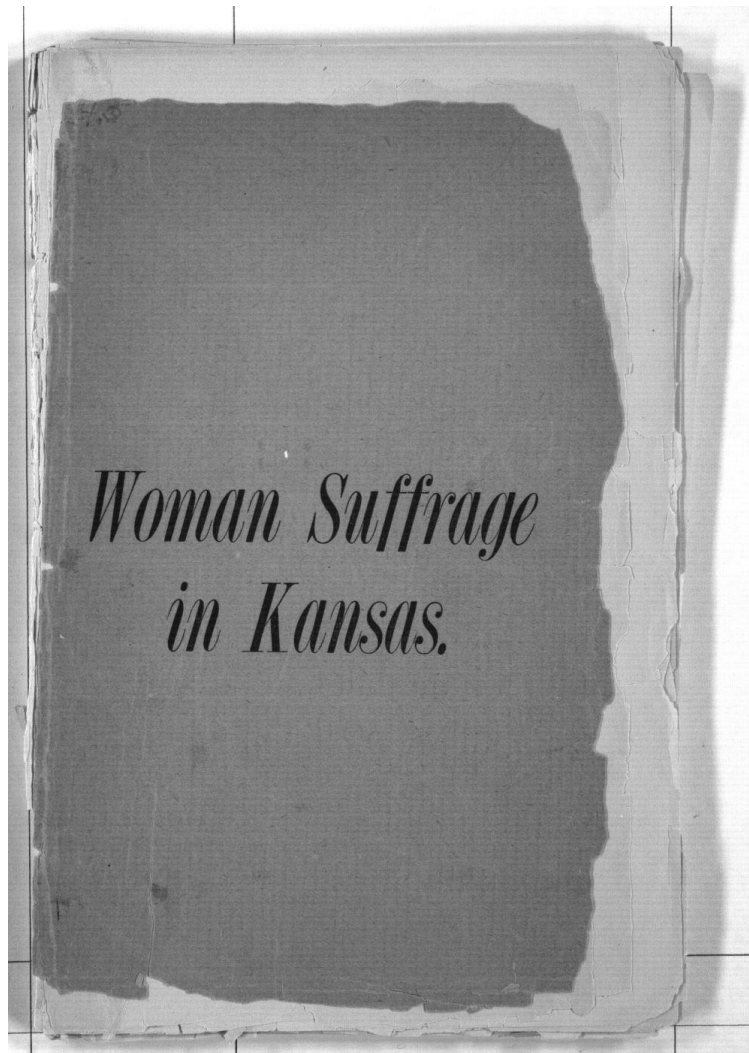


***SOME ANECDOTES
AND
BIOGRAPHICAL SKETCHES
OF
KANSAS REPUBLICAN WOMEN***



Clarina Nichols (1810-1885)

In 1859, Clarina Nichols, Republican, as the official representative of the Moneka Woman's Rights Association, was assigned a seat in the convention hall at the Wyandotte constitutional convention. She addressed the delegates on woman's rights issues. At every opportunity, she met with delegates to share her strong views about woman's suffrage. (Because she could not vote, she was, in a sense, the first Kansas lobbyist.)

The first American woman's rights convention was held at Seneca Falls, New York, in July 1848. When the Kansas Territory was organized in 1854, supporters of women's issues, and suffrage in particular, viewed Kansas as an ideal battleground for women's rights in America.



Clarina came to Kansas in 1854 from Vermont and was involved in the temperance, abolition, and woman's suffrage movements. She lived in Douglas and Wyandotte Counties and traveled throughout the Kansas territory lecturing about equality, gathering signatures on petitions, and in 1859 building support for her participation at the Wyandotte Convention.

In 1859, the Wyandotte Convention drafted the proposed state constitution which had to be approved by Congress in order for Kansas to be granted statehood. There was support among the male delegates for granting equal voting rights to Kansas women. But word came from Congress that any attempt to grant suffrage to woman would result in defeat for Kansas' statehood.

Largely because of her efforts, the Wyandotte Constitution included provisions, unremarkable today, but radical for the time. Women were allowed to vote in school district elections, to own property individually in their own name, and the constitution stated that the legislature was to "provide for their equal rights in the possession of their children."

1867 Vote for Women's Suffrage

In 1867, Kansas became the first state to propose constitutional women's suffrage to its voters. The legislature (almost all Republican) voted to give the voters the opportunity to change the state Constitution and grant women full state voting rights. The Amendment was submitted alongside one granting blacks full state voting rights.

Kansas was a vital battleground for woman's rights, and events here were important to the national movement.

Thus, when the Kansas campaign for equal suffrage was launched in 1867, Susan B. Anthony, Lucy Stone, Olympia Brown, and Elizabeth Cady Stanton joined Clarina Nichols in a valiant effort. Republican leaders, like Governor Crawford and the first Governor Charles Robinson, supported both proposed amendments, Democrats opposed both, and many felt that either amendment alone could pass, but not both at the same time.

Susan B. Anthony was a New York resident, but her brothers were prominent Kansas Republicans. Daniel R. Anthony was a leading journalist in Leavenworth. Jacob M. Anthony was a Bourbon County resident.

In the end, both were Amendments were defeated by the voters (all men).



Progress 1867-1912

After the 1868 setback, the cause of woman's rights in Kansas advanced slowly. For the next fifty years, two issues were to dominate women's political focus in Kansas – (1) suffrage and (2) prohibition. These two interlinked goals - moral improvement and women's right to vote - became twin pillars of the Kansas Republican party.

Women's political efforts relied on small steady gains. In 1871, women were allowed to become notaries public and in 1872 to become county superintendents of public instruction. In 1880, the voters passed prohibition via constitutional amendment. In 1887, women were allowed to vote in municipal elections and, therefore, serve in municipal offices.

A second Constitutional referendum for full suffrage was defeated in 1894 by the opposition of Democrats and Populists.

A third Constitutional referendum campaign in 1911-1912 gained greater support and used much more sophisticated political operations. In 1912, the voters approved a state constitutional amendment secured a women's right to vote in all Kansas elections, making Kansas the eighth state to allow full suffrage for women.

1886: Fourteen women held county offices in Kansas: County Clerk- Emily S. Rice, Harper County; Register of Deeds- Jennie Patterson of Davis (now Geary) County, Ada E. Clift of Trego County; Mrs. A.M. Junken of Dickinson County. Superintendents of Public Education: Gertie Skeen of Barber County; Maggie Kilmer of Chautauqua County, Sallie Hulsell of Cherokee County; Mary Williams of Coffey County; Mattie Worcester of Graham County, Georgianna Daniels of Greenwood County; Mrs. A.C. Baker of Labette County, Annie E. Dixon of Lyon County; Gertrude E. Stevens of Sheridan County, and Lizzie J. Stephenson of Woodson County.

1887: Susanna M. "Dora" Salter – First Woman Mayor in the US

In 1887, Susanna Salter, Republican, became the first woman elected as a city mayor and probably the first woman elected to any executive political office in the United States. On April 4, 1887, she won the election for

mayor of Argonia (Sumner County), Kansas. In the same election, women won all five seats on the Syracuse City Council, Hamilton County, Kansas.

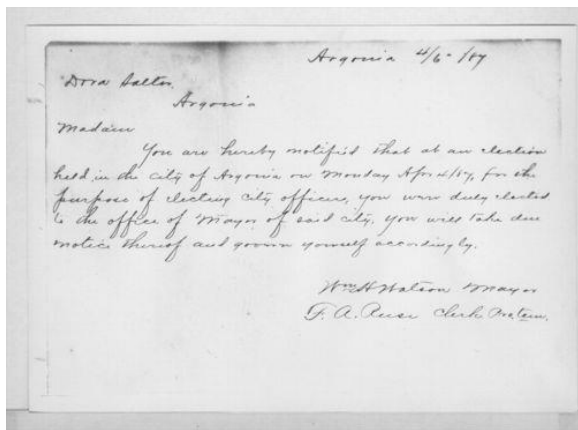
She was born in Ohio, moved to Kansas at the age of 12, attended K-State (known then as Kansas State Agricultural College) and, having taken college classes in high school, was allowed to skip her freshman year. She moved to Argonia in 1882, and at the time of the election was 27, had two children, and worked in the family hardware store.

She was a member of the Woman's Christian Temperance Union and in 1887 anti-prohibition democrats attended their meetings to disrupt the proceedings. They entered her name as a mayor candidate, sure that no man would ever vote for her. The Chair of the local Republican Party asked if



she would serve if elected and when she said yes, he responded "All right, we will elect you and just show those fellows who framed up this deal a thing or two."

She was elected mayor in a landslide receiving over two thirds of the vote. She immediately became the most talked and written about political figure in America. Newspaper correspondents poured into Argonia to visit her council meetings, Argonians were interviewed as to their reactions, and newspapers debated over the advisability of other towns electing women mayors. Many east coast papers thundered against Kansans and “rule by petticoat”.



Knowing how she handled her town council meetings could have profound consequences for future woman candidates, she was careful to leave a positive impression. Her manner was described as polite, firm, and with great decorum, intervening in debates when they veered into irrelevant points. Or as one reporter described it- she appeared like a school mistress supervising a group of child-like city councilors. To escape the incessant media coverage, she declined to seek reelection for another term.

Mary Elizabeth Lease (1850-1939) & Annie Diggs (1849-1916)

Mary Lease’s signature line-“Raise less corn and more hell” -expressed the sentiments of the 1890s and marked a new phase in women’s political participation in Kansas.

Women, although they could not vote in state elections, were political activists and leaders in a range of issues beyond suffrage and prohibition. A woman political activist was no longer out-of-the-ordinary.

Mary Lease joined the Kansas Populist movement of farmers hit with high mortgage interest and railroad rates, a depressed economy and drought. She was a powerful orator. Her supporters called her “Mother Lease” and her opponents called her “Mary Yellin”. William Allen White said “she could recite the multiplication table and set a crowd hooting.”

Mary Lease broke with the Progressive Party after 1894 when it fused with the Democrat party and dropped support for woman’s suffrage and prohibition, a political trade-off with which she could never agree.



In 1890, Annie Diggs became the associate editor of the *Alliance Advocate* the primary Populist newspaper. She served on the Populist National Committee, and unlike Mary Lease, supported the fusion of the Populist and Democratic parties. In 1898, she was appointed the state librarian of Kansas, and she was also elected president of Kansas Press Women in 1905.



suffrage amendment to the constitution. Women's groups worked valiantly for its passage, every legislator being asked to vote in favor. Governor Stubbs strongly supported the effort. The amendment resolution passed both houses and was signed by Governor Stubbs on February 9, 1911.



Kansas women conducted a sophisticated and immense effort to ensure victory at the polls. They organized every county, supporters traveled the state, group endorsements were received, and political clubs formed throughout Kansas. Although they made the suffrage effort non-partisan, the Kansas Republican Party's organization supported the effort. Fund raising was difficult – but through food sales and selling balloons, among other efforts, they raised enough to fund the effort.

Most journalists were hostile to the suffrage effort or failed to give it any coverage.

On November 5, 1912, Kansas voters approved the Equal Suffrage Amendment to

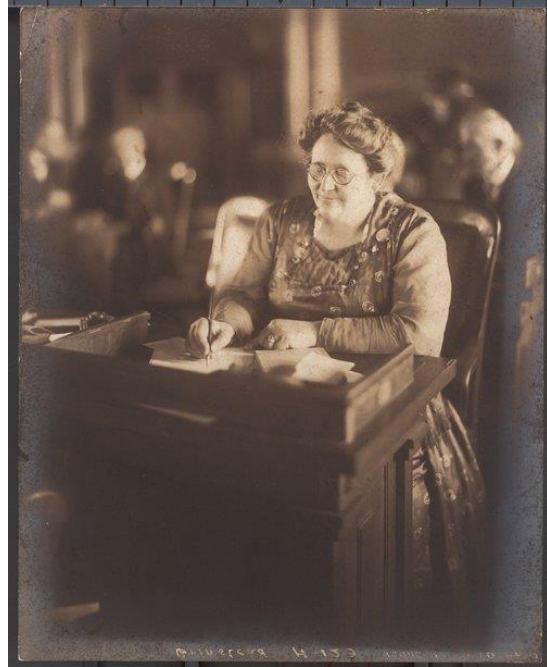
1912 Women Win the Right to Vote in KS

With reform running high during the first two decades of the 20th century, the campaign for woman's suffrage took on new life. In 1896, the first equal rights for women plank in any major party platform was contained in the national Republican Party platform.

On January 13, 1911, a resolution was introduced in the Kansas House providing for the submission to the people of an equal

the state constitution. Kansas became the eighth state to grant full suffrage to women.

In enumerating the elements that led to victory, the leader of the Kansas Equal Suffrage Association, Lucy Browne Johnston (married to William Johnson (R), Chief Justice of the Kansas Supreme Court) placed first the fact that Kansas had been a prohibition state for 32 years and since pro-alcohol interests were the major opponents of women's suffrage they had no power in Kansas, and that Kansas women, had had school suffrage for 50 years and municipal suffrage for over 20 years. Thus the women of Kansas were already voters and had only asked for promotion.



She was elected to the Kansas House of Representatives in 1918, the first woman to serve in the Legislature. At first the men of the House were skeptical, to say the least. "They believed that Mrs. Grinstead . . . would scold and find fault, and 'nag' them for smoking cigars. They had visions of having to speak in whispers when they wished to express their thoughts in the 'plain Kansas language'."

Grinstead, however, impressed her fellow legislators and was re-elected in 1920 and 1922. While a legislator, she served on the Judiciary Committee. Her legislative victories included a bill to require "auto-gates," or cattle guards, instead of wire gates where fences cross highways (yep, you once had to stop your car on the highway & move the fence); a bill appropriating \$500,000 to build housing for freshman women at five State colleges; a Free Library Bill allowing small towns to levy funds for libraries; and

**1918: Minnie Grinstead (R)
First Woman KS Legislator**

In 1918 Seward County voters elected Minnie Tamar Johnson Grinstead, the state's first female state legislator.

Born in Crawford County in 1869, she attended Kansas State Normal School of Emporia (now Emporia State University), taught for 11 years and became a school principal. She quit teaching to become a lecturer for temperance and women's suffrage. In 1906 her family moved to Liberal, KS.

the Coverture Bill giving certain labor and legal rights to housewives.

In 1920, three additional women were elected to the Kansas House of Representatives: Minnie J. Minnich (R), Sumner County; Nellie Cline (D), Pawnee County; and Ida M. Walker (R), Norton County.

At the 1924 national convention in Cleveland, she seconded the nomination of Calvin Coolidge for president.

After her husband passed away February 22, 1924, Minnie declined to run again for the House, preferring instead to compete for the post of probate judge of Seward County. She was elected and served until she died on December 24, 1925. At the time of her death she was being considered by the Coolidge administration for the post of United States civil-service commissioner.

1919: 19th Amendment Ratified in KS

On June 16, 1919, Kansas, voting in special session, became the fourth state to ratify the 19th Amendment, which, on August 8, 1920, became law and women finally had the right to vote in all elections.

In 1878, Senator Aaron A. Sargent (R) of California formally introduced a proposed constitutional amendment granting women the right to vote. It sat in committee until 1887 when it was considered by the full Senate and rejected. The proposal was defeated again in 1914, 1915, 1918 and early 1919. Resistance to women's suffrage came primarily from democrats.

On June 4, 1919, on the sixth try and with new Republican majorities in both houses of Congress, the proposed amendment passed each House with the necessary two-thirds majority. The two Kansas Senators voting for the Amendment were Charles Curtis (R) (future vice-president) and the newly arrived Arthur Capper (R), former Governor.

Kansas was the fourth state to ratify the amendment (there is a plausible case that it was third, since Illinois had to re-ratify the amendment later on – but who's counting?). The first three states were already in session when they ratified on June 10. Kansas Governor Allen (R) had to call a special session of the legislature and Kansas ratified the amendment on June 16, 1919. (to give credit- New York and Ohio also ratified on June 16).

On August 8, 1920, the 36th state ratified the XIXth Amendment to the U. S. Constitution and women could now vote in all elections. Twelve states, including Kansas, had already given women full suffrage of the nine states that voted against ratification, eight were totally controlled by democrats.

1918: Elizabeth Wooster (R) First Woman Elected to Statewide Office

Kansans first elected a woman to statewide public office in 1918 - Lorraine Elizabeth Wooster. Lizzie, as she preferred to be called, was elected state superintendent of public instruction at a time when 12,000 of the state's 15,000 teachers were female, which was one of her major campaign points.



Before running for office, she had written a number of textbooks and initiated and won a lawsuit against the railroads reducing freight rates on textbooks from \$1.09 to \$.59 per hundred. Holding office from 1919-1923, she served two terms as superintendent of public instruction. Her defeat for a third term was due, in part, to her strict moral stands against teachers who smoked, drank, danced, or wore makeup.

She served as vice president of the National Association of Women Lawyers, and again ran for public office in 1932 when she entered the Republican primary as an unsuccessful candidate for attorney general.

1920: First Women Voter to Address RNC Convention – Margaret McCarter

The first woman to address the Republican National Convention as a voter was Margaret McCarter of Kansas.

“I stand here as a representative of 20 million women. We are organized, we are trained, we are ready for the duties of citizenship. We stand loyally by the party inaugurated by Abraham Lincoln- the party of liberty and life, of loyalty and love, the party that has never failed the good old stars and stripes.”



She was a Topeka author well known during the early 20th century for her novels set against a background of the Kansas Prairies.

She moved to Kansas in 1888 to head the department of English at Topeka High School and married Dr. William A. McCarter in 1890 and began her writing career in 1901.

In addition to her writing, McCarter devoted much time to her work with civic organizations and clubs and she became well known as a public speaker. Her activities in the Republican Party resulted in an invitation to address the 1920 convention.

During her lifetime, McCarter received honorary doctorates from Washburn University and the College of Emporia. Margaret Hill McCarter Elementary School in Topeka, today perpetuates her memory.

1924: National Committee Woman

In 1924, after adopting a rule change at the national convention, women are given equal representation on the Republican National Committee with the new rule providing for a national committeewoman and national committeeman from each state.

Below is a list of the Republican National Committeewomen from Kansas

- Mrs. R. R. Bittman (1924–1936)
- Eleanor Harris (1936–1952)
- Mrs. C. Y. "Effie" Semple (1952–1964)
- Mrs. William Addington (1964–1968)
- Cynthia Rodgers (1968–1972)
- Marynell Reece (1972–1988)
- Mary Alice Lair (1988–2000)
- June Cooper (2000–2004)
- Alicia Salisbury (2004–2008)
- Helen van Etten (2008–)



The attached picture was taken in 1928 in Strong City Kansas: From left to right as follows: Rail person; Alf Landon, chairman-elect of the state party; Seth Wells, state party chair; Gov. Benjamin S. Paulen; Rail person; U.S. Sen. Arthur Capper; Herbert Hoover; Mrs. Lou Henry Hoover; Mrs. R.R. Bittman, national

committeewoman; Clyde M. Reed, Republican candidate for Gov; Jacob W. Graybill, Republican candidate for Lt Gov.; and David W. Mulvane; national committeeman.

**1928: First Women Kansas Senator
Patricia N. Solander (R)**

Elected in 1928 as the first female Kansas senator, she represented Miami County. She was born in 1897 and had a lifetime of civic work, served on the board of the Kansas Historical Society, the Kansas Safety Commission, Daughters of the American Revolution, and Republican Women's Clubs as well as serving as president of the Kansas Federation of Business.

Many historians have noted that after the surge of women activists breaking down barriers, by 1931 there was a remarkable lack of women in state politics. The 1931 legislature had one woman representative and one woman senator. The way they were described by the Capitol media corps and how they spoke had changed too.



For instance one reporter described Senator Solander as wearing “chic dresses. . . cleverly tailored and usually softened with a bit of lace . . . There is something feminine about the Kansas Senator, even while she discusses labor or railroad legislation.” She frequently felt the need to assure the media that she was only serving in the Senate out of the “generosity and indulgence” of her husband, a railroad engineer, and would never have considered serving if she had children.

In one noted instance, while presiding over the Senate, she took an indirect swipe at some other senators stating “Gentlemen of the Senate, I call you to witness that contrary to all the traditions concerning women, I have remained silent and allowed you to do all the talking.”

She was married to Thaddeus T. Solander, who died in 1937, and in 1948 married John H. Mayhew.

1930: Republican Women’s Clubs-

The story of Republican women's clubs begins many years before women even had the right to vote. Starting around 1880, hundreds of independent local Republican women’s clubs grew up around Kansas and the nation.

In 1930, Kansas organized its Republican Women’s Clubs under one statewide network. The first statewide president was Stella B. Haines (1876-1963). She was from Butler County and served two terms in the Kansas House from 1927 to 1930, was a

delegate to the national convention in 1928, She was deputy state oil inspector from 1929 to 1931, in 1930 she was the Republican candidate for Congress from the 8th District (we had 8 seats back then), and served as secretary for the Republican Party in 1928 and 1930.



In 1938, Marion Martin, Vice-Chair of the RNC, called a meeting in Chicago to organize these clubs into a national organization. States in which Republican women’s clubs were organized on a “statewide” basis sent delegates. Eleven states were the original members and by 1940 there were 34 member states.

Today, the NFRW consists of thousands of active members in local clubs across the nation. The Kansas Federated Republican Women have dozens of active clubs across Kansas. The goals remain to encourage women’s participation in the governing of our nation, to elect Republicans to office at

all levels, and to promote public awareness of the issues that shape America.

Biennial national conventions have been held in cities across the nation, with political luminaries attending. They know that these women are the GOP's grassroots activists. Programs such as NFRW's campaign management schools, women candidate seminars, and polling schools have trained thousands of Republican women and men to help elect GOP candidates, and communities throughout the nation have benefited from the volunteer services of NFRW's Caring for America and literacy programs.

Women in the Party 1937

Ever wonder where the provision that the Chair and Vice Chair of every county, district, and state party committee must be of different genders came from?

Here's the short version. Republicans in Kansas did not do so well in the 1932 and 1934 elections. We did manage to elect Alf Landon as Governor, but lost the US Senate seat and clung to legislative majorities. In 1936, Landon ran for President, and while no one expected him to win the race, when he lost his home state of Kansas, that set off an alarm in the state party.

So in January 1937, at the Kansas Day events, the key party leaders had what was probably one of the most important and consequential meetings in state party history- no media, no documents, no pictures – just a plan for action. A major step was to increase the role of women in the party structure.

So the legislature immediately passed a law that county, district and state parties would create a new position- "Vice-Chair" - with the requirement that the chair and vice-chair be of opposite gender. A second law required two precinct committee people in each precinct- one man and one woman. News articles recorded that in 1938 the first female county chairs served on the state committee (back then it was comprised of the 105 county chairs).



Gov Huxman signing House Bill 309 that created the party vice-chair position, mandated the party chair and vice-chair be of different genders, and provided for the election of two Precinct Committee people- one man and one woman.

1965: Lahoma Dennis Yates Elected 2nd Vice President of NFRW

She was the first KFRW member to serve on the National Federation of Republican Women (NFRW) Executive Committee since it organized in 1938. She was elected NFRW 2nd Vice President in 1965.

More than 100 women from KS chartered a jet and flew to Washington, DC, to support Lahoma in her election. It took 45 years for the next KFRW member to be elected to the



NFRW Executive Committee, Brenda Smith, Salina, was elected National Treasurer in Orlando, FL in September 2009; her term of Office was 2010-2011.

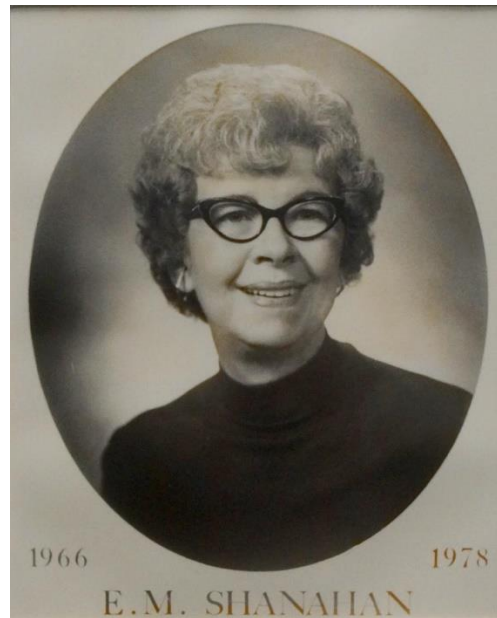
During Lahoma's KFRW Presidency (1963-1964) the membership reached an all-time high of 8,620 members.

1966: First Women Secretary of State Elwill M. Shanahan (R)

After her husband Paul Shanahan, the Kansas Secretary of State died in April 1966, Elwill was appointed Secretary of State. She went on to be elected in her own right in 1966, making her the first woman elected to a Constitutional office. She was re-elected in 1968, 1970, 1972, and 1974 (a four-year term), resigning in May 1978.

She was secretary of state when Kansas changed its legislative representation to one-

person, one-vote, which resulted in substantial re-drawing of districts.



1978: Nancy Kassebaum (R) – First Kansas Woman US Senator (1979-1997)

In 1978, Kansas Republican Nancy Kassebaum became the first woman elected to the U.S. Senate without first having been preceded by her husband or being appointed to fill an unexpired term. She was the daughter of former Kansas Governor Alf Landon.

She defeated eight other Republicans in the 1978 primary elections to replace retiring Republican James B. Pearson. She then crushed former Democratic Congressman Bill Roy in the general election. She was re-elected to her Senate seat in 1984 and 1990, but did not seek re-election in 1996.



In 1995, Senator Kassebaum became the first woman to chair a Senate committee – Labor and Human resources.

1982: Mary Alice Lair: First Woman State Party Chair

If you have been around Kansas Republican events you know Mary Alice Lair, or at least seen her, she has a flair for politics and outfits. She rarely lets people know, but she was the first woman Chair of the Kansas Republican Party in 1982.



She also served as National Committeewoman for three terms (1988-2000) and has attended, at least 8 national conventions. "She's a delight and was one of the most popular people on the Republican National Committee," Haley Barbour, former RNC Chair, told us.

She has been an activist for almost five decades and the life of Kansas' Grand Old Party for most of those years. She has traveled across Kansas year after year, giving pep talks to Republican clubs and boosting the party. She bases her life on “family, faith and country, and fun.”

She began attending Republican meetings in 1968 as a young mother of four small children to get out of the house. She worked her way up through county and regional Republican organizations, then became the state party's vice chairwoman in 1981. She became an energetic booster, crisscrossing the state to buck up groups of Republicans.

1984: Jan Meyers (R) Elected 1st Republican Congresswoman from KS

In 1984, after winning a multi-candidate primary, Jan Meyers was elected to Congress after defeating democrat John Reardon. She was reelected five times, serving from January 3, 1985, until January 3, 1997. In 1995, she became chair of the House Small Business Committee, the first woman to chair a House committee since 1976.



Before serving in Congress, she was a city councilwoman in Overland Park (1967-1972) and a member of the Kansas Senate (1972-1984).

With six terms, she is one of the elite group of long-serving Kansas members of Congress and the longest serving Congresswoman from Kansas - Lynn Jenkins is second longest-serving.

1994: First Woman Attorney General: Carla Stovall (R)

Carla J. Stovall was elected Attorney General of Kansas in 1994 and was re-elected in 1998, serving two full four-year terms.

During her tenure as Attorney General, she served as President of the National Association of Attorneys General. She was former Crawford County Attorney and member of Kansas Parole Board.



She earned her undergraduate degree from Pittsburg State University and her Juris Doctor and MBA degrees from the University of Kansas.

2010: Women Lead Clean Sweep

In 2010, the Kansas Republican Party swept back into power winning 6 of 6 statewide positions, 5 of 5 federal positions, and 92 of 125 House seats (a gain of 16). It was the most stunning political sweep in Kansas since 1954.

This historic success was led by the team of State Party Chair Amanda Adkins and State Party Executive Director Ashley McMillan.



Amanda is currently an executive at Cerner. She was Chair of the KS Republican party from 2009-2012, and Sam Brownback's Senate campaign manager in 2004. Her other political roles included executive director and national political director for GOPAC, staff for the U.S. House Rules Committee; legislative director to California Congressman David Dreier; staff director for the California Republican Congressional delegation; and as a legislative aide in the U.S. Senate.



Ashley, from Cloud County, was Washburn student body president, Kansas Senate staff intern, staff for Sen Pat Roberts, political director for Senator Roberts' 2008 campaign, Kansas GOP Executive Director in 2010-11, Cloud County GOP Party chair, and Vice-Chair of the Kansas Republican Party.

2012: Congresswoman Lynn Jenkins 5th in Congressional Leadership

Lynn Jenkins is the U.S. Representative for Kansas's 2nd congressional district, serving since 2009. She is the senior member of Kansas' House delegation and the Vice Chair of the House Republican Conference making her fifth in the Republican House leadership.

She was previously elected twice to serve as the Kansas State Treasurer and served from 2002 to 2008. She also served in a number of organizations, including president of the National Association of State Treasurers (NAST). Before that she had served in the Kansas House of Representatives (1999-2000) and the Kansas Senate (2001-2002).



Jenkins was born in Holton, Kansas, and is a sixth-generation Kansan. She was raised on a dairy farm in Holton, where she attended high school. Later she graduated from Kansas State University and Weber State College with an accounting major and an economics minor. She is a Certified Public Accountant.

2012: Susan Wagle (R) First Woman Senate President



Susan Wagle, after graduating from Wichita State University served she was as a teacher in the Wichita Public Schools. She was elected to the Kansas House of Representatives in 1990 and to the Kansas State Senate in 2000.

In December 2012, she was elected Senate president. A cancer survivor, she is the Kansas Senate's first female president, and the first Senate president from Wichita.

2015: Becky Johnson, Elected 1st Vice President KFRW

In 2015, Becky Johnson, President of the Kansas Federated Republican Women, was elected 1st Vice-President of the National Federation of Republican Women. In 2013, she had been elected 4th Vice-President and was awarded the Ronald Reagan Leadership Award during its 37th biennial convention in Louisville, KY.



The award was established by the NFRW in 2005 to recognize the outstanding leadership of one state president and is presented every two years at the biennial convention.

Johnson and four other state presidents were selected as finalists based on overall leadership and initiation of new programs, increases in membership, participation in national programs, and excellence in public relations and campaign efforts.