

AAUW MISSOURI BOARD MINUTES

Saturday, October 24, 2020

Zoom Call 10 am

Note: Minutes contain updates and new information since the written reports by Officers and Committee Chairs were shared with the Board prior to the meeting. The written reports are attached at the end of this document.

Attendees

Susan Barley, Linda Berube, Jane Biers, Teri Brecht, Shirley Breeze, Jolene Cerveny, Mable Davis, Lois Domsch, Karen Francis, Marianne Fues, Nancy Hutchins, Mary Jermak, Barbara Johnson, Marsha Koch, Pam Kulp, Diane Ludwig, Debra McArthur, Kay Meyer, Lynne Roney, Sue Shineman, Joanie Shores, Pat Shores, Betty Takahashi

Call to Order: Sue Shineman, President

Sue called the meeting to order at 10 am with a welcome and thank you to each Board member for all that they have done the past 4 months making AAUW visible in our communities for helping her continue to grow and learn how to lead this awesome State Association. She asked each person to introduce herself, tell her birthday (month and day), and why or why not you would choose that day.

Quorum: Linda Berube

There are 23 present which includes 9 voting members. Linda identified the voting members and clarified that everyone "has a voice" throughout the meeting but that only voting members may make motions and vote on motions.

Sue called for additions to the Agenda. There were none.

Minutes: Marsha Koch

Mary Jermak and Marianne Fues volunteered to be readers for today's minutes. There were no corrections to the minutes of the July 11, 2020, AAUW MO Board Meeting; they were approved as presented.

Finance Report: Patt Braley

- The Finance files have been sent to Linda Berube to audit, and the audit is in progress.
- We received a \$1,000 donation from Alice Kitchen for AAUW MO Public Policy. It is up to President Sue Shineman and the Public Policy Chair to determine how best to administer this gift. Joanie Shores talked with Alice about her intentions, and she wants time to consider how she wants the money to be used. This donation will appear in the financial report as its own line item; i.e., not commingled with other public policy funds.
- A \$25,000 donation from Ardy Pearson in memory of Alyse Stoll went directly to AAUW National. There is nothing in our policies about AAUW MO making donations in memory of members. Patt recommended that making donations is up to individual members.
- Patt reminded everyone that donations in honor of / or memory of someone should be sent directly to the AAUW Fund, noting the donor's branch.
- No one has been spending money so the financial report is unchanged except for additional dues money coming in and dividends received from Black Rock.
- Patt stressed that there is plenty of money to do whatever we want to do.

President's Report: Sue Shineman

Sue reported that she met with Jeanie Latz, new AAUW National Board Director from Kansas City, and shared information about what the branches in MO are doing. Jeanie would like to do a virtual meet 'n' greet or a face-to-face with our Board or present a program; she wants to learn more about the individual branches and is open to ideas. She is not assigned to MO as one of the states she calls on to avoid a conflict. Jeanie will know more after the October National Board meeting.

Sue thanked the Board for purchasing a Zoom subscription for unlimited online meetings noting that she has hosted 28 Zoom calls since taking office in July. The monthly meetings with branch presidents have been awesome; other meetings include:

- Board and executive Board meetings
- monthly meetings with branch finance officers
- meetings every 3 weeks with members of the Inclusion & Equity committee, College/University committee, and Public Policy committee
- hosting monthly meetings for branches Boonville, Independence, Jefferson City, and Kansas City Northland

The STEM committee has been put on hold because we have so many other issues and activities requiring our time and attention. Chris Nobbe and Sandra Murdock would both be good on this committee. Sue will be researching which branches have STEM positions and find out what they are doing.

Sue received a letter of resignation from Patricia Burroughs Bishop, Webmaster; Lynne Roney is serving as interim webmaster until a replacement is found.

Sue is attending as many 2020 National Convening series sessions as possible.

National Liaison Report: Karen Francis

The most important session of the 2020 Convening series is the September 12 town hall with Julia Brown and Malinda Gaul. There were 468 people on the call out of 60,000+ members in the country. The proposals were:

1. An annual dues increase of between \$3 and \$10
 - a. Karen noted that \$10 is only 20 cents a day.
 - b. The AAUW budget is a true budget and does not dip into reserves.
 - c. The budget has been reduced from \$24M to \$16M and staff numbers from 107 to 45.
 - d. Only \$3.1M (15-20%) is covered by our dues. Donations and grants cover the rest of the budget.
 - e. The endowments (EF and LAF) are not affected.
 - f. The Board has said our name will not change; Sue Barley noted that we are encouraged to use AAUW rather than our full name similar to the way YMCA is used instead of that organization's full name.
2. Removing the degree requirement for membership
 - a. Our degree requirement is seen as a detriment and hypocritical to our mission of breaking down barriers and gender equity.
 - b. AAUW needs to be inclusive if we are serious about equity.
 - c. In 2017 the vote to change the degree requirement lost by about 500 votes.
 - d. This is the first time the Board is taking strong action to support this change.
 - e. We need younger members fighting for equity. If we aren't inclusive, they will go to other organizations. Although women are 50% of the population we are still not achieving equity.

The National Board met last week but there has been no word yet on their decisions.

Karen urged everyone to go to the website and listen to the rationale behind both proposals. The membership vote will be in the spring. We need 5% of membership voting, so we need to get out the vote. More information will be coming out, but it is important for Board members to support these proposals.

Sue Shineman urged everyone to share this information with branches and urge members to vote to drop the degree requirement for membership.

Membership Vice President: Marianne Fues

Marianne shared her experience calling the AAUW 800 number. Calls to the 800 number are not heard by the staff, who are working from home, but their direct numbers are apparently forwarded to their personal phones. If you want to get in touch with a staff member, call the direct number. Angie Cooper's direct number is 202-785-7782.

Seven of the MO branches do not have a membership VP which means that Marianne works with the president.

Shape the Future is now online in MSD under MPP (Member Payment Program) and can be used with virtual meetings to give 50% off National dues. The offer is for new members or previous members only who have lapsed for two or more years. The Branch Finance Officer will set up an event using the Shape the Future tab. A link will be created for each specific event and sent to prospective members who will fill out the information and submit it to National with payment. The link has an expiration date assigned. Additional links can be set up.

MOTION by Marianne Fues "that the Woman of Distinction Award be an annual award, that the president-elect chair the committee even-numbered years, and the intermediate past president chair the committee in odd-numbered years" and **SECONDED** by Lynne Roney.

DISCUSSION: There were four nominations for the 2020 award; selection will be made for the 2020 awardee and presented at the 2021 annual meeting. It was suggested that the new annual award policy begin in 2022. As past president, Kay Meyer is in favor of the past president taking on this responsibility.

AMENDMENT TO MOTION by Marianne to add "beginning in 2022" and seconded by Lynne Roney. The amended motion reads "that the Woman of Distinction Award be an annual award beginning in 2022, that the president-elect chair the committee even-numbered years, and the intermediate past president chair the committee in odd-numbered years."

MOTION CARRIED.

As president, Sue Shineman directed our Governance to rewrite State Policy D., State Standing Board Committees/Chairs, Section 12. Woman of Distinction Award Committee to reflect the Board's actions. The revision will be presented to the Board at the January 23 meeting for final review of the wording along with updates to job descriptions as needed.

Program Vice President: Lynne Roney

At the July meeting we said we would decide in October about the 2021 annual meeting. Lynne offered a couple of options in her report: 1) A one-day meeting that includes our business meeting/awards in the morning and an afternoon with breakout sessions; 2) The business meeting/awards in the morning of one Saturday and the rest of the program on the next Saturday. Diane Ludwig suggested that we have an end-of-year celebration on the suffrage topic in November or December with our business meeting/awards and perhaps a speaker in May. Lynne asked for comments so that she could secure speakers and make plans.

Quite a few Board members wanted a one-day meeting. Karen Francis shared that members across the country report that they have had great success with meetings over several days. Suggestions were made to celebrate the 100th Anniversary on August 26 when TN became the last state needed to ratify the amendment. Pat Shores stated that Ellen Irons has done a tremendous amount of work on the 100th anniversary of the suffrage movement and suggests having a very large commemorative event this spring; she has several ideas. Sue Shineman said there are branches that have programs celebrating the suffrage anniversary in the spring. Teri suggested recording it and making it available as a webinar. Linda Berube has extensive experience with Zoom's webinar feature (cost \$40 a month) and is happy to facilitate webinars for us.

Lynne will focus on setting up a half-day business/award meeting on May 1 via Zoom possibly with a 15-minute speaker such as Jeanie Latz and a Board meeting the day or week before.

Sue Shineman referred the celebration of the 100th anniversary of the 19th amendment back to the task force (Ellen Irons, Pat Shores, Jan Scott, Shirley Breeze, and Patricia Bishop) to report at the January 23 Board meeting. Sue Barley suggested having an event in March, Women's History Month.

MO Star Award

The application has been updated to reflect virtual meetings. Lynne is scheduled to talk about the award at the January 21 Branch Presidents Monthly Focus Group.

AAUW Fund & Legacy Circle: Sue Barley

MOTION by Sue Barley to discontinue the [state] Named Gift Honoree Program effective immediately and seconded by Diane Ludwig.

DISCUSSION: In talking with branch presidents and AAUW Fund officers Sue learned that the award program has nothing to do with fundraising for the branch and that most did not know or understand this award. National discontinued this award program a long time ago although a few states have continued it. We should encourage branches to honor their members using their own criteria.

MOTION CARRIED.

Linda Berube will amend the Policies accordingly.

The Century Club and Century Club Plus awards to recognize individual gifts will continue to be made by AAUW MO, and a member is eligible for this recognition from each branch to which she donates \$100+ or \$250+. Sue has conveyed this to all the AAUW Fund chairs.

Sue reported that Alyse Stoll was a Legacy Circle member, and AAUW is fortunate that she was.

Public Policy: Joanie Shores

Joanie thanked everyone who has worked on GOTV especially Pat Shores and Karen Francis who have provided so much helpful information.

Based on the huge number of early ballots, it is predicted that this will be the largest turnout in history— 97% of eligible voters in Travis County in Texas are registered, and 76% of the state of Texas are now registered. Efforts of all organizations (LWV, etc.) are paying off.

The next areas of focus are Social Justice. They will continue to work for passage of ERA, pay equity, social justice especially for women, and civil rights for all. We have got to speak our minds about discriminatory issues, and we need to monitor legislative funding for Medicare expansion to ensure that it is implemented.

Legislative Action: Pat Shores

The main focus has been getting out information to "Vote No on Amendment 3." She will continue to work on persuading MO legislators to support gender equity.

19th Amendment Task Force: Pat Shores reporting for Ellen Irons

There continue to be events in celebration of the 100th Anniversary of the 19th Amendment. Pat complimented the branches (11 of 17) for getting proclamations celebrating the 100th Anniversary from one or more cities. This is the first time the state has participated in an event with widespread support across the state. Sue Shineman praised this committee for its amazing work.

Greenwood Cemetery: Karen Francis

When we learned that at least three black suffragists are buried at Greenwood Cemetery, we contacted the Cemetery and planned a commemorative ceremony. Three of the five St. Louis branches attended the event, and 100th Anniversary signs were left at the cemetery and given to local legislators who attended.

100th Anniversary Sign Project: Marsha Koch

Kirkwood-Webster Groves sold 800 signs. In a follow up to the signs, Kirkwood-Webster Groves put an ad in the *Kirkwood-Webster Times* to remind people about the 100th anniversary and about who sponsored the signs. The sign project was publicity for not only the 100th Anniversary but also for AAUW and the Missouri Women's Network. It was a wonderful project and well received by many.

GOTV: Karen Francis

Karen sent out a lot of voter information, and spearheaded AAUW sponsoring a training session for people who want to be monitors for MOVPC (MO Voter Protection Coalition). There were 68 people from around the state who participated. She thanked everyone for sharing information with branches and families. Call "1-866-our-vote" for questions or to report anything inappropriate about voting. Kay Meyer said to check the website "yourmissourijudges.org" to find information about judges who are up for re-election.

COMMITTEE REPORTSBranch Incentive Grants: Pam Kulp/Shirley Breeze/Teri Brecht

Pam reported the \$250 grant award supported the Kirkwood-Webster Groves 100th Anniversary of the 19th Amendment sign project and congratulated them for their successful project. The committee would like to develop a form that middle and high school female students who have excelled in science and math can complete to be recognized for their accomplishments in STEM fields. They would also like to develop a questionnaire as to how the committee can better serve branches with branch incentive grants

Pam is scheduled to present to the branch president's focus group in February or March.

College/University Relations: Karen Francis

Karen has been working with schools that are or had been a paid C/U partner. Her committee is working with branches to see which college they would like to be connected with.

Karen had the opportunity to participate in a Work Smart salary negotiations session with the University of Nebraska Medical Center. Participants were required to have completed Sections 1, 2, and 3 before the session. Karen did the AAUW component, and the Medical Center prepared scenarios that would specifically benefit those in the session; then the participants practiced, practiced, practiced. The session was very well received, and it was a very empowering day.

Directory: Diane Ludwig

Diane is finishing the directory this weekend. Linda will send a file of the policies with today's changes to Diane. It should be printed and in the mail by November 9.

MO in Motion: Mary Jermak

The deadline for submitting articles is Wednesday, November 4, with distribution the following week. Sue Shineman praised this year's first *MIM* issue.

Webmaster: Lynne Roney

Lynne reported that Patricia did a fantastic job of getting many things up to date and cleaned up on our website. Her expertise will be greatly missed.

Facebook: Nancy Hutchins

Nancy has posted items on suffrage, STEM, Vote No on Amendment 3, GOTV as well as light videos related to social justice issues such as the Bo Jangles dance with Shirley Temple where they are holding hands. We have other branches and states following us and the Kirkwood Human Rights Commission.

Historian: Jane Biers

Jane had nothing to add to her report.

Inclusion & Equity: Nancy Hutchins and Kay Meyer

The committee meets every three weeks and is reading and discussing "Waking Up White." The next time they meet they will view a Diane Sawyer video with four scenarios and then discuss it. There still is no toolkit from National. Missouri is one of 17 states with an Inclusion & Equity Committee.

On Thursday, December 10, 9:30 am-4:30 pm, there is a free Human Rights conference. For more information go to Labor.MO.Gov/MHRC or call Sharon Thompson 573-522-1018.

Shirley Breeze is working on a decision about the Missouri Legislative Day historically held in January.

Missouri History Day: Betty Takahashi

Betty asked if we could have copies of the students' videos from last year's competition. Because of COVID, the students did not have time to make videos. She asked if we could have copies of the scripts and is waiting for the answer. They would make interesting programs for branches. The April 2021 competition will again be virtual.

National 5-Star Recognition Project: Kay Meyer

Minor changes have been made to the program. As soon as she has access to the online process, she will share information with the Board.

Governance/Parliamentarian: Linda Berube

Linda has made a few changes to the Policies of the State such as cleaning up "convention" to "conference" and some of the job description duties. She has also made some minor formatting improvements. She will make changes in accordance with this meeting. There may be other changes needed due to changes in the ByLaws.

MOTION by Diane Ludwig "that we approve the changes to the Policies as outlined by Linda in her report" and seconded by Karen Francis.

MOTION CARRIED.

In preparation for presenting Bylaws changes to the Board at its January meeting, Linda pointed out a conflict between Article XIII. Committees, Section 1. Standing Committees Chairs:

"The president shall appoint the Newsletter Editor, Web Manager, Governance/Parliamentarian, Historian, Administrative Assistant, AAUW MO Branch Incentive Program Chair, and National History Day I Missouri Chair. They will serve on the Board of Directors as non-voting members of the board."

and Article XIII. Committees, Section 2. Special Committees and Task Forces:

"The president may establish standing and special committees as needed with consent of the executive committee. The president may appoint chairs as needed. The committee chairs will serve as non-voting members of the state Board of Directors."

Sue Barley explained that this allows the Board to establish additional committees as needed. Marianne also pointed out that the title of Section 1 is misleading. Sue Barley and Marianne Fues agreed to meet with Linda Berube via Zoom to review changes that need to be made. Linda will also add language to Article 15 of the Bylaws to allow for using online tools such as Survey Monkey to conduct virtual voting.

Changes approved by the Board at its January meeting will be presented for a vote at the May 1 general assembly meeting.

KC IBC: Jolene Cerveny

Sue Shineman and Stacey Webb (LWV) gave two Voter Education presentations on Voting during Covid to students of the KCMCC District. This event was sponsored by KCMCC in conjunction with other organizations throughout the month of October.

A Zoom call will be scheduled with KC Branch Presidents and chairs of the ReEntry Awards to discuss the 2021 ReEntry Awards.

STL IBC: Deb McWard/Barbara Johnson

Barbara reported that St. Louis IBC met on August 25 via Zoom. It was decided to forgo any attempt at a fall gathering to replace the annual 2020 Spring Fling. Because we want to honor the Barbara Lackritz awardee for 2020, Mary Jermak, a virtual event will be planned. It was also decided that there will be no Barbara Lackritz award made in the year 2021.

Strategic Plan: Pat Shores

Pat and her committee are looking at many documents and meetings to determine if we are meeting our goals. There is very little happening under the leadership umbrella, but that is to be expected. They will keep monitoring it.

NEW BUSINESS ITEMS

Sue Shineman will get together with Marsha to plan a mailing to go out after election on Google Docs, Drive, and Groups.

ANNOUNCEMENTS

Our next Board Meeting is Saturday, January 23, 10 am – 12:30 pm.

The deadline for submitting articles for *MO in MOTION* is Wednesday, November 4. Linda Berube will reach out to Ardy Pearson about writing an article in MIM to honor Alyse Stoll.

Nancy Hutchins appreciates all the women of the Board for the activity and passion and the effort everyone puts in, and she is happy to be a part of it.

Kay Meyer thanked everyone for their support on the passing of her mother.

The meeting adjourned at 12:35.

Respectfully submitted,

Marsha Koch

Marsha Koch
Secretary

AAUW MO Board Meeting – Saturday, Oct 24, 2020 – 10 a.m.
Action Items prepared by Lois Domsch

Joanie Shores working with Alice Kitchen will consider how to use the donation from Alice to AAUW MO Public Policy.

Linda Berube will audit last year's treasurer's books.

Board members should send suggestions to Sue Shineman for a new webmaster.

Board members are encouraged to watch the 2020 Convening Series: Board Town Hall, dealing with dues increase and the education requirement for membership.

Linda Berube will revise the final wording of the Woman of Distinction adopted policy for review at the January board meeting.

Linda Berube can help set up zoom webinars (\$40/month), particularly for speaker events.

Linda Berube will amend the policy changes for final approval in January.

Linda Berube will update the directory for Diane Ludwig to print on November 9.

Board members should send articles for Missouri in Motion to Mary Jermak by Nov 5.

Betty Takahashi will see if we can get copies of scripts from MO History Day winners.

Linda Berube will set up a zoom meeting with Marianne Fues and Sue Barley to go over bylaws. We vote on changes in January and the state assembly votes on them at our meeting May 1.

Marsha Koch and Lynne Roney will get information out about and schedule a zoom training on Google Docs, Drives and Groups after Nov 3.