

AAUW MISSOURI BOARD MINUTES

Saturday, April 24, 2021

Zoom Call 10 a.m.

This document is stored on Google Docs. Detailed officer and committee reports emailed in advance of this meeting are attached.

Attendees (bolded names are voting members)

Sue Barley, Linda Berube, Jane Biers, **Patt Braley**, Shirley Breeze, Lois Domsch, Susan Fenwick, **Karen Francis**, **Marianne Fues**, Nancy Hutchins, Ellen Irons, Mary Jermak, Barbara Johnson, **Alice Kitchen**, **Marsha Koch**, Pam Kulp, **Diane Ludwig**, Deb McWard, Kay Meyer, **Lynne Roney**, **Sue Shineman**, Pat Shores, Betty Takahashi

Call to Order: Sue Shineman, President

Sue called the meeting to order at 10 a.m.. She called for additions to the Agenda. There were none.

Joanie Shores has broken her wrist and has had to resign as chair of the public policy committee. Alice Kitchen has agreed to be the new chair. Alice has another meeting this morning and will join us when she can. Carol Cowles will assist Alice.

Sue announced that the idea of a STEM committee has reblossomed. Susan Fenwick has agreed to serve on this committee and is a guest at today's meeting.

Quorum: Linda Berube

Eight of the 9 voting members are present; when Alice Kitchen joins, there will be 9. There are 13 board members present plus Susan Fenwick for a total of 22, 23 when Alice Kitchen joins.

Approval of Agenda

Sue asked for two volunteers to be readers of the minutes from today's meeting. Pat Shores and Deb McWard volunteered.

Approval of January 23, 2021, State Board Minutes: Marsha Koch

A correction was reported in the Finance section; the amount of dividends from Black Rock should be \$600, not \$60. The minutes were accepted.

Finance Officer Report: Patt Braley

3rd Quarter Report—Patt explained that there has not been a lot spent from this budget. The Directory cost more this year due to having to mail all copies. A \$5,000 CD was cashed; \$1,000 of it went to reserves and the rest into contingency. Linda Berube advised that language should be added to Policies outlining how we determine whether money is designated as contingency or reserves. Patt said that the committee wanted extra funds to be in contingency as it is easy to move those funds as needed. Sue Barley reported that usually the placement of funds is determined at the July Board of Directors meeting. Kay Meyer requested \$100 for this year's two Woman of Distinction awards. This report will be filed for review.

2021-22 Budget for Approval—Patt presented a proposed budget of \$13,765. It is basically the same budget as last year's except for additional funds to Jane Bier for the printing of our 10-year history and to Diane Ludwig for mailing directories. The miscellaneous fund was reduced, and travel is lower. The \$1,000 in Public Policy was donated specifically for Public Policy, and a committee is developing a budget for it. The budget was unanimously accepted.

President's Report: Sue Shineman

Sue asked Alice Kitchen to take the lead of the Public Policy committee since Joanie Shores broke her wrist and has had to take medical leave.

About 10 GOTV postcards were returned to Sue; she will follow up with National to determine correct addresses.

Sue asked us to think about our priorities, what we want to see happen, and how we get this information to the branches.

Sue's word this next year will be "collaboration" to help us work smarter, not harder.

Sue asked us to encourage branch members to update their profile information in the National member services database.

National Liaison Report: Karen Francis

Karen reminded everyone that we are in the voting period for National bylaws and public policy changes. Please urge members to vote.

Instead of "voting suppression" we will be using "freedom to vote" and "anti-voter bills."

Karen encouraged everyone to think about joining on of the National committees; applications are available online and due Friday, May 7. It is a two-year commitment.

Membership Vice President: Marianne Fues

Marianne learned recently that some members were inadvertently unsubscribed. National sent paper voting ballots to all of those affected.

Check your profile in MSD to see what your preferred email address is and if you are unsubscribed.

Everyone gets the Washington Update; only those who subscribed for it receive the Two-Minute Action emails.

Program Vice President: Lynne Roney

Lynne gave an update on the plan for the May State Meeting. She and Sue Shineman will figure out which Zoom tool to use for voting. There are 43 people registered. There are several branches with no one registered, and Lynne will email them. All registrants will be emailed a packet of information prior to the meeting.

Ten branches have applied for STAR Awards. The certificates are printed and ready to mail.

AAUW Fund & Legacy Circle: Sue Barley

Sue reported that Advancement at National looked at our website and is praising how well done our page for giving is. National is telling every state to look at Missouri's page. Kudos to Joyce Katz who set up the original page and Lynne Roney for keeping it fresh and current.

Sue suggested that we change our report of giving to recognize the top 5 branches in Total Giving, the top 5 in Per Capita Giving, and the top 5 for Percent of Giving based on individual gifts. Note: We used to do only the top 5 in each category, and in 2014 we changed that to the top 10. Karen Francis commented that it is even more important now to recognize every branch that makes a contribution to National, that we not be seen as elitist, and that we recognize (with certificates) every branch that is

involved in funding AAUW. Diane Ludwig suggested that Sue Shineman ask the branch presidents at the roundtable what they want. Linda Berube likes the idea of recognizing the percent of members who contributed to National. Nancy Hutchins offered that the certificates do not have to include the amount given.

Sue suggested adding a new STAR point to the STAR Award application for “50 percent of members giving.”

Sue summarized what she would like Sue Shineman to discuss with the branch presidents:

- Do we want to keep the recognition awards as they are (top 10)?
- Do we want to give branches printed certificates or electronic certificates? With or without numbers?
- Add “50 percent of members giving” as a point on the STAR Award?

Public Policy: Alice Kitchen

Alice shared what members of the committee have been doing:

- National has given us the go ahead to work against Voter Suppression.
- AAUW is partnering with other local organizations and is well respected in the community.
- Kansas City and its Parks Department is creating a monument or a mural to a black woman suffragist; they are researching who that woman will be.
- Medicaid Expansion is really important to women.
- Several members participated in an ERA Coalition National Zoom call in which several Republican Congressmen or their staff spoke and asked questions; it was interesting to hear their perspectives on ERA.
- The Women’s Equality Coalition in Kansas City has completed a report on pay equity in Kansas City and has asked Kansas City to pass a law to create a Women’s Equality Committee to find and correct disparities in pay equity.
- What About the Marshall Plan for Moms? Lisa Mack, a first year Social Work grad student, contacted us through our website contact form, which Lynne Roney forwarded to Alice. Lisa shared a paper she had written about the Marshall Plan for Moms which is a federal plan sponsored by a NY Representative and is a very good plan for women.

19th Amendment Task Force – Aug 26 Event: Ellen Irons

Ellen wants to continue thinking about how we can promote the Proclamation project.

The task force recommends a panel event for Thursday, August 26, at 7 pm to celebrate the 101st anniversary. There will be at least two speakers with a moderator. April Langley, chair of Black Studies Department at University of Missouri, Columbia, and an associate professor of English, has agreed to be on the panel. Ellen has also asked Brenda Bethman, head of Women’s Studies department at University of Missouri-Kansas City, and is awaiting her reply. Ellen is open to suggestions for other speakers. The speaker budget is \$500.

SO MOVED by Lynne Roney. Since the motion is from the committee, it requires no second. **CARRIED UNANIMOUSLY.**

Pay Equity Advocates: Pat Shores

Fourteen branches have a member who has volunteered to contact their representative every week as an equal pay advocate. Pat thanked all the equal pay advocates.

COMMITTEE REPORTS

Branch Incentive Grants: Pam Kulp

Pam thanked co-chairs Teri Brecht and Shirley Breeze. The committee has created a Certificate of Achievement that branches can use to recognize women who do outstanding work in STEM fields. Pam will send the certificate template file to each branch and will also provide gold-bordered certificate paper for printing. Let Pam know how many gold-bordered certificates your branch wants. Pam will work with Susan Fenwick and the STEM committee also. At the state assembly meeting next week, Jeanne Webdell, Co-President of Kirkwood-Webster Groves branch, will report on their use of a branch incentive grant to fund their 100th Anniversary sign project.

Ellen Irons said that the St. Louis branch has been working closely with the St. Louis Girl Scouts on a project using 250 Notable Women (compiled by the St. Louis branch) and suggested that St. Louis coordinate giving certificates with Pam.

Kay Meyer noted that Susan Fenwick has a very interesting STEM story. Karen Francis said Susan was a speaker at a Ballwin-Chesterfield Munching Matters lunch and that there might be an article in their newsletter about her.

College University Relations: Karen Francis

Karen praised the great work that Deb McWard and Jane Biers have done for many years working with universities. Deb and Jane will remain on the committee.

The committee will meet with branch presidents in July. The goal is to increase the number of C/U partners.

National has been contacted about Work Smart by Kansas University in Lawrence, KS.

Robin Lucas from National was one of two speakers at the Women's Voices Raised program on gender pay equity titled "What would you do with \$100,000?" Robin talked about the Work Smart program. There were over 100 people in that Zoom meeting, and Karen coordinated securing Robin as a speaker.

Communications: Diane Ludwig

- **Directory**

Diane noted these corrections/changes to the 2020-21 Directory:

- Page 5 Nominating Committee—the last four digits of Sandra Murdoch's phone number should be 8429.
- Page 22 Joplin—Marjory Boudreaux's email is SidMarj@yahoo.com. Others in Joplin with @cableone.com email addresses no longer are active.
- Page 23 Kansas City Northland--Dixie Younger's email should be dixieyoungers@gmail.com.
- Sue Shineman will send Diane a few other changes.

- **MO in Motion: Mary Jermak**

Mary thanked the five proofreaders Sue Shineman, Diane Ludwig, Carol Davis McDonald, and Marcia Block and praised their outstanding work.

Articles for the spring *MiM* are due May 10 and could include these articles:

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| <ul style="list-style-type: none"> ▪ From the President ▪ Meet the 2021–22 State Officers ▪ President-Elect Message ▪ Membership: AAUW MO Branch ▪ Membership Numbers ▪ Public Policy ▪ Pay Equity ▪ AAUW MO 2021–21 Annual Budget ▪ Inclusion & Equity ▪ AAUW Fund 2020 Honors and Awards ▪ Branch Total Giving and Per Capita Giving ▪ 2020–21 Branch STAR Awards | <ul style="list-style-type: none"> ▪ Achievements of AAUW MO Star Award Branches ▪ AAUW MO Strategic Plan ▪ National History Day in Missouri ▪ AAUW National 5-Star Program ▪ MO 10-Star Award ▪ Incentive Grant Information ▪ Leaves from the Branches ▪ 2020 Missouri Century Club and Century Club Plus Donors ▪ Legacy Circle Members ▪ AAUW National Update; AAUW Convening Series Webinars |
|---|--|
- Webmaster: Lynne Roney
 - The young woman (Lisa Mack) who shared her thesis paper did so using our “contact” form on our website.
 - Facebook: Nancy Hutchins
 - Nancy has been posting about voting for the bylaws changes.
 - Several members also post items or send her items to post.

Strategic Plan: Pat Shores

Our state plan is based on the National strategic plan. To determine if we are meeting our goals, Pat and Diane Ludwig read articles in *MiM*, Board meeting minutes, and branch newsletters. When she gets access to the MO STAR Award applications, Pat will check those also.

Most of the goals had to do with pay equity, and we have reached our goal of advancing gender equity in MO. Next year’s strategic plan will be updated when National updates their plan.

Bylaws/Governance: Linda Berube

Standing Rules for the State Assembly Meeting have been prepared and included in registration materials.

Linda has received requests from two branches to approve changes to their Bylaws to related to electronic meetings. New Roberts Rules of Order are that organizations should include electronic voting information in their Bylaws. Sue Barley noted that some branch Bylaws already allow for electronic board meetings, and that the Bylaws should allow for electronic meetings of any part of the branch such as committee meetings. Linda will write an article for *MiM* explaining this.

The Executive Committee has requested a change to the Policies of the State IV. STATE FINANCES, H. 6:

“Requests for expenditures from the Contingency Fund may be made by any board ~~officer~~ member at board meetings. A three-fourths vote of those present at the state board meeting is required for approval.”

Linda suggested adding “or by written request” at the end of the first sentence after “meetings.”

MOTION by Patt Braley, seconded by Marianne Fues that Policy IV. H. 6 be amended as follows:

“Requests for expenditures from the Contingency Fund may be made by any board member at board meetings or by written request. A three-fourths vote of those present at the state board meeting is required for approval.”

CARRIED UNANIMOUSLY.

Linda pointed out that financial administrative decisions are made by the Board as stated in our Bylaws Articles XV and XI, 3.

Historian: Jane Biers

Jane has been using past issues of *MiM* to write our most recent 10-year history. There are only the most recent five years of *MiM* on the website. Lynne Roney will look into where the archived years are and let Jane know.

Inclusion & Equity: Kay Meyer

Kay reported that the committee has finished reading and discussing Waking Up White. They took on the postcard project because it promoted inclusivity.

She and Nancy Hutchins have been attending webinars dealing with inclusion and equity and using National's new DEI (Diversity, Equity, and Inclusion) toolkit and learning how the new plug and play features work.

May 17 is the next conference call with chairs of Inclusion & Equity committees from each state. Presidents of those states that do not have an Inclusion & Equity committee will also be invited.

Sue Shineman has advised small branches to include Inclusion & Equity as part of their programs and book groups. Shirley Breeze said that her branch combined Inclusion & Equity with Public Policy, and that it is working really well.

National History Day in Missouri: Betty Takahashi

The theme of this year's National History Day in Missouri is Communication in History. Betty should receive the names of the winners by April 30. Patt Braley will send Betty the award checks so that she can send it to the winners along with the certificate and a brief note.

National 5-Star Recognition Project: Kay Meyer

Kay had nothing new to report.

KC IBC (Interbranch Council): Debra McArthur

Debra reported that they awarded eight \$1,000 scholarships this year. Two were funded by the Kansas City branch, two by the Toni Thornton Foundation, and the other four were funded by donations from members. Linda Berube will share the link to the recorded meeting at which the awards were made.

STL IBC: Barbara Johnson

Mary Jermak received the 2020 Barb Lackritz award at their 2021 Spring Fling via Zoom; her husband and several of her four sons and their children attended the meeting. Speakers included two music teachers who were able to find ways to teach virtually using compassion and encouragement to inspire their students.

NEW BUSINESS

Votes for Women Trail Project: Ellen Irons

This project is part of the State's 19th Amendment Centennial Celebration Taskforce, and diversity, inclusion, and equity is a huge part of it. The Votes for Women Trail is part of the National Collaborative for Women's History Sites (<https://ncwhs.org/>). From their website:

"The National **Votes for Women Trail** is collecting sites from all over our country to allow us to tell the untold story of **suffrage** for all **women**, of all ethnicities, that extends well past the passage of the 19th amendment. The **Trail** consists of two parts: 1) a database with digital map

and 2) a program of historical markers for about 250 **women's suffrage** sites across the country.”

Pat Shores will be the AAUW of Missouri Coordinator and will assist branches find suffragists and complete the Missouri Trail application.

MOTION by Diane Ludwig seconded by Karen Francis that: “The AAUW Missouri Board approves the proposed project for AAUW MO to actively seek out submissions to the National Votes for Women Trail as outlined in the report prepared on April 3, 2021. This includes approval to use the AAUW MO name in association with outreach activities. This project will be led by the 19th Amendment Centennial Celebration Taskforce. Budget request of \$50 for postage and printing is requested from the Contingency Fund.”

It was suggested that making markers for the trail could be done in partnership with the Girl Scouts Gold Award or Boy Scouts Eagle Scout award.

CARRIED UNANIMOUSLY.

MOTION by Karen Francis and seconded by Diane Ludwig to “increase the budget for an additional \$50 for Woman of Distinction for the 2021 year.”

CARRIED.

ANNOUNCEMENTS

- The next board meeting is July 10 using Zoom from 10 a.m. to 3 p.m.
- The deadline for *MO in MOTION* is May 10.
- Annual Reports are due July 1 and are needed for strategic planning.
- Encourage your branch members at every opportunity to VOTE in the National Bylaws and Public Policy election. This is so very important! Voting is now through May 17.

The meeting adjourned at 1:12 p.m.

Respectfully submitted,

Marsha Koch

Marsha Koch, Secretary