its future. To aid the boards, Shelly distributed a survey to collegiate members to gather their views, while the team also used responses from a recent alumnae survey to add their voice to the process of determining the organizational vision and values.

The Vision —

Empower Diverse Women.
Foster Lifelong Collaboration.
Impact Agriculture.

The Values —

Pursuit of Growth, Stewardship,
Leadership, Integrity, Inclusion.

Additionally, Shelly interviewed the NSB, the Foundation, Chapter Consultants and Advisors and used this information in conjunction with collegiate and alumnae survey responses to complete a SWOT analysis to aid the boards in identifying core strategic objectives.



The top objectives identified were Organizational Structure, Financial Security, Membership Satisfaction, and Organizational Growth. The two boards and other core volunteers then split into workgroups to develop Key Performance Indicators (KPI) for each objective.

The NSB and the Foundation are continuing their work on the Strategic Plan and hope to unveil the plan in its entirety by early 2023.

National Sorority Board Engagement

The National Sorority Board (NSB) is composed of volunteer leaders who maintain focus on the Sorority's mission and strategic goals in governing and developing policy and setting a course for Sigma Alpha Sorority's future.

The NSB meets monthly for an hour via Teams to discuss and vote on any items brought forth by the NSB members, collegiate and alumnae members, or Sorority staff.

The board meets at least twice a year in person—annually at Convention or Conclave and again in early fall for a full weekend board meeting.

The National Executive Committee, comprised of the President, Vice President and Treasurer also meets monthly for an hour via Teams and hold an in-person meeting each spring with the Sorority's Executive Director for a full weekend to conduct a deep dive into core operational and governance topics.



In October of 2021, the NSB met at the InterContinental Hotel in St. Paul, where the 2022 Conclave would be held.



The Executive Committee and Executive Director arrived early to conduct a final site visit of the property in preparation of Conclave. Upon arrival of the remainder of the board, the group made significant strides on the Strategic Plan and undertook an intensive review of the National Governing Document manual.

While the Board works hard throughout the year for the Sorority, they still manage to have a little bit of fun and further strengthen the lifelong bonds of sisterhood.

One of those fun times included a virtual activity to learn how to make charcuterie board in December .



2021-2022 Financial and

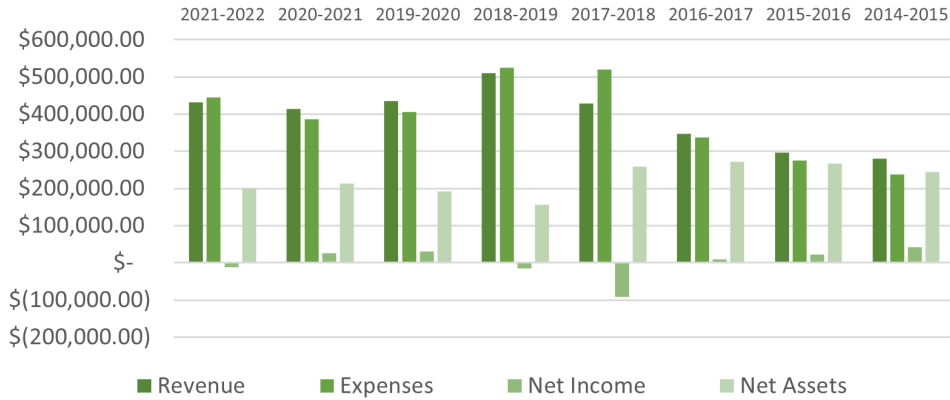


Sigma Alpha Sorority Trend Analysis

Financial Benchmarks	2021-2022	2020-2021	2019-2020
Total Revenues	\$ 432,608.50	\$ 413,403.50	\$ 435,649.50
Total Expenses	\$ 444,911.39	\$ 387,057.46	\$ 405,504.50
Revenue Less Expenses (Net Income)	\$ (12,302.89)	\$ 26,346.04	\$ 30,145.00
Net Assets or Fund Balances	\$ 200,409.22	\$ 212,697.11	\$ 192,420.00
	2021-2022	2020-2021	2019-2020
New Initiates	1,023	1,032	1,227
Convention/Conclave	St. Paul, MN Conclave	Virtual Convention \$65-\$200	Virtual Conclave \$50/Chap
Attendance	131	203	78
Leadership Seminar			
Attendance	288	295	325

and Membership Analysis

Financial Trends



Analysis/Benchmarks 2014-2022

	2018-2019	2017-2018	2016-2017	2015-2016	2014-2015
Revenue	\$ 509,766.05	\$ 428,300.00	\$ 347,381.31	\$ 296,909.00	\$ 279,477.00
Expenses	\$ 525,263.75	\$ 520,253.51	\$ 337,567.00	\$ 275,021.00	\$ 238,024.00
Net Income	\$ (15,497.70)	\$ (91,953.51)	\$ 9,814.31	\$ 21,888.00	\$ 41,453.00
Net Assets	\$ 156,206.93	\$ 259,395.00	\$ 271,678.00	\$ 266,453.00	\$ 244,565.00
Members	1,353	1,320	1,212	1,299	1,049
Conclave	Scottsdale, AZ	Dallas Conclave	Columbus	Dallas Conclave	St Louis
Member	\$290/\$350	\$135	\$290/\$335	\$120	\$265/300
	211	126	152	86	132
	261	278	261	253	273

Standing Rule Updates

Standing Rules are created and/or changed with the approval of the National Sorority Board.

For Fiscal Year 2022, three standing rules were updated:

#7040 National Award Descriptions

- Removed "Outstanding Chapter Website Award" section
- Motion made and passed during the April 27, 2022 NSB meeting

#6060 Travel and Expense

- Updated mileage reimbursement for staff and volunteers for vehicle travel to match the federal business rate of \$0.58/mile
- Motion made and passed during the April 27, 2022 NSB meeting

#7030 The Spirit of Ruth Award

- Deadline updated to September 30th instead of October 31st
- Motion made and passed during the March 23, 2022 NSB meeting

Chapter Bylaw Revisions

In order to align chapter bylaws with national bylaws, the National Sorority Board (NSB) requires all chapters to complete the bylaw revision process by end of FY 2023 (August 31, 2024) to ensure continuity of governance. This motion was made and passed during the May 25, 2022 NSB meeting.

Discussion for this decision began in 2020, the first chapters to begin working on revisions in 2021. To undertake this review, chapters should use the steps below and consult with Teresa Brandenburg, Chapter Operations Manager at Sigma Alpha Headquarters.

Process:

1. Select committee and bylaws chair
2. Begin reviewing chapter bylaws and standing rules using bylaw revision guideline and template from officer portal online
3. Complete first draft for chapter review and receive feedback
4. Any suggested changes should be made and any subsequent drafts should be resubmitted to the chapter for review
5. Chapter's university advisor and chapter consultant should review bylaw draft and incorporate feedback
6. Once final draft proposed, it should be submitted in the officer portal and contact Teresa to setup final review date/time
7. Once final review with HQ complete, chapter votes to enact new bylaws

If the chapter has not started this process, it is critical to form the committee and contact Teresa as soon as possible. If you are not already working with the national leadership team, they will be reaching out soon.

2022 Leadership Seminars

The 2022 Leadership Seminars, a national event in which Sigma Alpha works closely with Alpha Gamma Rho to plan, organize, develop, and coach facilitators who present personal and professional development workshops to collegiate attendees, were a huge success! After holding the 2021 events virtually, 2022 saw Leadership Seminars once again being presented in person

Two hundred eighty-eight Sigma Alpha Sisters attended one of three in-person events or the virtual one that was offered.

In 2022, the Sigma Alpha/Alpha Gamma Rho Leadership Seminars were themed "Defy Gravity". Accordingly, attendees

were given the knowledge and tools to implement change in their chapter, university, professional, and personal lives

Plans are already underway for the 2023 series which will finally all be held in-person. They are sure to top all previous ones!



2023 Leadership Seminars

Save the Dates

The 2023 Leadership Seminars are returning this February to all in-person sessions. Mark your calendars to save the dates for the opportunities listed below.

Kansas City, Missouri — February 3-4
Denver, Colorado — February 10-11
Indianapolis, Indiana — February 17-18
Richmond, Virginia — February 24-25

As we get more information from Alpha Gamma Rho, we'll share on the Sigma Alpha website and through our social media and emails. Keep an eye out for updates.

Alpha Gamma Chapter:

From 4 members to 25 Strong in 3 Short Semesters

In the Fall of 2020, the four remaining members of the Alpha Gamma Chapter reached out for help. Three of these members would be graduating in the spring, and they were concerned about keeping the chapter active. Lynn Bartholomew, the assigned Chapter Consultant, and Teresa Brandenburg, Chapter Operations Manager at Sigma Alpha HQ, immediately reached out to begin working with them to move forward with a focus on recruitment, retention, and chapter operations.

To not only replace the members leaving, but also to begin to grow, an intensive recruitment plan was needed. The chapter utilized connections with key members of the university faculty to share information with them about Sigma Alpha and the opportunities the organization can offer students. These faculty became partners in helping reach students with whom the chapter may not be able to connect using traditional recruitment efforts.

Once recruitment plans were solidified, the team took a critical look at why people were leaving the chapter. In doing so, it became clear that improving chapter operations would likely have the most impact on member retention.

The first operational piece the group tackled was the chapter calendar for the upcoming spring semester. The group planned for a chapter based meeting each Monday excluding any holidays. They used the rotational method for specific types of meetings on each Monday of any given month—formal business meetings on the first Monday, an informal business/committee meeting on the third Monday, and events to fulfill Pillar Requirements on the second and fourth Mondays.

This calendar method allows all members to

be more engaged, as they know when they have a Sigma Alpha commitment each week.

Once the calendar was solidified, the group budgeted for each planned event using the budgeting template found in the Document Library of the Officer Portal, and combining the event budgets into a complete chapter budget and to calculate how much each member would need to pay for local dues.

The final operational piece addressed was officer duties and committee design. Since the next Officer team would likely all be brand-new members, it was important that the roles and responsibilities of each position be clear and concise in order to create optimum conditions for new officers to be successful.

Once the plans were in place, the national team continued to support the chapter in their efforts with weekly check-ins and to answer questions or discuss concerns that may have arisen since the last call.

In the spring of 2021, the team of 4 active members recruited and activated 14 new members. Information and tools for the newly learned operational methods were passed on to the new members and officers, and in Fall 2021 the chapter activated 18 new members.

The commitment and tenacity of the four Alpha Gamma sisters who found themselves in a chapter on the verge of extinction just 2 short years ago is a lesson for all of us. If not for their hard work and dedication, the current chapter members would not have had the opportunity to benefit from and experience all that membership in Sigma Alpha has to offer.

They truly lived the pillars of Sigma Alpha.

Associate Member: Dr. Matthew Wilson

By: Tasha King Moser, 2021-22 Co-Advisor Beta Tau Chapter

Sigma Alpha is an organization that is supported by many individuals from various walks of life. At times, the individuals who aid our organization the most did not participate in our organization at the undergraduate level. Our national bylaws afford us the opportunity to recognize and initiate these individuals through the associate member classification.

Associate members are elected by chapters and approved by the National Executive Committee. An associate member is defined as an individual who adheres to the ideals of Sigma Alpha, has made a significant contributions to the chapter and agriculture, or whose professional achievements warrant the bestowing upon them of associate membership in Sigma Alpha. Chapters may elect up to two individuals per year for associate membership.

In April of 2022, the Beta Tau Chapter at Arkansas Tech University had the pleasure of honoring their advisor, Dr. Matthew Wilson by initiating him as an associate member of Sigma Alpha.

Dr. Wilson, an assistant professor of horticulture, has been serving as the Beta Tau Chapter advisor since autumn 2019. Under his guidance, the Beta Tau Chapter has won over 15 national awards across the 4 pillars. Additionally, Dr. Wilson was recognized as the Registered Student Organization Advisor of the Year across the entire university in 2020 – 2021.

Known for his commitment to the department and the students, Dr. Wilson can often be heard commending his Sigma Alpha members on their sisterhood and working with them to ensure their success. Members of the Beta Tau Chapter recognize the time that he spends in learning, leading, and serving Sigma Alpha at the chapter level.



Former chapter president Julie Griffin stated, “The impact and leadership that he has shown and brought to Sigma Alpha is immeasurable. He has helped to equip its members with not only the skills needed to succeed at Arkansas Tech, but the skills needed to succeed in life.”

We appreciate all our advisors who serve our chapters, and are incredibly grateful for those who become invested in our organization. As an alumna of Sigma Alpha, and having served one wonderful year as a co-advisor with Dr. Wilson, I believe this associate membership is well deserved. Congratulations and welcome to Sigma Alpha, Dr. Wilson!

Thanks to the Volunteers - The Pro

No matter how large or small an organization may be, its volunteer force is a critical component of its success. Over the years Sigma Alpha Sorority has evolved from a completely volunteer-run organization to having a single part-time staff member in its administrative manager, Kelly Jo Osentoski (Gamma Chapter Alumna) to its 2021-22 staff of two full and one-part time staff.

Throughout this evolution, Sigma Alpha strived to provide top-notch programming and services for its members. The National Sorority Board is constantly looking for opportunities to make Sigma Alpha THE conduit for its members to develop leadership skills, industry connections and other critical professional skills to prepare them for success in their careers. As such, the resources needed to achieve this level of programs, services and support far outweigh what can be accomplished by such a small staff—simply because there are not enough people or hours in the week to do so.

Therefore, Sigma Alpha's volunteers, especially its National Leadership Team, tend to take on a larger share of program administration support than most volunteer leaders from other organizations. As the Sorority continues to build on what it offers to its members, the need for volunteers grows, as well. Over the last several years, the Sorority has expanded the ways in which its alumnae can play a role in this growth while using their time, talents and expertise to give back to the organization that gave them so much when they were a collegian.

In looking to the future, a core objective of the strategic plan is building on how the Sorority engages its alumnae members and its volunteers (both members and non-members), in order to support the vision of the Sorority and to ensure it recognizes the contributions and accomplishments of these individuals.

Many thanks to all of you who have supported Sigma Alpha this year through your volunteer efforts. We couldn't have done it without you. Some of the roles listed on these pages are explained in greater detail throughout this report. If you'd like to learn more about volunteer opportunities, please contact us at sorority@sigmaalpha.org.

2021-22 Chapter Consultants

Jennifer Webster, Region 1
Bryn Swearingen, Region 2
Katelyn Zeamer, Region 3
Michelle Horton, Region 4
Abbie Cox, Region 5
Mindy Gosselin, Region 6
Taylor Thackston, Region 7
Liz Grady, Region 8
Sam Otten, Region 9

2022 Leadership Seminars

Jessica Graham, LS Coordinator
Shannon Kehoe, LS Facilitator
Carleigh Obenshain, LS Facilitator

2021-22 Hearing Panel

Sara Holzschuh Aimee Sitter
Hunter Manderfeld Taran Smith

Propelling Force of an Organization

2021-22 Chapter Advisors (**Non-member Volunteer)

Katherine Agster**	Jordan	Graham	Quinn	Kolar	Courtney	Schaardt**
Brenda Alexander**	Jessica	Graves**	Dawn	Koltres	Marianne	Schoonover**
Alexis Andershock	Carola	Grebitus**	Kim	Kuethen	Kristina	Scott
Lora Berg**	Tanya	Gressley**	Jackie	Lacy**	Misti	Sharp**
Libby Bigler**	Lesia	Griffiths**	Ann	Leed**	Madeline	Sowards
Kathryn Black	Reagan	Grubbs	Blane	Marable**	Linda	Sowers**
Emily Blankenship**	Vanessa	Grunkemeyer**	Emma	Martinez	Christine	Sudbrock
Rick Bockhop**	Deborah	Grusenmeyer**	Katelyn	McCoy	Kimberly	Tarvis
Janet Bonar**	Lauren	Harris	Chad	McKay**	Iuliia	Tetteh**
Kelsey Bowlin**	Harlene	Hatterman-Valenti**	Sandy	Mehlhorn**	Jennifer	Thomson
Ashli Brown**	Nikki	Hersch	Chamonix	Mejia	Courtney	Vitzthum
Karen Brown	Elizabeth	Hines	Mary	Miller**	Tera	Wagner**
Rachel Brown	Emily	Hill	Amanda	Moore	Kelly	Walter
Jacy Buchholz	Carly	Hoffmann	Drew	Moore**	Anna	Warner
Elizabeth Byrd**	Rhea Ann	Holland**	Shelley	Oelkers**	Breanna	Watkins
Christine Carroll**	Samantha	Holtshouser**	Lindsey	O'Neal	Emily	Watne
Jessica Carter**	Brittany	Howell**	Mary Ann	Parsons	Shawna	Weimer**
Colette Casavant**	Sierra	Howry**	Emily	Payne	Dana	Weir**
Katie Chapman	Rachel	Ibach**	Victoria	Peralman	Liesl	Wesson**
Melissa Crosswhite	Alexis	Jacobson	Justine	Pittman	Isabel	Whitehead**
Michelle Damerau**	Briana	Jacobus**	Joanne	Powell**	Teresa	Wilkerson**
Kristi Davis	Jessica	Jansen**	Elvis	Qenani**	Sarah	Williams**
Alyssa Degreenia	Heather	Jepsen	Andrew	Rash**	Matthew	Wilson
Gerard D'souza**	Abigail	Jorgenson Coleman**	Amber	Rayborn**	Molly	Wilson
Allison Dunn	Michael	Kaller**	Jenna	Reigle**	Kimberly	Winck
Krista Eiseman	Katelyn	Kaufman**	Jerica	Rich**	Kattlyn	Wolf
Beverly Figge**	Jessica	Kenealy**	Lacy	Roberts-Hill**	Morgan	Wonderly
Michelle Ganci**	Taylor	Kennedy	Nancy	Rodriguez-Lorta**	Lindsay	Yeager
Emily Gill	Tasha	King	Sunny	Ross**	Logan	Yearsley**
Heather Gorman	Jana	Knupp**	Amy	Safran**	Kari	Zella**
			Maggie	Salem**		

2022 Awards Judges (**Non-member Volunteer)

Jody Anderson	Kourtney Gardner	Jen Johnson	Nicole McKay	Jennifer Roswell	Jeni Strand
Mary Anderson**	Kaylah Gulley	Savannah Katulski	Megan Moser	Sara Schoenborn	Heather Sullivan
Samantha Anderson	Alicia Haire	Taylor Kennedy	Emily Osborne	Lauren St. Pierre	Sierra Talley
Celine Beggs	Heidi Hamilton	Kellie Kjeseth	Abigail Parker	Dakota Sharp	Emily Tuttle
Kayla Blake	Clare Hammer	Nicole Kruse	Hannah Neuenschwander	Brooke Sieren	Nick Uglem**
Jessica Boerner	Shelby Hartwig	Molly Lass	Bailey Milton	Dana Stahl	Sydney White
Lori Drake	Allison Herrick	Destinie Malish	Sarah McNaughton	Matalyn Stark	Courtney Williams
Kassadie Dunham	Nicole Jorgensen	Bridget McFarland	Stephanie Reid	Sydney Stender	Elizabeth Young

Alumnae Involvement & Opportunities

How to Start & Maintain An Alumnae Chapter

By Katelyn Zeamer, 2021-22 Chapter Consultant

Sigma Alpha is not just for four years as our alumnae chapters and members display quite well. As of the end of fiscal year 2021-22, the Sorority has 22 active alumnae chapters, with South Dakota State University Alumnae Chapter being the newest as they reactivated the chapter's charter in 2021-2022.

Moving into 2022-23, there are 5 additional alumnae groups having completed part of the chartering process or having expressed interest in starting an alumnae chapter. If you have been thinking about starting an alumnae chapter review the steps for doing so that are outlined below along with the requirements for maintaining the charter once it has been granted.

To start:

Contact the Outreach Director at outreach@sigmaalpha.org to set up 15–20-minute phone call to go over the integral steps of setting up an alumnae chapter, followed by an alumnae interest group Q&A session on zoom.

Alumnae groups looking to get started are the most successful when they have 10 or more interested members. These individuals will need to gather for an organizational meeting, elect officers, create and vote on bylaws and standing rules, and submit required documentation to the Outreach Director.

Once all of the required documentation has been received, headquarters will provide you with an EIN to open a bank account. The Outreach Director will then bring your request to grant your alumnae group a charter to the National Sorority Board for approval. Upon approval, the chapter will be granted access



to the Officer Portal and invoiced for the \$150 charter fee.

Minimum annual requirements to maintain the charter:

- ◆ Hold 1 business meeting with quorum,
- ◆ Hold 2 alumnae officer meetings per year.
- ◆ Maintain 5 members who are dues paid at both the local and national levels.
- ◆ Complete and submit an Annual Report
- ◆ Pay the alumnae chapter maintenance fee of \$75 by October 31st of every year.
- ◆ Update chapter roster in Officer Portal indicating all current locally dues paid members.
- ◆ Update chapter officer roster with current contact information in the Officer Portal.

Together we can strengthen the bonds of sisterhood, while enriching alumnae chapters and increasing alumnae connections and involvement!

Awards and Alumnae Volunteers as Judges

This year, the National Leadership Team recognized and celebrated outstanding achievements, selfless service, and dedicated leadership of individual sisters and chapters through the national awards program. The awards create opportunities for chapters to spotlight their successful programs, share the impact they are having in communities, and recognize members who uphold the pillars of the organization: service, leadership, fellowship, and scholarship. National level awardees were recognized at National Conclave in July.

Volunteers, alumnae members, and corporate partners are central to the success of the Awards programs and other national leadership program. In the past year, nearly 50 national volunteers dedicated their time and expertise to evaluate awards application, National Pillar Reports, and to attend and judge the National Pillar Award presentations in July.

Conservatively, these volunteers contributed over 400 cumulative volunteer hours this past year!

National Collegiate Code of Conduct and Hearing Panel Volunteers

In 2021, Sigma Alpha Sorority introduced an updated Collegiate Code of Conduct that was designed provide collegiate chapters and members with critical information to understand the national expectations for chapter and member conduct. The new code outlines, for both chapters and individual members, conduct actions that constitute a violation of the code, the process of reporting, investigating and adjudicating suspected violations and a progressive list of sanctions that could be handed down should a member or chapter be found to have committed the conduct action. The code is intended to serve as a tool by which chapters and the national organization can help members understand what behaviors are unacceptable and help them take the necessary steps to make changes.

While individual member conduct actions are adjudicated at the chapter level, chapter violations and some national individual violations are adjudicated at the national level. The Code calls for a Hearing Panel to convene to adjudicate action at the national level. At the start of each year, the National Vice President appoints a group of volunteers who are at the ready should a panel need to be convened. In the event a Hearing Panel is called, three individuals are randomly selected from this pool to serve on the panel and adjudicate the upcoming case. In 2021-22, Taran Smith, Xi Chapter alumna; Hunter Manderfeld, Omega Chapter alumna; Amy Sitter, Omega Chapter alumna and Sara Holzschuh, Gamma Alpha Chapter alumna served as panel volunteers. Thank you all for your commitment to serving the sisters of Sigma Alpha on this important panel.

Spirit of Ruth Award Recipients

The Spirit of Ruth Award was created to recognize Sigma Alpha Alumnae who embody the spirit of Ruth through active involvement, leadership, and commitment to the field of agriculture. This year three award winners were selected to receive this prestigious honor, and will be formally honored at the 2022 Leadership Seminars.



Shannon Boswell

Shannon grew up in Parkersburg, West Virginia, spending time at her Aunt and Uncle's farm, then engaging in 4-H and FFA. In college, she continued the leadership and service mentality, joining Sigma Alpha, and graduating with both a bachelor's degree and a master's degree in agricultural education. She put her education to the test for more than a decade, teaching high school agriculture, first in Hinton, then in West Union, where she served the students and by extension the community. Growing the next crop of leaders through her warm heart, she built the program in her school to include an animal processing facility and greenhouse lab. From there, Shannon left West Virginia, to share her skill and ability with Montana! She now serves as the Division Administrator in the Career and Technical Education Program for Montana.



April Burg Vollherbst

April Burg Vollherbst graduated in 2014 from the University of Delaware with a degree in Food and Agribusiness Marketing and Management. She served as 2nd Vice President for the Alpha Kappa Chapter and was a founding member of the Special Interest Greek Council. April continued her Sigma Alpha journey by serving as a Chapter Consultant for Region 8 from 2015-2019 and served on the National Sorority Board as Collegiate Membership Director from 2019-2021.

April joined AstraZeneca Pharmaceuticals in 2014 in Supply Chain and Distribution. She currently works as Associate Director of Contract Operations.

April and her husband, Luke, married in October 2021. They currently live in Wilmington, Delaware.



Sydney White

Sydney White is originally from Bealeton, Virginia. She attended West Virginia University (WVU) where she graduated with a bachelor's degree in Wildlife & Fisheries in 2018 and a master's degree in Energy Environments with a certificate in GIS & Spatial Analysis in 2019.

She joined Sigma Alpha, WVU—Chi Chapter as an undergraduate and served as the recruitment and sisterhood chairs. As an alumna, she served locally as President of the WVU Alumnae Chapter of Sigma Alpha since 2018 and nationally as a Chapter Consultant from 2019 to 2021.

Sydney currently works for the NRCS division of the USDA as a soil conservation in Braxton County, WV. She resides in the Clarksburg area with her Pomeranian pup Ollie and is an avid hunter, hiker, and mountaineer fan!

Leadership Seminar Coordinator and Facilitators

Each year Sigma Alpha solicits alumnae volunteers to support its Joint Leadership Seminars which are held in partnership with Alpha Gamma Rho Fraternity (AGR).

These 3 roles, a Leadership Seminar Coordinator and two Seminar Facilitators are critical to the success of this annual program. The Leadership Seminar Coordinator serves as the primary point of contact with her counterpart on the AGR staff and also sits on the oversight committee that is comprised of several AGR and Sigma Alpha volunteers and staff. The coordinators work together with the committee, the facilitators and a curriculum consultant to insure quality programming is presented and that core competency metrics are met. The coordinators also work extensively on-site at each seminar to create a positive learning environment .

The facilitators serve as one half of a team of four facilitators (2 from Sigma Alpha and 2 from AGR) who write and present these 2-day seminar events that include high energy general sessions and interactive workshops.

All of these give extensively of their time and talents and in addition to the numerous hours committed to planning these events—they spend 6 weekends preparing and presenting their workshops. In 2022 Jessica Graham, Alpha Pi Chapter alumna, served as Leadership Seminar Coordinator; and Shannon Kehoe, Beta Nu Chapter alumna and Carleigh Obenshain, Alpha Nu Chapter alumna served as facilitators. Many thanks to these ladies for hundreds of volunteer hours provided!

2022 National Conclave

St. Paul, MN - July 29-31

On July 29th-30th, 135 collegiate and alumnae members gathered for the 2022 National Conclave. The weekend began on Friday, when 47 participants toured the Bayer facility in Shakopee, MN, where sisters got to see first hand how Bayer develops seed-applied technology.



Official conclave business kicked off early Saturday morning as attendees gathered for a Welcome Breakfast. Following breakfast, delegates were divided into Pillar Committees for individualized meetings, while alternate delegates participated in a strategic planning session.



After a robust morning of discussion, all attendees reassembled for the Annual National Chapter Congress. Voting delegates heard and discussed important Sigma Alpha Sorority business and voted on the National Sorority Board slate of officers and witnessed its official installation of those elected.



All attendees grabbed a boxed lunch and boarded buses to the off-site service project. After a rewarding afternoon serving the local community, sisters headed back to the hotel to prepare for the Emerald Banquet and National awards Presentation.



We were so happy that so many could attend our first in-person event since the onset of the pandemic!



Sigma Alpha 2022 National Service Project

by Alyssa Clements, 2021-22 National Outreach Director

During the 2022 National Sigma Alpha Conclave in the Twin Cities, Sigma Alpha members participated in a National Service Project in support of the Minnesota Community Gardens and University of Minnesota Master Gardener Program. Following the chapter congress, over 100 collegiate and National Leadership team members visited three community urban gardens in Minneapolis and participated in special projects to assist the community gardens. These community gardens serve as a social center for neighborhood residents; residents have access to free produce from these community gardens as well as an area to network with their neighbors and attend or host community events. Many of the gardens provide special activities for kids, including movie nights, puppet shows, and gardening classes coordinated through the Master Gardener extension program. Originally, many of these local community gardens were vacant lots owned by the city that have been repurposed. The gardens add value to neighborhoods and increase the sense of community among residents.

Sigma Alpha sisters assisted with a wide variety of projects at the three garden locations. Sisters showcased their agricultural and horticultural knowledge helping to prune plants, harvest produce, transplant new plants, compost, mulch, and landscape. The University of Minnesota Master Gardener coordinators were so excited to have women with a passion for agriculture and experience in agricultural education and outreach helping at the gardens. The volunteer coordinators said it was great to have volunteers who just seemed to be able jump right in and get so much done in an afternoon that may have taken a full weekend with the help of a few neighborhood helpers. Sisters got to interact with residents who visited during our volunteer hours, local residents got to hear more about Sigma Alpha Professional Agriculture Sorority and the mission of our organization.



An additional group of sisters visited a local city botanical garden and worked on Ag in the Classroom kits for Minnesota elementary school teachers. Sisters worked to create classroom kits for a “germination” activity to teach young students how seeds sprout and what inputs are needed for a seed to become a plant. These kits were donated to MN Ag in the Classroom to be passed out to local schools as a resource for teachers and included the link to the Ag in the Classroom germination lesson plan.

Overall, the 2022 National Service Project was a great success, Sigma Alpha sisters impacted the local community and networked with outreach organizations who may not have known the mission and purpose of Sigma Alpha Professional Agricultural Sorority prior to the service project. In addition, chapter representatives who attended National Conclave had the opportunity to bring back service project ideas that they could implement on their local chapter level. The goal of this year's service project was to show members that successful, impactful service projects can be done in coordination with other local organizations and with very low financial costs to the chapter. The National Sorority Board appreciates the work of all the Conclave attendees and looks forward to what service projects local chapters will coordinate this coming year.



Welcome Breakfast & Delegate Session



Pillar Committee Meetings





National Chapter Congress



Emerald Banquet



2022 Award Winners

Chapters and sisters were recognized for their achievements during the Emerald Banquet. The awards year is now over!

Outstanding Advisor



1st Place
Allie Rieth
Beta Chapter

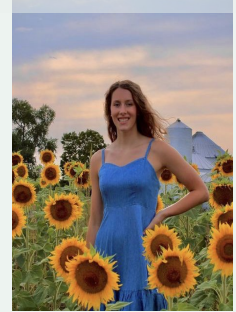


2nd Place
Taylor Kennedy
Alpha Omega
Chapter



3rd Place
Deborah Grusenmeyer
Alpha Psi Chapter

Outstanding Chapter



1st Place
Andee Baker
Gamma Beta Chapter



1st Place
Shelby
Alpha Gamma Chapter

Outstanding Leader



1st Place
Aundrea Haberer
Beta Mu Chapter



2nd Place
Paige Teeters
Gamma Alpha
Chapter



3rd Place
Morgan Dougherty
Eta Chapter

Jennifer McMillan



1st Place
Gamma Alpha Chapter

Outstanding Chapter Website



1st Place
Beta Chapter



2nd Place
Lambda
Chapter



Winners

achievements at the 2022 National Conclave
year covered January 1 – December 31, 2021.



New Member



1st Place
Emily Basham
Gamma Chapter



2nd Place
Ava Antic
Beta Chapter

Outstanding Senior



1st Place
Perri Gish
Lambda Chapter



2nd Place
Chyann Kendel
Gamma Alpha Chapter



3rd Place
Hannah Kelley
Eta Chapter

Service in Agriculture



2nd Place
Alpha Omicron Chapter

Outstanding Social Media



1st Place
Omega Chapter



2nd Place
Alpha Gamma Chapter



3rd Place
Alpha
Omicron
Chapter



2nd Place
Alpha Omega Chapter



2nd Place
Gamma Beta

National Pillar Awards

Fellowship

- 1st - Theta
- 2nd - Gamma Alpha
- 3rd - Alpha Pi



Theta



Gamma Alpha



Alpha Pi

Service

- 1st - Omega
- 2nd - Alpha Pi
- 3rd - Beta Mu



Omega



Alpha Pi



Beta Mu

Scholarship

- 1st - Alpha Mu
- 2nd - Theta
- 3rd - Gamma Alpha



Alpha Mu



Theta



Gamma Alpha

Leadership

- 1st - Eta
- 2nd - Alpha Pi
- 3rd - Lambda



Eta



Alpha Pi



Lambda

Chapter

Chapters of 1-29 Members

- Alpha Nu, Arizona State University East – 88.89%
- Gamma Delta, State University of New York Cobleskill – 18.75%

**Honored chapters are pictured from left to right.*

Chapters of 30+ Members

- Alpha Gamma, Southern Illinois University
- Tau, Clemson University
- Alpha Lambda, Delaware State University



Gamma Delta

Alpha Nu

Alpha Lambda

Tau

Alpha Gamma

Winners

Emerald Chapter

- Delta, Iowa State University
- Omicron, Truman State University
- Omega, South Dakota State University
- Alpha Nu, Arizona State University East
- Beta Xi, Illinois State University



Board Choice
Heidi Hamilton
Iowa State University Alumna



Founders' Cup

- 1st Place: Omega, SDSU
- 2nd: Delta, Iowa State University
- 3rd: Alpha Nu, Arizona State University East



Outstanding Alumnae Chapter
West Virginia University

Growth

0-49 Members

- University – Carbondale – 60.87%
- University – 60%
- e Valley University – 22%

Chapters of 50+ Members

- Beta Nu, Abraham Baldwin Agricultural College – 23.68%
- Alpha Theta, North Carolina State University – 23.40%
- Beta Psi, Oklahoma State University – 22%
- Gamma, Michigan State University – 21.43%



Gamma

Gamma

Beta Psi

Alpha Theta

Beta Nu

2022 Sigma Alpha Regional Pillar Awards

Region 1

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Beta Epsilon	Beta Epsilon	Lambda / Alpha Iota / Beta Epsilon	Lambda
2nd Place:	Lambda	Alpha Phi / Lambda		Beta Epsilon
3rd Place:	Alpha Iota			Alpha Iota / Alpha Phi

Region 2

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Nu	Nu	Omega	Omega
2nd Place:	Omega	Omega	Nu	Nu / Alpha Epsilon
3rd Place:	Upsilon	Alpha Epsilon	Alpha Epsilon	

Region 3

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Beta Mu	Beta Mu	Delta	Beta Mu
2nd Place:	Delta	Delta	Omicron	Omicron
3rd Place:	Omicron / Alpha Xi	Alpha Xi	Alpha Beta	Alpha Beta

Region 4

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Alpha Pi	Alpha Pi	Alpha Pi	Alpha Pi
2nd Place:	Iota	Iota	Iota	Iota / Beta Pi
3rd Place:	Rho	Rho	Beta Tau	

Region 5

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Sigma	Epsilon / Alpha Mu	Beta Xi	Epsilon
2nd Place:	Beta Xi		Sigma	Beta Xi
3rd Place:	Alpha Mu	Beta	Epsilon / Alpha Mu	Alpha Mu

2022 Sigma Alpha Regional Pillar Awards

Region 6

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Beta Gamma	Beta Gamma	Beta Upsilon	Beta Upsilon
2nd Place:	Beta Upsilon	Beta Upsilon	Zeta	Beta Nu
3rd Place:	Beta Nu	Tau	Beta Nu	Zeta

Region 7

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Theta	Theta	Beta Sigma	Beta Theta
2nd Place:	Beta Theta	Beta Sigma / Beta Phi	Theta	Alpha Upsilon
3rd Place:	Beta Sigma		Beta Theta	Beta Sigma

Region 8

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Beta Kappa	Beta Kappa	Eta	Beta Kappa
2nd Place:	Eta	Eta	Beta Kappa	Eta
3rd Place:				

Region 9

	<i>Fellowship</i>	<i>Scholarship</i>	<i>Leadership</i>	<i>Service</i>
1st Place:	Gamma Alpha	Gamma Alpha	Alpha Nu / Gamma Alpha	Alpha Nu
2nd Place:	Alpha Nu	Alpha Nu		Gamma Alpha
3rd Place:	Beta Psi	Beta Chi	Beta Chi	Beta Psi

All first place regional winners will have the opportunity to present their chapter's activities/events virtually in conjunction with the 2022 National Conclave in St. Paul, MN.

Meet the 2022-23 N

President



Kim Neumann earned her bachelor's degree in Agribusiness from North Dakota State University in December of 2009. An alumna of the Upsilon Chapter and an active member of the Sigma Alpha NDSU Alumnae, she was inducted into the chapter's Alumnae Hall of Fame in 2018. She served the Sorority on a national level as a Chapter Consultant from 2011-2014 and as Vice President from 2015-2019. Kim is a loan officer at AgCountry Farm Credit Services. She is a Director on the American Berkshire Foundation Board and the Treasurer of the Redwood County Corn & Soybean Growers Association. Kim and her husband, Brad, and their daughter live on Brad's family farm near Wabasso, MN.

Vice P



Carmen D
Omicron Chap
Chairwoman a
Specialist, Arn
specialist with
building exper
Curriculum W
AGR leadersh
resettled in th

Secretary



Brooke Greene received her bachelor's degree in Animal Science with a minor in Agriculture Business from the University of Tennessee in 2011. While there, she served as the Theta chapter Treasurer for two years. Brooke currently works as a Key Account Manager for ADM in their Animal Nutrition division. When not answering phone calls from customers, Brooke enjoys relaxing at her home in southern Indiana with her husband, horses, and chickens, or traveling to her beef farm in East Tennessee and visiting family.

Professional Development



Andrea Schroeder graduated from South Dakota State University in 2016 with a degree in Ag Communications and served as president and sisterhood chair at the Omega chapter. In 2020, Andrea served as an AGR/Sigma Alpha Leadership Seminar Facilitator. She is the owner of Avenue A by Andrea, focusing on weddings, portraits and livestock photography. When she isn't behind the camera or computer, you can find Andrea playing with her son or traveling to visit extended family on their farms in Nebraska and South Dakota.



Communications Director



Angela Scott graduated in 2016 from California State University – Chico with a bachelor's degree in animal science and a minor in agricultural business. She was vice president and recruitment chair of the Alpha Iota Chapter. She is currently a territory business manager for Zoetis and specializes in beef cattle health. Angela is building a "side hustle" of buying, growing, and selling feeder calves. In her spare time, she teaches Jazzercise, hosts a successful podcast and co-owns/runs a wedding planning business with her Sigma Alpha sister. Angela and her husband live in Texas.

National Sorority Board

President

Benson is a proud alumna of the Alpha Chapter where she served as the Philanthropy and 1st Vice President. She is a Fulbright alumna, a military combat veteran, and agricultural education specialist with 12+ years of project management and capacity building experience in the U.S and abroad. She served as the writer and as a Facilitator for the Sigma Alpha and Leadership Seminars for three years. Carmen recently moved to the Washington, DC metro area.



Treasurer

Jessica Graham graduated in 2006 from Texas A&M University with a bachelor's degree in agriculture science. An alumna of the Alpha Pi Chapter, she has served on the National Sorority Board as the Professional Development Director and Vice President, and as a Leadership Seminar Coordinator. She received her master's degree in education with an emphasis in instructional leadership and curriculum/instruction. Jessica is currently an Agriculture Science teacher specializing in Veterinary Medicine. In her free time, Jessica loves cooking, traveling, and attending any sports event involving the Fightin' Texas Aggies with her daughter, Delanie.

Collegiate Membership

Jennifer Webster has always been passionate about agriculture starting at a young age by growing up on crop and livestock farm in Western Wisconsin. She went on to pursue an agribusiness degree from the University of Wisconsin-River Falls where she joined Sigma Alpha and found individuals who valued agriculture as much as she did. Throughout her time as a collegiate member, she volunteered on committees and participated in a variety of events. Upon graduation, Jennifer obtained employment from CHS Inc where she has held a variety of commodity merchandising roles over nearly 8 years. Jennifer served as a chapter consultant for 2018-2022.

Development Director

Tasha King graduated from Northwest Missouri State University in December 2013 where she was an active member of the Alpha Beta chapter. She continued her education at University of Nebraska receiving her masters and doctorate in Ruminant Nutrition. During Tasha's graduate school career, she served as both a chapter consultant and development director for Sigma Alpha. She stepped away from the position to finish her doctorate and begin her career. Currently, Tasha is an Assistant Professor of Animal Science at Arkansas Tech University.

Outreach Director

Katelyn Zeamer is a proud alumna of the Beta Zeta chapter at the University of Wisconsin – River Falls, where she served two terms as chapter treasurer while earning her BS in Animal Science in 2017. She continued her education at South Dakota State University where she earned an MS in Swine Nutrition. Katelyn works as a Swine Technical Sales Specialist and Formulator for Purina Animal Nutrition. She served as a chapter consultant from 2020-2022. In her free time, she enjoys assisting the Beta Zeta alumnae chapter, serving on the endowment committee for Winneshiek County 4-H, and spending time exploring the bluffs of Northeast Iowa with her dog, Scout.





Abbie Cox
Alpha Psi Alumna
Wisconsin Resident



Liz G
Beta Al
Wisconsin

Region 3



Liz Young
Alpha Rho Alumna
Arizona Resident

Region 1



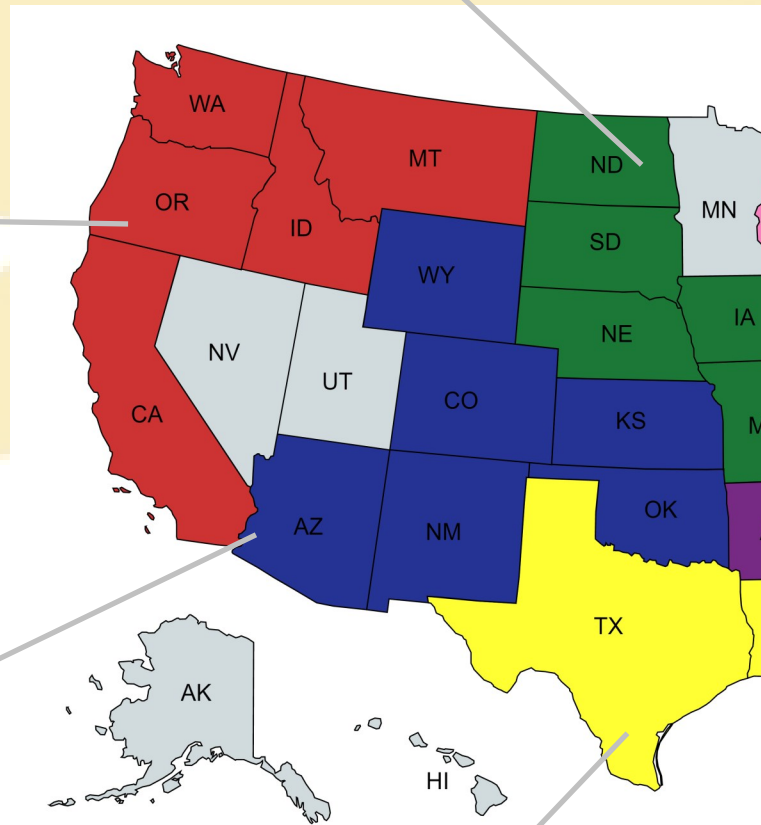
Carleigh Obenshain
Alpha Sigma Alumna
Iowa Resident

Region 2



Bryn Swearingen
Alpha Omega Alumna
Missouri Resident

Region 4



Region Realignment



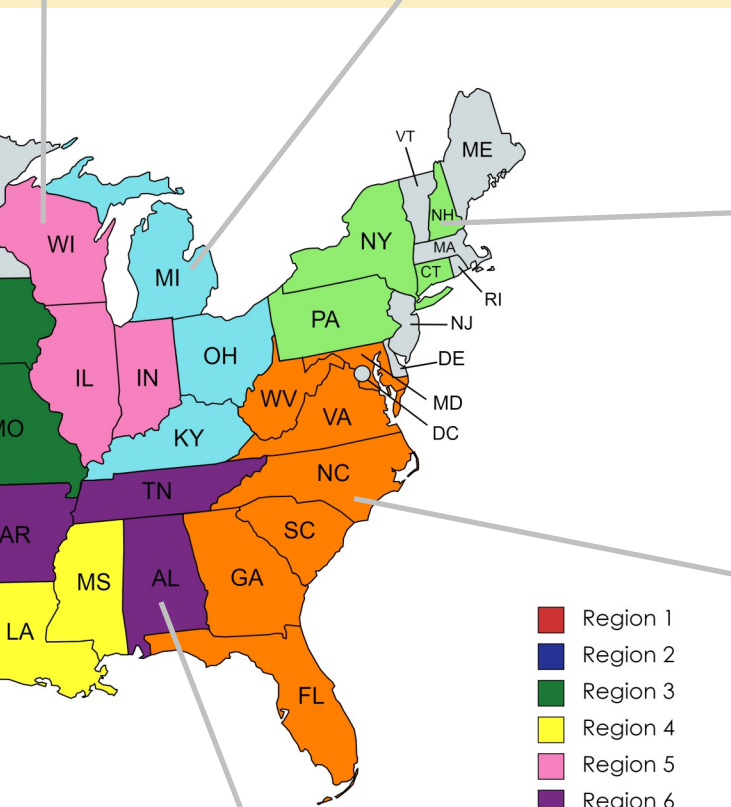
Region 5

Tracy
Alumna
Resident



Region 7

Sara Pope
Gamma Alpha Alumna
Ohio Resident



Region 8




Hannah Kelley
Eta Alumna
Massachusetts Resident

Region 9



Shannon Kehoe
Beta Nu Alumna
Florida Resident

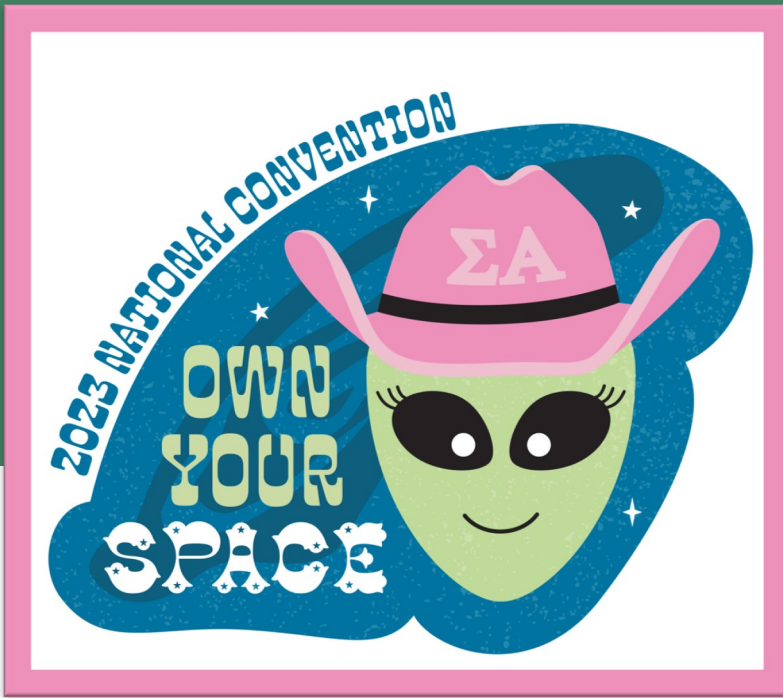
-  Region 1
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-  Region 5
-  Region 6
-  Region 7
-  Region 8
-  Region 9



Region 6

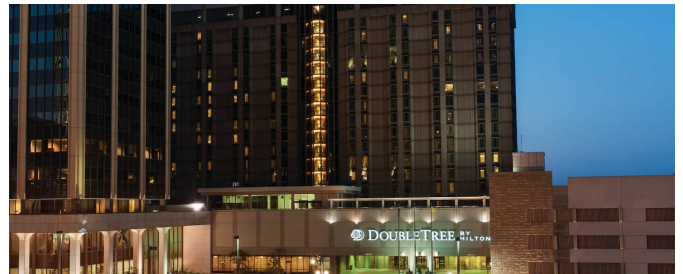
Michelle Bufkin Horton
Beta Eta Alumna
Arkansas Resident

Join us for the Sig
National Convention in
- July 20-23,



Hotel

Doubletree Omaha Downtown
1616 Dodge St
Omaha, NE 68102



Room Rates—\$119/night up to 4 people per room



Registration Rates

Registration Rate: \$325

Registration to Open March 15th, 2023

Check out the
2023 National Convention
Promo video here!

More Details to Come!

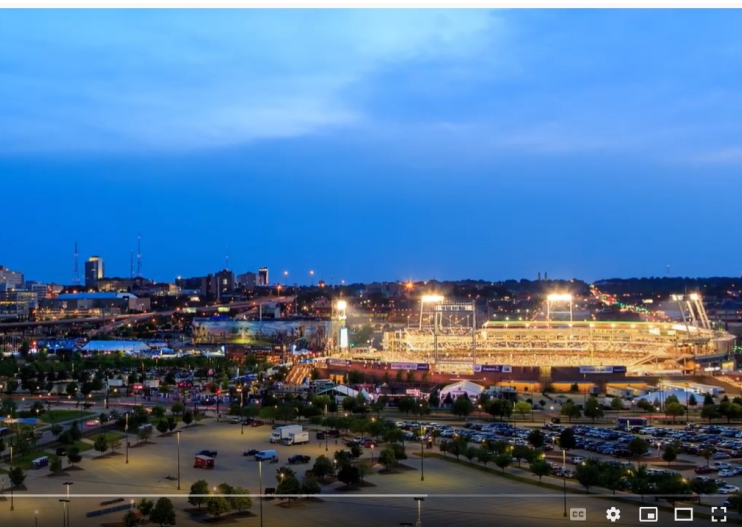


*Gamma Alpha's
in Omaha, NE!
2023 -*



Save the Date!

Save the date for the 2023 National Convention and start planning to attend. More details will be shared in the coming months regarding about the many speakers and activities that will take place. We will once again recognize our chapters who celebrated milestone anniversaries in either 2022 or 2023. This is a great opportunity for alumna to reconnect and also meet the current collegiate members of their chapter!



*2022 & 2023
Anniversary Chapters*

45 Years
Alpha

15 Years
Beta Kappa

30 Years
Pi
Rho
Sigma
Tau
Upsilon

10 Years
Beta Nu
Beta Xi
Beta Omicron
Beta Pi

25 Years
Alpha Epsilon
Alpha Zeta
Alpha Eta
Alpha Theta
Alpha Iota

5 Years
Phi
Beta Chi
Beta Psi
Beta Omega
Gamma Alpha
Gamma Beta

20 Years
Alpha Chi
Alpha Psi
Alpha Omega
Beta Alpha

Interested in Helping Propel Sigma Alpha's Future

Apply for Key Leadership & Volunteer Roles

Sigma Alpha Chapter Consultants Applications due April 1

Chapter Consultants are the heartbeat of Sigma Alpha collegiate chapters, and support, mentor and guide chapter officers toward success. If you have a love for Sigma Alpha, a desire to give back to collegiate chapters, and a willingness to mentor collegiate chapters, this may be the role for you.

In this role, you'll regularly communicate with your eight + assigned chapters and participate in monthly Chapter Leader Forums led by the Chapter Operations Manager. Additionally, you will travel to about four chapters in each year, which may require time away from work.

If you have any questions, contact the Collegiate Membership Director at collegiate@sigmaalpha.org.

National Sorority Board Applications Due April 15

Are you a Sigma Alpha alumna who would like to devote time, energy and expertise to helping Sigma Alpha excel? The alumnae who serve on our National Sorority Board provide immeasurable benefit to Sigma Alpha and help the sorority move forward in strategic and meaningful ways.

The National Sorority Board governs the sorority in accordance with the National Bylaws, policies and procedures. They also provide guidance to collegiate and alumnae chapters, facilitate the bonds of sisterhood between members and serve as representatives of Sigma Alpha at sorority, industry and affiliated association events.

Other Key Volunteer Roles: Leadership Seminar Coordinator, Leadership Seminar Facilitators, National Awards Judges, Hearing Panel Member, National Nominating Committee, National Foundation Board, Speakers/Workshop Presenters at Convention and for ongoing virtual professional development programs.

The applications for all roles can be found in the Greenhouse—the larger more entailed positions have role-specific applications the others are on a general form. The deadlines for each varies. Questions about any, Contact Carmen Benson, vicepresident@sigmaalpha.org, or Andrea Schroeder at professionaldevelopment@sigmaalpha.org.

Thank You to Our Partners

