**AAUW MISSOURI BOARD MINUTES**

**SATURDAY, JANUARY 26, 2019**

**CONFERENCE CALL**

**List of Attendees:**

**Board Members:** Sue Barley, Linda Berube, Jane Biers, Patt Braley, Shirley Breeze, Marianne Fues, Nancy Hutchins, Ellen Irons, Ellen Johnson, Marsha Koch, Pam Kulp, Diane Ludwig, Debra McArthur, Debbie McWard, Kay Meyer, Doris Nistler, Lynne Roney, Jan Scott, Sue Shineman.

**Work Smart Missouri Task Force Chair,** Karen Francis.

**Call to Order: Kay Meyer, President**

The January 26, 2019, AAUW Missouri State Board telephone conference meeting was called to order at 1:04 p.m. by Kay Meyer, who reviewed etiquette of today’s conference call. Kay welcomed the Board and appointed Diane Ludwig and Lynne Roney as readers of today’s minutes.

**Quorum: Linda Berube, Parliamentarian**

There are 9 voting members present and we have a quorum.

**Minutes: Doris Nistler, Secretary**

Minutes of September 29, 2018 board meeting were electronically sent to the Board. There being no changes, Sue Shineman moved the minutes of September 29, 2018, be approved as submitted. The motion was seconded and approved.

**Finance Officer’s Report: Patt Braley**

Two reports were emailed to the Board, 1st and 2nd Quarter 2018-2019. On the 2nd Quarter report October thru December, there is an increase on interest/dividend from BlackRock Funds and this amount goes directly into operating. Board members are requested to submit their expenses for reimbursement before the May 2019 convention, including requests for ink reimbursement. Attention called to the CD’s and interest under Peg Witt Fund. Questions remain about the contingency funds, but amount is correct as bank statements match what we have. In response to questions on CD’s coming to maturity and amounts in Contingency Fund, reserves and Pat Witt Fund, we are awaiting financial reports from last year. Linda Berube stated she is in the process of auditing and will have audit results available next month. Today’s finance reports are being filed for audit.

**Nominating Committee Report: Diane Ludwig**

Thanked the committee Su Bacon, Patt Braley, Linda Evans, and Julie Triplett. Slate of officers for 2019-2021 will be President-Elect, Sue Shineman, Program VP, Lynne Roney, Secretary, Marsha Koch, remaining officers to continue in their positions. Membership position will be filled to replace Sue Shineman. The unexpired term to be filled by the state president for submission to state members, with approval of the executive committee. Motion made nominating committee report be approved, motion carried.

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**AAUW Missouri Conference: Marsha Koch, VP Program**

AAUW State Conference will be held at the Holiday Inn Executive Center, Columbia, Missouri, on Saturday May 4th, with the board meeting scheduled Friday, May 3rd. The conference will

start at 9:00 a.m. with opening welcome and a guest speaker, and scheduled to end at 4 p.m. We have two great speakers Kim Churches, not as yet finalized, speaking on the initiative Work Smart program. The other speaker is Wendy Doyle, CEO of the Women’s Foundation, Kansas City, who will be our noon speaker.

The whole day will be focused on the Work Smart initiative. The afternoon planned sessions on Work Smart will be an instructor-led facilitator training, or a session about strategy and planning for achieving the goals for the initiative. Another session will spend time talking in small groups learning how to talk about the initiative, similar to our “elevator speech”, and a session sharing “takeaways” for people to take back to their branches. Karen Francis will bring closure talking about what the next steps are and what branches should be doing in the future.

Saturday morning, at 9:00 a.m. right after the speaker, we will have AAUW Missouri annual business meeting and the installation of officers, awards, branch recognition, pictures, and everything else will be done before the Work Smart program begins at 10:30.

The Board meeting will be Friday, May 3rd at 2:30 p.m., with dinner after the meeting. After dinner we may plan a cocktail time, or a movie related to the conference topic. We should encourage AAUW Kansas to attend, possibly having a round table, or having dinner with the board and a round table discussion afterwards. Missouri is far ahead of Kansas on the initiative, but we could reach out to them and encourage them to come.

**Discussion:**  Our schedule may have to be changed depending upon Kim Churches’s schedule. Sue Barley advised the decision as to who is going where will be made after the 2-16-19 National Board meeting. Suggestion was made to focus on Work Smart and not have an LAF speaker, and have Karen Francis speak on Work Smart initiative before the afternoon sessions. Students at last year’s conference were well received and we could possibly have student participation again this year. Afternoon goal is to have trained facilitators and people will be encouraged to bring their own computers or lap tops as attending the sessions will achieve their goal as a trained facilitator. Training has been revamped and everyone has to take the new training. All those who are facilitators can be part of the afternoon training. If someone goes to the training session, she will be a trained facilitator when she leaves.

Diane Ludwig suggested we challenge each branch to send two people to become facilitators for the branch stipend, or apply the training towards the Star Award. Pam Kulp stated funds are available out of Incentive Grants as this would fall under program enrichment. Diane also reminded board that the state newsletter is going to press next week and agenda has to be set by then. Suggestion was to show program agenda times and sessions in the newsletter as being tentative.

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Karen Francis stated we are not looking at the initiative as a membership-driven opportunity. We want people to know about the program, participate in the training, talk to their friends about it and become ambassadors for the Work Smart initiative.

Marsha continued her report stating that last year people paid $60 registration and that helped cover costs. Possibly the costs of the conference could be the costs of the meal, plus $5, so people coming are only paying for the food, and the state will pick up costs for the facility. We have never been asked to pay anything for National. Linda Berube reminded the board that money is in the budget to cover board meals and could be charged to that. If other people come, they can pay their own way. Marsha will put numbers together and advise board. We have time to work on this and initial agenda looks good. Patt Braley said she would work with Marsha on the costs. In response to Kay Meyer’s suggestion, Marsha will send the board a list of areas of assistance she will need for the conference.

**Governance: Marianne C. Fues**

A question arose regarding the effective date of elimination of the sentence regarding state dues between 1-1 and 3-15 for new members as stated in the state policy. After response from the Board Executive Committee, notice was sent to all branch presidents and finance officers advising the sentence was eliminated from the state policies effective January 1, 2019. The policy was updated and sent to Lynne Roney for the state web-site.

Regarding the proposed board position of Diversity, based on what National has done we could go ahead and name the position Diversity and Inclusion because that seems to be the name in the upcoming tool kit. Looking at the National bylaws and the state bylaws, it looks like we already have things in place as our bylaws Article XIII, Committees states the president may establish standing and special committees. The Missouri policy needs the additional description under Special Committees, including Diversity and Inclusion Committee.

**Recommendation:** Addition of a Special Committees section to Missouri state policies. This will allow special committees and task forces be added as per the board’s recommendation. **Motion:** Diane Ludwig moved the addition of a Special Committee section to Missouri State policies as recommended be accepted. Seconded, motion approved. Patt Braley recommended the new position have a line item amount in the next budget.

**AAUW Work Smart KS/MO Task Force Report: Karen Francis, Task Force Coordinator**

Since the Task Force formed 9-29-18, the committee, including members Ellen Irons, Ellen Johnson, Jan Scott and Sue Shineman, has been putting together information from national, Gloria Blackwell, VP Fellowships and Programs, and Kendra Davis, VP Advancement and Partnerships. One issue that needs to be clarified is that the Work Smart initiative with AAUW Missouri and Kansas is not under public policy. Public policy does systemic work such as research or pay gap, and Work Smart and Start Smart addresses those issues. We have made a lot of progress since September 2018, and are going to be calling on everyone to be part of the

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army of ambassadors. Members of the task force and AAUW MO board are challenged to register and take the online course. It is user friendly, takes about 75 minutes and gives the opportunity to network skills. The Women’s Foundation granted AAUW “seed money” to launch the AAUW Missouri/Kansas initiative. National has a grant from Coca Cola and we need 100,000 people to take the Work Smart program. A tool kit is going to be sent to all AAUW members about Work Smart and taking the online course. National is going to be the one talking to corporations, which is not our responsibility and is part of their negotiations. Our involvement is through branch members talking to friends, family and other organizations.

We are reaching out to Kansas and asking them to join us and possibly come to our state meeting, but we cannot take for granted that they have the same level of knowledge that we do. We may need to have members of the board reach out to Missouri branches, and Kansas branches and ask if they would like one of us to talk to them about the initiative. National staff has been encouraging and helpful all along the way.

Kay Meyer reminded that we are not limiting the program to women, men are included too and we need to work with both. Ellen Johnson suggested a book mark that will be available at various places, such as community centers or day care facilities. Kendra Davis has approved the wording and is sending it out for design. Other suggestion is to talk to universities, sororities or alumni groups. Karen will clarify with national regarding extent of our non-contact with corporations.

The Work Smart Task Force chair was appointed to the state board as a special committee chair and travel expenses are covered under the board travel.

**National Liaison: Sue Barley**

She has nothing to add to her report, but if there are any questions or further information is needed, call or email her.

**Membership VP: Sue Shineman**

Congratulations to Boonville, Canton, Kansas City, Kirkwood-Webster Groves, Maryville and Parkville branches for already meeting their 10% increase. With the exception of Ballwin-Chesterfield, a larger branch, all other branches are within 1 – 3 members of meeting their goal.

Every branch is encouraged to have a “get to know AAUW” event and we now can add Work Smart as well. The Independence Branch got 7 new members from their event, which is a good way to meet the 10% goal. The spread sheet attached to her report shows information on number of AAUW members in Missouri

Diane Ludwig requested February 1, 2019, member information be sent to her for the Missouri state newsletter.

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**Public Policy: Ellen Irons**

The job of the public policy committee is to encourage advocacy, programs and to provide information to the branches about our three priorities, “Get out the Vote”, protection and

enforcement of Title IX, and closing the gender pay gap. Since the last meeting, Get out the Vote was successful and many branches did programs, were active and contributed to the passage of Amendment One and Proposition B, which were National supported. On Title IX comment page National asked state public policy chairs to ask members for input, and to write

their own comments on 5 main points about the issues, representing their state. We were 1 of 15 states to do this. Public policy also signed AAUW MO on for the Paycheck Fairness Act. Closing the gender pay gap is our focus now and packets were mailed out to Missouri branch presidents and public policy chairs. This packet will be made available to the board.

There are three legislative bills on “pay equity”, the term used by national. HB145 Equal Pay for Equal Work, and HB328 and SB95 both on salary history. Planning now to go to Jefferson City April 16th, Equity Action Day, partnering with Missouri Women’s Network. Information will be sent out on that and other activities. National provides resources to follow legislative bills and the software they pay for is called “State Net”, used to follow Missouri state and national bills. “Fast Democracy” is another resource for tracking legislative bills. Kay Meyer asked if a break-out session will be needed at the state meeting for discussion with public policy members.

**Historian Report: Jane Biers**

Items shown in red on her report are for information needed, including some branch directories. If anyone knows who can supply these, it would be helpful. The paper record is printed onto acid-free paper. Everything goes to the state historical society.

**Incentive Grants: Pam Kulp**

Nothing further to her report. In answer to question by Marsha Koch, if a stipend is requested for the conference, the procedure would be to file a request with her and Teri and if it meets guidelines, they will approve it and forward it to Kay Meyer who would send it to the Executive Committee for their vote.

**Newsletter/Directory/Communications: Diane Ludwig**

Everyone was requested to write their articles and send them to her. Karen will send a summary about the meeting with Gloria Blackwell. The deadline for the newsletter is Wednesday, January 30th, but the release date is projected for February 4th or 5th. Also needed are the articles for “leaves from the branches”. New officers are requested to send a photo and a short bio.

In response to a question on directory updates, the directory is not done electronically, but board updates are sent out. Any new board addresses are to be sent for publication in the newsletter.

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**Facebook: Nancy Hutchins**

She and Mable Davis try to update our Facebook daily, or couple times a week. State branches are sharing what we put on and we share their information on our web site or Facebook. Focus varies and if there is anything anyone wants to add, let her know.

**Diversity/Inclusion: Kay Meyer** Mable Davis sent in her report. She went with them to Boonville and gave an excellent Power Point on diversity and inclusion. She is willing to share

it with anyone who wants to use it, or will go to the branches for a presentation.

**Web Manager: Lynne Roney**

Working with Marsha Koch on best ways to share reports which should be available by the next meeting. Kay Meyer suggested everyone check the state web site. National called and said their site had been breached, saying national made a request for money, which they had not. Setting up a calendar for the state has previously been discussed, but the problem is keeping it up to date. Current calendar is AAUW national information.

**AAUW Fund: Ellen Johnson**

National advised they are finalizing the report for 2018 and should be sent to her soon.

**College/University Relations: Deb McWard**

Jane Biers, Patti Jachowicz and she plan to get together to write a strategic plan for colleges and universities, dividing the state into 3 parts. There is a Webster student looking for volunteer work on social justice activities, if we can use her. Everything else is in her report.

**St. Louis Metro IBC: Shirley Breeze**

Nothing to add to her report.

**Missouri History Day: Kay Meyer**

Missouri History Day is April 27, 2019, and Betty Takahasi is looking for volunteers. There will be a free breakfast and lunch. The event is over at 1 o’clock. If anyone on the board can help, please contact Betty.

**Kansas City IBC: Debra McArthur**

Kansas City IBC met with members from Kansas City, Independence, North Kansas City and Parkville branches on 11-10-18 at Park University to discuss reentry awards. Members attending expressed interest in sharing information with other branches about meetings and events. There was a discussion on Work Smart and several people said they would like to do the training. She is signing up for the February 11th webinar training and offered to get a room at Park University so people can bring their lap tops and participate in the training and discuss it afterwards. Currently Park University is working on an agreement with National to give Work Smart workshops. Details have not been finalized. Karen Francis said she did not know about

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this, and requested Debra keep her informed. Ellen Irons and Nancy Hutchins also requested information. February 11th webinar should be using the new Work Smart training.

**Strategic Plan 2018-2020 report: Jan Scott**

She has reviewed the report and it looks ok. She will check and advise at the May 2019 meeting whether or not we are meeting our goals.

**President’s Report: Kay Meyer**

The October, 2018 visit with the Boonville branch went well and they had an excellent meeting with them. Since then it appears the branch seems to be participating more. One of the problems called to her attention was about the branches Jefferson City, Parkville and Columbia having a problem getting reinstated. Marianne Fues said there is no problem. The Columbia branch has two numbers for 501(c)3 and 501(c)4. Until the old numbers run out they are going to say they continue not to be in compliance. National helped the Columbia branch apply for a new number.

**New Business: Kay Meyer**

**UMKC Starr Women’s Hall of Fame March 22, 2019.** Guest speaker is Laura Bush and several AAUW members plan on going. Ellen Johnson said she plans to attend this event and will send information.

**AAUW Art Contest.** Susan Fenwick from Ballwin/Chesterfield branch won in the past. Anyone can submit art work for this contest. Nancy Hutchins will post the information on Facebook.

**ERA Update** Jan Scott reported there was an ERA hearing in Jeff City last year and Senator Jill Schupp said that was not the right time for the bill. Shirley Breeze said her update is that ERA is going forward with bills to be filed in both Missouri house and senate. We are one state short and we have been watching Virginia because they have been up and down. They are very close and things are looking up. She has been working on this since the 70’s and we are as close as we have ever been.

**Next Board Meeting: Friday, May 3, 2019 2:00 or 2:30 p.m.** at the hotel in Columbia, Missouri. July meeting has not been set.

Marsha Koch announced she will send out to the Board information on finalizing the May conference and also send information to the newsletter. She will also send a sign-up sheet for board volunteers.

**Adjournment:** No further business, Meeting adjourned 3:40 p.m.

Respectfully submitted,

Doris Nistler, Secretary