



## Quota International Will Soon be 100 Years Young!

NOVEMBER 7, 2018 ~ BERIS PRITCHARD

What a celebration we have to share!

What a trail of history is ours! Wanda's **vision** has transcended the **past** and **present**, but it is up to all of us – every member – to carry her vision into the **future**.

Every current member can be proud of her or his support to bring this momentous year to fruition. We are going to celebrate our heritage and revisit our history with a special story each month as part of our Centennial Series on our Quota Blog – something our Founder wouldn't have dreamed of.

Do you know who the women were who supported our Founder to organize the world's first international women's service organization?

Do you know why our Name and Motto were chosen? Who chose our colours – blue and silver?

Do you know how many Executive Directors our organization has had? Have they always been called The Executive Director?

Did you know that our oldest club will have its 98th birthday on April 25th in 2019? They must have stories to share.

When did Quota International truly become international? Were we always called Quota International? I don't think so! How and why did our unified service programs come into being?

Where have our International Conventions been held and how have they changed over 100 years? Which clubs have encouraged one (or more) of their members to become an International President?

How did Quota spread its wings across the globe – who was responsible? In current times when it's difficult to organize a new club, how did we manage to recruit new countries?

How have we managed to work together? We are composed of different countries, different cultures, different currencies, different communities, and different projects. What has been our common thread for 100 years?

Our Founder, Wanda Frey Joiner had a vision which has enriched the life of every person who has been a member of Quota International and every person who has been helped by a Quota club in communities around the world. How is your club planning to celebrate next year?

We will celebrate and share our stories as the International Service Club that our Founder planned we would be.

In December watch for "*The Beginning...*"



## The Beginning.....

DECEMBER 6, 2018 ~ BERIS PRITCHARD

It's December 1918 – peace was declared only 4 weeks previously, bringing to a close The Great War.

Wanda Frey Joiner A “Ladies Night” is being held by the Buffalo Kiwanis Club. It is very cold with snow on the ground, but inside the Ballroom of the Hotel Statler, decorated in the colours of the Kiwanis Club, the atmosphere is dense with good humour, celebration and Christmas cheer. At many tables are seated jolly men and their beautifully gowned escorts, the ladies, in whose honour the festivities are given. The music of the orchestra is almost silenced beneath the merry and hearty laughter and witty remarks by Kiwanians, in ‘very friendly and appropriate slams’ invented for the Occasion.



However, at one of the tables sat an appreciative group of five women – all active in business in the Buffalo community. They understood what this gathering meant to the men. The very closeness each one felt to the other was fully noted and they admired the fact that, even with business cares and problems, they knew how to play. As the evening progressed, full of excitement, the thought came to these FIVE, how splendid if WOMEN, business and professional, could enjoy the same spirit of friendliness in associations with each other and in an organization of their own. So out of this belief, a purpose predominated and with VISIONS and DREAMS to make this a REALITY, one month later a covenant was signed by this little group of FIVE.

The leader of the group was Mrs. Wanda Frey Joiner, the General Manager of the Buffalo Paint and Glass Company, who had accepted her invitation to join the Kiwanis Ladies Night. She was 36 years old.



Wanda Frey Joiner and Quota International Flag

Wanda's beginnings were far from ordinary and she was no stranger to challenges. Born on September 4, 1882 in the seaside resort of Odessa, Russia to parents of German heritage, her father died before she was born. Her mother was Eugenia Frey, the daughter of the famous German poet Ludwig Koehler, and her father,

Alexander Frey, was a graduate of the Imperial College in St. Petersburg. This small, fatherless family then had to wait nine long years for Ivan, Wanda's brother, and Eugenia, her mother, to be released by the Russian government to leave Odessa and to be granted entry into the United States of America. It was their hope to make a new home in Buffalo N.Y. with their aunt. Finally, at nine years old, Wanda arrived in her new country.

Wanda knew that her future was in her hands, so she worked hard. She was endowed with a keen sense of knowing "what she wanted" and "going after it". She chose the most promising opportunity for advancement by accepting an entry-level position at the Buffalo Paint and Glass Company and worked hard to make her way up the company ladder. Then, in 1910, wedding bells rang out when Wanda Frey married Robert Parks Joiner. Shortly thereafter she left her occupation behind to begin her new life as a wife. Sadly, Robert Joiner died a short three years later. About the same time, the Buffalo Paint and Glass suffered a heavy loss and sought out Wanda Frey Joiner to re-join them to sort and settle their many claims. Upon completing this work, her time with the company once again concluded and Wanda moved to California to join her brother. Not long after her move though, she received a very flattering offer to return to the Buffalo Company once again, but this time as its General Manager – the position she held when she attended the Kiwanis Christmas Party.

#### Wanda and Sign Language



With the death of the Buffalo Paint and Glass Company's President, Wanda was offered that position, which she accepted and accomplished with great integrity and recognition. At the same time, Wanda was busy guiding her new international classified executive and professional business women's service organization.

Upon retiring, Wanda moved back to California and enjoyed her life living among her many Quota friends. Wanda Frey Joiner passed away in June, 1968, aged 86 years – a Quotarian for 50 years! Her Quota legacy lives on and the beautifully embroidered black shawl which was brought by her mother from Russia in 1891, is now framed for posterity and hangs on the wall of the Executive Director's office as a lasting reminder of her heritage, her achievement, and her gift to every Quota community.

Acknowledgement:

With thanks to Past International President Helen Turk – "A Symphony of Life" the story of Wanda Frey Joiner – Founder of Quota.

**January..... the FIVE.**



## The Original FIVE...

JANUARY 6, 2019 ~ BERIS PRITCHARD

At the Kiwanis Christmas party, Wanda Frey Joiner, the General Manager of the Buffalo Paint and Glass Company, was joined by business women of the city of Buffalo. Among these were: Florence M. Smith, from A.R. Williams Machinery & Supply Corp.; Alice C. Sauers from H.I. Sackett Electric Company; Ora G. Cole, a member of the Chamber of Commerce; and Jean Ware Redpath, a Corsetierre entrepreneur. Wanda had an uncanny ability to not only influence others, but to involve them in fulfilling her dreams. Tonight this meant bringing about her vision to unite the women in her community who had made decisions out of necessity when their men were at war, but who were now part of the work-force and anxious to direct their talents to a worthwhile purpose. One month later, that vision came to fruition as these five women gathered together at Wanda's dining room table to bring Quota Club International to life.



As they met that January day, selecting a name for the organization was at the top of the agenda. Wanda pulled out a dictionary and the women pored through it until they came to the letter 'Q' and the word 'quota' – a Latin word meaning "a share". Upon this discovery, the discussion turned to the "purpose" of the organization. Ora Cole said "Is this not what we have discussed? Are we not prepared to *share* out talents and treasures with those whom we wish to help?" With all in agreement, Wanda then said "May I have the privilege of choosing the Quota colours?". The other four agreed to this and then upheld Wanda's choice of blue and silver.

Next on the agenda were the organization's bylaws. The women used as a guide, a copy of the bylaws of the two men's classified service clubs – Kiwanis and Rotary, as well as Robert's Rules of Order. They soon established bylaws for their Quota Club with the "Golden Rule" as its overarching code, and also completed the application for an *International Women's Club* – asking "Is this not what we want – to be in other states and other lands?"

The Application for a Certificate of Incorporation was made from the State of New York. In the beginning, their corporation was organized under the type of charter granted the Board of Trade, Chamber of Commerce, and similar organizations. However, Quota's membership was not to be limited to one city, state, or country. Thus on February 6, 1919 the Certificate of Incorporation was signed by these five women as "*Quota Club International Incorporated*" and Quota became the first international classified women's club on.

Quota International's first meeting was held at the Toulaine Hotel in Buffalo on February 11. At this meeting, the founding five became the first Quota International Club Officers with Wanda Frey Joiner elected as President; Jean Ware Redpath as First Vice President; Florence M Smith as Secretary; Alice C. Sauers as

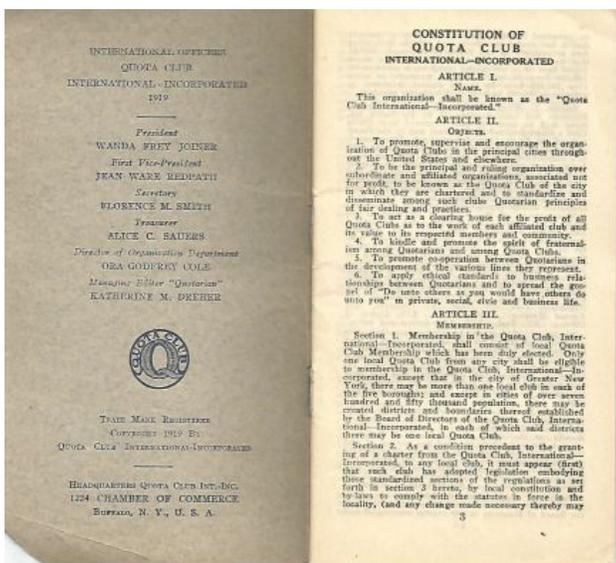
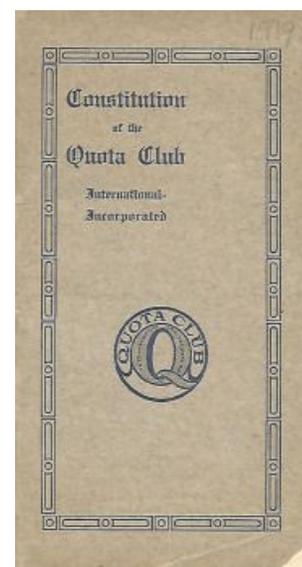


Treasurer; and Ora G. Cole as Club Organizer. Additionally, Katherine M. Dreher, a member of the Chamber of Commerce was also present and became the first Managing Editor of the “*Quotarian*”. Interestingly, Wanda Frey Joiner was the only member of this group to hold the position of International President. Lastly, Quota’s official headquarters address was also established at this meeting – Quota Club International Inc. 1224 Chamber of Commerce, Buffalo, NY USA.

It is interesting to note that since these women created a classified organization, similar to Kiwanis and Rotary, their member classification in Quota Club International became: *Machinery Jobbers* – Florence Smith; *Electric Appliances – Retail* – Alice Sauers; *Glass* – Wanda Frey Joiner; *Corsetierre* – Jean Ware Redpath; and Ora Cole was simply referred to as “from the Chamber of Commerce”.

The original 1919 copy of the “Constitution of the Quota Club International Incorporated” adopted at this February 11 meeting lists the following headings under Articles I to XXIII –

Name; Objects; Membership; Revenue, Conventions; Representation at Convention; District Organization; Officers; Duties of Officers; Election of Officers; Official Publication; Quorum; Funds; Audit of Accounts; Committees; Duties of Committees; Quota Property; Seal; Commercializing Quota; Supplies for Clubs; Parliamentary Authority; Amendments; Ratification. (Of special interest to current membership might be Article IV, Revenue, which shows the annual membership fee set at \$2.00 per member! Additionally, it was at the 1923 Convention that a Joining Fee of \$10.00 for each new member was adopted – *at Quota’s Centenary, it is still \$10.00!*)



These 16 pages of International Bylaws were then followed in that tiny book by a 12-pages which included “Standardised Local Constitution, Regulations and Bylaws of Local Quota Clubs” as well as by 12 more pages of Member Classifications.

**February ..... Quota Club International Inc. is on its way – with hiccups!**



## Quota Club International is on its way.....with hiccups!

*FEBRUARY 6, 2019 ~ BERIS PRITCHARD*

On March 3rd, 1919, the Buffalo newspapers carried a story of a meeting of 100 women at the Lafayette Hotel. The purpose of this meeting – to appoint a Nominating Committee. The following May 5th, at a special luncheon meeting held at the Hotel Statler, 200 women were in attendance as Quota Club International was presented with their first 100% Loan Campaign banner. However, the surprise of that meeting's program, as planned by Wanda Frey Joiner who was then the President of Quota Club International Inc., was the presentation of a Charter to Quota's first club! The Buffalo Quota Club, of which 151 of the women in attendance at that meeting were members, was organized! Records show that in addition to these first 151 women, another 10 joined on May 6th, then 14 more on June 12th, and an additional 10 on July 10th, making a total of 183 members in the Buffalo Quota Club by the end of July 1919.

Very quickly, organizational work began in Syracuse, Binghampton, Rochester, and Elmira, New York, as well as in Scranton, Pittsburgh, and Wilkes-Barre, Pennsylvania. However, it wasn't long before the pains of this rapid growth set in.

Many women at the time were comparatively new in the business world, and in club membership. Most of their previous associations had been with religious or patriotic groups, so the differences inherent to their new service club meetings had to be worked out. One of the greatest problems, though, was that membership was limited to busy business and professional women. Difficulties often arose as the demands of their occupation kept them from serving on committees or supporting service activities during working hours.

Another problem was that clubs grew too large, too soon to sustain a consistent vision for the future work of their new Quota Clubs. It is noted that one member of the Buffalo Club was a "trouble maker" when, in truth, like Wanda Frey Joiner, she too had a strong personality and very definite ideas of what was needed to move forward. Unfortunately, this "issue" was not unique to the Buffalo Club. To address the problem that had arisen, a special convention was called in Rochester, NY on September 26, 1919. When President Wanda was asked, "Which clubs have seceded?", she responded, "Buffalo, Syracuse, Elmira and Binghampton". This was a serious blow to the International Board of Directors! With the loss of those clubs, Scranton became the oldest continuing club in Quota, according to the Bylaws under which organization had taken place. Additionally, out of this secession, Zonta International was formed, receiving its Charter in November, 1919.

As an aside, it should be noted that, as revealed in a letter to General Secretary, Gwladys Jones on March 23, 1945, by Buffalo Club Secretary, Miss Martha Braithwaite, the Buffalo Club did not actually disband in 1919. Rather, they were not in attendance at the special convention held that September because, "A difference of opinion arose among some of the members and a number of them withdrew and formed a new club which was called Zonta". The remaining members, although not very active for a time, still kept their Quota organization. The club sought new members and re-invented itself in 1920 with Louise Hayes Strubbing elected President. Louise was not on the original list of members.

Quota International's first annual convention was held in Scranton, Pennsylvania on April 22-23, 1920, and was attended by members from just three clubs: Scranton, Pittsburgh and Wilkes-Barre – all from



Jennie Lewis Evans  
1920-1924

Pennsylvania. International President Wanda reported at this convention that “it was the desire of the present international board that an entirely new board be elected with new officers and start all over again”. An election was held and Jennie Lewis Evans from the Scranton Club became Quota’s second International President, effective immediately, and after which she served four years. Several other important decisions also resulted from that convention. First, Wanda Frey Joiner was made Honorary Life Member of Quota Club International – a decision which has followed for all succeeding International Presidents – which, in their words at the time, “made her a member of every club”. Second, as evidenced by the loss of so many clubs in 1919, there was a great need for a central headquarters officer; Florence Snowdon, a member of the Scranton Club was chosen and appointed to fill this need as the first General Secretary. Next, a new set of Bylaws were adopted and Ora Cole was retained for another year as a club organizer. Lastly, because of a lack of funds, the publication of The Quotarian was suspended temporarily.

Interestingly, it’s recorded that as smaller groups were organized, and weekly meetings were adopted, warm friendships were formed, not only in each club, but from club to club. This closer understanding and unending loyalty has continued on through the years. Little did these women know that their small beginnings, limited by classification mandate, would leave a legacy of friendship and fellowship to be passed on as a most precious heritage!

### ***March ..... The First Decade***



## The First Decade...

MARCH 6, 2019 ~ BERIS PRITCHARD

Almost immediately after the reorganization that took place at Quota's first convention in Scranton, Pennsylvania in April 1920, another agitation arose – an attempt to affiliate Quota Club International with the Business and Professional Women's Club. To research this opportunity two Quota Club members were sent to the Business and Professional Women's Club state meeting in Pittsburgh to observe. The matter was given serious consideration at Quota's second convention, held in May 1921 in Wilkes-Barre, Pennsylvania; however, at that time, the fourteen delegates and nine officers voted against such affiliations and inserted an Article into the Bylaws prohibiting Quota Clubs from affiliating with any other body. Our current Bylaws – Article III – Section 2 C still reflect that decision, though amendments have been made over the years to align with changing times and situations.

Quota's growth continued with three new clubs in Pennsylvania – Johnstown, Reading and Harrisburg – and one in Fairmont in West Virginia.

***As we celebrate our Centennial in 2019, special recognition is also due to the Johnstown Club in Pennsylvania, United States. Chartered with 37 members on April 25, 1921 by International President Jennie Lewis Evans, the Johnstown Club is currently Quota's oldest active club. They will be celebrating the club's 98th birthday on April 25, 2019 and are surely looking forward to their own 100 year celebration in 2021!***

After being suspended due to lack of funds, the publication of the *Quotarian* was resumed in May, 1921 when President Mary Brookes Picken and her club in Scranton distributed a new issue which they had prepared. Additionally, the Scranton Club also offered to underwrite the magazine for a year. Quota International leaders accepted this offer and Laura MacFarlane was appointed editor.

The third and fourth Conventions were held in Pittsburgh and Allentown, Pennsylvania and new Quota clubs were chartered in Maryland, Delaware, Virginia and Ohio bringing the total membership to 1,008. To encourage continued growth, each Quota Club left the convention in 1923 pledging to organize at least one new club in the coming year. Those two conventions also brought a complete revision of the Bylaws, the establishment of a registration fee for future Conventions, and a \$10 Application Fee for new members. (*What is the Initiation Fee today? 100 years' later and it's still \$10!*) In 1923 Quota Club International was also chartered in Pennsylvania, which caused some controversy around the legality of being chartered in both Pennsylvania and New York, but no resolution was found and Quota continued under both Charters until 1961.

At the 5th Convention, in Buffalo, NY in 1924, Girls' Service Work was adopted as the major project of Quota Club International. Clubs were encouraged to identify underprivileged girls and help them to stay in school longer, or to provide assistance with special vocational training. Clubs expanded on the idea and began mentoring girls and encouraging their future affiliation as Quotarians. (What goes around, comes around... as

we now have JQ Clubs in the 21st Century!) The treasurer also reported the organization's financial balance of \$5,844.35 at convention.

In 1925, growth continued with clubs in Washington DC, Connecticut, New Jersey, Rhode Island and Massachusetts. But more exciting than all of these was the news of the organization of a club in Winnipeg, Canada in November! The charter for this club was presented by President Mary Russell Purman at the 1926 Convention in Philadelphia. Quota's Canadian expansion continued in Saskatchewan the following year. Quota Club International was now truly **International!**



Mary Russell Purman  
1924-1926

In 1927, following the Eighth Convention in Baltimore, a satirical article was published in *The American Mercury* entitled "The Lady Back-Slappers". Contrary to its intention though, the article actually provided Quota with much-appreciated national publicity, including greetings from President Calvin Coolidge who invited Quota Club International to make its Headquarters in Washington DC! So, at the 1928 Convention in Davenport, Iowa, each Club was requested to voluntarily give \$50.00 to the Quota Club International for a permanent headquarters to be established in Washington DC with a general secretary in charge. Until this time, the Headquarters office had been moved each year to the home of the President. \$1,700.00 was pledged at the Convention for this purpose and office space at 812 17th Street, NW, Washington DC became Quota's first permanent headquarters. On January 1, 1929, President Elizabeth J. Emens resigned from her position and took over the role of General Secretary at the new headquarters. Vice President Rietta M. Emerson then became the 7th International President of Quota Club International.

The 1929 Convention, held in Worcester, Massachusetts – the first in New England – included a celebration to mark 10 years of Quota existence, and membership of 2,500. Catherine Olney from Worcester Club, MA was elected to take the organization into its second decade.



Catharine Olney  
1930-1933

Sadly, the Great Depression which followed the 1929 stock market crash took its toll on Quota too. The 1930 Convention, set to take place for the first time outside of the United States, in Winnipeg, Canada was dangerously close to being cancelled. Lacking available funds to take the International Board of Directors to Canada, it became necessary to acquire a bank loan to for this purpose. Newly elected President Catherine and the Board faced an almost insurmountable task – stop the loss the membership and clubs and repay the US\$4,000.00 bank loan (with a hefty 10% interest rate). Cash on hand was less than US\$100.00. At that point, the Board had two avenues to follow – levy an assessment on the entire membership to clear the deficit and then liquidate, or try to save the organization. Courageously, and with faith in the power of passionate women unified for a cause, President Catherine and the Board chose the latter and proceeded to operate at minimum costs – no funds for travel by the President; no funds for publication of *The Quotarian*; no funds for

extension and development. Thankfully, support from the clubs was quick and generous and Quota's first Convention **was** held outside the USA in 1930 – in Winnipeg, Canada. Additionally, the bank debt was cleared just two years later!

**April ..... Quota crosses the Pacific**



## Quota Crosses the Pacific

*APRIL 8, 2019 ~ BERIS PRITCHARD*

Quota Club International was barely a decade old when Myrtle Fletcher and her husband traveled to the USA from Sydney to study at the Palmer School of Chiropractics. While there, Myrtle visited the Quota Club of Davenport at the invitation of Dr. Mabel Heath Palmer, who had just completed her term as International President. Myrtle was greatly impressed by Quota's impact in the community and began thinking about the good Quota could do in the communities of Australia.



Mabel H. Palmer  
1927-1928

In 1930, Dr. Mabel visited Sydney for a short time and made a point of visiting Myrtle Fletcher. In addition to meeting with Myrtle, she also introduced Quota to a few other women in Sydney, thus forming the nucleus of a new club there. However, it wouldn't be until 1933 that the Club would receive its Charter from the Governor of New South Wales, Sir Phillip Game. With this charter, Australia officially became the third country to join Quota Club International, and the Quota Club of Sydney became the first women's classified service club in Australia.

Enthusiasm was high and the new club immediately set about its service program. One of the first services undertaken by Quota in Australia was the establishment of a cottage known as "Quota Cottage" at the Hammondville Settlement. This settlement served destitute families throughout the Great Depression and was established by the Rev. Hammond in 1933; today, Hammondville is a suburb of Sydney.

Unfortunately, as the first classified service club for executive women in Australia, the members of this fledgling club had no other organization in Australia to turn to for guidance. There were no airmails, cables were expensive, and surface mail meant that inquiries and replies took months to be received. Understandably, irregularities of classification and membership occurred, the Bylaws were not always understood completely, and the club had many difficulties. After some time, the Board of Directors decided that the Sydney club should be wholly re-organized and that the Quota International Bylaws and Charter should be accepted. As a result, the club was re-organized, and though a few of the original members had resigned, the ones who stayed were strengthened by this restructuring and by those who had joined in the intervening years.

The Charter of the present Quota Club of Sydney was received by its President, Minnie Gates on September 28th, 1937, together with a gavel presented by Dr. Mabel Palmer of Davenport. This began a tradition for subsequent clubs in Australia to be presented with a gavel on their Charter by those who organized the club.

Through all of this communities all over Australia were experiencing the difficulties engendered by the Great Depression and the start of the Second World War. Thankfully, the Sydney Club progressed despite these challenges and when the temporary District 13 was formed, the opportunity arose for a new club to be chartered in Orange! So, on February 3, 1940 11 members traveled to Orange for the chartering of the Quota Club of Orange by Governor Edna Davidson. The Quota Club of Katoomba followed soon thereafter, but by this time every community was wholly occupied with the "war effort". For the first 10 years, while the District was temporary, the District

Governors were all appointed by the Board of Directors and were all members of the Sydney Club, with the exception of Helen McCormick who was a member of the Orange Club.

In 1942 President Effie Loudermilk reported at the Mackinac Island, Michigan Convention that there were a total of 75 Quotarians in Australia, and referred to them as “a brave and active group of Quotarians.”



Marie E. Higgins  
1947-1948

After the war, community service and club growth began in earnest – an Extension Committee was set up and the North Coast area of New South Wales became the focus. There was great excitement and the NSW area was ripe for a visit by the International President to present the Charters and further inspire the Quotarians in NSW. President Marie Higgins undertook the visit, and a wonderful round of inter-club visiting took place at the presentation of a “most triumphal succession of Club Charters”; namely the Lismore, Grafton, Murwillumbah, Kyogle, Kempsey and Taree Clubs.

President Marie Higgins’ Christmas message for the “*Quotarian*” was written from Lismore. “Tonight, as I write this Christmas Message, I am sitting on an open porch in Lismore, NSW. My trip to Australia has enabled us to join hands in true Quota spirit, and the Christmas season will be enriched with a new unity and a closer bond between our four countries”. (Mexico City had received its Charter at the 1947 Convention in Victoria, British Columbia, making Mexico the fourth country in Quota Club International.)

The next 10 years saw great development in the growth and influence of Quota in Australia – the formation of over 30 new clubs and the establishment of three new Districts, the 24th in 1950, the 26th in 1954, and the 28th in 1957. With 1956 came another visit to Australia by an International President – May Virginia Valencik. International President Valencik attended the First Combined Conference of Australian Clubs and the first Seminar of District Governors which were held in Grafton, NSW and attended by 209 members from 31 of the 32 clubs then chartered.



May Virginia Valencik  
1955-1957

Joan M. Redshaw A.M.  
(deceased)  
Quota Club of Taree N.S.W.  
28th District



International Director 1966-68  
International Presidents: Dr Edith M. Incabehian 1966,67;  
Vivian Ingram 1967-68)

Australia’s early leaders broke the mold of Quota’s all-American leadership by being nominated and then winning a seat on the Board despite their relatively small proportion of members. The first of these leaders was Taree Past Governor Dr. Joan Redshaw who was elected Director 1966 – 68. By the 1970s there began a succession of South Pacific Area Directors who had Board seats as-of-right, thanks to the efforts of their elected predecessors who had insisted on recognition. As of 2019 Australia has now produced six International Presidents, two International Directors, 19 South Pacific Area Directors and 2 Vice Presidents – 2018 being the first year in 52 years that Australia did not have Board representation.

By 1980, New Zealand had become the fourth country to join Quota International, (Mexico had since been lost). The Area concept was established which categorized clubs into the South Pacific and Atlantic Areas. As a result, the Ninth Combined Conference held in 1980 was renamed the First Combined Conference of the South Pacific Area. The conference was held in conjunction with the first International Convention in Australia, which took place in Sydney and had over 1,000 members in attendance.

**May..... Service is what ‘We Share’**



## May...Service is what “We Share”

MAY 7, 2019 ~ BERIS PRITCHARD

In Quota’s first years of existence, the organization’s full focus appeared to be on leadership and growth; it was not until the fifth Convention held in Buffalo in 1924 that there is any record of a focus being placed on service. At that convention, the organization-wide service program adopted by all clubs was called “Service to Girls”.

### “Service to Girls” & Beyond



Projects that aimed to enable girls to remain in school longer and to identify underprivileged girls in need of assistance and special training were the forerunners of a wide variety of Quota club service activities to fall under the umbrella of “Service to Girls”. Such activities were the primary, and unifying focus of Quota clubs for the fourteen years. Then, in 1938, the concept of service activities was broadened by President Elsie M. Yellis when she proposed a five-point community service plan. This plan became the basis of our Objects and Action Committees today. The five-point plan for Quota community service encouraged clubs to build their activities around creating opportunities, specifically: opportunity for good citizenship; opportunity for international service; opportunity for friendly relations; opportunity for the recognition of the achievement of women; and the opportunity for service to women and girls.

### War Service

When World War II interrupted the lives of so many worldwide, Quota Club International came of age. At the 1940 Convention held in San Francisco, a resolution was supported which allowed for *individual* Quotarians to contribute to the war effort in their local communities. As a result, individual members raised enough money for the Red Cross to

buy two ambulances! Other war and defense projects included: selling bonds; blood typing; sewing; knitting; nursery and canteen work; first aid and civilian defense. The next five years certainly provided opportunity for Quotarians to establish a reputation in their communities for their war service and emergency relief. Additionally, during the war, the conventions planned for 1943 and 1945 were cancelled – a challenging sacrifice for the relatively young organization. Members were kept informed as best as possible through *The Quotarian* and continued to focus on the organization-wide five-point plan for community service, with each Board Member serving as the Chairman of one of the five-point activity programs that had been adopted two years previously. Thankfully, Quota continued to grow throughout the war.

## Quota International Fellowship Fund

Despite the war raging on, in 1943 the Board of Quota Club International allocated \$500.00 of funds to create an educational fellowship award in honor of Quota's silver jubilee which would be celebrated in 1944. The criteria for the fellowship award mandated that the applicant must work in a field of service supporting women and children. The first Quota Fellowship Fund awardee was Catalina Rodriguez del Pozzo from Cuba who used the money to enroll in a graduate study program at Louisiana State University's School of Commerce. The continuation of the award was approved at the 1944 convention and in 1946, a resolution made the project an annual grant by directing that provision be made for it in the annual budget. In 1949, the eligibility for the grant was extended to include all countries not under Soviet domination. At the 1951 convention a resolution passed which further established a separate Fellowship Fund to which clubs, members, and districts could donate. With the creation of the Fellowship Fund, "Miss Quiff" arrived. *The "Miss Quiff" was a piece of art symbolic of the young women who were chosen to receive financial assistance from Quota's Fellowship Fund in the 1950's and 60's.* To further protect the money raised for fellowship awards, a trust was set up and managed by a Board of Trustees for the protection of the funds and the careful investment of the principal. Over the next 27 years, 61 women benefitted from the Quota International Fellowship Fund – a program that

*Quota International Fellowship Fund*



created a closer bond of friendship and fellowship in service to women and children in 24 countries.

## **Partnering with CARE**

Quotarians at the 1969 Convention approved a partnership between Quota and the international relief organization, CARE. Under the title “Quota/CARE Key to Development”, a number of international service projects were adopted by Quota. These international projects, funded by Quota Clubs and directed through CARE, included: a home canning project in Turkey; the building of middle schools in Korea (2 were completed in mid-1972); the training of nurses for hospital duty in Afghanistan; the provision of clean water to remote villages in Kenya; a food production project in the Philippines to provide food for malnourished students; and the building of day-care centres in India. From 1968 to 1988 when Quota’s own World Service Club to Club program was established, Quotarians contributed more than \$100,000.00 to support CARE programs.

## **Quota Commits to Help the Deaf and Hearing-Impaired**

In 1970, Jeanette Healey was elected International President. It was during her presidency that Quota lay the groundwork for the United Service Project that would take shape in the years following. Quota’s service projects were so different from club to club that the organization as a whole was not receiving recognition for the work that the clubs were doing around the world. It was determined that if all clubs worked towards a common goal, Quota would develop a unique identity and stronger reputation in the public eye. Therefore, at the 1971 convention, a resolution was adopted urging every club and district to undertake at least one project involving financial assistance or personal service in the field of hearing and speech. Further, at the 1972 Convention, a subsequent resolution specified aid to hearing and speech impaired people as the official United Service Project of Quota International; additionally clubs in every country were urged to observe their country’s national hearing awareness month. In 1974, the Fellowship Fund focus was changed to provide scholarships to students who were deaf or hearing-impaired, or preparing to work with hearing-impaired people. This change resulted in a close partnership between Quota and Gallaudet University in Washington D.C. the world’s only university for the deaf. The students who became recipients of a scholarship from the Fellowship Fund from this point on were international students studying at Gallaudet University.



Helen A. Turk  
*Past International President and  
life member of Quota Int. Inc.*

In 1974, during the presidency of Helen Turk, the Board of Directors established a Quota International Incorporated Charitable and Educational Foundation, a tax exempt, not-for-profit organization. The purpose of the Foundation would be to fund and guide the United Service Project by encouraging and directing activities through which local clubs could educate the general public about deafness and its resulting problems. The role of this Foundation, now known as the 'We Share Foundation' is still described in Quota's Bylaws under Article XI – Section 5D.



In 1978, the inauguration of the Deaf Woman of the Year occurred, recognizing an outstanding deaf woman for her achievements each year, selected from nominations submitted by clubs. The inaugural winner was Irene Tunanidas of Youngtown, Ohio. Charlotte Schamadan, nominated by the Monrovia Quota Club in California, was another Quota Deaf Woman of the Year who subsequently joined the Monrovia Club, then in 1997 was elected International President, and never stopped her advocacy for the deaf and hearing impaired.

Charlotte Schamadan,  
Past International President

In 1980, the South Pacific Area joined the United Service Project by establishing the Quota SPA Scholarship for Work for the Hearing and Speech Impaired.

Lastly, the campaign, “What is Silence”, which transformed into “Shatter Silence”, was supported by all Quota Clubs through projects that benefitted deaf and hearing-impaired individuals in their local communities. This campaign continues to this day through the support of more modern projects like funding cochlear implants for children, “Signing Santa”, the distribution of ear plugs, and the installation of classroom technology to assist hearing-impaired children and their teachers.

In 2019, the “Unified Service Committee” has been revitalized to ensure Quota International’s service projects continue to support every Quota community.

***June..... Quota’s Administration and Administrators.***



## Quota's Administration and Administrators

JUNE 6, 2019 ~ BERIS PRITCHARD

*Meeting Minutes – the responsibility of the secretary, to provide the historical reference for all organizations.* In 1919, the first secretary of Quota's founding group was Jean Ware Redpath – one of the original five. After receiving its Certificate of Incorporation, the first meeting of Quota Clubs International was held and officers were elected. Florence M. Smith was elected secretary and the International Headquarters was subsequently located at 122 Chamber of Commerce, Buffalo New York.

### Quota Creates the 'General Secretary' Position



1920-1928  
Florence M. Snowden

At the first annual convention held in Scranton, Pennsylvania, in 1920, Florence Snowden, a member of the Scranton Club was appointed the first General Secretary. The Headquarters was at the home of the President until 1928. However, at the 1926 Convention when the Quota Club of Winnipeg received its charter, Quota received congratulations on its international status from President Calvin Coolidge who invited the organization to make its Headquarters in Washington D.C. When, at the 1928 Convention a request was made for every club to donate U.S.\$50 for a permanent Headquarters to be established in Washington DC, U.S. \$1,700 was pledged and the first permanent Headquarters was established at 812 17th Street, N.W., Washington D.C.



1928-1936  
Elizabeth White  
Emens

On January 1, 1929, President Elizabeth White Emens resigned as International President and took over the responsibilities of General Secretary from Florence Snowden. The Worcester, Massachusetts Convention in 1929 marked the tenth anniversary with a General Secretary, a permanent office, and 2,500 members. Elizabeth made her last General Secretary's Report to the Convention in 1936 and was given much credit for her fine work and the sincere appreciation of the Board for her devotion to Quota.



1936-1961  
Gwladys W. Jones

On September 15, 1936, Gwladys Jones was appointed General Secretary. Gwladys was a graduate of Bryn Mawr College, a Women's College in Pennsylvania, originally founded as a Quaker Institution in 1885. She taught for three years before entering administrative and editorial fields. During Gwladys' tenure as General Secretary, in a filed letter dated 1944 from the Commissioner of Internal Revenues, she was advised that Quota International and affiliated clubs were entitled to exemption from Federal tax under the provisions of section 101(8) of the Internal Revenue Code. However, Quota was required annually, to provide the IRS with lists

**in quadruplicate** showing the name and addresses of any newly chartered clubs and of those which had ceased to exist.

Gwladys was a long and faithful employee, travelling to Australia in 1959 to represent the Board of Directors at the Second Combined Conference of Australian Clubs held in Canberra. Gwladys retired as General Secretary in 1960 and was chosen for Honorary Membership in 1961 at the Convention in St. Louis, Missouri, in recognition of her many years of service. She died in 1968, shortly after the passing of Quota Founder, Wanda Frey Joiner.

## Changing with the Times

In 1955, Quota's Headquarters office was moved to 1145 19th Street, N.W., Washington D.C., at which time several studies were conducted by Board Members on headquarters equipment, personnel, policies, organization, obligations, expansion, workflow and finances. One procedure that resulted was that of requesting clubs to submit rosters to headquarters each year, to help headquarters do a better job of classification. Maintaining current data on club member classifications was a time-consuming problem.

Following Gwladys Jones, Quota was then fortunate in appointing Dora Lee (Allen) Haynes, as the new General Secretary who assumed office on January 1, 1961. Later, Dora Lee's title was changed to Executive Secretary, and further on to Executive Director, more in keeping with the responsibilities of administering Quota International, Incorporated. This was also the year for incorporation in the District of Columbia under the new name of Quota International, Incorporated. The new incorporation papers were signed by Wanda Frey Joiner, Anne G. Stillings, Minnie H. Byers, Katherine Tancill, and Claire Oglesby. The previous incorporations of Quota Clubs International were dissolved in 1961. (*The 1961 Articles of Incorporation, also known as Quota International's Charter, can be [viewed online](#).*)



1961-1984  
Dora Lee Haynes

At the convention in 1963, the flag of Quota International, Inc., was presented to President Helen Agnew and has been carried at every Quota International Convention since then, although the original has been replaced in recent years. Quota also filed papers with the United States Patent Office to secure the trademark and copyright of its name, design, emblem, and the name of its magazine. Filing in Canada and Australia followed after the papers were granted in the USA. 1961 also saw a new design for the membership pin with the official emblem for Quota International, Inc. At the same time, a jeweled pin for Quota International Past International Presidents was designed.

## A New Approach to New Clubs

In 1965, after many years, Quota once again employed a professional field representative, but after one year, the decision was made that club organization is best and most economically accomplished by individual Quotarians and clubs.

During the Sixties, the *Membership Classification Guide* was completely revised; a *Quota Activities and Membership* brochure was developed, the *Organizer's Manual* was written to help establish new clubs; and the

*Governor's Guidebook* and the *President's Handbook* were produced to help officers with their duties and procedures. Growth slowed with a membership of 400 clubs.

The Golden Jubilee Convention in 1969 was held in Washington, D.C., at which Quotarians resolved to create the Wanda Frey Joiner Memorial Fund in her honor and as a perpetual living memorial to carry out Wanda's wish that her estate be used to organize new Quota Clubs and strengthen existing clubs. The Wanda Frey Joiner Award and Pin, established in 1998 by President Verna Stewart, continues to perpetuate her memory today – and the Probate document of Quota's Founder filed in the Superior Court of Los Angeles on June 27, 1968 is still held at the Quota International Office.

In 1984, Dora Lee Haynes resigned her position as Executive Director after 24 years of devoted service and professionalism to Quota. Dora Lee earned respect and admiration for Quota through her involvement with other service clubs and Gallaudet University. She served Quota during a period of great growth and change and gave willingly of her skills, patience, knowledge and support. Dora Lee was awarded Honorary Recognition at the 1984 Convention for her dedication.

## **A New Home**

Kathleen W. Thomas followed and brought to her Executive Director position experience as an association executive with a strong background in association management and education. Her job responsibilities at Quota were to include serving as Director of the headquarters office and staff, manager of Quota's Conventions, and editor of *The Quotarian* magazine. She assumed the responsibilities of the Shatter Silence coordinator position as well.



Past Executive Director Kathleen Treiber

The Quota Headquarters office had moved to seven different locations since it had arrived in Washington, D.C., in 1928, all leased spaces. In 1984, Convention delegates voted to begin a fund-raising campaign to purchase a Quota World Headquarters site in the city, and in June 1985 office space in a building located at 1420 21st Street, N.W., was purchased for U.S.\$546,675.00. It seemed fitting that Quota's new home would be located in a stately building that was built when Quota was founded in 1919. Shortly after moving into the new office, Quota purchased an IBM-36 computer, thus bringing Quota International into the computer age.

After 29 years as Quota's dedicated Executive, Kathleen (Thomas) Treiber retired having brought Quota into a completely new digital and electronic age.



In April 2013, Barbara Schreiber, formerly a fund-raiser for a non-profit charity, was appointed to the position of Executive Director. Barbara served for five years, resigning in September 2018.

Executive Director Nancy Fitzpatrick

Nancy Fitzpatrick, who previously served Quota as Director of Membership and Deputy Executive Director from 1994 to 2013, became Quota International's seventh Executive Director in September 2018. Nancy's extensive non-profit experience is supplemented with a Master's degree in Business with a specialization in non-profit management. She

returned to Quota with a strong commitment to the organization, its members, and its ideals at a time when the need for restructuring had emerged due to financial concerns, diminishing membership, and a world far different than a century ago when Quota was founded. As a result, Quota's leadership is reaching out to its members to help define the Quota of the future in the century to come.

***July ..... Quota goes Global***



## July... Quota Goes Global

JULY 5, 2019 ~ BERIS PRITCHARD

Following the first Quota convention held off of mainland North America, in Hawaii in 1975, and the election of Joan May (pictured to the right), the first Australian to serve as International President, Quota gained maturity outside North America. As a result, rapid expansion in the South Pacific and Asia followed. Fiji became the fifth country to join Quota in 1975 with the charter of clubs in Nadi and Lautoka.



During a hectic period of club organization between 1976 and 1978, Joyce Fren, later to become Quota's 1982-1984 President, became known as the "Mother of Quota's International Image". She was the driving force behind Quota's extension to parts of the Pacific and Asia, having a hand in the survey and charter of 15 clubs in those two short years! This period took place after her term as South Pacific Area Director and before she was elected back onto the Board in 1980 as Second Vice President.

### Quota Expands to the Philippines

Early in 1976, Executive Director Dora Lee Haynes spent part of a vacation in the Philippines. She realized the great potential for Quota clubs in this country, compiled a list of 555 possible prospective members and notified International President Joan May. Joyce Fren was authorized to begin extension in the Philippines and arrived in Manila on May 31, 1976, after having written to 55 contacts with details about Quota membership and service.

The first Philippine meeting was held in the Manila Hilton Hotel on June 7, with 29 women present, 12 of whom accepted membership. Frances Parsons, a staff member from Gallaudet University in Washington, D.C., U.S.A., was visiting to promote a greater understanding of the deaf and was the guest speaker at the organizational meeting on

June 23. Twenty-one financial members were in attendance at that meeting where club officers were elected and the bylaws adopted. Rose Sobrepena, who had been very active in recruiting new members, became Charter President with Emilia Garcia and Carminda Bonoan as Club Secretaries. The charter was presented by International President Joan May on July 14, in the Turf Room at the Manila Polo Club – a most glamorous and beautiful function. (This writer was fortunate enough to be entertained by the Manila Club at this same location for my 50<sup>th</sup> birthday when I was International President!) The club had already made a firm commitment to support Quota's Hearing and Speech program and also became involved with S.A.I.D. (Southeast Asian Institute for the Deaf). Rose Sobrepena served two years as President and was followed by Elsie Familiaran, who had transferred to Manila from the Bacolod Club.

Joyce Fren was invited to a meeting of 18 interested ladies in Bacolod on June 11, 1976, and a charter date was set for June 23 – just two weeks later! Charter President Elsie Familiaran reported the event as fabulous with the local Governor as the VIP Guest and keynote speaker, despite being held in the midst of a typhoon! The ceremony was impressive despite having no charter, no pins, and using candlelight and roses as the charter trimmings.

Elsie Familiaran then took Joyce for a ferry ride to Iloilo, and after discussions with President Joan May, Iloilo Quota was chartered on August 8. Two ladies from the Bacolod Club spread the interest in Quota to Dumaguette and a Charter was presented to that club by South Pacific Area Director Vera Garland in January 1977. Meanwhile, Elsie Familiaran and Joyce Fren interviewed prospective members in Cebu, organized meetings, and then presented a charter to the Cebu Club on January 12, 1977, with Lygia Ibanez as the Charter President. Lygia remained a dedicated member until her death many years later.

## **Quota Roots Take Hold in India**

Joyce Fren, officially known as “The South East Asia Organizer” also traveled to India and Sri Lanka in 1976. Quota's Bombay club was chartered in September 1976 – the first in India, but others soon followed. Because annual dues were equivalent to one week's salary in India, the Board of Directors was faced with a dilemma in regard to exchange rates and the remittance of foreign currency. The establishment of the Club-to Club Program (later renamed the Hand-in-Hand Program) five years later helped to resolve this financial situation.



An inaugural meeting was also held in Colombo, Sri Lanka on September 8, 1976, with 15 prospective members present. Following the election of a Protem Chairman, Secretary and Treasurer, the club started to organize its service work. Top priority was given to providing for the education of deaf children. However, it was not until January 27, 1978, that the charter party was held with 25 members initiated at the Sapphire Hotel – a glittering affair with the room decorated in traditional Celonese style and a government film crew sent to

record the entire function. This club was extremely active but, unfortunately, had to disband when curfews were implemented during the civil unrest in 1989. Also in 1978, a meeting was also held by Joyce in Bangalore, India, on January 17 wherein was planned the charter of the Madras Club on February 5. However, this did not happen at that time.

Joyce returned to India for a meeting in Madras on June 17, 1977. Fourteen prospective members decided on their first project and set a charter date for September 2. In Bangalore, 14 ladies received the “Quota story” enthusiastically at a meeting on June 25 and were keen to establish a club. It was decided to attempt completion by the end of August. Potential service projects decided upon included support of a senior citizens’ day center and the provision of a workshop for developmentally disabled people.

During this trip, Joyce also went back to Bombay (now Mumbai) and visited Bandra, but it was a difficult time to be in India – hot and wet during the monsoonal season thus resulting in poor attendance by prospective members. It was decided that the ladies in Bandra should join the Bombay city club. Additionally, the payment of dues continued to be a challenge due to government restrictions.

Positive results were achieved in New Delhi from meetings held on June 21 and 22, 1977. The offer of an acting chairman came immediately as well as offers of assistance from the President of the National Council of Women, Mr. G. C. Mathur, a Government Official; Mr. Ghat and Dr. Kandy, from the All Institute of the Deaf; and from a Rotary Past President,

Mr. K. Kripalani, whose wife Rekha is still an active charter member of the New Delhi club. More meetings were held after Joyce left, and the Quota Club of New Delhi received its charter on March 3, 1978, with Deep Dugal as the Charter President. Deep remained a strong leadership presence in the club until her death in 2004. A charter was presented to Quota International of Sainik Farm in February 2000 by this writer and to Quota International of DLF City in December 2000 by President Dolores Brosky. Unfortunately, by this time, the clubs in Bombay, Bangalore, and Madras had dissolved. Quota also had a presence for a short time in Calcutta (now Kolkata), with a club organized there by the New Delhi club.

### **Quota's Asian Presence Expands Again**

Past President Joan May presented a charter to Quota International of Singapore on March 2, 1980, at a glittering function attended by 186 overseas visitors. However, this number was far surpassed when Singapore hosted Quota's 72nd Annual Convention in 1993 – the first to be held in Asia. Canadian Ilse Mitchell was elected International President and returned to Asia in January 1994 to present a charter to Quota International of Kuala Lumpur in Malaysia, a club organized by Dixie Tan, Singapore club's charter president.

### **Quota Takes Hold in the Caribbean and Europe**

Meanwhile, there was also plenty of organizational activity occurring on the Atlantic Ocean. Quota International of Curacao was the first club to be chartered in the Caribbean on August 15, 1987, followed closely by Quota International of Aruba on September 16, with the charter presented by International President Janet Popyach (pictured to the right). Through their connections in the Netherlands, it didn't take long for these clubs to introduce Quota International to Europe, with the first club being chartered in Rotterdam on April 23, 1994. Clubs in Zeist, Zutphen, and Amsterdam followed. March 14, 1997, brought the creation of Quota International of Suriname, which has been an active participant in the Hand-in-Hand World Service program since its inception. Finally, since 2000, Quota has also spread in the Caribbean to the islands of Sint Eustatius (in 2008) and Trinidad-Tobago (2018).



The Board's decision in 1980 to establish Quota's own Club-to-Club Program, now known as our World Service Hand-in-Hand Program, has provided the link necessary to make Quota International truly global through our clubs' collaborative efforts in running local service programs in developing countries – some clubs giving funds and others giving time and hands-on service on location. Additionally, tour groups, which started in the 1950's between the U.S.A. and Australia, have more recently offered members the opportunity to visit Quota countries across the globe to experience Quota fellowship and service on a global level.

August ..... Quota's valued Mentors



## Quota's Valued Mentors

AUGUST 7, 2019 ~ BERIS PRITCHARD

While the dictionary simply describes a mentor as a “valued advisor”, the contributions of Quota International’s Parliamentarians over the past century would be more aptly described as invaluable! Quota has been blessed immensely by our competent, understanding, and loyal parliamentarians. Like the organization’s long-serving and dedicated General Secretaries/Executive Secretary/Executive Directors, our Parliamentarians have been few in number but highly in value and worthy of our kindest honors.

### Quota’s Robert’s Rules Connection

In the first decade, the Parliamentarian at the 1929 Board Meeting was none other than Professor Henry Robert Jr., son of General Henry M. Robert, the author of Robert’s Rules of Order. Even our current members know that name and I’m sure most have a copy of his latest edition in their club. Professor Robert continued to serve as Quota’s Parliamentarian through 1935. During this time he took an active role in offering his expertise to the organization on its progress as it related to its parliamentary law. He was introduced at the 1930 Convention as “one in our midst who has adopted Quota, and Quota has adopted him”.

### Parliamentarians Through the Decades

Mrs. Harry Harvey Thomas then accepted the role, and when she could no longer carry out the responsibility, Mrs. Marie Suthers was engaged as Quota’s Parliamentarian. Marie Suthers served in the role from 1957 till her death in 1983 and not only gave classes in parliamentary procedure which were extremely engaging, but she also wrote a Guide to Parliamentary Procedure and helped with the structure of the organization. It was she who provided ideas for streamlining methods of nominations and elections for the annual conventions. In 1973, at the Convention in Toronto, Ontario, Mrs. Marie Suthers received the distinction of Honorary Member of Quota International.



Mrs. Margaret Steele followed as Quota Parliamentarian in 1983. Margaret was a quiet and gentle lady, but her parliamentarian sessions at Conventions were always well attended. Over the years she sparked the interest of convention attendees by her informative and witty workshops on parliamentary procedure.

Margaret Steele was followed by Carolyn Stubbs – Quota’s current Parliamentarian. Carolyn was a member (and still is) of Quota International of Flint, Michigan. Her interest in parliamentary procedure was sparked during her term as a member of the Board of Directors and International President in 1995-96. It took a great deal of time and dedication for Carolyn to gain her parliamentary qualifications and recognition, but she is now, and has been for a number of years, a walking encyclopedia on Robert’s Rules of

Order and Quota's Bylaws. Like her predecessors, Carolyn has provided valuable advice on structural and relevant bylaw changes needed over the past two decades to keep bylaws (and Quota!) compliant with parliamentary law.

Over the past century, these parliamentary professionals have been invaluable in guiding Quota Clubs International Inc. and Quota International Inc. in a safe and compliant direction.



## **Mentoring Members**

Looking at “mentors” from a broader definition, “Mentorship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person – it is a learning and development partnership between someone with vast experience and someone who wants to learn”. If this type of relationship between experienced leaders and newer members had not been present from the establishment of Quota in 1919 through today, our organization would not have survived (thrived, even) the 100 years that it has. In the times of member classification, professional development became a major bonus in Quota membership and leadership – Past International Presidents, Area Directors, District Governors, Regional Directors, and Club Presidents have all been willing to share their Quota knowledge and leadership skills with new and willing members – and still do!

## **Mentor Tools – Music and Words**

In the early years, music played an important role in Quota meetings and the songs that were sung provide a keen insight into what the club represented to its members. Many of the meetings, particularly evening meetings, opened with music. Archival samples of the programs at these meetings portray a sequence of events that one might experience in church, e.g. a minister was often invited to give the invocation which was promptly followed by members singing the “Quota Song” and other favorite club songs. A member or guest would extend a greeting followed by more singing, with words written to such tunes as “Mary Lou”; “Jingle Bells”; “How Can I Leave Thee” and “Marching Through Georgia”. This style of program at the time reflected members’ passion for friendships and companionship. Friendships fostered in the club seemed to bring out the “fun loving, carefree spirit” of the “girls” who attended the meetings.

Quota – that’s the Club I shout for,  
That’s where I love to be,  
Pals there are dear to me, Friends are sincerity.  
I rush to be there  
And to mingle with those girls that I am proud to know  
It’s the Club that proves our loyalty,  
Everybody has the time to sing to thee  
Of Quota, that dear fine Quota Club,  
In good old Worcester town.

It’s important to note the telling line that clearly points to the elite atmosphere of the club: “to mingle with those girls that I am proud to know” . Lines such as these hint that those Quota members were proud to be with women of a privileged class and who were symbols of status in the community. They were, in essence, the

“cream of the crop” – the women who supposedly could wield the most power within the community to bring about change. Very few of the songs, if any, mention that they are a service club or service oriented.

Other Quota initiatives could be considered a “mentoring tool” for members. The Quotarian – a monthly magazine in its early days – extolled the femininity of members and contained features that reinforced the notion that professional women were indeed feminine – they could work AND fit the dominant notions of what a woman should be. Women like Wanda Frey Joiner and International President Catherine Olney, in addition to all Quotarians, were the exception in an era when women were expected to set their sights on marriage and keeping house. As professional women, their Quota club provided a supportive and nurturing refuge where they could sing songs, throw decorative parties and themed meetings, and give service to the community. Their club service gave them the license to meet – after all, women were supposed to be nurturing and help those in need. Therefore, Quota members were able to achieve their primary objective – enjoying the rewards that professional life had to offer –while still playing out the 1920’s dominant notions of “femininity” within their own club.

Many decades later, Australian Quotarians sang “The End of a Quota Day” to the tune of ‘End of a Perfect Day’ at the conclusion of all Quota conferences and gatherings, with the same feeling of “girls I am proud to know”.

Additionally, failing to mention “The Quota Collect” in the context of “mentoring tools” used by Quotarians would be to ignore what could be considered to be Quota’s “soul”. Quota’s bylaws have always described the organization’s policies as nonpartisan, nonsectarian and without racial discrimination; “The Quota Collect” speaks to all members regardless of country, race, or religion.

Quench in our hearts, O Lord, all fires of selfishness,  
Unfold to us the joys of true friendship,  
Open our minds to a better understanding of service,  
Teach us the real meaning of sharing,  
And help us to hold high those principles of Quota for which we stand.  
Amen

Used by some clubs as an Invocation, by others as a Benediction, “The Quota Collect” was written by Miss B. Ethelda Mullen, a charter member of the Wilmington, Delaware club, in 1923. Her working life revolved around improving the welfare of children and women who needed extra support in her community, and she received many awards and much recognition for this work. The collect was copyrighted by Quota International Inc. in 1942 and in 1951, Ethelda was named an Honorary Member of Quota International at the Quebec Convention in Canada.



Miss B. Ethelda Mullen

Modern technology has enabled us to transfer a cassette tape recording made not long prior to her death in 1980 onto our current web site. The tape records a presentation to Ethelda Mullen at which she explained that she had written “The Quota Collect” one night after she had gone home from a Quota meeting. She wanted to put into words what her Quota membership meant to her and the tape concludes with her personal reciting of [“The Quota Collect”](#).

September – Quota’s Service goes International



## Quota's Service Goes International

SEPTEMBER 6, 2019 ~ BERIS PRITCHARD

In previous decades, Quota International extended its service support internationally through CARE's "Key to Development" Program and the UNICEF \$10 "Save a Child" program supported by the Canadian clubs. ([Read more here.](#)) But in 1980, Quota International aimed to implement its own, grass-roots, international service program. Like the organization itself in the 1920's, the formation of an official international service program took considerable time to turn it into a viable initiative.

### Club-to-Club Program is Born

In 1983, President Joyce Fren appointed Past South Pacific Area Director Joan Dooley Chairman of the International Service Committee. Joan had previously visited the clubs in Sri Lanka and India in 1981 for their combined conference with a group of Australian members in Colombo. During that visit, New Delhi Club President, Vijay Pandit, described to Joan and the Australian members at the conference her "Vision Splendid" of her club building a home for destitute women and children. Upon acceptance of her role as chairwoman of the organization in 1982, Joan remembered this conversation and brought to life the Club-to-Club program which enabled Quota clubs in the developed countries to help clubs in developing countries realize their dreams.



Joan (left) shared President Vijay's "dream" and now had the challenge and opportunity to make it a reality as Quota's official international service program. She started by writing to the Quota clubs in India, Sri Lanka, Fiji, and the Philippines (with a return-addressed envelope) seeking their input on projects they would like to establish and maintain through this new program's funding. This was a new concept and perseverance was needed to attain the needed information, but to those clubs who had replied, Joan then mailed a roll of film with the request that it be used to photograph various aspects of their proposed project. While there were no problems with this request in the Philippines, in India it was quite difficult to find someone who had a camera in which to use the film!

Joan believed that up to that point the major weakness of the international service program was the absence of constructive discussion between Quota countries on the needs and interests of the others. Additionally, policies had not been developed to guide the creation of a plan of operation. Joan saw that the challenge facing Quota was to create a rewarding program which would help improve the standard of living for those in struggling countries, as well as provide a sense of fulfillment for the members of Quota clubs in those countries who saw and were trying to relieve the needs of their communities.

### **Refining the Club-to-Club Program**

The projects thus nominated by the clubs in Sri Lanka, India, Fiji and the Philippines were put forward for discussion and approval by the delegates at the 1983 International Convention. The proposal was “area” based, with each Quota area deciding which club from those who nominated projects it would direct its service donations. A proposal was also made for the administration of the international service program to be arranged between the Quota Area Director and her clubs, and the recipient club concerned - NOT by Quota International. The goal in setting up the international service program in this way was to increase membership through international goodwill and understanding, while also developing fellowship and friendship between clubs. It did not take long for Quota clubs to arrive at an appreciation of this very visible, very personal, and very rewarding type of international service.

The International Service Committee report presented at the following convention in 1984 showed that the majority of Quota’s aid had been channelled to Sri Lanka following an appeal by the Colombo club to bring relief to victims affected by ethnic disturbances in the city (which were ultimately responsible for the dissolution of the club in Colombo). However, monies were directed to projects in other countries as well. The Philippine clubs of Dumaguete and Manila received financial aid from Australia, the United States, and Canada to assist with the education of deaf children. Fiji, because of its close ties to New Zealand and Australia, received its aid from those countries. Lastly, New Delhi received aid from clubs in Australia. The projects submitted by the clubs were aimed to provide support without heavy overhead expenses and crippling administrative costs; and the program’s goal was to provide a bridge of understanding of the struggles which existed in the communities of Quota clubs in developing countries.

The basic concept of the Club-to-Club Program had succeeded, resulting in its adoption as the international service program of Quota International. Ultimately, to provide uniformity and continuity, the administration and management of the program had to become part of the staff’s role at the International Office. From there, it

was administered through the We Share Foundation, largely by Christy Herz during her time as a QI staff member for many years following.

### Highlights from the Project that Inspired the Program's Creation



Quota Home on Opening Day

Stepping back to the initial stages of Club-to-Club's organization, when Joan asked the clubs for Project suggestions in 1983, the only truly Quota project received was from the Quota Club of New Delhi; it was President Vijay Pandit's dream of building the Home for Destitute Women and Children. The clubs in Australia whole-heartedly promoted and supported the New Delhi club's project from the beginning, despite the many setbacks which arose.

First, land had to be found and the government was approached for support, but in 1984 Prime Minister Indira Gandhi was assassinated which threw the government into disarray. A further setback occurred when Indira's son was killed in a plane crash. Several attempts were made to find land, but despite the support received from other Quota clubs, it was not until a block of land at Faridabad was donated by New Delhi Quotarian, Pushpa Vadera (right) . Donated to the cause in memory of her husband, building the home was then



able to commence to make it become a reality. The “Quota Home” was officially opened on January 19, 1995, and was celebrated with a week of hospitality and festivities as organized by the New Delhi club under the direction of then Club President Indu Punj. In attendance were Past Presidents Beris Pritchard and Ilse Mitchell, Past South Pacific Area Director Joan Dooley, South Pacific Area Director Verna Stewart, and a large delegation of Quotarians from Australia.

Over the years, the Quota Home has continuously offered many classes, and through demand from the community and the continued support from Club-to-Club (now known as Hand-in-Hand World Service) the home structure itself has also been expanded. Included in the original “Quota Home” was a classroom in the basement which was able to serve 10 children; this has grown over the years to a number of classrooms able to serve over 100 children from neighboring villages. Sewing, knitting, computer and beauty classes for young women have been conducted for many years, and continue today. Even medical clinics have been conducted by visiting doctors through the efforts of the New Delhi Quota club. Lastly, service projects have been hosted there, like one in which sanitary napkins were created and packaged at the Home for village women who could not afford to buy them.

After 10 years, the Quota Home was bursting at the seams and a much-needed mirror extension onto the home was made possible by a \$100,000.00 grant from the Meyerson Family Trust. The opening of this extension took place in 2005 with International President Mary Cotter in attendance, as well as Past International Presidents Beris Pritchard and Carolyn Stubbs, Area Directors Susan Schneberger and Carolyn Rice, and 50 Quotarians from Australia and the United States. Fifteen years later, the New Delhi club members are now in the process of creating an additional use of the Quota Home as a refuge for homeless girls.

### **Club-to-Club's Success Continues**

The Quotarian Magazine, Vol. 73 #4, published in 1995, included in its leading article to members – “Person by person, you do make a difference. As Quotarians, you can be proud of your international service projects currently underway in developing countries around the world. And the Quota clubs coordinating these Projects in India, Fiji, Sri Lanka and the Philippines are grateful for your ongoing support. These Projects have a positive impact on the lives of the people they help and the Quotarians who provide the assistance.” The clubs in the program at that time were New Delhi, India; Colombo, Sri Lanka; Ba, Fiji; and Manila, Iloilo, Cebu and Cebu South, in the Philippines.

The Club-to-Club Program was later re-named, Hand-in-Hand World Service program. As new clubs were organized in India, Malaysia, the Philippines and Suriname, so also grew the number of applications from clubs in those countries to be considered by the Board of Directors for financial support from the We Share Foundation as a Hand-in-Hand club. Now, almost 25 years after that article appeared in The Quotarian, the clubs in the Hand-in-Hand World Service program number 21 from India, Malaysia, the Philippines, Fiji, and Suriname.

Members who have traveled to these Quota countries from Australia, the United States, Canada, New Zealand, and our other Quota countries have learned not only the value of the support provided to these clubs through HIH donations, but have also had the opportunity to experience first-hand, the “international understanding and goodwill” which is such a large part of the philosophy of Quota International Inc., and has been experienced more thoroughly through Quota’s own international service work as established and recognized since 1983.

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